

NPMHU Local 300  
Local Union Council Meeting  
Official Minutes  
November 17<sup>th</sup> 2016

The meeting was called to order at 9:32 AM by Local President Kevin Tabarus.

- Roll call was taken
- Agenda reviewed

Introduction and Announcements.

- Don Utz welcomed back as CT Executive Board Member.
- Yvette Johnson will resign as NYSEB to assume Vice President position.
- Executive Board will meet January 6<sup>th</sup> 2017 to decide NY replacement for vacated position.
- Tom Reid retires 11/26/16.
- New Vice President and Recording Secretary sworn in.

Minutes read from the last Local Council Meeting.

- Corrections were made to the minutes of the last Local Council Meeting. (Spelling corrections)
  - Pg 4, "Additional" (in lieu of 'addition')
  - Pg 5, "Peoples Bank" (in lieu of 'People's Ba')
  - Pg 6, "Frazier" (in lieu of 'Frasier') & "Sodaro" (in lieu of 'Sadaro')

Motion to accept the minutes by VP-Reid: 2<sup>nd</sup> by Sodaro. Passed Unanimous

**President's Report (Tabarus)**

Local President Tabarus discussed and reviewed numerous issues concerning the Local including:

Financial situation:

- Importance of PAC participation. Council member participation to lead by example.
- Union finances are doing well. More expenditures on social events and training.
- Regular membership is holding steady. Associate membership continues to erode.
- Participants average age is 70.
- Customary & reasonable expenses must be approved in advance.

Contract administration:

- Step 3 denials will trigger search for open dates at pre-scheduled arbitration hearings. Advocates must remain ready for cases to be added to sites.
- Step 3s are still not getting to NYHQ and NPMHU HQ. Stewards must be vigilant and disciplined in getting step 3 appeals to both headquarters.
- Standard Grievance forms are to be completed in full.

- Case file to be ordered. Table of contents will help.
- Watch those time limits. Get extensions in writing. Don't sit on the cases, move them forward.

SPSS:

- Jurisdictional dispute still pending at the national.
- Queens has two (2) operational
- Stamford has been assigned two (2). One (1) is operational the other is still testing.
- MHAs converting to FTR in Stamford due SPSS.

Contract Negotiations:

- Close a tentative agreement. Expecting to hear an update in a few weeks.

Trainings:

- LMOU scheduled for January 2017.
- Labor Law Arbitration at the Roosevelt Hotel March 2017.
- MSPB and OWCP, working on getting these agencies to have representatives to attend.
- Future trainings will remain branch proportional. Large branches 3 attendees, medium branches 2 attendees, and smaller branches 1 attendee.

Stewards:

- Certifications through Local President. Conform to ULUC.
- Check your steward lists and verify contact information.

Installation(s) Excessing/Function 4 Reviews/Consolidations:

- JFK lease up in 2018. USPS looking to change.
- Flushing looking for renovation.

Residual Vacancy MOU and Addendum:

- MHA conversions to FTR/ eReassign 1:4 ratio. Keep on eye on it to ensure compliance.

Retreat Rights:

- Bronx, Kilmer, Paterson, and Mid Hudson branches.

Litigation Report:

- None.

MHBP:

- Health Fair Seminar was held in Pittsburgh PA. MHBP is cost attractive this season.

NLRB Charges:

- Any charges filed or received, notify Local HQ immediately.

**Membership Meetings:**

- No outside parties to attend.

**Sit/Stand Stools:**

- Morgan coming on. DVD still pending.

**Labor Management Committee Meetings:**

- Notify Local HQ of your monthly meetings for representation from the EB.

**Safety and Health Committee Meetings:**

- Make sure to hold at least quarterly meetings.

**Local 300 HQ Archiving:**

- Local HQ is scanning and archiving records. Reducing paper. Going digital.

**Upcoming Meetings:**

- Next EB – January 6<sup>th</sup> 2017 and April 24-28 2017 (tentative).
- Next LUC- April 24-28 2017 (tentative).

**Branch Membership Meetings:**

- Brooklyn 11/19/16, Flushing 12/1/16, Mid Island 12/2/16, Stamford 12/3/16.
- Branch Social Events. Brooklyn and NYC 12/17/16.

Having no further business, the following motion was made:

Motion by Price, 2<sup>nd</sup> by Licata: to accept the President's Report. Passed: Unanimous.

**Treasurer's Report ( W Delgado)**

Treasurer Wilfredo Delgado discussed and reviewed the following items:

- Financial reports from April 1<sup>st</sup> 2016 through October 31<sup>st</sup> 2016.
- Local is sitting on a solid, sound foundation.
- Monies invested in CDs to achieve better rates of return.
- Increase in costs for member social events.
- An extensive discussion developed and continued regarding associate membership and dues.
- 1187s are in great demand. High turnover rate among the MHAs.
- Local wide membership is over 90%.
- Partial Reimbursement Program for attending health fairs.
- Tax Returns (FY 2015) reviewed for associates dues.
- Local provides five (5) \$1000 scholarships.
- Additional scholarships available from NPMHU, Union Plus, FEEA, and Bergen County.
- Member tributes are capped at \$100. (newborn). (sympathy).
- Retirees can select watch or wall clock.
- Officers are not reimbursed for signing up a member.
- Labor Day parade had a good turnout.

Having no further business, the following motion was made:

Motion by Bilotta, 2<sup>nd</sup> by Frazier: To accept the Treasurer's report. Passed: Unanimous

### **Vice President's Report (Reid)**

Vice President Tom Reid discussed and updated the board on various matters regarding his union activities since the last meeting including:

- Membership premiums, aprons. Everyone has received them except the Bronx
- Member social events were highly successful. Overwhelming at times as events were too closely scheduled. Looking at spacing them out in the future and placing a cap on the number sold as well as having a solid cut off date.
- We must work to get seats back in Congress that we lost and gaining new ones. Election results demonstrated how important it is to get involved.
- 2 vendors are authorized for office supplies. New VP Johnson will be the liaison for future purchases.
- The office lease will be in effect until 2017. Extensive search for new location. Smaller footprint ideal.
- Postal Union Grand Alliance is currently dormant.
- Sit/stand stools were a long struggle at NJNDC and NYC. Looking at a fight at DVD.
- VP Reid expressed his gratitude at the LUC for their cooperation and support. Wished everyone well as he retires on 11/26/16.

Having no further business, the following motion was made:

Motion by Willie Delgado, 2<sup>nd</sup> by Price: to accept the Vice President's report. Passed/Unanimous.

### **Recording Secretary's Report (Bermudez)**

The Recording Secretary reported the following:

- Trail boards, presently none ongoing.
- Local 300 Newsletter was published and circulated Summer of 2016. Looking for the next edition to be published in either January or February of 2017.
- Local 300 web page is current and constantly being updated as the information comes in. New link to the scholarships as they become available has been incorporated.
- Photos are always welcome and well received by the viewers.
- OWCP specialist duties continues to be on Thursdays at Local HQ. 8AM to 2PM. Many of the older OWCP cases have been scanned and archived.

Having nothing further, the following motion was made:

Motion by Sodaro, 2<sup>nd</sup> by Lombardo: To accept the Recording Secretary Report. Passed/Unanimous.

**NY State Report (Johnson)**

NYS Representative Johnson discussed the following:

- Attended the MHBP fair in Pittsburgh. Local 300 Health Fair Coordinator for current open season.
- MHBP Health Fair Representative for MHBP at Flushing and Brooklyn.
- Station visits throughout NY. Inspect the new ADUS machine.
- Coordinated member social events.
- Looking to secure Great Adventure next year either August or September. \$1000 credit extended to the Union.
- Searching for an alternate bus company for member events. Costs of buses continues to escalate.
- Working on Bronx representation.

Having no further business, the following motion was made:

Motion by: Bermudez, 2<sup>nd</sup> by Bilotta: To accept the NYS report. Passed/Unanimous.

**NJ State Report (Price)**

The NJS Representative updated and discussed the following:

- Continues to monitor reversions of positions in the associate offices. Grievances filed when required.
- Continues to attend NJ branch labor management meetings as well as safety and health meetings.
- Extensive coverage of the MHBP Health Fairs during the open season.
- Attended the MHBP Open Season Seminar in Pittsburgh PA.
- TTY number for MHBP is 800-852-7195.
- Assisting branch presidents in all NJ branches.

Having no further business, the following motion was made:

Motion by: Reid, 2<sup>nd</sup> by Frazier: To accept the NJ report. Passed/Unanimous.

**CT State Report (Utz)**

*The CT State Representative was excused from this meeting.*

**Open Forum**

- Women's Committee added three new members.
- Liberty game was well received.
- Expenses for branch offices have procedure in place. Official Expense Policy Guide being developed. Advanced approval required for most purchases and equipment repairs.
- New VP Johnson will be the go to person for office supply purchases.

- Development of an SOP for payment of Union social events.
- Ray Bermudez designated as the Delegate for Bergen County Labor Council.

After all business before the LUC, the following motion was made to adjourn the meeting:

Motion by Reid, 2<sup>nd</sup> by Johnson: To adjourn at 2:07PM. Passed/Unanimous.

Respectfully submitted,

Raymond Bermudez, Recording Secretary  
NPMHU-Local 300

Local 300 Local Union Council Meeting  
November 17<sup>th</sup> 2016  
Attendance Roster

**Executive Board Members**

Kevin Tabarus –President

Tom Reid- Vice President

Wilfredo Delgado-Treasurer

Raymond Bermudez- Recording Secretary

Charles Price- NJSEBM

Marcenia Yvette Johnson-NYSEBM

**Local Union Council Members/Branch Presidents**

Bethpage P&DC- Dawn Licata

Brooklyn P&DC- Marcenia Yvette Johnson

DVD P&DC- Raymond Bermudez

Flushing P&DC- Trevor Stuart (late)

Greater Newark P&DC- Alex Frazier

ISC/JFK- Lucy Lombardo

NJ/NDC- Terry Flynn

New York City- Irene Delgado

Stamford (CT) P&DC- Ronald Sodaro

Westchester P&DC- Tony York

Western Nassau P&DC- Peter Bilotta

CTSEBM- Don Utz (excused)

Mid Hudson- James Perkins (excused)

Teterboro - Ricky Gonzales (excused)

\*\*Absent: Mid Island- Robert Lussos