

**Meeting called to order by President Erick Poston 7:32 PM****Pledge of Allegiance****Memoriam****Recording Secretary Report****Nestor J Chaves****Roll Call of Officers**

With the exception of Assistant Recording Secretary Ryan Slusser, who was excused, and A.T. Wilson, all other officers were in attendance.

At this time President Poston informed the members that Ryan Slusser was selected to attend the Leadership Academy, being the first attendee since Andre Laney in 2015.

The minutes for the November 10<sup>th</sup> 2023 Branch 40 meeting were posted on the website and copies were made available at this meeting. There were no questions regarding the minutes.

A motion was made by Regina Williams and seconded by Patrice Ashley to accept the minutes as presented, call for discussion, seeing none, the motion passed.

**Communications**

Machinist Local 1363 sent a request for a solidarity of action on January 8<sup>th</sup> 2024, supporting their strike at Ford Truck in Valley View, which was attended by Officers Erick Poston, Andre Laney and Charles Austin, and the Cuyahoga County Democratic Party is requesting a sponsorship for their function on February 7<sup>th</sup> in support of Judicial Candidates.

President Poston spoke about Local 1363, as they have been on strike since December 18<sup>th</sup>, and just recently Valley Ford has returned to the bargaining table. There were 40 to 50 in attendance and we would like to think our participation had an impact. However, they are hurting financially after being on strike for nearly a month. President Poston at this time requested a motion for a solidarity grant of 250.00, informing the Branch that he would match that amount for a total of 500.00.

Mary Campbell-Stack made the motion for the solidarity grant of 250.00 for Local 1363, it was seconded by Maureen Gochett.

Call for discussion, Mike Hazzard from Westlake asked if the grant would be limited to 250.00.

President Poston stated that was the suggested amount, seeing no more discussion, the motion was passed.

President Poston spoke about the request for sponsorship by the Parma Democratic Party for their event on February 7<sup>th</sup> and informed the members that in accordance with the By-Laws we are limited to 100.00. There was no motion made, the Branch would not be sponsoring the event.

### **Membership**

Since our last meeting on November 10<sup>th</sup> 2023 , 128 new employees have completed and submitted 1187s for membership into the NALC, Branch 40. We require a motion to accept them. Document on File

Bill DeVore made a motion to accept the 128 new members, it was seconded by Leah Hudak, call for discussion, seeing none, the motion passed. Document on file.

At this time members attending there first Branch meeting were asked to rise and be recognized.

### **Retiree Report**

Branch 40 had 2 members retire from pay period 23 thru pay period 26, David L Ferrar and Patricia A Taylor.

### **Reading of the Bills**

#### **Phyllis Armor**

The bills were read for the month of November and December 2023, Utilities 1,129.23 cents, Office Expenses 1,324.66 cents, IRS Taxes 230.48 cents, Postage and Printing 5,596.00, Events and Convention 4,773.00, Union Travel expenses

4,342.06 cents, Training 299.94 cents, AFLCIO and other dues 1,950.00, and Retirement Checks 300.00, totaling 19,945.37cents. Document on file

## **Financial Secretary Report**

### **Charnell Green**

Income for November and December 2023 totaled 159,249.35 cents. This included a 1,000.00 USPS grievance settlement, biweekly dues, and miscellaneous deposits.

The expenses for November and December 2023 were 19,945.37 cents with a net income of 139,303.98 cents.

Year to date income is 977,620.89 cents with expenses at 687,051.08 cents for a net income of 290,569.81 cents.

A motion was made to accept the financial report by Leah Hudak and was seconded by Regina Williams. Call for discussion, seeing none, motion was passed. The bills will be submitted for audit to the accountant. Document on File

### **AFLCIO**

President Poston stated that they are starting to gear up for the 2024 election and volunteers will be needed. With the recent passing of laws, the NALC Carrier Release Program may be able to supply active members to be paid by National to assist with the election, those who are interested should inform one of the officers.

### **Health Benefits**

#### **Patrice Ashley**

Spoke about the ongoing negotiations between Signa and the Cleveland Clinic on their contract renewal, with April 1<sup>st</sup> as the deadline. An extension of 90 days will be given to those who are pregnant, undergoing cancer treatment, or suffered some type of trauma. Information is being made available online, by mail, and text.

Those on Medicare who received information on Silver Script have to go online and submit their paperwork once, such as the Social Security Annuity document, to receive the 50.00 monthly reimbursement by check or direct deposit.

Sunday the 14<sup>th</sup> from 5 to 7 is the Breast Cancer Awareness seminar at the Union Office for NALC Health Plan members and their families. The free event will include food and beverages, massages and makeovers, and a DJ. Ohio, Nevada, and Florida have high occurrences of breast cancer with low numbers of mammograms. We ask that you show your support by wearing pink.

## **MBA**

### **Brian Wisniewski**

It's important to bank sick leave to protect your families' assets. The MBA has products that can assist with providing financial support, pamphlets were available at the meeting.

## **Retirees**

### **Tom Griffiths**

No Report

## **Safety OWCP**

### **Matt Nicholson**

Spoke about frost bite and the impact it had on some carriers last year. Management in some instances has used a carrier's dedication to deliver the mail against them by saying they caused their own injury. It's important to take responsibility for yourselves, bring back the mail if you start experiencing symptoms of frostbite. If your vehicle is not providing adequate heat for you to function you need to inform management and protect yourself.

President Poston stated that when you get cold you may have to return to the post office or find somewhere to get warm, the Union will back you 100 percent.

At this time President Poston informed the members that we would be departing from our normal business.

Being an election year, in accordance with our By-Laws, the election notification was printed in the October 2023 Postal Record. We will now be accepting nominations for Branch 40 Officers for the April 2024 thru April 2027 term.

At this time Executive Vice President Andre Laney was called up to open nominations for President.

George Morrison of West Park nominated Erick Poston for the position of President of Branch 40.

Being no other nominations Erick Poston was elected by acclamation.

At this time Erick Poston opened the nomination for the office of Executive Vice President of Branch 40.

Charles Austin Station BC nominated Andre Laney Sr.

Being no other nominations Andre Laney was elected by acclamation.

Nomination for the position of Treasurer was now opened.

Patrice Ashley Retiree nominated Charnell Green for the position of Treasurer of Branch 40.

Being no other nominations Charnell Green was elected by acclamation.

Nomination for Recording Secretary of Branch 40 was now opened.

Nestor Chaves nominated Ryan Slusser for the position of Recording Secretary.

Being no other nominations Ryan Slusser was elected by acclamation.

Nominations for HBA representative was now opened.

Christene Stavesky Lakewood nominated Chris Anagnostopoulos for the position of HBA representative.

Being no other nominations Chris Anagnostopoulos was elected by acclamation.

Nominations for MBA representative was now opened.

Matt Nicholson nominated John Lee for MBA.

Being no other nominations John Lee was elected by acclamation.

Nominations for Sargent of Arms was now opened.

Mike Hetrick Briggs nominated Robert Blunk II and Christene Stavesky of Lakewood nominated Leah Hudak for Sargent of Arms.

President Poston informed the members that we do have an election for Sargent of Arms and that both candidates would have to accept the nominations today.

The nominations for the three Trustee positions were now opened.

Brain Wisniewski Midpark nominated Charles Granat

Charles Austin Station BC nominated Phyllis Armor

Charles Austin Station BC nominated Nestor Chaves

Being no other nominations Charles Granat, Phyllis Armor, and Nestor Chaves were elected by acclamation.

The 8 AFLCIO Delegate positions was now opened for nominations

Maureen Gochett Beachwood nominated Judy Durham

Charles Granat Euclid 17 nominated Brain Wisniewski

Mary Campbell-Stack retired nominated Regina Williams

Charnell Green North Royalton nominated Patrice Ashley

Regina Williams retiree nominated Maureen Gochett

Charles Austin BC nominated Erick Poston, Cory Steffen, and Tierra Battle

Being no other nominations, the eight nominees were elected by acclamation.

This concluded the nomination process for Branch 40 officers.

### **Executive Vice President Andre Laney**

Updated the members on grievance activity, last year we had a total of 1,743 filed compared to 2,468 in 2022, a difference of 725. Attendance grievances are the biggest problem, with arbitrators obliging members who don't come to work, they are firing them. It is difficult for our craft to function when you don't come to work.

The impact of the route inspection in Shaker is bad with the station losing at least 22 hours. Even before the station was on the list, he told the carriers that they needed to be careful and do the proper things on the street to protect their routes, it is a marathon not a sprint. Ultimately it falls upon each member to do their job properly. They are building 3999s from the scanner making it difficult for our union representative to argue against deficiencies.

Nestor Chaves stated that these issues are not new as members act surprised when they are given time because they aren't willing to do their job properly on the street. Ultimately, others will also be impacted by getting times that are unreasonable or having to fix these routes by fighting management to gain the time back.

The Branch is planning on holding training sessions once a month for new carriers who are interested in getting educated on route techniques. He ended his report thanking the members for entrusting the elected officers for another three years.

**President****Erick Poston**

Informed the member that there will be Union Steward elections in 11 offices, adding that we will only have one station without a steward.

Elections will be held in 44106 University, Pearlbrook 44109, Glenville 44108, East Cleveland 44112, Cranwood 44128, Midpark-Brookpark 44130-44142, Bay Village 44140, Brecksville-Broadview 44141-44147, Richmond HTS 44143, Hudson, and South Euclid.

The memorandum gave us 276 PTFs and we are at 280 currently. Per the memorandum if we maintain that number for four consecutive pay periods the city of Cleveland will revert back to hiring CCAs. Through National we are trying to get that number increased and promote PTFs earlier.

This has already happened in Medina and we are arguing the issue, as one PTF resigned in September and another only worked one day.

Currently PTFs are being promoted between 5 to 8 months.

Informed the nominated members that they need to come up at the end of the meeting and sign to accept their nomination.

Contract negotiations are going well unfortunately well is slow, as they are in the process of picking arbitrators. Apparently, they are close with the financial package still not resolved. In 2013 we went to two pay schedules, they are trying to negotiate us back to one, with a significant increase in starting and ending wage. The union is requesting a 7 to 10 percent increase and the post office is at 3 percent.

They are also looking at all the Article 8 language for overtime as they are interested in creating new overtime lists. With the following examples, allowing carriers to work 8 hours per day but be available on their NS Day or work up to 12 hours on their regular scheduled day but not be available on their NS Day. They are also looking into revamping the mandatory language. They do say they are ahead of schedule compared to previous contracts and believe it could be done in a year.



Tom Griffiths retiree was recognized and asked why we eliminated an administrative officer.

President Poston responded that the position is appointed and it was not eliminated. When Regina Williams retired the position was left vacant strictly for financial reasons, in the near future we will review our financial position. He noted that we have added Matt Nicholson as our OWCP officer and we will be supporting Ryan with his Leadership program.

### **Unfinished Business**

Maureen Gochett asked if the Branch would be having any rallies to bring attention to crimes against carriers.

President Poston stated that National sponsors and decides the location of those rallies. National is investing our money in health benefit awareness.

He pointed out that most of our customers aren't aware we do not have a contract. The White House and the Media has focused on other union contracts, such as the UAW, but we are not getting the attention we deserve nor are we getting information. Government workers recently got a 4.5 percent pay increase and yet they are still arguing about a 3 percent increase.

Dan Rupp was recognized and stated that even when he served as a National Officer, information about ongoing contract negotiations was not shared.

### **New Business**

The following stations are on the list for inspections in the spring, Cranwood , Pearlbrook, Collinwood, and Fairview.

Its important that when they come to you and ask questions have an answer. Stationary time is working time, such as moving the mail, handling packages in your truck, and reloading time.

Regarding 354 time, if you have work to do then work, otherwise follow your instructions and when asked what you were doing you state you were waiting on mail. The worse thing to do is say you don't know when asked about down time.

President Poston recognized Raul Moncrief. He stated office time doesn't matter, if you leave late, you come back late, it's all about the street time.

President Poston informed the members that the Boston delegate attendance was completed and to see Nestor Chaves after the meeting.

### **Good of the Order**

Bruce Graham made a motion to adjourn the meeting. It was seconded by Dan Rupp.

Meeting was adjourned at 8:39 PM

At this time the name of Guy West Twinsburg was read for the attendance award which was at 180.00, he was not present. Another 20.00 will be added and another member will be chosen for the February 2024 Branch meeting.

Recording Secretary

Nestor J Chaves

01/20/2024