

National Postal Mail Handlers Union Local 300 Executive Board Meeting  
Minutes of December 7<sup>th</sup>, 2018.

The meeting was called to order at 8:53 AM by Local President Kevin Tabarus.

- Roll call (Recording Secretary)
- Agenda review

1) Reading of minutes of the July 27<sup>th</sup>, 2018 EB Meeting. (Recording Secretary)

Motion to accept the minutes of July 27<sup>th</sup>, 2018 EB meeting by TR-Delgado, 2<sup>nd</sup> by VP-Johnson. Passed unanimously.

2) Financial Report-Delgado

TR-Delgado submitted an expenditure report for the period of July 1<sup>st</sup>, 2018 through October 31<sup>st</sup>, 2018.

The EB then examined and reviewed the report. There was a lengthy and detailed discussion regarding the report. TR-Delgado provided complete answers to all questions. After a full review and discussion about his report, the following motion was made:

Motion by CTS-Utz; 2<sup>nd</sup> by RS-Bermudez: The Executive Board gives subsequent approval to all legal and lawful expenditures for the period of July 1<sup>st</sup>, 2018 through October 31<sup>st</sup>, 2018. Passed unanimously.

3) Treasurer's Report-Delgado,

- a. Regular membership and associate membership continue to erode.
- b. MHBP enrollment. This subject developed into a long and detailed discussion regarding the state of the MHBP and the need to grow the plan. New conversions of MHAs is the perfect opportunity to sell the plan.
- c. Salaries and COLA. Last wage increase occurred in November under the present CBA. 2 more opportunities for COLA increases in 2019.
- d. DOL-Financial reporting LM2.
- e. Station Branch visits.
- f. RI-399 Bronx and Morgan P&DC.
- g. MHBP health fair. Morgan P&DC.
- h. Investments. SEI. TR presented a 15 month review of the SEI investment portfolio and its current value YTD. A long and concentrated discussion ensued among the EB.
- i. Scholarships. The EB discussed changes to the current Local 300 scholarship program with regards to the applicants.

The discussions regarding the SEI investments and Local 300 Scholarship Programs led to the following motions being made:

Motion to liquidate Local 300's assets in the SEI investments fund ASAP;

Motion by VP-Johnson, 2<sup>nd</sup> by TR-Delgado. Passed unanimously.

Motion to amend the requirements of the applicants to the Local 300 Memorial Scholarship to read; "Applicant must be a regular member, or legal spouse of a regular member, a child, grandchild, or legal ward of a regular member of Local 300."

Motion by TR-Delgado, 2<sup>nd</sup> by RS-Bermudez: passed unanimously.

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

Motion by NYS-Howard; 2<sup>nd</sup> by NJS-Flynn: To accept the treasurer's report.  
Passed unanimously.

- 4) President's Report-Tabarus,
  - a. Provided a written detailed report of activities.
  - b. Trump's report out. Attacks across the board.
  - c. Introduction of Mark Chandler first LUC meeting.
  - d. RI-399. SPSS and AFCS 200 still pending national decision.
  - e. Tim Dwyer retiring as National TR. Mike Hora named as successor.
  - f. RI-399 training in Atlantic City NJ.
  - g. RI-399 stay diligent.
  - h. 12/31/18 is deadline for extension on RI-399. Copies in writing with 3 parties signatures sent to LP, NE Regional Director, and National representative Kevin Fletcher.
  - i. Step 3 processing. Tracking is a must. Deem to move, do not sit on the cases.
  - j. NLRB charges must notify the LP prior to filing or if received.
  - k. Branch reports. Comply with the ULUC Article 4 section E8.
  - l. Labor management meetings. Follow the CBA. Safety held monthly.
  - m. Safety ambassador program we are not a participant to. File grievances.
  - n. "Gemba walks". File grievances. We are not a participant.
  - o. Arbitrations. No continuances unless approved by LP.
  - p. JFK settlement on article 32. 700,000.
  - q. Casual CAP violations PP23.
  - r. Litigation report. Possible initiation of lawsuit.
  - s. Local 300 HQ relocation. Target April Of 2019.
  - t. PAC fund banner for branch bulletin boards.
  - u. Training for new stewards January 2019.

Having no further business, a motion was made:

Motion by CTS-Utz; 2<sup>nd</sup> by NYS-Howard; to accept the President's report.  
Passed unanimously.

- 5) Vice President's Report-Johnson,
  - a. Member premiums.
    - i. 2017-Bags. Back packs or Tote.
    - ii. 2018-Shirts.
    - iii. Lanyards

- iv. 2019; looking at an upgraded shirt.
- b. Member events. Yankees, Mets, Great Adventure, Jets, and the Nets.
- c. Legislative/political report. NPMHU Legislative Conference May of 2019.
- d. PAC membership enrollment update. Must increase enrollment.
- e. Women's Caucus. Locals Cancer Awareness shirts were well received.
- f. Brooklyn BP vacancy.
- g. MOU on sexual harassment at the national level discussion.

The following motion was made with regards to the member events for 2019.

Motion by VP-Johnson, 2<sup>nd</sup> by TR-Delgado:

- To purchase not to exceed 250 tickets to the NY Mets VS the Colorado Rockies on June 9<sup>th</sup> 2019 at a member cost of \$25/ticket and member cost of \$20/bus seat,
- in addition to purchase not to exceed 250 tickets to the NY Yankees VS the Toronto Blue Jays on July 14<sup>th</sup> 2019 at a member cost of \$25/ticket and member cost of \$20/bus seat,
- in addition to purchase not to exceed 500 passes to Great Adventure on August 17<sup>th</sup> 2019 at a member cost of \$40/pass and a member cost of \$20/bus seat.

Passed unanimously.

Having no further business to discuss, the following motion was made:

Motion by NJS-Flynn; 2<sup>nd</sup> by TR-Delgado: To accept the Vice President's Report.

Passed unanimously.

- 6) Recording Secretary's Report-Bermudez,
  - a. Trial boards. None presently.
  - b. EB polls.
    - i. Nets game. 11/18
    - ii. New office space. 9/18
    - iii. Sloan Kettering Cancer Center. 9/18
    - iv. Lanyards. 8/18
    - v. Copier lease. 8/18
    - vi. Great Adventure. 7/18
    - vii. Real estate lawyer. 6/18
    - viii. Architect. 11/18
  - c. OWCP representative. Ongoing. 3+years.
  - d. Newsletter, striving for a winter 2019 release.

Having no further business to discuss, the following motion was made:

Motion by CTS-Utz; 2<sup>nd</sup> by VP-Johnson: To accept the Recording Secretary's Report.

Passed unanimously.

- 7) NYSEBM Report-Howard.
  - a. Station visits. Riverhead, Staten Island, Smithtown, Floral Park, Jamaica, Monsey.
  - b. MHBP fairs representative.

- c. Filling in for BP at Western Nassau while on leave.
- d. RI-399 LDRC. Numerous station visits to complete inventories.
- e. "Day of Action".

With all business put forth and discussed, the following motion was made:

Motion by RS-Bermudez, 2<sup>nd</sup> by TR-Delgado; To accept the NYSEBM's Report.  
Passed unanimously.

- 8) NJSEB Report-Flynn.
  - a. RI-399. Countless station visits to work on inventories.
  - b. MHBP health fair representative at NJNDC.
  - c. Detailed report on NJ activities.
  - d. Rutherford OT abundance.

With no further business to discuss, the following motion was made:

Motion by NYS-Howard; 2<sup>nd</sup> by CTS-Utz: To accept the NJSEBM's Report.  
Passed unanimously.

- 9) CTSEBM Report.
  - a. Stamford
    - i. Barry Place letter carriers to Stamford? Discussing again.
    - ii. SPSS. Mail coming in bags. Delays.
    - iii. LDRC. SPSS
  - b. Station branch visits.
    - i. Westport. Lost and replaced 1 MH.
  - c. MHBP. Only plan to have a presence.

With no further business to discuss, the following motion was made:

Motion by RS-Bermudez; 2<sup>nd</sup> by TR-Delgado: To accept the CTSEBM's Report.  
Passed unanimously.

The EB than considered the following equipment requests from Teterboro and Flushing.  
After considerable discussion on the subject, the following motion was made,

Motion to purchase 1 desktop computer for the Teterboro branch, not to exceed \$850;  
Motion by NJS-Flynn, 2<sup>nd</sup> by RS-Bermudez. Passed unanimously.

Motion to purchase 1 desktop computer for the Flushing branch, not to exceed \$850;  
Motion by TR-Delgado, 2<sup>nd</sup> by NYS-Howard. Passed unanimously.

The EB than considered the holiday gratuities to the building staff. The following motion was made,

Motion to present the building staff at 111 John ST a gratuity of \$75.  
Motion by CTS-Utz, 2<sup>nd</sup> by RS-Bermudez. Passed unanimously.

At this point, VP-Johnson recused herself from the EB meeting and left the room.

In pursuit of Article IV, Section 4 of the Uniform Local Union 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 EB then reviewed the candidates that were nominated for the position of Branch President of the Brooklyn P&DC that was vacated on December 7<sup>th</sup> 2018. The nominees were:

1. Alicia Ramos-Mail handler Brooklyn P&DC
2. Mark Williams-Mail handler Brooklyn P&DC
3. Howard Spindler-Chief Shop Steward T-2 Brooklyn P&DC
4. Wanda Belezario-Mail handler Brooklyn P&DC
5. Billy Grant-Shop Steward T-1 Brooklyn P&DC

The EB discussed the candidates at length and reviewed any resumes' submitted. After all deliberations concluded, the following motion was made:

Motion by NYSEBM-Howard, 2<sup>nd</sup> by NJSEBM-Flynn to select Howard Spindler to complete the unexpired term of the Brooklyn P&DC Branch President of Local 300.  
Passed majority. Abstain VP-Johnson.

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

Motion by TR-Delgado; 2<sup>nd</sup> by CTS-Utz: To adjourn the meeting at 1:40PM.  
Passed unanimously.

Attached please find the reference numbers of all motions passed by the Executive Board from the meeting held on December 7<sup>th</sup>, 2018.

EBDEC7-2018-001-To accept the minutes as read from July 27th 2018.

EBDEC7-2018-002- To give subsequent approval to all legal and lawful expenditures for The period of July 1<sup>st</sup> 2018 through October 31<sup>st</sup> 2018.

EBDEC7-2018-003-To liquidate Local 300 assets in the SEI investment fund ASAP.

EBDEC7-2018-004-To amend the requirements of the applicants to the Local 300 scholarship.

EBDEC7-2018-005-Treasurer's report.

EBDEC7-2018-006-To accept the President's report.

EBDEC7-2018-007-To purchase tickets and passes for member events which include the NY Mets, NY Yankees, and Great Adventure outings in 2019.

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EBDEC7-2018-008-To accept the Vice President's report.

EBDEC7-2018-009-To accept the Recording Secretary's report.

EBDEC7-2018-010-To accept the NYSEBM's report.

EBDEC7-2018-011-To accept the NJSEBM's report.

EBDEC7-2018-012-To accept the CTSEBM's report.

EBDEC7-2018-013-To purchase 1 desktop computer not to exceed \$850 for Teterboro.

EBDEC7-2018-014-To purchase 1 desktop computer not to exceed \$850 for Flushing.

EBDEC7-2018-015-To present the building staff at 111 John ST holiday gratuity.

EBDEC7-2018-016-To select Howard Spindler to complete the unexpired term of the Brooklyn P&DC Branch President of Local 300.

EBDEC7-2018-017-To adjourn the EB meeting at 1:40PM.

Respectfully submitted,

Raymond Bermudez, Recording Secretary  
NPMHU-Local 300

Local 300 Executive Board Meeting  
December 7<sup>th</sup>, 2018  
Attendance Roster

**Executive Board Members**

*Kevin Tabarus –President*

*Marcenia Yvette Johnson- Vice President*

*Wilfredo Delgado-Treasurer*

*Raymond Bermudez- Recording Secretary*

*Terry Flynn- NJSEB*

*Stan Howard-NYSEBM*

*Don Utz-CTSEBM*