

March 14, 2008



LOCAL 305 MAIL HANDLERS MIDATLANTIC

District of Columbia • Maryland • North Carolina • Virginia • West Virginia

Kenneth A. Hayes, President • Dunleigh Y. Cardin, Treasurer • 4907 Fitzhugh Ave., Suite 100 • Richmond, VA 23230

Clara Jackson
Vice President

Derrick Carr
Recording Secretary

Mary Naylor
Washington, DC

Ed Evans
Maryland

Michael Lawrence
North Carolina

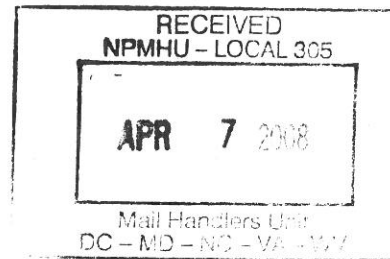
Teresa Harmon
Virginia

Kevin Fletcher
West Virginia

OFFICIAL MINUTES

Council Meeting
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
March 14, 2007

2008



Opening of the Council Meeting:

1. President Kenneth Hayes called the meeting to order at 9:15 a.m. and Recording Secretary Derrick Carr gave the invocation.
2. Recording Secretary Carr called roll; 35 members present and 1 absentee. (See attached roll call sheet).
3. MDSEBM Ed Evans gave a presentation to President Hayes on behalf of the Executive Board, the Council, and the office staff.

Legislative and Political Action Presentation:

President Hayes spoke of the importance of Local 305 being involved in the political and legislative process of the country. He spoke about the impact that the upcoming election will have on Mail Handlers and their families. To this end he had the NPMHU Legislative and Political Director Rodger Blacklow and the Assistant Director Bob Losi to come and give a presentation to the Council about the political climate of the Nation and how the union is affected.

The presentation covered, but was not limited to the upcoming election; the affects of politics on the labor union; an overview of Congress, Delegates, and Super Delegates; the Political Action Committee; legislation that affects Mail Handlers; and a reminder that postal employees can not campaign on postal property, in postal uniform, nor in a postal vehicle. Joe Harrigan, a Mail Handler from Southern, MD was introduced as the Legislative Director and the Pac Coordinator for Local 305. The presentation was well received and appreciated by the Council.

The Council recessed for lunch at 12:00 P.M. and reconvened at 1:00 P.M.

Review of the Minutes:

1. The minutes from the March 24 -25, 2007 Council meeting were reviewed, discussed, and corrected. A motion was made by BP John Mosley and seconded by BP Gerald Billings to accept the minutes as corrected. The motion carried unanimously.
 - A) The corrections to the minutes for March 24, 2007 were:
 - *On page 1, in the heading under "OFFICIAL MINUTES", in the bold heading of the first paragraph, and in item 2 of the first paragraph, remove the word "Executive" from in front of the word Council;*
 - *On page 1, item 2, of General Discussion correct the spelling of "Hegerty" to "Hegarty";*
 - *On page 1, item 3 (C), change "SEBMWV" to "WVSEBM";*
 - *On page 2, item 4, remove the word "Executive" from in front of the word "Council" on lines 1 and 2, again on page 6 in the last paragraph, and finally on pages 8, 9, and 10 in the heading of the Roll Call Vote sheets.*
 - B) The corrections to the minutes for March 25, 2007 were:
 - *On page 1, in the heading under "OFFICIAL MINUTES", in the bold heading of the first paragraph, and in item 2 of the first paragraph, remove the word "Executive" from in front of the word "Council";*
 - *On page 1, item 1, under General Discussion, third line, change the word "though" to "thought";*
 - *On page 2, item 8, add the word "He" to the beginning of the second sentence;*
 - *On page 2, last paragraph, change the word "bade" to "made".*
2. The minutes from the Council's teleconference on October 11, 2007 were reviewed, discussed, and corrected. A motion was made by BP Carlton Sampson and seconded by BP Orson Smith to accept the minutes as corrected. The motion carried unanimously.
 - A) The corrections to the minutes for the teleconference on October 11, 2007 were:
 - *To remove the word "Executive" from in front of the word "Council" in the following areas:
Page 1, in the heading under "OFFICIAL MINUTES", in the bold heading of the first paragraph, item 2 of the first paragraph, and page 2, item 5, second line.*

Review of the Bylaws:

1. The Bylaws of Local 305 were reviewed and discussed. The following cosmetic corrections were noted:
 - A) *Page 8, Section 1, remove the apostrophe in the word "day's";*
 - B) *Capitalize the words "Mail Handlers" throughout the Bylaws;*
2. The following corrections and/or additions were made to the bylaws:

- A) After a brief discussion concerning the retirement benefits of the Local, given to a Mail Handler or a Union Officer upon retiring, and the criteria needed to qualify for such benefits, it was determined that this language should be added to the bylaws. Upon further discussion and various amendments the following motions were made:

- 1) **Motion** - To establish an additional section with two paragraphs under Article II; creating Section 10, by adding the following language: *Any member with at least ten (10) years of continuous membership, immediately prior to the date of retirement will be eligible for the Union retirement package.*

The Union's retirement package consists of a union watch, a union certificate of appreciation, and a one-time-union check in the amount of \$425.

The motion was made by BP Douglas Grimm and seconded by BP Comie Coleman. The motion carried unanimously. President Hayes added a friendly amendment to make this effective June 1, 2008. The friendly amendment was accepted.

- B) **Motion** – To change Article VII, Section 5, by removing the responsibilities for the Chief Steward Representative enumerated in the section from 1 through 6, and changing the last part of sentence in Section 5, to read as follows: *"...shall be responsible for and have the following rights same as described under Article III, Section 8."* The motion was made by BP Robert Ricketts and seconded by MDSEBM Ed Evans. Motion carried unanimously.
- C) **Motion** – To change Article III, Section 6, the second line, and Section 8, Item 4, by replacing the words *"retirement benefits"* with *"Union's retirement package"*. The motion was made by WVSEBM Kevin Fletcher and seconded by BP Charles Perdue. Motion carried unanimously.
- D) **Motion** – Where ever in the bylaws the term "25" is making a reference to the Branch President criteria, it will be replaced with the number "7"; and anywhere we make reference to branches with "24 Mail Handlers or less" the number "24" be substituted with "6". The motion was made by

President Hayes and seconded by MDSEBM Evans. The motion carried unanimously.

- E) **Motion** – To add an Article III, Section 11, with the following language:
1) *Any officer with at least nine (9) consecutive years of service at any time will receive the Union Officers Retirement package which consists of a one-time-union check in the amount of \$850, a certificate of appreciation, and a Union Officer watch effective immediately.* The motion was made by BP Coleman and seconded by BP Joanna Wright. Motion carried unanimously.
- F) **Motion** – To add an additional paragraph to Article 4, Section 1, Item C, with the following language: *The cut off date for annual affair approval from the Local President will be by April 15 of each year. The Local President will retain discretion to amend that date as needed and on a case by case basis.* The motion was made by MDSEBM Evans and seconded by BP Sampson. Motion carried unanimously.
- G) **Motion** – To add a third paragraph to Article 4, Section 1, Item C, with the following language: *After said annual affair has been discussed and approved, an announcement of the type of annual affair, date and time will be made known to all members by posting an applicable announcement on all union bulletin boards within the applicable facility within thirty (30) days of the Local President's approval.* The motion was made by MDSEBM Evans and seconded by BP Smith. Motion carried unanimously.
- H) **Motion** – To add the following language to Article IV, Section 1, Item B: *Replace pay period "ten (10)" with the "first full pay period of each new calendar year." Also, add "(two full pay periods)" after "dues" and before ",times".* The motion was made by MDSEBM Evans and seconded by Treasurer Yam Cardin. Motion carried unanimously.
- I) **Motion** – To add the following language to the last sentence of Article IV, Section 1, Item A: *"... branch meeting, to be held no later than the end of the first quarter within the year of such annual affair."* The motion was made by the MDSEBM Evans and seconded by BP Billings. Motion carried unanimously.
- J) **Motion** – To add the following language to Article IV, Section 1, Item G: *"to be randomly drawn later by a neutral party."* The motion was made by MDSEBM Evans and seconded by BP Grimm. Motion carried unanimously.

New Business:

1. President Hayes opened the floor up for discussion on compensation which drew a motion from BP Coleman to freeze compensation. MDSEBM Evans seconded the motion. There was a lengthy discussion about the finances and the expenses of the Local and the costs associated with attending the National Convention, sponsoring the QWL Conference, and other cost associated with operating Local 305.

- A) BP Perdue noted that the Council should take an earnest look at how the Chief Stewards and Stewards are being compensated and suggested that they receive an increase in their compensation for the work they do in the field.
- B) After further discussion President Hayes stated that the vote would be tabled until after the reading of the financial report and further discussion in the morning.

Being no further business before the Council, a motion was made by Recording Secretary Carr and seconded by BP Billings to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at 4:30 P.M.

Fraternally yours,



Derrick Carr
Recording Secretary

LOCAL 305 UNION COUNCIL MEMBERS-2007

Roll Call March 14, 2008

Kenneth Hayes	President	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Clara Jackson	Vice President	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Yam D. Cardin	Treasurer	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Derrick Carr	Recording Secretary	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Mary Naylor	DC SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Ed Evans	MD SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Michael Lawrence	NC SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Teresa Harmon	VA SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Kevin Fletcher	WV SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Carlton Sampson	Cap Metro Hasp, STC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Gregory Hooker	Baltimore, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Orson M. Smith	Baltimore, MDAMF	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
LaVaughn Price	Easton, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles Baer	Frederick, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles McCurry	Asheville, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Joanna Wright	Charlotte, NC	Present	<input type="checkbox"/>	Absent	<input checked="" type="checkbox"/>
John Mosley	Fayetteville, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Theresia Moberg	Greensboro, NC P & DC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Comie Coleman	Greensboro, NC BMC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Gerald Billings	Hickory, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Felandria Jackson	Raleigh, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Phillip Johnson	Rocky Mount, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Donald Edwards	Charlottesville, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Jose Pena	Dulles, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Robert Ricketts	Lynchburg, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Douglas G. Grimm	Norfolk, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles R. Manago	Northern VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Michael Williams	Richmond, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles P. Perdue	Roanoke, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Amber Slater	Charleston, WV	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Herman D. Watson	Clarksburg, WV	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Fred Blaebaum	Kinston, N.C.	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
David Cornell	Huntington, WV	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
John Macklen	Cumberland, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles Washington	Waldorf, MD, DDU	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Peter Burse	Bristol, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>

TOTAL

Present 35 Absent 1

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