

National Postal Mail Handlers Union Local 300 Executive Board Meeting  
Minutes of November 6<sup>th</sup> 2019.

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

- Roll call (Recording Secretary)
  - Agenda review
- 1) Reading of minutes of the July 30<sup>th</sup> 2019 Executive Board Meeting.
    - a. Additions and corrections:
      - i. Page 2, number 5, item f. Add "2019" after September 7<sup>th</sup>.
      - ii. Page 4, motion to purchase new office furniture from Tri-State Interiors, change 2<sup>nd</sup> by BJS to NJS.

Motion to accept the minutes, as corrected, of the EB meeting of July 30<sup>th</sup> 2019:  
Motion by TR-Delgado, 2<sup>nd</sup> by VP-Johnson. Abstain-NYSEBM-Lombardo. Passed majority.

2) Financial Report-Delgado

TR-Delgado submitted an expenditure report for the period of July 1<sup>st</sup> 2019 through September 30<sup>th</sup> 2019.

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 RS-Bermudez; 2<sup>nd</sup> by CTS-Utz: The Executive Board gives subsequent approval to all legal and lawful expenditures for the period of July 1<sup>st</sup> 2019 through September 30<sup>th</sup> 2019. Passed unanimously.

- 3) Treasurer's Report-Delgado,
  - a. 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.
  - b. Relocation financial summary and comparisons. Local will see savings of 100K per year versus leasing.
  - c. RI-399 Bronx, almost complete.
  - d. Special mention to Antonio Sanchez for help with taxes.

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

Motion by CTS-Utz; 2<sup>nd</sup> by NYS-Lombardo: To accept the treasurer's report.  
Passed unanimously.

- 4) President's Report-Tabarus,
  - a. Provided a written detailed report of activities.
  - b. USPS finances are bad. 12 years of losses. PMG announces retirement end of January of 2020.
  - c. PAC enrollment is up. Local won most improved.

- d. Organizing is showing progress. Membership % is increasing.
- e. Local 300 APP enrollment is increasing.
- f. RI-399 Global settlement payout has occurred. Appeal forms available.
- g. Arbitrations. Advocates must update LP and NERD on what occurred.
- h. Grievance forms must be filled out in full.
- i. Open case reports. Please review them.
- j. Retreat rights. Mid Hudson is done.
- k. NJNDC is expanding. May be receiving USS, EPPS, robotics, and AGVs.
- l. Litigation report. Local has reached a compromise with J Perry.
- m. DOL audit is still ongoing.
- n. Local HQ relocation is complete.
- o. Local 300 has formed an LLC.
- p. Future trainings:
  - i. New steward training, Jan 20
  - ii. Organizing Spring of 2020
  - iii. Existing arbitration advocate training Spring of 2020
- q. OWCP, MSPB, and NIOSH trainings Fall of 2020.

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

Motion by TR-Delgado; 2<sup>nd</sup> by VP-Johnson; to accept the President's report.  
Passed unanimously.

- 5) Vice President's Report-Johnson,
  - a. Provided a written detailed report of her activities.
  - b. Breast Cancer awareness t shirts were a great success. 887 sold. 2K donation was made.
  - c. Legislative/political report. Successful campaign in DC.
  - d. National Women's Committee. Survey results were very useful. Working on resolution for ULUC at 2020 national convention. MOU promised in CBA negotiations for new contract.
  - e. Member events. Nets vs 76ers. MLK holiday. January 20<sup>th</sup> 2020. \$40 per ticket. Limited quantities.
  - f. Membership premiums for 2019 issued to all branches except smaller branches.

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

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

- 6) Recording Secretary's Report-Bermudez,
  - a. Trial Boards-none.
  - b. Newsletter-Fall release imminent.
  - c. OWCP-specialist. 4 years.
  - d. EB polls.
    - i. Office rent at 111 John ST. 4/25/19

- ii. Fire alarm-New Local 300 office. 5/23/19
- iii. Great Adventure member event. 6/28/19
- iv. NY Jets game member event. 7/15/19
- v. NYC computer purchase. 7/17/19
- vi. Great Adventure tickets additional purchase. 8/7/19
- vii. Brooklyn Nets member event. 8/5/19
- viii. LP Computer purchase. 8/27/19
- ix. Additional Jets game tickets. 8/28/19
- x. Breast Cancer Month Donation. 9/10/19

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

Motion by TR-Delgado; 2<sup>nd</sup> by VP-Johnson: To accept the Recording Secretary's Report. Passed unanimously.

- 7) NYSEBM Report-Lombardo.
  - a. MHBP health fairs. JFK and Flushing.
  - b. Station visits. Riverhead, Smithtown, Monsey, Bethpage, Staten Island and Jamaica Station.
  - c. Grievances. Staten Island, Jamaica, Smithtown.
  - d. Function 4s. Riverhead.
  - e. Local 300 Women's Caucus. New chairperson-Shirley Ramos.

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

Motion by RS-Bermudez, 2<sup>nd</sup> by CTS-Utz: to accept the NY State Executive Board Member's report. Passed unanimously.

- 8) NJSEBM Report-Flynn. Absent-excused.
- 9) CTSEBM Report-Utz

- a. Staffing- Stamford.
- b. Station visits. Norwalk, Danbury, and Greenwich.

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

Motion by VP-Johnson, 2<sup>nd</sup> by TR-Delgado: To accept the CTSEBM's Report. Passed unanimously.

The EB than discussed the upcoming NJSEBM vacancy which will become effective on November 9<sup>th</sup> 2019 upon the retirement of Terry Flynn.

Article 4 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 majority vote of the Local Union Executive Board. Such vacancies shall be filled only for the unexpired term of office."

The EB received the following two (2) nominees for the position of New Jersey State Executive Board Member of Local 300.

1. Michele Kimber NJNDC
2. Raymond Bermudez DVD P&DC

Raymond Bermudez withdrew himself from the nominees.

After a lengthy and spirited debate among the EB, the following motion was made:

Motion by VP-Johnson, 2<sup>nd</sup> by RS-Bermudez: To appoint Michele Kimber the NJSEBM for the unexpired term of office vacated on November 9<sup>th</sup> 2019 by Terry Flynn.

Passed unanimously.

The following motions were put forth:

Motion by NYS-Lombardo, 2<sup>nd</sup> by TR-Delgado; To purchase a new desktop computer for the reception area of NYHQ not to exceed \$850: Passed unanimously.

Motion by TR-Delgado, 2<sup>nd</sup> by NYS-Lombardo; To increase the monthly steward salary by \$15 to \$125/month effective December 1<sup>st</sup> 2019: Passed unanimously.

The EB than discussed the nominees for the Judges of Elections for the upcoming NPMHU National Convention and Local 300 Officers election taking place in 2020.

The following candidates were nominated to be Judges of Elections:

1. Tanya Elder Brooklyn
2. Antonio Sanchez Flushing
3. Tony Alan Westchester
4. Leslie Chase NJNDC
5. Darlene Jones Westchester

After considerable discussion and comments from the EB, the following motion was made: Motion by RS-Bermudez, 2<sup>nd</sup> by NYSEBM-Lombardo; To appoint the following three (3) nominees as the Judges of Elections for the 2020 NPMHU National Convention and Local 300 Officers Elections:

1. Tanya Elder Brooklyn
2. Leslie Chase NJNDC
3. Antonio Sanchez Flushing

Passed unanimously.

The LUC met on November 4<sup>th</sup> 2019. The LUC approved and established a total of 40 delegates to be sent to the 2020 NPMHU National Convention in Denver CO. The

Executive Board discussed the expenses for each delegate, the following motion was made:

Motion by TR-Delgado, 2<sup>nd</sup> by VP-Johnson: The EB approves to the following compensation per delegate to the 2020 NPMHU National Convention.

1. **Lost time:** 5 days at the delegate's mail handler hourly rate of pay. Not applicable to resident full time officers.
2. **Travel expenses:** Not to exceed \$650 for roundtrip reasonable and customary expenses.
3. **Registration fees:** Local 300 will pay the registration fee per delegate.
4. **Lodging:** 6 nights at the Hyatt Regency in Denver CO.
5. **Per Diem:** Applicable non-taxable per diem rate of \$57/day which will be pro-rated and/or offset by any NPMHU sponsored events.

Passed unanimously.

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

Motion by CTS-Utz; 2<sup>nd</sup> by NYS-Lombardo: To adjourn the meeting at 1:19PM.

Passed unanimously.

Attached please find the reference numbers of all motions passed by the Executive Board from the meeting held on November 6<sup>th</sup> 2019.

EBNOV06-2019-001-To accept the minutes as read and corrected from 7/30/2019 EB Meeting.

EBNOV06-2019-002- To give subsequent approval to all legal and lawful expenditures for the period of June 1<sup>st</sup> 2019 through September 30<sup>th</sup> 2019.

EBNOV06-2019-003-To accept the Treasurer's Report.

EBNOV06-2019-004-To accept the President's Report.

EBNOV06-2019-005-To accept the Vice President's Report.

EBNOV06-2019-006-To accept the Recording Secretary's Report.

EBNOV06-2019-007-To accept the NYSEBM's Report.

EBNOV06-2019-008- To accept the CTSEBM's Report.

EBNOV06-2019-009- To appoint Michele Kimber to the office of NJSEBM for the unexpired term on or about November 9<sup>th</sup> 2019.

EBNOV06-2019-010-To purchase a new desktop computer for the Local 300 HQ reception area not to exceed \$850.

EBNOV06-2019-011-To increase the monthly steward salary by \$15 to \$125 per month effective December 1<sup>st</sup> 2019.

EBNOV06-2019-012-To appoint Tanya Elder, Leslie Chase, and Antonio Sanchez as the Judges of Elections for the NPMHU National and Local 300 officers elections in 2020.

EBNOV06-2019-013-To determine the delegate expenses for the NPMHU National Convention in Denver CO.

EBNOV06-2019-014-To adjourn the EB meeting at 1:19PM.

Respectfully submitted,

Raymond Bermudez, Recording Secretary  
NPMHU-Local 300

Local 300 Executive Board Meeting  
November 6<sup>th</sup> 2019  
Attendance Roster

**Executive Board Members**

Kevin Tabarus  
Marcenia Yvette Johnson  
Wilfredo Delgado  
Raymond Bermudez  
Terry Flynn  
Lucy Lombardo  
Don Utz

**President**  
**Vice President**  
**Treasurer**  
**Recording Secretary**  
**NJSEBM** Absent (Excused)  
**NYSEBM**  
**CTSEBM**