

Meeting called to order by President Erick Poston at 07:35PM

Pledge of Allegiance

Memoriam

Document on file

Recording Secretary

Ryan Slusser

Roll Call of Officers

With the exception of MBA representative John Lee and Trustee Phil Kilrain, who were excused, all other officers were in attendance.

Reading of the Minutes

The Branch 40 minutes for the April 12th 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 Dan Rupp to accept the minutes as presented and it was seconded by Raul Moncrief. Call for discussion:

President Poston corrected Mack Julion's previous statement regarding PTF pay at 30.00 dollars an hour, they are hired at 22.13 per hour, hopefully that can be increased through the contract negotiations.

The vote was taken the motion was passed.

Communications

The following Golf Outing communications for sponsorship were read:

From NALC Branch 333 in New York , Region 11. The recommendation was not to support, with no motion from the floor, the matter was closed.

Branch 100 Toledo, Ohio 1 District, with a recommendation to support a 100.00-hole sponsorship. The motion to sponsor the hole for 100.00 dollars was made by Mary Campbell Stack and seconded by Maureen Gochett. Call for discussion, being none, vote was taken, motion passed.

Branch 385 Youngstown, with a recommendation to support a 100.00 donation for their golf outing on Sunday July 14th. The motion to sponsor the hole for 100.00 dollars was made by Dennis Perk and seconded by Dan Rupp. Call for discussion, being none, vote was taken, motion passed.

Branch 78 Columbus , with a recommendation to support a 100.00 donation for their golf outing on August 18th. The motion to sponsor the hole for 100.00 dollars was made by Alex Brasty and seconded by Raul Moncrief. Call for discussion, being none, vote was taken, motion passed.

Branch 482 Ashtabula, with a recommendation to support a 100.00 donation for their golf outing on September 29th. The motion to sponsor the hole for 100.00 dollars was made by Brian Wisniewski and seconded by Dennis Perk. Call for discussion, being none, vote was taken, motion passed.

Membership

Since our last meeting on April 12th , 31 new employees completed and submitted 1187's for membership into the NALC, Branch 40. We require a motion to accept them.

Dan Rupp made a motion to accept the 31 new members, seconded by Bruce Graham. Call for discussion:

President Poston referenced a report that Ryan received at the Leadership Academy, members with under 5 years of service for Branch 40 is 53%, up to ten years is another 17%, for a total of 70% with less than 10 years.

The vote was taken and the motion was passed.

Retiree Report

President Poston, at this time, read the names of the following retirees who received their Gold Card, for 50 years of membership in the NALC.

Teddy L Anderson, Peter J Siciliano, Brian D Nikiforow, Ronald G Olinek, Richard D Rusyniak, Eugene J Ryan, and Kenneth L Trimble.

At this time Peter Siciliano who was in attendance, was recognized and spoke to the members.

He informed the members that he spent his entire forty-two and a half years at the Bedford Post Office and considered it a great place to work. His postal family included his father who was a clerk at the Annex downtown, then worked at the Newburg Post Office. In 1970 he was the Vice President of the Clerks Union during the Postal Strike, retiring from Brecksville. He went on to say that he could not remember not having the Post Office in his life, then thanked the members and wished them well in their careers.

Ryan Slusser

The following members have retired from pay period 8 thru 9 2024:

Shiela Adams, Debra Klien, Scott McFarland, David Novak, Dennis Revock, and Michael Zarrelli.

Branch 40 would like to congratulate them and may they have many years of retirement.

He concluded his report by informing the members that the rooms have been reserved for the Boston Convention for those who provided checks. Decisions still need to be made regarding the Branch 40 Delegate Card.

President Poston added that a decision needs to be made by the June Branch meeting and asked the delegates to consider either having them mailed or distributed at the convention.

At this time, he asked Ryan Slusser, who just completed his final week of Leadership Academy, to speak.

He spoke about his recent project related to Workmans Comp with the creation of an information card for active carriers, as he believed this was an area where there was a lack of knowledge. The information card is laminated and will fit easily in the badge holder. The card outlines the steps to take when sustaining an injury, along with a QR code which takes you to a new page on the Branch 40 website.

He thanked OWCP Rep Matt Nicholson for his assistance and thanked Executive VP Andre Laney for creating **The I Got Injured at Work** page on the Branch 40 website. The page gives you detailed information and step by step instructions on what to do in case of an injury along with hyperlinks taking you to the DOL to complete your CA-1. Hopefully this will eliminate misinformation and make things better for carriers in our Branch. He thanked everyone for allowing him to attend.

Financial Secretary Report-Reading of the Bills

Charnell Green

The report given would be for the first four months of 2024, this was due to issues she had with Quick Books and Excel, and the numbers presented at this meeting were correct. She also stated that starting with the June meeting she would be breaking down the expenses in greater detail.

January 2024 Utilities 927.39 cents, office expense 262.90 cents, rent 15,000.00 this included 6 months of rent of the Branch Hall and one year for the Pipefitter Hall, postage and printing 1.48 cents, events and convention 801.00, auto expense 950.68 cents, donations 500.00, dues 830.00, for a total of 19,273.45 cents. The bi-weekly dues deposits were 114,395.24 cents, with a miscellaneous deposit of 115.50 for a total income of 114,510.74. The expenses for January were 102,680.07 leaving a net income of 11,830.67. The year-to-date numbers are income 114,395.24, expenses 102,680.07, leaving a net income of 11,715.17 cents.

February 2024 expenses, utilities 387.84 cents, retirement 1,660.06, office expense 1,199.39 cents, MBA reimbursement 173.00, insurance 2,818.00, postage and printing 499.14 cents, events and convention 340.37 cents, auto expense 1,014.38 cents, donations 1,361.50, AFLCIO and other dues 830.00, taxes 119.13 cents for a total of 10,402.81 cents. The bi-weekly dues deposits were 77,411.31 cents, with a miscellaneous deposit of 2,688.00 for a total income of 80,099.31. The expenses for January were 43,983.62 leaving a net income of 36,115.69. The year-to-date numbers are income 194,494.55, expenses 146,663.69, leaving a net income of 47,830.86 cents.

March 2024 expenses, retirement 600.00, office expense 1,186.61 cents, postage and printing 547.00, events and convention 510.90 cents, auto expense 72.57 cents, donations 250.00, AFLCIO and other dues 928.20, taxes 167.14 cents for a total of 4,262.42 cents. The bi-weekly dues deposits were 85,642.61 cents, with a miscellaneous income of 23.28 cents, for a total income of 85,665.89. The expenses for March were 38,737.60 leaving a net income of 46,928.29. The year-to-date income is 280,160.44, with year-to-date expenses at 185,401.29 cents, with a net income of 94,759.15 cents.

April 2024 expenses, utilities retirement 561.69, retirement 3,167.50, office expense 511.36 cents, professional fee 4,400.00, union travel expenses 2,149.55, insurance 119.13 cents, postage and printing 500.00, events and convention 512.96 cents, donations 100.00, AFLCIO and other dues 879.00, taxes 234.00, for a total of 13,135.19 cents.

The professional fee is the accountant's fee for completing the LM2 and audit. In the month of April, the Branch pays its officers and stewards which adds to our expenses.

The bi-weekly dues deposits for April 2024 were 70,205.84 cents, with a miscellaneous income of 119.13 cents, for a total income of 70,324.97 cents. The expenses for April were 75,382.07 leaving a net income of negative 5,057.10 cents. The year-to-date income is 350,485.41, with year-to-date expenses at 260,783.36 cents, with a net income of 89,702.05 cents.

Dennis Perk made a motion to accept the report as read to be submitted for audit, seconded by Bruce Graham. Call for discussion, being none, the motion was passed.

President Poston spoke to the recent LM2 filed in March and the upcoming meeting with the accountant.

In January of 2021 we had 970,000 in our account but by December of that year were down to 798,000.00, a loss of 172,000.00, caused by having 200 less carriers paying dues. By December of 2022 we were at 633,000.00 with another 160,000.00 loss.

We needed to make changes and Bylaws were passed to increase dues for active carriers 3.00 and retirees 1.00. With the retirement of Administrative Vice President Regina Williams, it was decided not to fill that position.

We have shifted those activities by running 3 to 5 Formal A teams with the cost being paid by the Postal Service and now have defined East, West, and South teams with management.

With the changes made we went from 633,000.00 in January of 2023 to 818,000.00 by years end, which included 50,000.00 in settlement monies paid directly to the Branch by the Postal Service for violations of the contract. In 2024 we do not expect those amounts as they have corrected many of those issues, however there are a couple unresolved arbitrations.

Our total receipts for 2023 were 1,570,000.00, before paying National and the State, an increase of 370,000.00 of assets. This was attributed partly to the increase of union dues but the larger part was due to having 200 more carriers paying dues.

We are currently getting 3 to 5 percent on our investments, and we are Federally Insured, as we are trying to be good stewards of the Branch monies. We have one CD at 205,000 earning 4.5% on that investment, a five-year term post life annuity at 214,000 earning 3%, and another CD at 276,000.00 with a 7-month term earning 5% interest.

As of May 6th, we are back to 910,000.00 in our accounts and moving in right direction. We do have the National Convention and in accordance with our Bylaws the delegate fund will be disbursed, about 55,000.00.

We are optimistic that we will be financially healthy, that our meeting with the accountant will not result in more changes, and perhaps we may be able to reverse the Bylaw changes.

We are trying to be best stewards of the monies paid to the Branch by the Postal Service. We are using those funds for boosting the moral of our members by, providing snacks and refreshments at our meetings, the car shows in June, and the Christmas party, with those expenses not being paid by our dues for years to come.

Chris Balega, Lyn May, was recognized and asked if a nonmember list could be generated.

President Poston stated that we do share that information at steward meetings but unfortunately most of these individuals have been around for a long period of time.

Mike Jackson was recognized and asked if the accountant ever asked the Branch to cut expenses.

The Branch did cut expenses by not filling the vacated Administrative Vice President position in 2023, and saving monies by securing a new Branch location.

However, what we will not cut is training, as we had 25 new union stewards come on board and we will also have Route Inspection training for our carriers.

AFL-CIO

President Poston

Spoke to the importance of signing the petitions for the Independent Commission to end gerrymandering and the Protect the Letter Carriers House Bill HR 7629 with Congresswoman Sykes and Shontel Brown signing on in support. The focus now is getting Max Miller, Landers and Kaptur to sign on also, as the Bill adds stricter penalties for crimes against Letter Carriers.

Sargent at Arms Robert Blunk reported the meeting attendance as 57 active and 22 retirees.

Health Benefits

Chris Anagnostopoulos

Spoke to the upcoming open season with the post office moving from the FEHB plans to the Postal Employee Health Benefit Plans. Everyone must re-enroll otherwise the Post Office will select a plan for you. If you are 64 or older you can enroll into Medicare up to September with the Post Office paying the penalty.

MBA

John Lee

No report

Retiree Report

Tom Griffiths

Informed the members that it is mandatory that everyone re-enrolls into the new Postal Plans. The current Federal Health plans exceed 500 with the new system having only 32, make sure your current plan is available. He gave out the number for individuals on Medicare who do

not have Plan B, 833-712-7742, which closes September 30th. If you do not enroll during the recovery period you will be charged to move into plan B. If you retire after 2025, A, B and C are mandatory as that was the tradeoff for ending the 5-billion-dollar pre funding.

Safety-OWCP

Matt Nicholson

Spoke about the need to have a solid narrative when submitting a CA-1 or CA-2 after an injury. You must have solid medical documentation otherwise, the DOL will reject your case, and delay your claim. You need to select a physician who has experience dealing with workman compensation claims. Branch 40 has a list of physicians we can refer you to and the DOL also has a list on their website. Make sure to get copies of documents from your physician and verify they have been uploaded to your file. The Branch can upload documents if they fail to do so.

Entertainment

Leah Hudak

Spoke about the upcoming Retirement Seminar on May 23rd as being full and look forward to everyone's participation. She also spoke about the upcoming June 14th Branch meeting, our annual car show. The Branch would be providing food, music, and games.

Administrative Vice President

Charles Austin

Began by addressing the differences of the hiring process by the Post Office today, as there was a time when you had to take a written exam, a drug screen test, and do an in-person interview.

As a result of these changes the Postal Service is hiring some interesting people, which has led to issues with gas cards. Gas cards are strictly supposed to be used to fuel the postal vehicle, not for the purchase of food or fueling one's personal vehicle. The postal service routinely audits their gas card transactions, considering you must put in your pin number it's not that difficult for them to tie it back to the individual. Unauthorized use of the gas card is theft and is a Federal Offense.

Arrow key theft is still occurring, with one carrier recently robbed by two men with guns, in this case management conducted a PDI and tried to lay blame on the carrier. To protect yourself against discipline and false allegations follow the arrow key policies, sign for the arrow key, connect the key to a chain attached to your belt loop, stay aware of your surroundings, do not wear earbuds while delivering mail, and if approached by anyone demanding the arrow key, give it to them. Your safety is more important than the arrow key.

We were permitted during Covid to sign for accountable items in lieu of the customer, that practice is no longer permitted.

Executive Vice President

Andre Laney SR.

Began his report recognizing Mack Julion, guest speaker from the NALC at our last meeting, focusing on aggressive negotiations with management. Branch 40 will continue to be aggressive in our approach against management.

Acknowledged that we now only have a couple of stations in Cleveland without stewards and we appreciate all the members who have stepped up.

However, if we are going to be aggressive management will attack with discipline, focusing on attendance, because it's the easiest to win. Simply put, we have to come to work and do our jobs.

Spoke to the fact that we do have a problem when 70% of our workforce has less than ten years. Through no fault of their own the lack of office time has led to less training. We once spent 2 to 3 hours in the office allowing for good grooming from senior carriers, with barely an hour of office time now, it simply does not exist anymore.

We need to be letter carrier perfect and not simply deliver the mail but provide good service. We need to process markup mail, properly handle customer hold mail request, and not deliver to vacant addresses as examples. We also need to know our customers and establish a connection. Getting done with your route as fast as you can is not delivering service.

Another problem is the loss of routes through route inspections, every time we lose a route it's a job lost. Reasons for this include excess drive time within the route, carriers running routes, and the scanner data. We need to realize that technology is not going away and we are not going back. The bottom line is be where you're supposed to be doing what you're supposed to be doing.

If you do the job properly, knocking on a door for parcel deliveries, putting a vehicle in neutral during mounted at each box, on a hill placing it in park as examples, these things take time.

Our best defense against privatization was our approval by the American public, however it is being destroyed at a rapid pace due to DeJoy's plans.

He concluded his report by informing the members that for every 80 hours of LWOP you lose leave. Carriers who run their routes thinking

they can be paid when they finish early are mistaken, there is no grievance, only loss of leave or additional work when they get back.

President

Erick Poston

Thanked the membership for entertaining Mack Julion, former President of Chicago and now Assistant Treasurer to Nicole Rhine, last month as it was a pleasure having him.

There is a lot of misinformation on social media, no we do not have a contract. When we have a tentative agreement, they will post that on the NALC website. Be careful what you read and post, as sometimes management sees it, or fellow carriers show them your posts.

Branch 40 is excited to be moving forward with 23 new Union Stewards and we will continue to train them.

He informed the members that he had been speaking with other Branch Presidents in Ohio, as they are looking to Branch 40 for leadership and guidance. We are reaching out to them and more than likely in the next couple of months we will be having the Branch Presidents up to Branch 40.

Just as we have had many retire, our District Manager is retiring by September, our Postmaster probably will be retiring, and Joe Cunningham retired at the end of March.

At this time, he informed the members of the charges filed against NALC President Brian Renfroe last year and the Executive Councils recommendations.

For the charge alleging neglect of duty the Executive Council found President Renfroe not guilty.

For the charge alleging circulating false or misleading statements about a NALC Officer the Executive Council found President Renfroe not guilty.

For the charge alleging conduct impaired driving after hours in a NALC owned vehicle the Executive Council found President Renfroe guilty.

For the charge alleging abandoned position and dereliction neglect of duty the Executive Council found President Renfroe not guilty.

For the one charge of guilty the Executive Council voted to revoke for the period of one year the driving privileges of President Renfroe in any NALC owned vehicle, in addition to any rental vehicles for conducting Union business. President Renfroe will also record a PSA in collaboration with the Director of Safety and Health and Director of Health Benefits about alcoholism and driving under the influence.

The decision by the Executive Council is subject to appeal to the National Convention in accordance to Article 10 of the NALC Constitution.

Despite what you may see on social media that is the process moving forward.

Unfinished Business

It was decided that more information is needed regarding funding the entertainment committee as there is no historical data available. We will continue to collect data before we present that to the Branch.

New Business

If you are a retiree and you can go back to your station tomorrow to help out with the food drive, as food would be arriving after 3pm, we would appreciate it. The food pantries lines are long and we are expecting a large turnout this year to meet the needs, with this event

usually getting them through summer. We appreciate all your efforts out there for the food drive.

Patrice Ashley, retiree, was recognized and informed the members she had the gerrymandering petitions for anyone who wanted to sign with next month's meeting the last opportunity to sign.

Matt Nicholson, 44140, made a motion to form a committee to review the Cleveland LMOU, seconded by Maureen Gochett. Call for discussion:

That the committee be formed by members from the east, west, and south to allow for full representation.

The vote was taken the motion passed.

The attendance award name read was Paula Colston, as she was not in attendance, a requirement to win, the award would go up to 280.00 for the June meeting.

Good of the Order

Bruce Graham retiree made a motion that the meeting be adjourned, it was seconded by President Poston, and passed.

Meeting was adjourned at 8:59 PM

Assistant Recording Secretary

Branch 40

Nestor J Chaves

05/23/2024