

NATIONAL POSTAL MAIL HANDLERS UNION- Local 300
OFFICIAL MINUTES
EXECUTIVE BOARD MEETING
111 John Street, Suite 710
NYC, NY 10038
Friday, November 18, 2011

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The meeting of the Executive Board was officially called to order at 9:18am. In attendance were: Local President Hogrogian, Vice President Blum, Local Treasurer Tabarus, Recording Secretary Yancey, and State Representatives, Tom Ruther, Charles Price, Andrew Piacente.

The minutes from the last Executive Board meeting held on September 2, 2011 were officially read into the record by the Recording Secretary. Note the following additions/corrections:

Page 3: NJ Report- Pending Impacts: Change: undergoing restructure to: Reassignment.

Page 3: NJ Report-Change: ABPS to: APBS

Page 6: CT. report: Delete covenant.

Hearing no further amendments, the following motion was made:

MOTION BY: PIACENTE, 2ND BY PRICE: TO ACCEPT THE MINUTES AS AMENDED.
MOTION PASSES: UNANIMOUS

The review of the financial report began at 8:00am. Local Treasurer Kevin Tabarus provided the Board with a detailed copy of the expenditures for the **fiscal period of August 1, 2011 through October 31, 2011.** After full review and discussion the following motion was made:

MOTION BY: BLUM, 2ND BY PIACENTE: THE EXECUTIVE BOARD GIVES SUBSEQUENT APPROVAL TO ALL LEGAL AND LAWFUL EXPENDITURES FOR THE FISCAL PERIOD OF August 1, 2011 through October 31, 2011.

MOTION PASSES: UNANIMOUS

TREASURER (TABARUS)

Tabarus submitted a comprehensive report on various financial matters concerning the Local with updates and discussions on the following:

- Cola calculations noting the \$0.47 an hour increase. (\$978 a year annual)
- A review of the Local's membership dues both regular and associate, as reported from the dues check-off, noting a slight decrease in both columns.

- An update on the Mail Handlers Benefit Plan (MHBP) giving comparisons of the previous year to this year.
- A review and discussion of revenue related programs such as the Revenue Sharing Program.
- An update on the Year end Tax Forms (990/990T); and CD accounts.
- An update on Election costs: Local 300 Officers Elections, the LIUNA Convention, and Salaries for J.O.E (Judges of Elections) and other spending associated with this venue. Discussion included the 2012 Mail Handlers Convention in Portland. OR.
- A review of the Scholarship programs available to the members: Information regarding this season's Scholarships can be found on the Local 300 website.

The report continued with a brief discussion on the Local 300 website, which is updated on a regular basis and the distribution of the next Local 300 Newsletter. Newsletter distribution expected in the next few days.

The Local has developed a responsible financial plan. Tabarus encouraged everyone to remain vigilant in spending practices.

Other Duties/Responsibilities

Tabarus also serves as arbitration advocate for the Local when needed and counsels the Branch Presidents and Stewards when necessary.

Ending the Report, the following motion was made:

MOTION BY RUTHER, 2ND BY BLUM: TO ACCEPT THE TREASURER'S REPORT.
MOTION PASSES: UNANIMOUS

LOCAL PRESIDENT (HOGROGIAN)

Local President Hogrogian provided a comprehensive report beginning with updates on postal consolidation plans and other planned Service changes concerning facilities under Local 300 jurisdiction. The report continued with:

- A discussion on the Local's efforts in securing financial stability: Citing financial obligations such as: 2011 LIUNA Convention, 2012 Mail Handlers Convention and all costs associated with running these elections; and to include the following:
- A review of the Arbitration Schedule.

• An update on the training schedule as follows:

1. Training for shop stewards. (New Stewards only). Scheduled for December 2011.
2. OWCP/NRP training and Arbitration training. Scheduled for 2012.
3. Reasonable Accommodation/Medical Privacy; slated for 2012.

• A discussion on Installation Excessings/Function 4 Reviews/Consolidations: Morgan Tour compression is complete. The Local was successful in using volunteers and transfers to gain positive results.

• An update on the Bronx Excessing: Mail handlers from the GPO were excessed into Morgan and other facilities. As a result of the Bronx excessing; new bids were created in Morgan and there is a possibility of retreats rights due to past impacts.

• Elimination of the Bronx Branch President position. Position was eliminated due to closure of the GPO.

Excess Clerks: (Bronx) - Involuntarily into the Mail Handler craft - NJI NDC, Mid Island and NYLDC.

• An update on the AMP Studies. Many facilities under Local 300 jurisdiction are impacted. Including Flushing, Brooklyn, Staten Island, Mid Hudson, and Stamford.

Save America's Postal Service Rally: Rallies were held across the country. In addition to member recruiting; the Local has been active in informing our political allies and courted Media attention to bring "real awareness" to the Service's consolidation plans.

• A discussion on the Casual in Lieu: Brooklyn, Mid Island, Teterboro, NJI NDC and NY-LDC all have active cases.

• **MOU UPDATE:** Newly issued MOU regarding Step 3 appeals. All Step 3 appeals to USPS must be mailed (certified or delivery confirmation) to the following address:

Labor Relations Service Center
Attention: Appeals
United States Postal Service
PO Box 23788
Washington, DC 20026-3788

- **New Automation:** Deployment of the FSS is online and at the following facilities: NJI & BMC, Mid Island, Westchester, Stamford, and Brooklyn.
- A discussion on the privatization of BMC Bed Loads, Empty equipment, and Footlockers. The Local is aggressively addressing the issue.
- A discussion on the National Reassessment Program: The (NRP) concluded on January of 2011. Assignments must follow the National Agreement and the Employee and Labor Relations Manual (ELM 546).
- Withholding continues in the North East area until further notice.
- An update on **Contract Negotiations.** The Local expects the Postal Service to seek extreme changes in its collective bargaining agreements in order to maximize mail processing consolidation plans.
- **Elections/Conventions:** The LIUNA Convention was energizing. And the Local 300 Officers Elections resulted in some new members to the Council.
- An update on the upcoming 2012 Mail Handlers Convention.
- A discussion on the Solicitation for Judges of Elections.
- A discussion on AFLAC Insurance. AFLAC representatives may meet members.
- **LITIGATION:** No litigation issues pending at this time.

2012 NPMHU CONVENTION (NUMBER OF DELEGATES)

The Executive Board discussed the number of Delegates and other business expenses pertaining to the 2012 Mail Handler Convention in Portland OR. The discussion resulted in the following:

MOTION BY: YANCEY, 2ND BY PRICE:

1. LOCAL 300 WILL PAY UP TO (5-DAYS) LOST TIME - PER DELEGATE FOR (ACTUAL ATTENDANCE) TO THE 2012 NPMHU CONVENTION IN PORTLAND OR.
2. LOCAL 300 WILL PAY UP TO (7-NIGHTS) LODGING EXPENSES - PER DELEGATE ATTENDING THE 2012 NPMHU CONVENTION (AT THE **DESIGNATED** HOTEL RATE).
3. LOCAL 300 WILL PAY UP TO (8-DAYS) PER DIEM - PER DELEGATE (AT THE IRS RATE) ATTENDING THE 2012 NPMHU CONVENTION.

4. LOCAL 300 WILL PAY THE REGISTRATION FEE - PER DELEGATE ATTENDING THE 2012 NPMHU CONVENTION (AS SET BY THE NATIONAL OFFICE)

5. LOCAL 300 WILL PAY UP TO \$600 (ACTUAL TRAVEL EXPENSES) PER DELEGATE ATTENDING THE 2012 NPMHU CONVENTION (RECEIPTS MUST BE PROVIDED).

MOTION PASSES: UNANIMOUS

JUDGES OF ELECTIONS

The Executive Board approves the following members in good standing as Judges of Elections for the 2012 Mail Handler Delegates Elections:

MOTION BY: RUTHER, 2ND BY TABARUS: THE LOCAL 300 EXECUTIVE BOARD APPROVES TO APPOINT MINERVA FUENTES, RONALD MONEY AND TOM REID AS JUDGES OF ELECTIONS FOR THE 2012 DELEGATES ELECTION.

MOTION PASSES: UNANIMOUS

VICE PRESIDENT (BLUM)

CONGRESSMAN GRIMM - ENDORSEMENT

The Executive Board discussed the Congressman's support of Mail Handler issues. The following motion was made:

MOTION BY TABARUS, 2ND BY BLUM: LOCAL 300 ENDORSES CONGRESSMAN MICHAEL GRIMM FROM STATEN ISLAND/BROOKLYN 13TH DISTRICT FOR RE-ELECTION DUE TO HIS CONTINUED SUPPORT OF POSTAL/LABOR ISSUES.

YES: TABARUS, BLUM, PIACENTE, HOGROGIAN, RUTHER. --- ABSTAIN: YANCEY, PRICE.

Vice President Blum provided the Board with a detailed report that included:

- An update on the RI-399 Committee. No recent appeals from facilities within Local 300's jurisdiction. No notices of new Arbitrators for RI399 cases in the Northeast.

- A discussion on current Legislative issues and the PAC Fund including:
 1. An update on the various Legislative initiatives before the U.S. Congress and other matters that relate to the NPMHU legislative agenda. Proposed legislation can be found on the Local 300 website. Blum encourages all members to be supportive of Mail Handlers issues.
 2. An update on PAC contributions with comparison numbers from the pervious year (2010) and this year's (2011).

The Vice President's report continued with the following updates:

- **Save America's Postal Service Rallies:** The Local was successful in recruiting members to participate in the "Save the Postal Service Rallies". Many Congressional leaders joined labor in the protests against post office closings. NJ-NDC Branch President Tom Mullahay coordinated our efforts.
- **Labor Day Parade.** The Local has maintained a successful courtship with NYCCLC leaders and will continue to do so in the future. It is our hope that constant intervention on Mail Handlers issues will result in continued member support.
- An update on the Mail Handler benefit plan.

Other Duties/Responsibilities

The Vice President also serves as arbitration advocate for the Local when needed, and also counsels the Branch Presidents and Stewards when necessary.

Ending the report, the following motion was made:

MOTION BY; RUTHER, 2ND BY PRICE: TO ACCEPT THE VICE PRESIDENT'S REPORT.
MOTION PASSES: UNANIMOUS

RECORDING SECRETARY (YANCEY)

It is the responsibility of the Recording Secretary to receive all trial board charges, document and distribute the proper response to all parties concerned. The Local is pleased to report that there are no trial boards pending at this time.

Recording Secretary Yancey submitted the following:

- An update on the Rye Playland Family Day Event. Both the original date of August 14th and rain date of August 28th were rained out due to hurricane conditions. The Local responded to all inquiries.
- A discussion on the Local 300 Women's Caucus. The group hopes to continue with efforts that help our members cope with the Service's consolidation plans. The Caucus will meet on Monday to discuss strategy.

The RS stated that considering the enormous challenges the Local has had to face, as a result of due diligence the Local has been successful in many areas.

Concluding the report the following motion was made:

MOTION BY PIACENTE, 2ND BY RUTHER: TO ACCEPT THE RECORDING SECRETARY'S REPORT.

MOTION PASSES: UNANIMOUS

NEW YORK (PIACENTE)

New York State Representative Andrew Piacente provided updates that included the following:

- Assisting the newly elected Branch President of Westchester.
- Continues to address changes in bid assignments; and filing the appropriate grievances.
- An update on the completion of the Port Washington excessing.
- An update on the meeting with Congressman Chris Murphy -5th District CT. Mail Handler issues were discussed.

Other Duties/Responsibilities

Piacente also assists as technical advisor and has arbitrated many cases on behalf of the Local in the Westchester district. He has been successful in this area.

Ending the report the following motion was made:

MOTION BY: TABARUS, 2ND BY PRICE: TO ACCEPT THE NYS REPORT.

MOTION PASSES: UNANIMOUS

NEW JERSEY (PRICE)

New Jersey State Representative Charles Price provided the Board with the following updates:

- Assisting the New Branch President in Teterboro.
- An update on the rise in attendance discipline in the Associated Offices (AO). Price is filing the appropriate grievances and has been successful in this area.
- An update on the Rutherford and Westfield bid reversions. After a favorable decision, management was forced to fill the Mail Handler vacancies.
- An update on the closing arguments in the Elizabeth NJ bids grievance. Price also discussed possible retreat rights to Mail Handlers at the Dover facility. Price is addressing the matter.
- An update on the Health Fairs. Price commended the Branch Presidents and Stewards for their support.
- An update on the (MHPB). Information will be disseminated upon completion of calculations.

The report ended with the following motion:

MOTION BY: BLUM 2ND BY YANCEY: TO ACCEPT THE NJ REPORT.
MOTION PASSES: UNANIMOUS

CONNECTICUT (RUTHER)

Connecticut State Representative Tom Ruther provided a detailed report as follows:

- An update on the NY Met's outing. The event was deemed successful. Local 300 officers were presented with the Spirit Award.
- An update on the OWCP cases. The Local has been successful at the OWCP hearings. Tom led an informational discussion on "approved claims" and "pending claims".

As Representative for the Local on the Regional Safety Committee, Ruther provided updates on the following:

- An update on the Town Hall meeting in Brooklyn to address the rash of injuries. Matters from the Brooklyn meeting will be discussed at the next Regional Safety Committee meeting.

- A discussion on the Mail Handler Benefit Plan (MHBP) and Health Fairs.

Other Duties/Responsibilities

Tom also serves as arbitration advocate around the Local when needed. He has been successful in this area. The Report concluded and resulted in the following:

MOTION BY: TABARUS, 2ND BY, PRICE: TO ACCEPT THE CT REPORT.

MOTION PASSES: UNANIMOUS

The Executive Board discussed various options for possible membership premiums for 2012.

EQUIPMENT REQUESTS

MOTION BY: PIACENTE, 2ND BY TABARUS: TO APPROVE THE PURCHASE OF A NEW COMPUTER FOR WESTCHESTER NOT TO EXCEED \$600.

MOTION PASSES: UNANIMOUS

OFFICE MANAGER/ HOLIDAY BONUS

MOTION BY: BLUM, 2ND BY PIACENTE: THE LOCAL 300 EXECUTIVE BOARD APPROVES A \$300 HOLIDAY BONUS FOR THE LOCAL 300 OFFICE MANAGER.

MOTION PASSES: UNANIMOUS

JOHN STREET BUILDING STAFF /HOLIDAY BONUS

MOTION BY: RUTHER, 2ND BY YANCEY: THE LOCAL 300 EXECUTIVE BOARD APPROVES A \$50 HOLIDAY BONUS FOR (RELEVANT BUILDING STAFF) AT 111 JOHN STREET.

MOTION PASSES: UNANIMOUS

SCHEDULED MEETINGS/TRAINING

Brooklyn Branch Meeting – November 18th

Contract Meeting: December 1st 2011

Mid Hudson Branch Meeting- December 18th

NE Area Labor/Management Meeting-January 18th

SAMLU Meetings – San Diego, March 2012 and New Orleans, December 2012.

Shop Steward Training (new stewards only) - Monday & Tuesday, December 5th & 6th 2011.

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At the conclusion of all business related to the meeting of the Executive Board the following motion was made:

MOTION BY: RUTHER, 2ND BY PIACENTE: TO ADJOURN THE MEETING AT 11:30 AM.

MOTION PASSES: UNANIMOUS

Submitted by,

Linda Yancey
Recording Secretary
NPMHU-Local 300

Addendum

Executive Board Meeting
11/18/2011

Addendum
Page 1

This addendum pages logs/references all motion passed at the Executive Board Meeting on November 18, 2011. A reference number is included for your convenience.

EB/NOV18/2011-001: MOTION BY: PIACENTE, 2ND BY PRICE: TO ACCEPT THE MINUTES AS AMENDED.

EB/NOV18/2011-002: MOTION BY: BLUM, 2ND BY PIACENTE: THE EXECUTIVE BOARD GIVES SUBSEQUENT APPROVAL TO ALL LEGAL AND LAWFUL EXPENDITURES FOR THE FISCAL PERIOD OF August 1, 2011 through October 31, 2011.

EB/NOV18/2011-003: MOTION BY RUTHER, 2ND BY BLUM: TO ACCEPT THE TREASURER'S REPORT.

EB/NOV18/2011-004: MOTION BY: PRICE, 2ND BY PIACENTE: TO ACCEPT THE PRESIDENT'S REPORT.

EB/NOV18/2011-005: MOTION BY: RUTHER, 2ND BY PRICE: TO ACCEPT THE VICE PRESIDENT REPORT

EB/NOV18/2011-006: MOTION BY PIACENTE, 2ND BY RUTHER: TO ACCEPT THE RECORDING SECRETARY'S

EB/NOV18/2011-007: MOTION BY: TABARUS, 2ND BY PRICE: TO ACCEPT THE NYS REPORT.

EB/NOV18/2011-008: MOTION BY: BLUM 2ND BY YANCEY: TO ACCEPT THE NJ STATE REPORT.

EB/NOV18/2011-009: MOTION BY: TABARUS, 2ND BY PRICE: TO ACCEPT THE CT STATE REPORT.

EB/NOV18/2011-010: MOTION BY: RUTHER, 2ND BY TABARUS: THE LOCAL 300 EXECUTIVE BOARD APPROVES TO APPOINT MINERVA FUENTES, RONALD MONEY AND TOM REID AS JUDGES OF ELECTIONS FOR THE 2012 DELEGATES ELECTION.

EB/NOV18/2011-011: MOTION BY: YANCEY, 2ND BY PRICE:

1. LOCAL 300 WILL PAY UP TO (5-DAYS) LOST TIME - PER DELEGATE FOR (ACTUAL ATTENDANCE) TO THE 2012 NPMHU CONVENTION IN PORTLAND OR.
2. LOCAL 300 WILL PAY UP TO (7-NIGHTS) LODGING EXPENSES - PER DELEGATE ATTENDING THE 2012 NPMHU CONVENTION (AT THE DESIGNATED HOTEL RATE).
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EB/NOV18/2011-012: MOTION BY TABARUS, 2ND BY BLUM: LOCAL 300 ENDORSES CONGRESSMAN MICHAEL GRIMM FROM STATEN ISLAND/BROOKLYN 13TH DISTRICT FOR RE-ELECTION DUE TO HIS CONTINUED SUPPORT OF POSTAL/LABOR ISSUES.

EB/NOV18/2011-013: MOTION BY: PIACENTE, 2ND BY TABARUS: TO APPROVE THE PURCHASE OF A NEW COMPUTER FOR WESTCHESTER NOT TO EXCEED \$600.

EB/NOV18/2011-014: MOTION BY: BLUM, 2ND BY PIACENTE: THE LOCAL 300 EXECUTIVE BOARDS APPROVES A \$300 HOLIDAY BONUS FOR THE LOCAL 300 OFFICE MANAGER.

EB/NOV18/2011-015: MOTION BY: RUTHER, 2ND BY YANCEY: THE LOCAL 300 EXECUTIVE BOARD APPROVES A \$50 HOLIDAY BONUS FOR (RELEVANT BUILDING STAFF) AT 111 JOHN STREET.

EB/NOV18/2011-016: MOTION BY: RUTHER, 2ND BY PIACENTE: TO ADJOURN THE MEETING AT 11:30 AM.

Electronic Polls

Motions passed by the Executive Board since the last meeting on September 2, 2011.

Sept. 6, 2011 - The Local 300 Executive Board approves the purchase of a new computer for the NYC Branch President at a cost not to exceed \$700.

Sept. 8, 2011 - The Local 300 Executive Board approves to accept the Scholarship Judge's recommendations for awarding five (5) Local 300 Memorial Scholarships for \$1,000 each.

Oct. 6, 2011 - The Local 300 Executive Board approves to endorse the Occupy Wall Street activists.

Oct. 20, 2011 - The Local 300 Executive Board votes to eliminate the Bronx Branch President position effective the close of business on Friday October 21, 2011.

****Oct. 30, 2011** - The Local 300 Executive Board seeks to approve to contribute \$500 to Brooklyn's USPS Military Veterans of America (MVA) 2011 Veterans Day Ceremony at the Intrepid.

****Oct. 29, 2011** - The Local 300 Executive Board seeks **not to approve** a \$150 contribution to the Brooklyn Vets for their annual Veterans Day ceremony.

****Nov 1, 2011** - The Local 300 Executive Board seeks to approve a \$150 contribution to the Brooklyn Vets for their annual Veterans Day ceremony. (\$500 contribution was returned- the Brooklyn's USPS Military Veterans of America (MVA) 2011 Veterans Day Ceremony at the Intrepid was cancelled.)

Submitted by,

Linda Yancey

Recording Secretary, NPMHU - Local 300

