

## OFFICIAL MINUTES

NPMHU/ Local 300 Executive Board Meeting  
111 John Street, Suite 710  
New York, NY 10038  
Thursday July 23, 2015

### In Attendance

Kevin Tabarus	Local President (LP)
Tom Reid	Vice President (VP)
Wilfredo Delgado	Treasurer (LT)
Linda Yancey	Recording Secretary (RS)
Marcenia Johnson	NYSEBM
Charles Price	NJSEBM

The first order of business before the Executive Board was the finance review which began at 8:00 am. Board members reviewed finance reports, documents and printouts submitted by Treasurer Delgado. After review the meeting of the Executive Board was officially called to order at 8:53 am by Local President Tabarus.

The meeting proceeded with the reading of the minutes from the last Executive Board meeting held on May 18, 2015. After review and discussion of the minutes, there were additions/corrections. (Please refer to the last page of the minutes).

After concurrence on changes; and hearing nothing further the following motion was made:

**MOTION** by: Delgado, 2<sup>nd</sup> by Johnson: To accept the minutes as amended.

Passed/ Unanimous

## **FINANCE REVIEW**

Over the course of the meeting, Treasurer Delgado provided the Board with a comprehensive review and discussion listing the Local's expenditures that included a detailed accounting of Salary and non-Salary disbursements for the period of May 1, 2015 through June 30, 2015.

After review and discussions of the expenditures and the Local Treasurer answering all questions concerned, the following motion was made:

**MOTION** by: Yancey, 2<sup>nd</sup> by Price: The Local 300 Executive Board gives subsequent approval to all legal and lawful expenditures for the period of May 1, 2015 through June 30, 2015.

Passed/Unanimous

## **TREASURER'S REPORT (Delgado)**

Following the finance review, Treasurer Delgado provided updates and discussions that included an overview of balance sheets, revenue stream changes and all expenses covering conventions, meetings, conferences and arbitrations.

Treasurer Delgado also gave a detailed analysis related to regular and associate member dues and updates on the Mail Handler Associate (MHA) complement. Treasurer Delgado also provided discussions and updates on various other important matters including:

- an update on any foreseeable Cost of Living adjustments (COLA) and General Wage increases applicable to the Mail Handler wage scale.
- an update on the Local 300 Scholarship Awards. 15 applications were submitted.

In addition to the discussion of the Scholarship awards Treasurer Delgado discussed the \$2000 donation from Tower Insurance Services, Inc. The donation

will be applied to the Local's Scholarship fund. Tower Insurance has been providing supplemental benefits programs to the Mail Handlers Union as well as other postal and federal employees for over 30 years.

Continuing the Report, Treasurer Delgado entered into an extensive discussion on our financial investment interests. The Executive Board discussed in detail to invest in the CDARS program which offers multiple benefits to depositors. The Executive Board motioned and approved the following:

**MOTION** by: Delgado, 2<sup>nd</sup> by Johnson: The Local 300 Executive Board approves investing in the CDARS program.

Passed/Unanimous

Treasurer Delgado also discussed and updated the Board on various other financial contracts currently used by our organization. Treasurer Delgado is reviewing these contracts to result in improved fiscal responsibility.

Treasurer Delgado continued the report with an update on the Labor Day Parade to be held on Saturday September 12, 2015. Information was disseminated to the Branches. The Local will pay customary and reasonable travel expenses for participants. Check the Local 300 website for details.

At the conclusion of the report Treasurer Delgado discussed the MHBP. Having no further business the following motion was made:

**MOTION** by: Price, 2<sup>nd</sup> by: Reid: To accept the Treasurer's report.

Passed/Unanimous

### **PRESIDENT'S REPORT (Tabarus)**

Over the course of the meeting Local President Tabarus discussed the Local's financial situation. President Tabarus reports that the Local is fiscally sound, but cautioned that due to the USPS Rationalization Plans, we must be prepared for

future arbitration battles. Therefore, our obligation in fiscal responsibility remains in effect.

Continuing the report President Tabarus provided the Board with discussion and updates on various other important matters including:

- an update on any pending Litigation Reports. There are no litigation cases pending at this time.
- an update on installation excessing, Function 4 reviews and consolidations that included the DPS mail and FSM operations in the Queens P&DC to be consolidated with operations in the Brooklyn P&DC. A completion date is projected for July 2015.
- an update on the USPS consolidation events. All consolidation time tables have been placed on hold except for the Queens P&DC to Brooklyn P&DC event.
- an update on the USPS leasing time table for the JFK facility. The JFK lease expires in 2018. Also in JFK - NLRB charges against the USPS are pending. Charges relate to airline employees performing Mail Handlers duties.
- an update on the withholding of residual bids in Mid Island. Approximately 19 residuals have been released. President Tabarus continued the discussions with updates on MHA conversions in the Queens P&DC with (40+) converted and the Brooklyn P&DC with (28+) converted.
- an update on R.I 399. As previously reported a possible global settlement may be in the works.
- a discussion on retreat rights that included facilities in the Bronx, Patterson NJ, Kilmer NJ, Mid-Hudson and Stamford Ct.
- an update on the training sessions for Article 12 and MHA training held on July 20<sup>th</sup> & 21<sup>st</sup> -2015. Sessions were focused and productive. The Board discussed other planned training session to be held over the coming year.

Continuing the report, President Tabarus discussed issues related to office staff and operational changes at Local 300 Headquarters.

It is reported that Dominic V. Daniels (DVD) Branch President Raymond Bermudez will perform the duties of OWCP Representative for the Local.

Continuing the conversation in office related matters, the Executive Board discussed and motioned the following:

**MOTION** by: Price, 2<sup>nd</sup> by Johnson: The Executive Boards approves, Kwame Copeland (Office Staff) be compensated for work performed at Local 300 Headquarters at the Mail Handler top step rate of (level 4); and to include customary and reasonable travel expenses retroactive from July 8, 2015.

Passed/Unanimous

Continuing the report, President Tabarus discussed matters relating to our HQ digital archiving, server, network and file sharing; followed by a brief discussion on the MHPB.

Having no further business; the following motion was made:

**MOTION** by: Price, 2<sup>nd</sup> by Reid: To accept the President's Report."

Passed/Unanimous

### **VICE PRESIDENT REPORT (REID)**

Over the course of the meeting, Vice President Reid provided an overview of his activities regarding Mail Handler interests that included:

- an update on the Postal Union Alliance. The Alliance is working on a "Postal Heritage Day" event to commemorate the 240<sup>th</sup> birthday. Information will be disseminated to the field.

- an update and review of actions related to the USPS service standards. Vice President Reid provided the Board with handouts regarding restoring the July 1, 2012 “Service Standards” for the processing and delivery of first-class mail and periodicals.
- an update on member premiums. Branches will be contacted regarding pick-up or delivery.
- an update on the Yankees outing scheduled for September 13, 2015. Information was disseminated to the Branches. Vice President Reid continued with an update on the Mets outing 2015. Members enjoyed a memorable outing.

During this period, the Executive Board discussed a NY Jets family day outing. Vice President Reid proposed the following:

**MOTION** by: Reid, 2<sup>nd</sup> by Delgado: (1) The Executive Board will subsidize a family day outing to the Jets game -Jets vs. Jacksonville Jaguars on November 8, 2015. (2) The Executive Board approves to purchase fifty (50) Tickets. (3) The Executive Board will charge members \$40 per ticket.

Passed/Unanimous

The Vice President report continues with the following items:

- an update regarding office supply vendors. The Vice President is looking into various options that will fiscally benefit our organization.
- an update regarding Local 300 (HQ) office leasing. The lease expires in April of 2016.
- an update and discussion regarding the Local 300 website. The site is updated frequently with the latest information regarding union and legislative activity.

- a discussion on providing our Branches with additional research manuals and books. After discussion, the following motion was made:

**MOTION** by: Reid, 2<sup>nd</sup> by Price: The Local 300 Executive Board approves the purchase of twenty (20) "How Arbitration Works" (paperback books) to be distributed to active Arbitration Advocates.

Passed/Unanimous

Having no further business and ending the report, the following motion was made:

**MOTION**-by: Johnson, 2<sup>nd</sup> by Yancey: To accept the Vice President report.

Passed: Unanimous

#### **RECORDING SECRETARY REPORT (YANCEY)**

Over the course of the meeting Recording Secretary Yancey informed and updated the Board on the following matters:

- an update on any pending Trial board assembly. There are no Trial Boards pending at this time.
- a brief discussion and update on the MHBP.
- an update and discussion on Executive Board "electronic polls". Electronic polls are recorded on the last page the minutes.

Having no further business and ending the report, the following motion was made:

**MOTION**-by: Price, 2<sup>nd</sup> by Reid: To accept the Recording Secretary report.

Passed: Unanimous

### **NY STATE REPORT (JOHNSON)**

Over the course of the meeting NYS Representative Johnson provided the Board with the following updates and discussion:

- an update on the SPSS jurisdictional dispute. The Mail Handler craft was awarded jurisdiction. It is report that the Queens P&DC has two (2) of the SPSS machines.
- an update and discussion related to the outgoing DPS mail and FSM operations in the Queens P&DC to be consolidated with operations in the Brooklyn P&DC. The consolidation event should be completed by July 2015.
- an update on the Liberty Women's Basketball outing held on June 28, 2015. Representative Johnson reports that members enjoyed a memorable outing.
- an update and discussion on various matters relating to RI-399 negotiations in the Queens P&DC and Brooklyn P&DC. Representative Johnson reports that further meetings will be scheduled.

In conclusion of the report Representative Johnson provided updates on arbitrations she attended in JFK, Queens P&DC, Staten Island and Brooklyn P&DC.

Having no further business, the following motion was made:

**MOTION** by: Reid, 2<sup>nd</sup> by: Delgado: To accept the NYS Report.

Passed-Unanimous

### **NJ STATE REPORT (PRICE)**

Over the course of the meeting NJS Representative Price provided reports and discussions on the following matters:

- an update on the disciplinary issues in the Associate Offices. Representative Price continues to address all matters concerned.

- an update on the Jersey City mandate to have employees use a “non-productive code” for breaks. After meeting with management the practice has been suspended.
- an update and discussion on issues in the Greater Newark P&DC. Representative Price has met with management to discuss creating additional Mail Handler assignments on Tour 2. Representative Price followed with an update and discussion regarding Greater Newark’s Function 4 impact.
- an update on retreat rights in Kilmer NJ. Many employees have declined the retreat option. Representative Price is addressing “previous” AMP studies that were conducted in facilities where Mail Handlers retain retreat rights.
- an update regarding “late dispatch” issues in Piscataway NJ. A meeting with management has been scheduled to address the matter. Representative Price followed with updates and discussions related to (1) PTF conversion grievance which has been appealed to Step 3. The Union is awaiting a make whole remedy.
- An update in the Rutherford NJ overtime issues. An arbitration date has been scheduled for September 2015.
- A discussion on withholding in the Northern New Jersey District; followed by a report on Mail Handler assignments now available in Rutherford, Union, Parsippany, Fort Lee and South Hackensack. Representative Price also reports that two (2) PTF positions are available in the Kearny and Summit Associated Offices.

Representative Price ended the report with a discussion on the MHBP.

Having no further business the following motion was made:

**MOTION** by: Yancey, 2<sup>nd</sup> by: Delgado: To accept the NJ State Report.

Passed/Unanimous

## **EQUIPMENT REQUESTS**

The Executive Board in its capacity to approve requests from the Branches for necessary office equipment upgrades, or solicitations discussed and approved the following:

**MOTION** by: Yancey, 2<sup>nd</sup> by: Johnson: The Local 300 Executive Board approves the purchase of two (2) new computers for the NYC (Morgan) facility not to exceed \$800 each.

Passed/Unanimous

## **MEETINGS**

SAMLU - Boston (August 2015)  
Financial Management Training (August & September 2015)  
MHBP Seminar - Atlanta (October (2016)  
SAMLU -New Orleans (February 2016)  
LUC Meeting (October 27, 2015)  
Exec. Bd. Meeting (October 28, 2015)  
Branch Meetings – Brooklyn (November 21, 2015)

## **ADJOURNMENT**

At the conclusion of all business before the Local 300 Executive Board the following motion was made:

**MOTION:** by Price, 2<sup>nd</sup> by: Delgado: To adjourn the meeting at 1:23pm.

Passed-Unanimous.

Respectfully Submitted,

Linda Yancey, Recording Secretary  
NPMHU-Local 300

Executive Board Meeting  
July 23, 2015  
**Addendum Page 1**

## **ADDENDUM**

This Addendum to the Executive Board Meeting minutes is established to assist the Local Union members and Representatives in keeping a file of any passed motion of the meeting held on July 23, 2015. Each motion has an identification/reference number.

EB JUL 23 2015-001- To accept the Minutes as read.

EB JUL 23 2015-002- The Executive Board gives subsequent approval to all legal and lawful expenditures for the period May 1, 2015 through June 30, 2015.

EB JUL 23 2015-003- To accept the Treasurer's Report.

EB JUL 23 2015-004- To accept the President's Report.

EB JUL 23 2015-005- To accept the Vice President Report.

EB JUL 23 2015-006- To accept the Recording Secretary's Report

EB JUL 23 2015-007- To accept the NY State Report

EB JUL 23 2015-008- To accept the NJ State Report.

EB JUL 23 2015-009 – The Executive Board approves investing in the CDARS program.

EB JUL 23 2015-010 – (1) The Executive Board will subsidize a family day outing to the Jets game. Jets vs. Jacksonville Jaguars on November 8, 2015.  
(2) The Executive Board approves to purchase fifty (50) Tickets.  
(3) The Executive Board will charge members \$40 per ticket.

Executive Board Meeting of Local 300  
July 23, 2015  
**Addendum Page 2**

**EB JUL 23 2015-011-** The Local 300 Executive Board approves the purchase of twenty (20) "How Arbitration Works" (paperback books) to be distributed to active Arbitration Advocates.

**EB JUL 23 2015-012 -** The Executive Boards approves, Kwame Copeland (Office Staff) be compensated for work performed at Local 300 Headquarters; at the Mail Handler top Step rate of (level 4); to include customary and reasonable travel expenses retroactive from July 8, 2015.

**EB JUL 23 2015-013-** The Local 300 Executive Board approves the purchase of two (2) new computers for the NYC Morgan facility not to exceed \$800 each.

**EB JUL 23 2015-014 -** To adjourn the meeting at 1:23pm.

Respectfully submitted by,

Linda Yancey  
Recording Secretary  
NPMHU-Local 300

## **ADDITIONS/CORRECTIONS OF THE MINUTES FOR (MAY 18, 2015)**

Page 8: Under NYC Branch President Vacancy: Change: six (6) remaining Board members to: five (5) remaining Board members

Page 8: Under Branch President Vacancy (Stanford & Mid-Hudson) – Change: Branch President Vacancy to: **Branch President Position.**

Page 8: Under Branch President Vacancy: Change date of July 15 2015 to: **July 25, 2015.**

Page 9: Under Meetings. Change SAMLU (New Orleans) February 2015 to: **February 2016.**

Linda Yancey  
Recording Secretary  
NPMHU/Local 300

**ELECTRONIC POLLS PASSED BY**  
**THE LOCAL 300 EXECUTIVE BOARD**

**June 25, 2015** - The Local 300 Executive Board approves the purchase of 2 new computers for the NJ NDC not to exceed \$800 each.

**January 13, 2015** – The Local 300 Executive Board approves to donate \$150 to the Asian American Postal Association.

Linda Yancey  
Recording Secretary  
NPMHU-Local 300