

**NATIONAL POSTAL MAIL HANDLERS UNION**  
**LOCAL 308'S EXECUTIVE COUNCIL**  
**DECEMBER 10, and 11, 2009**

The Executive council meeting was held at the Harrah's in Atlantic City, NJ.

**Executive Board members present:**

John Macey	Local President
Tony Branco	Local Treasurer
John Gibson	Local Vice President
Ed Tucker	Recording Secretary
Robert Singleton	PA State Executive Board Member
Steve Bahrle	NJ State Executive Board Member
Quentin Seth	DE State Executive Board Member

**Branch Presidents Present:**

Steve Bahrle	Trenton, NJ
Barrie Bowens	GPO, Philadelphia, PA
Tony Branco	Bellmawr, NJ
Brian Carson	Harrisburg, PA
Jim Curcio	Lancaster, PA
Perry Fiorentino	Swedesboro, NJ
John Gibson	NDC, Philadelphia, PA
Robert Glycenfer	Scranton, PA
Douglas Hilbert	Lehigh Valley, PA
William Smith	Wilkes-Barre, PA
Colleen Sweigart	Reading, PA
Ed Tucker	Wilmington, DE
Rick Vennera	Southeastern, PA

After pledge of allegiance President Macey delivered his state of the Union address to the entire Council and Board. He shared the accomplishments of this Local. President Macey indicated 2009 will always be remembered as the year our Local finally began putting its financial business in order. In retrospect, he revealed he was "simply amazed at all the things the Local has accomplished."

As he reviewed what took place so far this year, he fast-forwarded to November. That's when the Local paid off the \$234,000 loan that the previous administration had borrowed from the National. This was able to be achieved without taking out any new loans and while staying current with our bills—including paying all stewards and Union Representatives on time. He indicated that in his opinion that's a remarkable achievement.

During January, February and March, the Local was hard at work learning Quick Books, an automated general ledger system. Most of those three months were spent just entering data into the system. Additionally a new computer network had to be installed to make it even possible for us to use QuickBooks. Additional training was provided to both Brother Macey and Brother Branco through a Financial Management Seminar in Maryland. Also, during that time, elections for BMC Branch President and Pennsylvania State Rep. had to be run.

In March, the Postal Service announced that the BMC's would become Network Distribution Centers and that each NDC would be part of a three-tiered system. The BMC facility in Philadelphia was set at tier 2 and, as a result, lost enough mail that it had to excess mail handlers. Since then, it has been selected to house a FSS machine and it will eventually add more mail handlers. President Macey then requested Branch President Gibson give a quick synopsis on his impacted facility. He indicated once the facility was designated a tier 1, the situation looked rather dower and bleak for his facility. However, since then the facility has been slotted for an APPS machine in mid-February, an FSS machine and a FSM 100. Barrie Bowens' place is getting two FFSs in Philadelphia P & DC and Trenton is getting three FFSs. In a matter of months the NDC went from a declining workforce to instant growth. On November 21, 2009 the NDC added between 43 to 47 clerks from inside the installation to the mail handler craft. In addition the NDC will add some of the impacted mail handlers from Swedesboro. It is a matter of circumstance rather than anything else because we know postal management merely wanders blindly through the woods on a lot of the things they do. Initially the construction crew was supposed to go to Atlanta but Atlanta was not prepared for the demolition so they came to the NDC first. That created a situation where they decided to rip out the sack sorters and the primaries to make room for the APPS, the FSS and other machinery. Because the NDC got it first we are seeing the growth. It is simply a matter of fate. Brother Gibson also indicated that Southeastern is currently going through an AMP study; Bill Smith has already gone through an AMP at Wilkes-Barre and will share that information with us. He concluded with "We are, a lot of the time, just victims of postal management or mismanagement. We all know that so we have to deal with that and deal with our constituents and sort of let them know that is how management functions and we are going to do everything we can to keep management in line with Article 12 and other portions of the contract." Probably by the end of next year staffing at the BMC will be more than 600 mail handlers whereas a few months ago the NDC staffed 350 mail handlers. Mail handlers will be going through a major transition over the next 18 months to 2 years but should see growth at Trenton and South Jersey and should stabilize. However, unfortunately there will be some victims like Southeastern and perhaps elsewhere, as well as Philadelphia is going through another tour compression. There is going to be some growing pains but ultimately facilities with tech and mech will prevail. The adage that "anything that is blue or purple is mail handler work" will benefit the mail handler craft. So growth is occurring in our craft. Brother Gibson reminded the council that they are discussing having three shifts again at his facility since they had suffered through tour compression earlier. In the future the Local will be better off once we get through this.

President Macey continued his address and indicated as if the initial news about the BMC's wasn't bad enough; the Postal Service delivered very negative news for Wilkes-Barre. It announced the consolidation of the Wilkes-Barre facility with Scranton and Lehigh Valley. Bill Smith did an incredible job trying to prevent that from happening. He spent countless hours meeting with state and city officials. He held rallies. He went on television. He signed petitions. But at the end of the day the Service decided it had to go through with its plans, no matter how ill-advised the plans were. Many of the mail handlers in Wilkes-Barre will soon be working in either Scranton or Lehigh Valley. President Macey then directed Brother Smith to elaborate on his facility. He revealed that he had been doing a lot of fighting, but unfortunately the Postal Service already had their mind made up before they even started the survey. He indicated he had just received a phone call from human resources and the postmaster this morning, which indicated that, they had finally agreed that 7 jobs would remain in Wilkes-Barre instead of the 5 jobs initially proposed. In light of the retirements he calculated that they would be able to transfer most everybody to Scranton, which is only 18 miles away. One or two of his mail handlers wanted to go to Lehigh Valley because they live near there. Management finds loopholes to shut the Union out. He had filed charges with the Department of Labor which were dismissed because Postal management argued it was a national issue not a local issue. Furthermore, Management failed to provide requested information yet they lied and indicated they had provided the information on the appeal. Upon questioning the district manager indicated they were being consolidated due to logistics and that the numbers did not really matter. It goes to show they had their mind made up regardless of what the Union said.

The first quarter culminated with the on-time production of Local 308's LM2. The filing of that LM2, however, was almost like opening Pandora's Box. The very next day President Macey got a call from the Department of Labor about this single paragraph that appears at the very end of the report:

*“There were expenditures of former officers and employees that are being questioned. There has been a claim made on the bond that will be updated as additional questioned cost has been discovered. These expenditures have been reflected in Schedule 11 and 12 in column G for the individual responsible for the disbursement. The Local Union is conducting an investigation to determine the extent of the alleged misappropriation.”*

As reported in previous minutes, the Local is no longer conducting any investigation. That is because once the Department of Labor saw what was reported, it took over the investigation. Within a month, the DOL had carted off all of the Local's financial records dating back to 2003. The good thing about that is the DOL is now assuming all costs associated with that investigation. The unfortunate reality is that the DOL moves at a glacial pace. The Local recently contacted the DOL agent for an update, but has not heard back from her, yet.

During the second quarter, National President John Hegarty visited a number of our facilities. President Macey was delighted that his visit went over very well with the membership. This was a unique event that normally does not occur in our Local and the Local was honored to have him do the walk-thru.

In April, the Local also launched a membership drive and signed up 16 new members. A contest was held in conjunction with that membership drive and the grand prize was a trip to Hawaii to attend the Semi-Annual Meeting of the Local Unions. Jim Bambridge, a shop steward in Harrisburg, won that trip and accompanied Brother Macey and Brother Bahrle to Hawaii for the SAMLU meeting.

Also in April, the accounting firm filed our income taxes on time and in May the Local made a \$5,000 payment on 2008's 990T. The total tax bill for that year is \$51,792.61. If filing the LM2 opened up Pandora's Box, then filing the 2008 taxes was Pandora on steroids. Once the \$5,000 payment was made, Local 308 was suddenly on the IRS radar screen. The Local started to receive a steady stream of letters demanding payment for back taxes. As the Local began working with our accountants and lawyers on these tax issues, revelations became apparent that the previous president didn't file tax returns as far back as 1998. Some years he filed a return but issued no payment. Some years he sent in a payment but did not file a return.

The good news is that Local 308 has finally been able to get the National to help us out of this tax debacle. The National Office has said it will pay for a tax attorney to work with the IRS to get the unfiled returns filed and ultimately to negotiate with the IRS on what is owed in back taxes, interest and penalties.

Also, in May the Local installed a new telephone system because the old system did not even have voice mail. Furthermore, the ringer could not be turned off if you were having a meeting.

One of the highlights in May was the Legislative Conference at our nation's capital. Brother Gibson, Brother Rembelinsky, Brother Smith and Brother Macey went door-to-door on Capitol Hill meeting with legislators and telling them about the issues that are important to mail handlers and their families.

The rest of May and all of June were largely spent on the road as Brother Macey and Brother Branco traveled to all of the different branches to attend their unit meetings.

The Local held its first all-members event, an outing at Clementon Park in August. That event was very successful. The Local expected around 200 people. However, more than 500 people attended. President Macey revealed he would be forming an entertainment committee to plan and organize these events

Then in September, the Local got the very bad news that the Postal Service decided not to renew the lease at the Swedesboro facility. It announced that the facility would close by the end of February 2010. Steve Bahrle, John Gibson, Perry Fiorentino and John Macey

have been working hard over the past few months to secure places for all of the mail handlers in that facility. A letter was formed which ultimately led to an agreement that would place all the mail handlers in Swedesboro in other facilities in our local. They all will have new jobs in Trenton, South Jersey and at the NDC. President Macey then directed Brother Fiorentino to expand on the Swedesboro situation. Brother Fiorentino indicated as in Brother Smith's facility the postal service had made up their mind they were going to make this move regardless. Fortunately, all employees will find homes in nearby facilities.

Then President Macey directed Brother Bahrle to give an update on the FSS situation in Trenton. Brother Bahrle indicated chronologically APWU went to court on a bilateral settlement unknown to the mail handlers and convinced a judge to rule in their favor. This enabled clerks to replace mail handlers in containerization jobs on the flat sorter machine. Bruce Learner, the National Lawyer, has filed an appeal in the 3<sup>rd</sup> Circuit Court. Brother Bahrle contends that the APWU committed perjury in swaying the judge to rule against us. At the end of the day we are hopeful this decision gets reversed. He went on to explain how his facility got approval for a \$20,000,000 expansion to add three FSS machines. This will provide jobs for many Swedesboro mail handlers. Also dock renovations are being made on twelve bays that are compatible for tractor-trailers to load and unload. An additional cancellation machine is also being added. Eventually the mail handler complement should increase to 350 members at the end of the next year. The biggest challenge the craft has is the infiltration of clerks into our craft. Fortunately we have a settlement that allows for mail handler to get first shot at all jobs.

President Macey then directed Brother Branco to provide an update on South Jersey jobs. In early spring the Plant Manager Judy Herrick decided she wanted more flexibility to use her terminology so she decided to abolish and repost most of the jobs in the plant. In doing that she created what she calls a relief crew however; the Union is calling it essentially full-time PTF positions. They report to no specific area throughout the week. When President Hegarty came up in April he met with Judy Herrick and advised her that this move was ill advised and flies in the face of the contract. The Union has filed individual grievances and class action grievances on this. Brother Branco indicated that he with Brother Bahrle's help did an incredible job to try to dissuade postal management from doing what they were doing. Even the current Labor Relations Representative indicated he would not be involved in the arbitration hearing to argue against us in the event it is pursued through this venue. Brother Bahrle elaborated on the poor negotiating climate that exists at South Jersey. Instead of solving grievances the grievance are going to the next step. Brother Bahrle indicated instead of filing 150 grievances per year he is filing up to 400 grievances (at Trenton and surrounding area).

Also, in September the Local was surprised at the Postal Service's announcement that it was conducting an AMP (Area Mail Processing) study at our Southeastern facility. For the Service, it's a matter of economics. Because of the drop in mail volume, the Service is not fully utilizing the equipment at large processing centers, such as at the Philadelphia P&DC. Therefore, it's looking to consolidate smaller operations into the bigger ones. At this point the Service has done little more than announce the study. The Local is still

waiting for the other shoe to drop. President Macey then directed Rick Venera to provide an update on the Southeastern facility. He indicated that the Postal Service has not given an answer back officially to the Union. Brother Venera revealed he had a conversation with the Plant Manager prior to this meeting and he indicated unofficially that it was his opinion that the amp study would “die”. However, it should be noted the Union has not received anything official yet. They were interested in consolidating the outgoing operations if it were to go in effect. Hopefully the AMP study “dies”.

President Macey then directed Barrie Bowens to give an update on matrix packages at Philadelphia facility. She indicated that the management at her facility does not know what they are doing. Basically they are looking to restructure. Everything is a rush with them, as they want to make changes even if new machinery is coming in shortly that would call for additional changes. Multiple matrix packages have been presented to the Union. She indicated that management is looking out for clerks and trying to give them mail handler work. Management never seems to have answers on why they are doing some of the things they are doing.

The third quarter ended in September with Rob Singleton and John Macey attending the SAMLU meeting in Chicago. In October, the Local made another \$5,000 payment to the IRS and a \$1,387.77 payment to cover the Local’s tax bill for Federal Unemployment tax in 2007.

In October, training was held for new stewards. That’s something the Local can take great pride in. Brother Macey was happy to hold extensive steward training last year. Then training was continued this year. Training stewards is one of the most important things the Local can do for the members.

Then additional training involving the Mail Handler Benefit Plan occurred in New Orleans. President Macey attended this seminar which was also held in October. President Macey will divulge plans in the future strategizing on how the Local can increase the associate members.

Throughout the fall months it became very clear that the IRS is unrelenting and that the Local had to come up with a plan to reduce expenses and borrow money from the National to pay off the IRS, the payroll taxes and our unfunded pension liabilities.

It also became clear to Bond Beebe that they could not sign off on the audit that the Board hired them to perform. This was due in part to the accounting firm not knowing with certainty the full extent of our tax liability.

At the Executive Board meeting in October, a Budget Committee was formed and that committee consisted of Treasurer, Branco, Vice-President Gibson, DE Rep. Seth, PA Rep. Singleton and President Macey. The committee met for the first time in early November. With the help of Tyler Geiman and Carrie Antosz of Bond Beebe, the Local was able to develop a model that will help reduce expenses.

President Macey then requested Sister Sweigart to update the council about her facility. She indicated that most jobs are being reverted. She said that tour 2 compression has not happened yet but is on the horizon. President Macey turned it over to Bob Glyenfer for updates on his facility. He indicated they were kind of in limbo not knowing how many mail handlers would be coming from Wilkes-Barre. They just went through tour compression not too long ago yet they are trying to undo some of that with the addition of Wilkes-Barre. Right now excessive overtime is prevalent at his facility. In January additional DBCS are being deployed at his facility. President Macey then directed Brian Carson of Harrisburg to update the council. He indicated he was fortunate compared to the other facilities. Games are played by management on a daily basis but nothing major to discuss. President Macey then directed Brother Curcio to discuss his facility. He indicated about a year ago they did tour 2 compression at Lancaster exceeding tour 2 employees to tour 3. Two weeks ago they shipped 173 zips to Harrisburg causing breakdowns on tour 1. This caused 3 jobs to be eliminated on tour. Other issues include clerks raiding mail handler jobs and doing mail handler work and limited duty issues that he is including in a letter to President Hegarty. Doug Hilbert then addressed his facility and indicated tour 2 compression occurred at Lehigh Valley with tour 2 starting at 11:00a.m. He lost 15 mail handlers to earlier incentive retirement. Currently not running the apps as much as used to. Overtime and discipline are up at his facility and they are picking up some mail from other facilities. In-Plant Support staff switched with Harrisburg. In January volume is expected to drop and additionally tour 2 compression may occur with mail handlers reporting at 1:00 p.m. The future appears bleak.

President Macey revealed that Trenton recently had a \$300,000 award for casual abuses. In addition Delaware also had a \$300,000 CILO settlement. He then directed Brother Tucker to provide updates for the Delaware P &DF. He indicated that right now things are quiet in Delaware compared to what is occurring at other facilities. Everything is happening above us and below but that is not to say that we are not going to have something happen to us later. Certainly it seems that the large facilities are getting larger, and getting all the technology but the smaller facilities are not. Like Sister Sweigart at Reading we are having our jobs reverted once someone retires, quits, dies etc. Once Trenton gets ramped up with their sequencing flat sorter they will take SJ mail and then South Jersey will probably take some of our mail in the spring.

President Macey mentioned a lot about some specific events throughout the year; however during all of 2009, what mattered most was what was done for the members. The members, after all, are the union. In 2009, numerous cases moved up to arbitration. The Local won cases and lost some cases.

In the meantime, the Postal Service capped its fiscal year with a buyout. It offered as many as 35,000 people \$15,000 to retire or otherwise separate from the Service. It only got 18,000 people to accept its offer. As of pay period 23, our share of that amount is 119 members. We also lost 15 members who separated from the Service and one person who quit the union. All total, those losses translate into \$75,465 in lost dues.

One of the things that John Hegarty emphasized at the Financial Management Seminar in January is that our union is going to have to get used to a future with less revenue. Well, the future is now. The Local is already feeling the effects of less revenue. Unfortunately, it couldn't come at a worse time — when Local 308 is faced with huge tax bills.

To shed some light on the tax bills President Macey then turned the meeting over to Treasurer Branco for a complete presentation of the treasurer's report. He went over the profit and loss statement and other financials handouts. Accountant Tyler Geiman also did an extensive presentation with Carrie Antosz also involved in the presentation. They presented budget scenarios that the budget committee had prepared with their help. He shared the principle on fiduciary responsibilities that this group must be responsible for. Accountant Geiman reminded the council that all the effort the budget committee had committed to a multi-prong attack on the Local's financial situation "was a waste if the Council and Board do not make changes." He stressed the urgency of fixing this local and doing what is best for this organization.

The next phase of the meeting consisted of discussing motions involving bylaw changes and ultimately voting on those motions. The following motions were made and approved or disapproved during the meeting:

A motion was made by Brother Branco to accept Brothers Macey /Branco amendment proposal as written below. Brother Hilbert seconded this motion.

### Article III membership

#### Section 5

This Local Union will have at least two Local wide Members' events during each calendar year. One event shall be held during the Summer months and one event held during the Fall/ Winter months, excluding December. The Local Executive Board will determine the format and details of these events.

### **Motion failed to meet the 2/3 requirement to amend**

John Macey	Local President	Yes
Tony Branco	Local Treasurer	Yes
John Gibson	Local Vice President	No
Ed Tucker	Recording Secretary	No
Robert Singleton	PA State Executive Board Member	Absent during vote
Steve Bahrle	NJ State Executive Board Member	Yes
Quentin Seth	DE State Executive Board Member	Yes
Steve Bahrle	Trenton	Yes
Barrie Bowens	GPO, Philadelphia, PA	No
Tony Branco	Bellmawr, NJ	Yes
Brian Carson	Harrisburg, PA	Yes

Jim Curcio	Lancaster, PA	Yes
Perry Fiorentino	Swedesboro, NJ	No
John Gibson	BMC, Philadelphia, PA	No
Robert Glycenfer	Scranton, PA	Yes
Douglas Hilbert	Lehigh Valley, PA	Yes
William Smith	Wilkes-Barre, PA	No
Colleen Sweigart	Reading, PA	Yes
Ed Tucker	Wilmington, DE	No
Rick Vennera	Southeastern, PA	No

Brother Macey / Branco made the following motion:

Article III membership

Section 7

In Branches where the mail handler complement is in excess of 50, there shall be a Branch President. In branches with less than 50 mail handlers, there shall be a chief steward instead of a Branch President.

A procedural objection/motion was made by Brother Gibson that the amendment proposal by Brother Macey / Branco is not a proper motion for council, this decision, according to the National Constitution, falls to the Executive Board and not the Local Council. Brother Gibson's motion was seconded by Brother Hilbert.

**Brother Gibson's motion passed unanimously with exception of Rob Singleton who was not present during vote.**

A motion was made by Brother Macey to accept Brother Macey / Branco's proposed amendment change to delete Article IV, Section (8-E). Brother Vennera seconded this motion.

Article IV Officers and Shop Stewards

Section 8-E

The Chief Shop Steward in charge of the Air Mail Center Philadelphia, PA will receive a salary of \$600.00 per quarter.

**Motion passed unanimously with exception of Rob Singleton who was not present during vote.**

Brother Macey made a motion to accept Brother Macey / Branco proposed amendment change to delete Article IV, Section (8-F) 3.). Brother Fiorentino seconded this motion.

## **Article IV Officers and Shop Stewards**

### Section 8-F (3)

- (3) Effective May 1, 1996, all National and Regional salaries will be paid to full time union officials who work their drop days or any other non-scheduled day.

**Motion passed unanimously with exception of Rob Singleton who was not present during vote.**

Discussion of Article IV, Section 10 involving meal vouchers occurred with the Board and Council. President Macey stated that he thought if we are going to try to save money and that if we are going out that the \$60. cap was a little steep and was a little “outrageous”. Brother Macey added that both he and Tony thought it was “absurd” that they should be entitled to lunch everyday working in the office. Brother Gibson stated just because you go to the Union Office should not entitle you to the meal voucher. However, if you are out in the field conducting business for the members you can get a sandwich or something. Brother Tucker made a motion to eliminate all meal vouchers however, no one seconded this motion. The Board and Council then moved on to Brother Gibson’s following amendment proposal change:

Brother Gibson made a motion to accept his amendment change proposal of Article IV, Section 10. Brother Smith seconded this motion.

## **Article IV Officers and Shop Stewards**

### Section 10

Meals: If a Member of this Local works on official union business he or she shall be entitled to \$25.00 for meals for every four hours worked in the field on business up to a maximum of \$50.00. Receipts must be submitted with all vouchers. If no receipts are provided, the voucher will be discussed at the next Executive Board meeting for approval or disapproval.

(10-A) For the purpose of expediting union business, meals will be paid by the Union for Council members, Executive Board members, and Shop Stewards attending training classes or meetings.

**Motion passed unanimously with exception of Rob Singleton who was not present during vote.**

Brother Macey made a motion to accept Brother Macey / Branco proposed amendment change to delete first part of the first sentence Article IV, Section 1C) 3.) Brother Vennera seconded this motion.

## **ARTICLE V**

### **Section 1C) Unit Meetings**

- 3.) ~~Effective immediately beginning January 1995,~~ All shop stewards will attend all unit meetings unless otherwise excused by the Local Branch President. Failure to do so may result in removal. Furthermore, quarterly compensation will not be paid for unexcused absences.

**Motion passed unanimously with exception of Rob Singleton who was not present during vote.**

Brother Macey made a motion to accept Brother Macey / Branco proposed amendment change to add to the end of Article XIII, Section 1. Brother Hilbert seconded this motion.

## **ARTICLE XIII HEALTH PLAN REPRESENTATIVES**

### **SECTION 1**

Mail Handlers' Health Plan- The Health Plan Representative will be appointed by The Local President, on an as-needed basis, to provide assistance regarding the Mail Handlers' Health Plan to all members and associate members. *Local Branch Presidents are responsible for ensuring representation of the health fair at their own facility.*

**Motion passed unanimously with exception of Rob Singleton who was not present during vote.**

Brother Gibson made a motion to accept his proposed amendment to add "she" to Article IV SECTION 6. Brother Vennera seconded this motion.

## **Article IV OFFICERS AND SHOP STEWARDS**

### **SECTION 6**

All State Representatives are responsible for contract administration and communication between the Branch President, at the direction of the Local President, and any other duties that he/she deems necessary. Monthly reports are to be submitted on a timely basis to the Local President by each State Representative.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add "Postal" and delete "base" to Article IV SECTION 8-B. Brother Vennera seconded this motion.

## **Article IV OFFICERS AND SHOP STEWARDS**

### **SECTION 8**

(8-B) Council members, excluding the Local President will be compensated at their Postal base rate for conducting council business on their respective drop days.

#### **Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add "straight time rate" and delete "base salary" to Article IV SECTION 8F and then modifying 8F to become 8E. Also 8G should become 8 F due to deletion of original 8E. Brother Macey seconded this motion.

~~(8-E) The Chief Shop Steward in charge of the Air Mail Center Philadelphia, PA will receive a salary of \$600.00 per quarter.~~

(8-E F) (COMPENSATION)- ALL LOCAL MEMBERS WILL BE COMPENSATED AS FOLLOWS WITH PRIOR APPROVAL OF THE LOCAL PRESIDENT:

- 1.) Regular postal salary while on official union business
- 2.) Postal straight time rate base-salary (excluding the Local President) while on official union business on drop day/off tour (Not to exceed (8.0) Hours)

~~Effective May 1, 1996, all National and Regional salaries will be paid to full time union officials who work their drop days or any other non-scheduled day.~~

(8-F G) Steward Compensation: To be eligible stewards must serve at least six (6) months of the year. This compensation would be paid semi-annually for regular and chief stewards and prorated if the steward does not serve the entire period. Alternate stewards shall be

compensated annually and prorated for time not served. Steward compensation will be as follows:

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to strike “the” and “officers” and insert “members” and correct guest Article IV SECTION 11. Brother Macey seconded this motion.

SECTION 11

Local 308 “Unit” Affairs: ~~The Executive Board~~ Members ~~Officers~~ and one guest are exempt from paying for any function sponsored by Local #308.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add “if available” to Article IV SECTION 12. Brother Macey seconded this motion.

SECTION 12

All Union Officials In each unit will wear his/her Shop Steward Badge while on duty *if available*.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add “any elected or appointed Union Representative shall” while deleting “the individual, will” and “considered” while adding “declared” to Article IV SECTION 13. Brother Smith seconded this motion.

SECTION 13

Upon acceptance of or application for a management position, ~~the individual~~ any elected or appointed Union Representative shall ~~will~~ resign his/her position with the union. Upon failure to do so, the position will be declared vacant.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add “for” and deleting “or” to Article IV SECTION 14. Sister Sweigert seconded this motion.

SECTION 14

If a voucher is in dispute, it will be sent to the Executive Board ~~and a ruling~~ and a ruling for discussion and a ruling will take place at the next Board meeting. Upon dispute the President and Treasurer, will notify the individual in writing why the voucher is not being paid in full, and when the Executive Board will discuss and determine as to whether such voucher will be paid.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add “or” and delete “and” while adding “or when requested to do so by the Executive Board of this Local Union” to Article V SECTION 1B. Brother Vennera added a friendly motion to read “or when requested to do so by the majority of the Executive Board of this Local Union”. Sister Sweigart seconded this motion.

ARTICLE V MEETINGS

SECTION 1

B) Executive Board Meetings

The Executive Board shall meet at least once every three months, or ~~and~~ more frequently at the discretion of the Local President or when requested to do by the majority of the Executive Board of this Local Union.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add “any” and delete “all” while adding “outside of their own Branch” to Article V SECTION 1C2. Brother Hilbert seconded this motion.

C) Unit Meetings

1.) These By-Laws will be available at all Unit Meetings for review

2.) All members of this Local may participate at any unit meetings outside of their own branch pending prior approval by the Local President with reasonable notification to the unit's Branch President.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment to add "the Local Treasurer shall update" while deleting "PA State Representative" to Article V SECTION 1D. Brother Singleton seconded this motion.

**ARTICLE V MEETINGS**

**SECTION 1**

D) Mileage rate will be in accordance with the IRS index. ~~PA State Representative~~ The Local the Treasurer will update the index on an-as needed basis.

**Motion passed unanimously**

Brother Gibson made a motion to accept his proposed amendment change from 5 years to ten years or more. Also added The ten year requirement can be waived due to extenuating circumstances to Article V SECTION 1D. Brother Seth seconded this motion.

**ARTICLE XIV RETIREES**

**SECTIONS 1**

The Union shall give a retiree's watch to all Mail Handlers' retirees who are members ~~of~~ in good standing for ~~five~~ ten years or more at the time of retirement. The Branch President of the Unit must fill out a Retiree's form for each member and submit it to the union office. The ten-year requirement can be waived due to extenuating circumstances.

A.) ~~Retirees must have five years of continuous membership as a dues paying member, at the time of retirement to qualify for a retirement watch.~~

**Motion passed unanimously**

Brother Gibson made a motion to allow two additional weeks for Recording Secretary to provide minutes. Motion was seconded by Brother Macey.

**Motion passed unanimously**

Brother Hilbert made a motion that proposes the Union Council agrees to forgo any Council and Executive Board salary increases for the year 2009. In addition salary will be reduced by fifteen percent (15%) for Executive Board Members and five percent (5%) for Council members effective immediately. Brother Curcio seconded this motion.

## SECTION 8

### Compensation for Union Officials

(8-A) The salary structure for the elected union officials is as follows:

The compensation for full-time officers of this Local shall be based on both contractual increases and COLA increases reflected by a percentage effect of the COLA on a level 5, Step P Mail Handler's salary. The compensation for all council members will be based on negotiated contractual increases only.

(Authority: Revised/Approval compensation structure dated 3/2/05, effective January 1, 2004)

***This Union Council agrees to forgo any Council and Executive Board salary increases for the year 2009. In addition salary will be reduced by fifteen percent for Executive Board Members and five percent for Council members effective immediately.***

**Motion passed unanimously**

Brother Gibson made a motion for Executive Board to convene prior to meeting with National concerning Local 308 budget cuts. Motion was seconded by Brother Macey.

**Motion passed unanimously**

President Macey thanked the entire Executive Board and Council for a successful and productive meeting. Difficult cuts had to be made as verified by the accepted amendment addition which reads: ***This Union Council agrees to forgo any Council and Executive Board salary increases for the year 2009. In addition salary will be reduced by fifteen percent for Executive Board Members and five percent for Council members effective immediately.*** The entire Executive Board and Union Council unanimously voted to take pay cuts along with other changes in the by-laws that will be available in the future, upon the National President's approval.

A motion was then made to adjourn the meeting by Brother Vennera and seconded by Brother Hilbert. **Motion passed unanimously**

Respectfully submitted,

§. E. Tucker

Ed Tucker  
Recording Secretary  
NPMHU/ Local 308