

Meeting called to order by President Poston at 07:35 PM**Pledge of Allegiance****Memoriam****Recording Secretary****Nestor Chaves****Roll Call of Officers**

With the exception of Administrative Vice President Charles Austin and Sargent of Arms John Lee, who were excused, all other officers were in attendance.

Went on to inform the members that we would now be providing copies of the previous Branch Meeting Minutes and reiterated that the minutes are also posted on the NALC Branch 40 website. Since there were no questions regarding the January 10th 2023 minutes President Poston requested a motion to accept the minutes as presented for January.

Motion made by Dan Rupp and seconded; motion was passed.

Communications

There were two communications from NALC Headquarters.

The first dealt with the extension of dispensation for Branch meetings, State meetings, and elections due to coronavirus. The second communication dealt with Branch registration for the upcoming 2023 NALC food drive and the members were informed Branch 40 will be participating.

Copies are on file in the Branch Office.

Application for New Members

Since our last meeting on January 13th 2023, we had 52 CCAs submit 1187s for membership into the NALC Branch 40, we require a motion to accept them. Copy included.

Motion was made by Dennis Perk to accept the 52 CCAs and was seconded by A.T. Wilson. The motion was passed.

At this time the Recording Secretary concluded his report by recognizing carriers who had retired in Pay Periods 26-2022, 01-2023, and 02-2023. Copy on file in the Branch Office.

Reading of the Bills

Trustee A.T. Wilson read the Bills for the month of January 2023, which totaled 7,458.76, there were no questions. The Bills would be submitted for audit and a copy is on file in the Branch Office.

Financial Treasurer

Mary Campbell Stack

Informed the members that we would be doing things a little differently this year. Normally A.T. Wilson reads all the itemized expenses, however, she also spoke about January's expenses. The total income for the Branch was 90,755.68, mostly generated by your dues, the expenses for January totaled 100,001.93. This resulted in a loss of 9,246.25, primarily caused by having less carriers. At the end of 2021 our bills had exceeded our income by 172,000 and at the end of 2022 we estimate a loss of 160,000. She went on to state that unless we can hire 400 carriers tomorrow, and we know that will not happen, we really do need a dues increase.

At this time President Poston requested a motion to accept the Financial Report as presented and its submission for audit to the accountant.

Motion was made by Dennis Perk to accept the report and its submission for audit, seconded by William DeVore. There were no questions, the motion was passed.

Copy of the Bills on file in the Branch Office.

AFLCIO Report

President Poston asked Delegates Mark Zielaskiewicz and Maureen Gochett to speak to the members about the recent AFLCIO meeting.

Mark Zielaskiewicz informed the members about the upcoming State of Ohio Budget process, beginning with the Governor's proposal at the end of January. He outlined the timeline and involvement of the House Finance Committee, Senate Finance Committee, Conference Committee, ending with the signing of the Budget into law on June 30th.

A copy of the outline included.

Maureen Gochett brought attention to the unionization by REI workers, a local camping and sporting goods retailer, and their request for support, as the workers are getting harassed and getting push back from management. Support can be made by visiting their website and contacting them directly. We need to realize how fortunate we are to be part of a union.

Health Benefits

Patrice Ashley

No Report

President Poston informed the members that we were actively looking for someone to fill the position of Director of Retirees and asked anyone interested to speak with him.

MBA

Brian Wisniewski

Spoke to the importance of updating beneficiary information and life changing events, such as births or marriage status with TSP and your insurances.

President Poston spoke to a recent communication from Manny Peralta regarding management not complying with memorandums or the contract agreement regarding safety. The focus will be on reducing work injuries with improved ergonomics, modifying the work space, reach modifications, and improving methods such as work practice and techniques.

He also at this time informed the members that we were looking for someone to assist with Entertainment and Social Recreation for the Branch, anyone interested should let us know.

At this time President Poston requested the By LAW Committee.

Leah Hudak read the first By LAW proposal for Article 8 Section 1

The current language is:

The President and Executive Vice President shall be on a full-time basis.

The proposed new language is:

The President , Executive Vice President, and Administrative Vice President shall be on a full-time basis.

President Poston requested a motion to accept the By Law as presented.

Motion was made by Jason Wolfe, Streetsboro, to accept the By Law as presented, it was seconded by Mark Zielaskiewicz, Strongsville.

President Poston asked for questions for the committee and opened the floor for discussion, being no questions or discussion, President called for the vote to be taken.

The proposed BY Law change for Article 8 Section 1 passed and would be presented to National.

George Morrison read the second BY Law proposal for Article 3 Section 4:

The dues of the Branch shall be an amount equal to two (2) hours pay per month, plus one dollar, on the rate of pay for a full-time regular scheduled employee NALC Grade 1, Step D payable in advance for all active letter carriers and associate members . Dues for retired members shall be (2.10) per month.

Proposed New Language

The dues of the Branch shall be an amount equal to two (2) hours pay per month, plus four dollars, on the rate of pay for a full-time regular-scheduled employee NALC Grade 1, Step D payable in advance for all active letter carriers and associate members. Dues for retired members shall be (3.10) per month.

President Poston requested a motion to accept the By Law changes as read.

Dan Rupp made the motion to accept the By Law changes as read, it was seconded by A.T. Wilson.

President Poston asked for questions or discussion for the By Law Committee.

Patrice Ashley was recognized and asked when we make By Law changes when would they come into effect ?

The answer: They will have to be approved by the National by Law Committee and that process could take two to three months.

President Poston informed the members that the vote on this By Law proposal would be done by secret ballot and asked for the doors to be closed at this time.

Administrative Vice President

Regina Williams

Spoke about the Social Security Fairness Act that the previous Congress did not pass. It's reintroduced as HR 82 which calls for repealing the Windfall Elimination and the Government Pension Offset. Since its introduction on the 9th of January, it has 144 co-sponsors with seven being the original co-sponsors. It addresses the social security tax burden and spousal pension impact. More information can be found on the NALC website. She spoke to the upcoming 2024 election and the need to be aware of what affects you and your family.

She spoke about Black History month and focused on the many contributions and inventions attributed to African Americans.

Executive Vice President

Andre Laney

Spoke about the scanner now processing the clock rings and the fact that time clock congestion was a thing of the past. Tardiness is already tough to fight and now will even more difficult in attendance grievances.

Spoke about the new Medicare Aetna plan and the complaints associated with it. He advised the members to get out of the plan and encouraged them not to join it either.

Bill DeVore was recognized and stated that these Advantage plans are scams for the insurance companies, it's not Medicare. These plans may deny coverage, require more documentation, and can cause collection issues on delayed payments. It may be labeled as a Medicare Advantage but it's not an advantage for you.

Pam Pilkington was recognized and asked what National's response was to these issues?

National in their last conference call advised individuals to hold off on joining this plan and those who did join can opt out at any time.

Brought attention to a publication called the Eagle, which currently is sent to active employees. In the current issue there is an article about the new health benefits taking effect January 1st, 2025. For retirees you can go to Keepingposted.org for more information on how these new benefits will affect you. He ended his report by mentioning the recent passing of Charles Shy, a good union brother who helped many, especially new carriers, he will be missed.

President Eric Poston

In November of 2022 carriers went to Step P, however several carriers throughout the nation were not included. The Post Office has identified those in Branch 40 that were affected and will make the correction with backpay. The majority of these carriers have a seniority date of 2008 and if you know someone who may be close have them contact the Branch office.

In April we will be concentrating on legislative activities with a trip to Washington D.C. with the State. In June we will have our annual car show and usually we have no Branch meetings in July and August. The State Convention is the first week in August and in September we will recap the Convention and welcome back from the summer. November will be Veterans month and we plan on having our Christmas party in December.

Contract negotiations are being discussed with the possibility that they may be delayed. The number one focus should be on a full career workforce eliminating the CCA position.

We currently have 86 routes in the city of Cleveland without an assigned carrier. The next bid sheet will have 65 routes with another 21 vacancies coming from the current bid sheet which just finalized. We have about 140 to 150 CCAs with half of them in their probationary period. Currently we are converting CCAs in about 7 months. Columbus and Cincinnati are only hiring career workforce and we are trying to get Cleveland on that list.

UPS is currently in a contract year and they are discussing going on strike. A UPS driver starts at 21.00 dollars an hour, in only four years it increases to 42.00 an hour, with the average driver earning 95,000 a year, 20,000 more than us. It only makes sense that we will be using that in our contract negotiations. In the last quarter of 2022 Ups had a revenue of 24 billion dollars and the projection for 2022 is 100 billion dollars.

With less than half the members voting, and 55% of those rejecting the contract, Hoffa's team was able to push the last contract through using an old archaic clause. They want to address the six-day work week, the two tier pay system, and the lack of air-conditioning in their vehicles.

He believes that our leadership knows how important the upcoming contract negotiations are. They understood we went through Covid with no hazard pay, that we continued to do the work when others sat at home, and that we are understaffed.

Unfortunately, there will be no increase in our COLA, as negotiated in our contract for January, a sign inflation may be slowing.

Pam Pilkington was recognized and asked where the State Convention would be held, the answer was in Columbus, at the Hilton. Anyone who was nominated for the Chicago convention qualifies as a State Delegate.

Unfinished Business

At this time he asked for the Election Committee and thanked the By Law Committee for their work.

The results were as follow for the Proposed By-Law change to Article 3 Section 4.

Total Ballots 79 with one ballot disqualified as it was marked both yes and no.

Ballots cast against raising the dues 14

Ballots cast approving the raising of the dues 64

The Dues Proposal has passed.

New Business

Spoke about our new Branch 40 Auxiliary and encouraged other spouses to join and would appreciate the member's support.

Good of the Order

Bruce Graham, Retiree, made a motion to adjourn, it was seconded by Retiree Bill DeVore, and was passed.

Meeting Adjourned 9:00 PM

Nestor J Chaves

02/28/2023

A signed copy is on file at the Branch Office.