

OFFICIAL MINUTES

Executive Board Meeting
Mail Handlers Local 300
111 John Street, Room 710
New York, NY 10038

In Attendance November 14, 2013

Paul Hogrogian	Local President (LP)
Robert Blum	Vice President (VP)
Kevin Tabarus	Treasurer (LT)
Linda Yancey	Recording Secretary (RS)
Marcenia Johnson	New York State Executive Board Member (NYSEBM)
Charles Price	New Jersey State Executive Board Member (NJSEBM)
Donald Utz	Connecticut State Executive Board Member (CTSEBM)

The Local 300 Executive Board held the Finance Review at 8:00am until 9:00am. LP Hogrogian called the meeting to order at 8:54am. The Agenda was reviewed. The Minutes from the last Executive Board Meeting held on August 15, 2013 were read.

Addition/Correction: Page 6; Under NYSEB Report. Brooklyn Nets. Change tabled the issue: to rejected the issue.

MOTION-by Tabarus, 2nd by-Utz, "To accept the Minutes as amended."

Passed-Unanimous.

FINANCE REVIEW

LT Tabarus provided the EB with detailed Reports and Printouts of Salary and non-Salary disbursements for the period August 1, 2013 through October 31, 2013. The documents were reviewed and the LT answered all questions. The following motion was made:

MOTION-by Blum, 2nd by Price, "The Local 300 Executive Board gives subsequent approval to all legal and lawful expenditures for the period August 1, 2013 through October 31, 2013."

Passed-Unanimous.

TREASURER'S REPORT

LT Tabarus submitted a full Finance Report for the period of August 1, 2013 through October 31 2013, consisting of balance sheets, income and fiscal comparisons. Topics covered by Kevin included Fund Balances, revenue stream changes, the MHBP Partial Reimbursement Program for Local 300 Representatives, expenses for attendance at Health Fairs and Membership Premium cost.

Kevin also discussed declining income from regular and associate dues. The report also include a lengthy discussion on the MHA'S connection to the revenue stream.

Tabarus continued the report with charts showing Assets Summary and Income and Expenses Summaries that are detailed on a month by month basis. The LT also reviewed costs relating to Conventions, meetings and conferences.

LT Tabarus further discussed the MHBP and provided the EB with statistics on enrollment.

Newsletter

Local 300 Newsletter has been sent to the printer for publication.

Web Site

Frequently being updated.

Scholarships

LT Tabarus reviewed the scholarships winners. Kevin also discussed other available scholarship programs. Information can be found on our Local 300 website.

Met Trip

Kevin discussed the Local 300 sponsored trip to the Met's game held on June 9, 2013. Members enjoyed the outing.

Other

LT Tabarus discussed the COLA schedule as well as General Wage Increases as per the new National Agreement. The LT also distributed hand-outs regarding the Union Plus program; now associated with Wells Fargo. The following motion was made:

MOTION-by Blum, 2nd by Price, "To accept the Treasurer's Report."

Passed- Unanimous.

PRESIDENT'S REPORT

Financial Situation

LP Hogrogian reviewed the declining Regular and Associate Memberships as well as the costs for Membership Premiums and Elections. Paul led a discussion of Mail Handler Assistants (MHAs) including orientations, hours of work and overtime issues. Paul discussed the training on the Fishgold Award (which was received well) and discussed the LMOU training for the Shop Stewards and Branch Presidents held in July. The LP stated that due to these and other organizational expenses, fiscal responsibilities continue.

Paul continued with a discussion on our declining number of Local Union Council members. Excessing and consolidation of facilities under Local 300 jurisdiction have decreased our Officers pool. Paul also discussed the Steward's list, and Arbitration schedule; and discussed the importance of getting timely extension for grievances filed. Paul also discussed the importance in properly filling in all areas of the Appeals Forms. A new arbitration panel took effect in September 2013.

Paul continued with a discussion on Officer's Election; including the selection of Judges of Elections and contracting with AAA to run the election.

Training

The LP gave a review of upcoming training programs.

OWCP/NRP- TBA.

SHOP STEWARD- February 2014.

New Arbitration Advocates- Set date for 2014.

LMOU Training-The LMOU training was a success. 8 facilities under our jurisdiction opened negotiations and benefited from the training.

Retirement Training- Local 300 will canvass the membership for level of interest.

Installation Excessing/Function 4 Reviews/Consolidations

LP Hogrogian discussed the Postal Service is experiencing difficulty in going forward with some events in 2014, but expects that plans will be launched in some facilities.

The LP gave a review of other events including the Staten Island AMP, Mid-Hudson AMP, Stamford AMP, Kilmer AMP, Monmouth AMP and Brooklyn outgoing mail. Further discussions included JFK, Flushing, Teterboro and NJ L&DC.

Discussions and information exchanged regarding Function 4 reviews including Orange, NJ, Summit, NJ, Port Washington, NY and Westport, CT. Clifton NJ (complete).

Retreat Rights

Bronx- Mail Handlers still retain retreat rights.

Paterson- Approximately 20 Mail Handlers holding retreat rights.

Withholding

Still active in the entire Northeast Area.

Casual in Lieu Grievances

LP Hogrogian led the EB in a discussion of CILO settlements including NJ NDC, NYC, NY L & DC, Mid-Hudson (2 settlements) and JFK. Also discussed were DVD, NJ LDC and Flushing cases.

Flat Sequencing System

The EB reviewed FSS sites; NJ-NDC, Mid Island, Westchester, Stamford and Brooklyn.

The EB also discussed information about the AFCS 200. A National case is pending.

Litigation Report

The EB discussed the 111 John Street Fire Extinguisher case. No new developments at this time.

Judges of Elections (JOE)

The Executive Board discussed and approved the Judges of Elections for next year's Officer's Election.

Motion by- Tabarus, 2nd by Yancey- The Executive Board elects to approve the appointment of Minerva Fuentes (Morgan Steward), Tom Reid (NJ-NDC Steward) and Gil Stevens (Steward, Western Nassau) as Local 300 Judges of Elections.

Passed- Unanimous

The Executive Board discussed a new computer for the Local 300 Judges of Elections.

Motion by- Price, 2nd by-Yancey, The Executive Board approves the purchase of a new computer for the Local 300 Judges of Elections not to exceed \$800.

Passed- Unanimous

The Executive Board discussed AAA to run the NPMHU Officer's Election.

Motion by-Blum, 2nd by Utz. The Executive elects to contract with AAA to oversee the NPMHU Officer's Election.

Passed-Unanimous

Local 300 (Retiring) Office Manager's (Work Schedule)

The Executive Board discussed the "Retiring" Office Manager's work schedule. The Office Manager will work potentially and specifically up to 39 hours.

In conclusion of the LP report the following motion was made:

MOTION-by Price, 2nd by Johnson, "To accept the President's Report."

Passed: unanimous

VICE PRESIDENT'S REPORT

RI399 Committee

VP Blum submitted a 4 page report, detailing activities in the NE Area. Handouts describing the jurisdictional appeals process were given to the LUC and EB members. The next scheduled RDNC meeting is December 2013. The AFS 200 will be scheduled before the Committee.

PAC/Legislative

VP Blum reviewed Local 300's contributions to the NPMHU PAC for 2012 & 2013. Bobby informed the EB that Local 300's 2012 total was its highest ever, noting an increase in the number of individual contributors. Blum also reviewed other Locals contributions in comparison.

Bobby led the EB in a discussion of current proposed Postal Legislation including: S. 316, HR 961, HR 630 and S. 1789. The EB discussed the pre-funding obligation of the Postal Service for future Retirees Health Benefits.

Bobby further discussed our efforts to coordinate for responsible postal legislation and noted the rallies attended by himself, LT Tabarus and BPs Delgado & Howard to maintain six day delivery.

TEE SHIRTS

The T-Shirts distribution was completed. Please inform the VP if any branch requires premiums for "New" members.

Labor Day Activity

The NYC-CLC did not hold a parade this year. Next NYC-CLC meeting: TBA

Yankee Trip

The VP discussed the details of the Local 300 sponsored trip to the NY Yankees game to be held July 14, 2013. The members experienced an enjoyable outing.

Pocket Planners

The Executive Board discussed the purchase of pocket planners for our Officers and Stewards.

Motion by-Blum, 2nd by Price-The Executive approves the purchase of 250 pocket planners not to exceed \$600.

Passed-Unanimous

Other

The VP discussed our copier leasing agreements with the EB. Bobby will inform the EB on his progress.

MOTION-by Yancey, 2nd by- Price, "To accept the Vice President's Report."

Passed-Unanimous.

RECORDING SECRETARY REPORT

The RS informed the EB that there are no Trial boards pending at this time.

Yancey discussed that the Local may hold a family event to Rye Playland in Summer of 2014. Information will be disseminated upon formulation.

The RS update the EB on the Health Fair she attended in Flushing, Queens in November 2013. Many employees took Mail Handler Benefit Plan information.

The RS concluded her report with a discussion on the MHA's, The RS feels that their need for mentoring is necessary; and lays a solid foundation to adjust to the work floor environment. Yancey stated that the MHA is the face of the craft and the future the Mail handler Union. The need to mentor this group of mail handlers is important, as it also reinforces our relationship with our senior mail handlers.

The following motion was made:

Motion by- Utz, 2nd by-Johnson, "To accept the Recording Secretary Report".

Passed: Unanimous

NYSEBM REPORT

NYSEBM Johnson updated the EB, on LMOU negotiations in Flushing and JFK. Yvette assisted these facilities in the process.

Johnson continued with an update on the restructure of the Local 300 Women's Caucus. Currently, the Committee is working on an updated version of You-Tools and the Committee by-laws.

Yvette also informed the EB of the upcoming Holiday Party in Brooklyn. Yvette also thanked the EB for their donation to the Veteran's Day Celebration in Brooklyn.

MOTION-by Blum, 2nd by Price, "To accept the NYSEBM's Report."

Passed-Unanimous.

NJSEBM REPORT

NJSEBM Price informed the EB about various Labor/Management meetings he attended and included discussions on recent Stations visits and disciplinary hearings on behalf of New Jersey Mail Handlers.

The NJ State Rep continued the report with a discussion to convert MHA's and a discussion on safety issues in various NJ Stations. Charlie concluded with an update on the various Health fairs he attended in JFK, and DVD and briefly discussed the MHBP.

MOTION-by Tabarus, 2nd by Yancey, "To accept the NJSEBM's Report."

Passed-Unanimous.

CTSEBM REPORT

CTSEBM Utz reviewed the impending AMP at the Stamford facility. Currently, facility consolidation is on hold. Don also updated the EB on the casual-in-lieu grievance settlement and mail handler matrix completion. Bids go in effect November 30th.

In conclusion of the report Don discussed the hiring of 12 new MHA's, and ended with an update on Amazon. Stamford Ct. may be one of the Cities selected as a distribution site.

MOTION-by Price, 2nd by Blum, "To accept the CTSEBM's Report."

Passed-Unanimous.

MEETINGS

The EB discussed dates for upcoming meetings as follows:

EB- February, 13 (2014)

LUC- TBA

SAMLU-Hollywood, FL. (April 2014) and Washington, DC (August 2014)

Branch Meetings. Check the Local 300 Website for information.

Holiday Subsidy (Yancey)

The Executive Board discussed the Holiday Subsidy. The following motion was made:

Motion by- Yancey: 2nd by Johnson: "The Local 300 Executive Board approves to increase the Holiday Subsidy from \$5 per member to \$8 per member".

Passed: Unanimous

Building Staff Gratuities

The Executive Board discussed the 111 John Street Building Staff Gratuities.

Motion by-Blum, 2nd by- Tabarus, -"The Executive Board votes to approve a \$50 holiday bonus to relevant building staff at 111 John Street".

Passed-Unanimous

Office Manager's Bonus

The Executive Board discussed the Office Manager's bonus.

Motion by-Yancey, 2nd by-Price. "The Executive Board votes to approve a \$350 holiday bonus to the Local 300 Office Manager".

Passed-Unanimous

Work Press - The Executive Board discussed Work Press Publications.

Motion by-Price, 2nd by Yancey. "The Executive authorizes the purchase of reference publications (Past Practice & Just Cause booklets w/reference cards) from Work Press not to exceed \$1200".

Passed-Unanimous

Equipment Request – Teterboro Computer

Motion by-Tabarus, 2nd by Price. "The Executive Board votes to approve the purchase of a new computer for Teterboro not to exceed \$800".

Passed-Unanimous

OPEN FORUM

Shop Steward Salary Increase (Johnson)

The EB discussed a salary increase for the Shop Stewards: The following motion was made:

Motion by-Johnson, 2nd by Utz: "The Executive Board approves an annual increase of the Shop Steward salary; to \$90 per month". Effective December 1, 2013.

Passed: Unanimous

MOTION-by Yancey, 2nd by-Johnson, "To adjourn (at 11:58 am)."

Passed-Unanimous.

Respectfully Submitted,

Linda Yancey, Recording Secretary
NPMHU-Local 300



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. Note: Each passed motion has an identification/reference number.

PASSED MOTIONS

EB NOV 14 2013-001- "To accept the Minutes as read."

EB NOV 14 2013-002- "The Executive Board gives subsequent approval to all legal and lawful expenditures for the period August 1, 2013 through October 31, 2013."

EB NOV 14 2013-003- "To accept the Treasurer's Report."

EB NOV 14 2013-004- "To accept the President's Report."

EB NOV 14 2013-005- "To accept the Vice President's Report."

EB NOV 14 2013-006- ". "To accept the Recording Secretary's Report"

EB NOV 14 2013-007- "To accept the NYSEBM's Report

EB NOV 14 2013-008- "To accept the NJSEBM's Report."

EB NOV 14 2013-009- "To accept the CTSEBM's Report."

EB NOV 14 2013-010- The Executive Board elects to approve the appointment of Minerva Fuentes (Morgan Steward), Tom Reid (NI-NDC Steward and Gil Stevens (Steward, Western Nassau) as Local 300 Judges of Elections.

EB NOV 14 2013-011- The Executive Board approves the purchase of a new computer for the Local 300 Judges of Elections not to exceed \$800.

*Executive Board Meeting of Local 300
November 14, 2013
Addendum Page 2*

EB NOV 14 2013-012-“The Executive elects to contract with AAA to oversee the NPMHU Officer’s Election.”

EB NOV 14 2013-013- EB NOV 14 2013-015- The Executive approves the purchase of 250 pocket planners not to exceed \$600”.

EB NOV 14 2013-014- The Local 300 Executive Board approves to increase the Holiday Subsidy from \$5 per member to \$8 per member”.

EB NOV 14 2013-015- The Executive Board votes to approve a \$50 holiday bonus to relevant building staff at 111 John Street”.

EB NOV 14 2013-016-“The Executive Board votes to approve a \$350 holiday bonus to the Local 300 Office Manager”.

EB NOV 14 2013-017-“The Executive authorizes the purchase of reference publications (Past Practice & Just Cause booklets w/reference cards) from Work Press not to exceed \$1200”.

EB NOV 14 2013-018-“The Executive Board votes to approve the purchase of a new computer for Teterboro not to exceed \$800”.

EB NOV 14 2013-019- “The Executive Board approves an annual increase of the Shop Steward salary to \$90 per month”. *Effective December 1, 2013.*

EB NOV 14 2013-020 -“To adjourn (at 11:58 am).”

Respectfully submitted by,

Linda Yancey
Recording Secretary
NPMHU-Local 300



