

The meeting of the Executive Board was called to order at 9:04AM.

- a) Roll call was taken.
  - a. The following Executive Board Members were present:
    - i. Local President-Kevin Tabarus
    - ii. Vice President-Yvette Johnson
    - iii. Local Treasurer-Wilfredo Delgado
    - iv. Recording Secretary-Ray Bermudez
    - v. NJSEBM-Charlie Price
    - vi. CTSEBM-Don Utz
    - vii. NYSEBM-Vacant
- b) Agenda items reviewed.
- c) Minutes from the last Executive Board meeting were read.

The following corrections were made to the minutes for the 10/21/16 Executive Board Meeting minutes.

- Page 1 (Motion “To accept the minutes as read”
  - From “ Passed/Unanimous” to “Passed-CTSEBM Don Utz Abstain”
- Page 5 (NYSEBM Report)
  - Change “Great Adventures” to “Great Adventure Activity”
- Page 7 (Vice President Vacancy)
  - Change “Steve Megargel-Shop Steward/NJ-NDC” to “NJI-NDC”
- Page 8 (Recording Secretary Vacancy)
  - Change “Chrystal Cuthbertson” to “Crystal Cuthbertson”

Hearing no objections, the following motion was made:

Motion by Delgado; 2<sup>nd</sup> by Johnson. To accept the minutes as amended.

Passed/Unanimous.

Financial Report (W Delgado)

Treasurer Delgado submitted a detailed report and discussed the finances for the period of October 1<sup>st</sup> 2016, through December 31<sup>st</sup> 2016. After full reviews and discussions about the report; the following motion was made:

Motion by Price; 2<sup>nd</sup> by Utz: The Executive Board gives subsequent approval to all legal and lawful expenditures for the period of October 1<sup>st</sup> 2016 through December 31<sup>st</sup> 2016.

Passed/Unanimous.

Treasurer report (W Delgado)

Treasurer Delgado provided an in depth financial report of the Union's financial condition for the accounting period. The report included the following:

Enrollment in the MHBP, Labor Day Parade costs, CD accounts, scholarships, payroll processing firm, training costs, and Union event's cost.

A comprehensive discussion ensued and upon conclusion the following motion was made:

Motion by Bermudez, 2<sup>nd</sup> by Price: To accept the Treasurer's report.

Passed/Unanimous.

President's Report (Tabarus)

Local President Tabarus gave a comprehensive report covering matters concerning contract administration that included:

- a) Arbitration hearings. Quicker scheduling. No backlog as in years ago.
- b) SPSS. Waiting on National level determination.
- c) Tentative national agreement. Local held telecom to discuss.
- d) APWU-awarded by arbitrator Goldberg 7/8/16.
- e) NRLCA-Tentative agreement(ratification at state convention)
- f) NALC-Negotiations ongoing.
- g) Trainings.
  - a. Branch proportional. Large-3, Mid-2, Small-1.
  - b. FMLA was 10/25/16. Future trainings; LMOU, MSPB, OWCP, NYCOSH, Labor Law & Labor Arbitration 3/9/17. Basic Steward training August 2017. Arbitration advocate October 2017.
- h) Steward certification. Conform to ULUC.
- i) Residual vacancy MOU and Addendum.
- j) Grievance processing. DFR, time limits, standard grievance form, include address of grievant. Step 3 files no staples, no excessive copies of handbooks, manuals, CIM, etc.
- k) JFK. Sending mail everywhere. Lease up in 2018.
- l) Bethpage. Subcontracting of the Ball dock operations. Grievance filed. Labor Board charges. 48 positions could be impacted.
- m) Retreat rights. Bronx, Kilmer, Paterson, and Mid Hudson.

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- n) Litigation report. (none).
- o) MHBP Health Fairs. Well covered.
- p) HQ relocation. Search continues for a smaller footprint. Lease up in 2018.
- q) Financial situation good. Regular and associate membership maintained.

After a thorough and comprehensive discussion of these issues, a motion was made:

Motion by Utz, 2<sup>nd</sup> by Price to accept the President's Report.

Passed/Unanimous.

Vice President's Report. (Johnson)

Vice President Johnson updated and discussed with the Board various matters regarding her Union activities since the last meeting including the following:

- a) Membership premiums. All premiums have been distributed to the Branches. Discussion took place about future premium selections.
- b) Labor Day Parade exclusive premium.
- c) Mets Game. Possible dates; 6/18, 7/23, and 8/6 of 2017.
- d) Yankees Game. Possible dates; 7/9, 7/30, and 8/13 of 2017.
- e) Jets Game. Looking for a date in October of 2017.
- f) Great Adventure. Leaning for the annual event in September 2017 to try to include Fright Fest.
- g) Liberty Game. Looking for tenable dates.
- h) Nets Game. March 12 2017 at 6PM.
- i) Office supplies. Looking at alternate vendors.
- j) Lease on copy machines from Reliable coming to an end. Looking at renewal or alternate companies.
- k) MHBP. Covered Brooklyn and Flushing health fairs.
- l) Sit/stand stools. All branches entitle to them have them except DVD. Will follow up.
- m) Women caucus. March meeting. New representatives are welcome. Discuss annual handout premium.
- n) RI-399. Brooklyn complete.
- o) LDRC. Flushing, Bethpage 1/24/17, Stamford pending, Mid Island and NYC upcoming.
- p) Branch meetings. Flushing 12/1/16, Mid Island 12/2/16, and Stamford 12/3/16.
- q) Bronx. New steward certified, D White.
- r) Labor Management meetings. Bethpage and Western Nassau.

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Vice President Johnson also reported on her political and legislative activities with Local 300.

Having no further business, the following motion was made:

Motion by: Delgado, 2<sup>nd</sup> by Bermudez: To accept the Vice President's report.

Passed/Unanimous.

Recording Secretary Report (Bermudez)

The Recording Secretary reported and discussed the following:

- a) Trial Boards. None pending at this time.
- b) EB Polls. All polls, passed unanimous.
  - 1. 12/3/16- Temporary NPMHU Convention delegate compensation.
  - 2. 12/20/16-111 John ST Bldg. staff-holiday gratuity.
- c) Website. Website continues to evolve. Updates posted as they come in.
- d) Newsletter. Winter issue planned for Jan/Feb publication.
- e) OWCP specialist. Continuing to archive case files.

Having nothing further, the following motion was made:

Motion by Price, 2<sup>nd</sup> by Delgado. To accept the Recording Secretary's Report.

Passed/Unanimous.

New York State Executive Board Report. (Vacant)

NJ State Executive Board Report. (Price)

The NJS Representative updated and discussed various issues regarding the Local to include the following:

- a) Westfield. Local President visited site with NJSEBM regarding 2 reversion notices done improperly. Management attempted to use the same function 4 twice. Pre-arbitration settlement reached. PTF position was gained.
- b) Edison reversion notice, new function 4.
- c) MHBP health fair seminar attended in Pittsburgh.
- d) Health fairs Local wide. Covered NJI-NDC, DVD, and other branches.
- e) Branch/Station visits. Cross craft grievances filed for violations.
- f) Rutherford branch owns small parcels.

Having no further business, the following motion was made:

Motion by Delgado, 2<sup>nd</sup> by Johnson. To accept the NJS report.

Passed/Unanimous.

CT State Report. (Utz)

The CT State Executive Board Member reported on the Union activities in CT. Discussed was the following items:

- a) Barry Place.
- b) SPSS. 2 are up and running.
- c) LDRC (SPSS).
- d) Westport. RI 399 Installation Inventory is a big issue.
- e) Attending the orientation of new MHAs.
- f) 2 MHs accepted retreat rights back to Stamford.

Having nothing further to report, the following motion was made:

Motion by Price, 2<sup>nd</sup> by Johnson: To accept the CT State Report.

New York State Executive Board Member Vacancy(Unexpired term)

The Executive Board in its capacity to fulfill the obligation regarding vacancies proceeded as follows.

***In pursuit of Article IV, Section 4 of the Uniform Local Constitution (ULUC) states: "In the event of a vacancy in any office of this Local Union, the vacancy...shall be filled by a majority vote of the Local Union Executive Board. Such vacancies shall be filled for the unexpired term of office".***

The Board reviewed the list of candidates along with any resumes that were submitted.

1. Stan Howard – Shop Steward/Western Nassau
2. Robert Cappuccio – Shop Steward/Mid-Island
3. Tony York – Branch President/Westchester

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After full deliberation regarding the candidates; the following motion was made:

Motion by Delgado, 2<sup>nd</sup> by Price: It is the decision of the Executive Board, that Stan Howard will fill the unexpired term of New York State Executive Board Member of the Local 300 Executive Board.

Passed/Unanimous.

Continuing the meeting; the Local President discussed the following administrative policies:

Expense Policy.

- a) Customary and reasonable.
  - 1. Draft of a request form.

Member Events.

- a) Bus rates
- b) Cap on number of tickets per event.
- c) Check or money order payable to NPMHU Local 300, sent to LT.

Other:

Conflict of interest form for EB to review.

With no other business for discussion, the following motion was made:

Motion by Utz, 2<sup>nd</sup> by Delgado: To adjourn the meeting at 2:32PM.

Passed/Unanimous.

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Attached please find the reference number of all motions passed by the Executive Board from the meeting held on January 6<sup>th</sup> 2017.

EBJAN06-2017-001-To accept the minutes as read.

EBJAN06-2017-002-To give subsequent approval to all legal and lawful expenditures for the period of October 1<sup>st</sup> 2017 through December 31<sup>st</sup> 2017.

EBJAN06-2017-003-To accept the Treasurer's Report.

EBJAN06-2017-004-To accept the President's Report.

EBJAN06-2017-005-To accept the Vice President's Report.

EBJAN06-2017-006-To accept the Recording Secretary's Report.

EBJAN06-2017-007-To accept the NJ Report.

EBJAN06-2017-008-To accept the CT Report.

EBJAN06-2017-009-To appoint Stan Howard as New York State Executive Board Member of Local 300.

EBJAN06-2017-010-To adjourn the meeting at 2:32PM.

Respectfully submitted by,

Ray Bermudez  
Recording Secretary NPMHU Local 300