

National Postal Mail Handlers Union Local 300 Executive Board Meeting  
Minutes of October 18, 2024.

The meeting was called to order at 8:23 AM by Local President Marcenia Y. Johnson.

- Roll call (Recording Secretary)
- Agenda Review

1) Moment of Silence

2) Reading of minutes of the August 2, 2024, EB meeting. Additions and corrections:

Page 2. LP report section e remove "s" from branch's

Page 2. LP report, section g change "make" to "must insure"

Page 4. CTS report, change James to Smith

Page 5. On 3<sup>rd</sup> paragraph take out "thus purchasing" and insert "LP is requesting to purchase"

**Motion** to accept the minutes of the EB meeting as amended and corrected, from August 2, 2024:

**Motion** by LT Delgado, 2<sup>nd</sup> by NYS Sheppard. Passed unanimously.

3) Financial Report-LT Delgado

LT-Delgado submitted an expenditure report for the period of July 1, 2024, through September 30, 2024. The EB examined and reviewed the report. There was a lengthy and detailed discussion about the report. LT-Delgado provided completed information about his report. Local 300 remains financially strong.

**Motion** by VP-Bermudez; 2<sup>nd</sup> by RS-Lombardo: The Executive Board gives subsequent approval to all legal and lawful disbursements for the period of July 1, 2024, through September 30, 2024. Passed unanimously.

4) Treasurer's Report-Delgado

- a. Provided a financial report to the EB by via email and US mail.
- b. Provided a detailed written report of his duties and activities.
- c. LT went over the reports with the EB (7/01 – 9/30/24), Local 300 will continue to grow financially if it remains on course.
- d. Representative(s) attending Health fairs must fill out separate vouchers for all lost time.

- e. LT Delgado announced that Larry Cimirro is handling forms 1187 to be processed. National Office is having difficulties with 1187s due to MHs not being placed on the rolls.
- f. LT Delgado then opened discussion to increase lost time wages for Steward pay, Arbitration advocates, etc. After lengthy discussion the following motion was made:

**Motion** by LT Delgado, 2<sup>nd</sup> by CTS Smith; to increase salary and lost wages as follows:  
Lost wages: 7+ hrs = \$315.00, 4-7 hrs = \$242.50, 2-4 hrs = \$170.00, less than 2 hrs = \$97.50  
Steward salary increase to \$200.00/month (effective 11/1/24)  
LUC & EB meeting increase to \$400.00 (effective 11/2/24)  
Arbitration Advocate salary increase to \$425.00 per hearing (effective 11/2/24). Passed unanimously.

LT Delgado then advised the EB that the Citibank CD account was maturing at the end of October and suggested to close account and invest into ICS account with Lending Club Bank. After a brief discussion a motion was made

**Motion** by LT Delgado, 2<sup>nd</sup> by VP Bermudez to close Citibank CD account and invest funds into ICS account Lending Club Bank. Passed unanimously.

Lastly, LT Delgado updated EB that the Condo insurance was expiring at the end of October and was in search for another company because of the high rates.

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

**Motion** by NJS Russo, 2<sup>nd</sup> by RS Lombardo: to accept the LT's report. Passed unanimously.

#### 5) President's Report-Johnson

- a. Provided a detailed written report of her activities.
- b. LP announced that the Hicksville S&DC opened on August 12, 2024. LP, VP and BP Cappuccio visited the facility after the opening.
- c. LP instructed the EB that if Labor Board charge(s) are received to please forward it to HQ as soon as possible.
- d. LP updated the EB that Arbitrator Desimone notified the National Office of her resignation from the panel. Local 300 remains with two active arbitrators to hear cases.
- e. HQ is planning FMLA and OWCP training early next year.
- f. Repairs are being done in kitchen area from water damage. Looking to create additional storage in HQ. Building management at HQ announced that water towers and fire escapes will be installed.

- g. LP reminded EB that branches who has not held a membership meeting have two months remaining to set one up for 2024.
- h. Lastly, LP stated to EB that Union representative(s) must attend all orientations for upcoming season hirings.
- i. LP also discussed the Condo Board sending out special assessment fees for condo along with an increase in the common charges and maintenance fees.

Having no further business, the following motion was made:

**Motion** by LT Delgado, 2<sup>nd</sup> by CTS Smith: To accept the LP's report. Passed majority.

6) Vice President's Report-Bermudez,

- a. Provided a detailed and complete written report of his duties and activities.
- b. VP announced that member premiums (denim bags and sling sacks) will be delivered to each branch by year's end, member may only pick one.
- c. VP informed the EB that the Labor Day Parade was a big success and everyone enjoyed the float.
- d. Jets and Great Adventure tickets were sold out.
- e. For the upcoming health fairs, VP asked EB to provide email address and telephone number to members for information and/or questions.
- f. VP attended RI-399 meetings in NY and NJ areas. Staten Island inventory was signed off but soon after management conducted a function 4 audit. Newark Main RI-399 was disputed. Also attended various Labor-Management meetings throughout the Local as well as Safety meetings.
- g. VP stated that NDC facility will become an RPDC in September of 2025.

VP discussed how many denim bags and sling sacks the Local was going to purchase and the following motion was made:

**Motion** by VP Bermudez, 2<sup>nd</sup> by RS Lombardo to purchase member premium of tote bags and/or sling sacks not to exceed 5000 in total passed unanimously.

Health fairs were then discussed, and decisions were made on who would cover which health fair. He also added that Local 300 won the award for MHBP, the most outstanding performance achievement in NE Region for increased membership.

VP stated he received all sizes for long sleeve t-shirts except for Morgan. He then opened a discussion of how many shirts will be ordered, and so the following motion was made:

**Motion** by VP Bermudez, 2<sup>nd</sup> by NYS Sheppard to purchase 5000 long sleeve t-shirts, with logo on the front upper right side and Local 300 written on sleeve, for the membership passed unanimously.

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

**Motion** by RS Lombardo, 2<sup>nd</sup> by LT Delgado; To accept the VP's report Passed unanimously.

7) Recording Secretary's Report-Lombardo

EB Polls.

- i. 8/02/2024 decided to reimburse Arbitrator Itzla for all past fees owed to her for past arbitration period that were withheld within this contract period of 2022-2025.
- ii. 8/02/2024 to purchase 100 Great Adventure, non-cater package, tickets but not to exceed 200 tickets.
- iii. 8/02/2024 to rent a float for the upcoming Labor Day Parade 2024.
- iv. 8/02/2024 to purchase retirement gifts for VP, Southern Region, Lawrence Sapp and VP, Northeastern Region, David Wilkin not to exceed \$500.00 per gift.

RS held a JFK branch membership meeting on October 15, 2024 and also attended branch meeting for NDC and Mid-Island facilities.

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

**Motion** by CTS Smith, 2<sup>nd</sup> by NJS-Russo; To accept the RS's report. Passed unanimously.

8) NYSEBM Report-Sheppard.

NYS Sheppard made numerous station visits to Manhasset, Riverhead, Staten Island, Jamaica and Huntington Station. Completed RI-399 inventory for Staten Island and was able to add additional MH for spreading mail. Attended Mid-Island branch membership meeting on 7/13 and NDC membership meeting on 8/3/24. NYSEBM also attended Labor-Management meeting at Bethpage P&DC.

Having put forth all business, the following motion was made:

**Motion** by LT Delgado, 2<sup>nd</sup> by VP Bermudez; To accept the NYS's report. Passed unanimously.

9) NJSEBM Report-Russo

NJS Russo submitted a written report of his activities. Visited numerous stations, Rutherford, Kilmer, Elizabeth, Clifton, West Caldwell, S. Hackensack and Belleville. Inventory at Newark Main has been disputed. NJSEBM also attended Health Fair Seminar in San Antonio, TX.

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

**Motion** by CTS Smith; 2<sup>nd</sup> by NYS-Sheppard; To accept the NJS's report. Passed unanimously.

10) CTSEBM Report-Smith,

CTS Smith visited Norwalk, MH in 204B status performing MH duties hence 1.6 grievance was filed, and Danbury station. RMH retired and job has been posted. There was a change of plant manager at Stamford. IDs still not working but should be operational within the next few weeks. MHAs might be coming back to Stamford. Stamford will be holding a Christmas party on 12/7/24.

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

**Motion** by VP Bermudez; 2<sup>nd</sup> by NJS Russo; To accept the CTS's report. Passed unanimously.

LP Johnson announced upcoming LUC & EB meetings will be held on 1/23 and 1/24/2025.

Brooklyn Branch President Howard Spindler has notified the EB that he will be retiring at the end of 2024. LP will send out the vacancy notice, and the notice should be posted in the Brooklyn Branch on 11/27/24. Nominations will be due on 12/27/24 by 9:00 am.

With all business concluded the following motion was made:

**Motion** by CTS Smith, 2<sup>nd</sup> by RS Lombardo; To adjourn the meeting at 11:11 AM. Passed majority.

Attached please find the reference numbers of all motions passed by the Executive Board from the meeting held on August 2, 2024.

EBOCT18-2024-001-To accept the minutes as amended and corrected from the August 2, 2024, EB meeting.

EBOCT18-2024-002- To approve all legal and lawful disbursements for the period July 1, 2024 through September 30, 2024.

EBOCT18-2024-003- To accept the Treasurer's Report.

EBOCT18-2024-004- To accept the President's Report.

EBOCT18-2024-005- To accept the Vice President's Report.

EBOCT18-2024-006- To accept the Recording Secretary's Report.

EBOCT18-2024-007- To accept the NYSEBM's Report.

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EBOCT18-2024-008-To accept the NJSEBM's Report.

EBOCT18-2024-09-To accept the CTSEBM's Report.

EBOCT18-2024-010- to purchase member premium of tote bags and/or sling sacks not to exceed 5000 in total

EBOCT18-2024-011- to purchase 5000 long sleeve t-shirts, with logo on the front upper right side and Local 300 written on sleeve, for the membership

EBOCT18-2024-012- to increase salary and lost wages as follows:

Lost wages: 7+ hrs = \$315.00, 4-7 hrs = \$242.50, 2-4 hrs = \$170.00, less than 2 hrs = \$97.50

Steward salary increase to \$200.00/month (effective 11/1/24)

LUC & EB meeting increase to \$400.00 (effective 11/2/24)

Arbitration Advocate salary increase to \$425.00 per hearing (effective 11/2/24).

EBOCT18-2024-013- to close Citibank CD account and invest funds into ICS account Lending Club Bank

EBOCT18-2024-014- To adjourn the meeting at 11:11 AM.

Respectfully submitted,

Lucy Lombardo, Recording Secretary  
NPMHU-Local 300

### **Executive Board Members**

**Marcenia Yvette Johnson** Local 300 President

**Raymond Bermudez** Local 300 Vice President

**Wilfredo Delgado** Local 300 Treasurer

**Lucy Lombardo** Local 300 Recording Secretary

**Malik Sheppard** NY State Executive Board Member Local 300

**Tommy Russo** NJ State Executive Board Member Local 300

**James Smith** CT State Executive Board Member Local 300