

March 15, 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

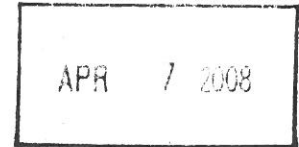
Derrick Carr
Recording Secretary

Mary Naylor
Washington, DC

Ed Evans
Maryland

Michael Lawrence
North Carolina

Teresa Harmon
NEW Virginia LOCAL 305
Kevin Fletcher
West Virginia



Mail Handlers Unit
DC - MD - NC - VA - WV

OFFICIAL MINUTES

Council Meeting
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
March 15, 2007 2008

Opening of the Council Meeting:

1. President Kenneth Hayes called the meeting to order at 9:20 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).

Financial Report:

Treasurer Yam Cardin passed out the Financial Statement for review. He gave a brief overview of the report. The Council discussed at length the reports findings to include arbitration expense, salaries, compensation, leased computers and copiers, telephone expense, investments, and other matters concerning the financial health of the Local.

In an attempt to resolve some possible contract discrepancies with Dell Computer, Treasurer Cardin stated that he needs each Branch President that has a Dell computer in their respective offices to send the serial number of that computer to the Local office. He also clarified the reward received for signing up a new member: a member will receive \$20 for signing up a new member, but \$50 will be given for signing up a Mail Handler who has been a non-member for more than 5 years.

New Business continued:

1. President Hayes opened the floor up for discussion on compensation from the previous day. After a brief period of caucuses and open discussion, the motion to freeze compensation for the year 2008, which was made by BP Comie Coleman and seconded by MDSEBM Ed Evans was brought to a vote. After a roll call vote the motion passed by a majority. (See the attached Roll Call Vote Sheet). It should be noted that BP Michael Williams wanted to bring notice to what he believed was a disparity of the pay scale and tier structure for the Branch Presidents.
2. President Hayes stated that the goals of the Union are to be a better organization and to provide good representation to our members. No further discussion ensued.
3. President Hayes reminded the Council that the number of Delegates that are going to the National Convention have already been determined at the previous teleconference of the Council. He also stated that there are no collective bargaining recommendations since we have just recently settled an Agreement with the Postal Service that will be in effect for 5 years.

Contract Administration Report:

1. The Director of Contract Administration, Kevin Fletcher gave an overview of the arbitration and grievance administration results within the Local in the past year:
 - 772 cases have been appealed to step 3 (522 class action, 122 contractual, 128 discipline)
 - 203 cases have been appealed to arbitration
 - over 1.7 million dollars in awards have been secured
 - most of the settlements are from casual awards: casual in-lieu-of and casual cap grievances
 - there are several cases that are still pending throughout the Local
2. CAD Director Fletcher stated that overall the Local is doing well; however, there is a need for improvement with some of the grievances coming from the field. The Branch Presidents need to review all of the grievances and give an honest assessment before it leaves the building, and correct and assist the stewards in any area where they need help. He also suggested that Branch Presidents should discuss issues and seek solutions from one another. It is the Branch Presidents who are responsible for what comes out of their respective facilities
3. There was a lengthy question and answer period where the Council discussed the following:
 - RI 399 and the Installation Inventory
 - The weight scales being removed from the workroom floor
 - To ensure that all step 3 appeals are certified with a return receipt and to keep a copy of all return receipts with the case file
 - Scanning the mail
 - Causal violations

4. Recording Secretary Carr gave a brief presentation on the importance of managing the stewards in the office.
5. CAD Director Fletcher stated that the Local needs a copy of some CA-17's from the field for an ongoing investigation that the Local is conducting. It was asked that all the personal information be blacked out to ensure the confidentiality of the form.

General Discussion:

President Hayes gave an update on the following:

1. The Executive Board has approved up to \$50,000 to be disseminated for the Local 305 educational scholarships this year, the scholarship applications have been mailed out to the membership, and there is a better appeals right system established for any potential problems.
2. The National Convention is from August 11 -16, 200~~8~~⁸, in Orlando, FL. At some point after the Convention, a Convention report will be disseminated to the field.
3. There will be a Semi-Annual Meeting of the Local Unions (SAMLU), to be held in Boston, MA, April 11-13, 2008. President Hayes submitted an agenda item concerning the problems the Local is having with the Postal Service's Shared Services.
4. Local 305 is hosting the QWL Conference in Baltimore, MD, September 29 – October 3, 2008. This will be the first time the conference will be held in our Local. President Hayes asked for BP Greg Hooker to assemble a committee for the conference.
5. The deadline for submitting dates for your respective annual affair is fast approaching. The Local office will be responsible for reviewing and signing all contracts concerning the affair.
6. There is a need for a detailed description and explanation for the expense and hours claimed on the pay vouchers for reporting purposes.
7. There will be a Family Medical Leave training conducted on March 16, 2008.
8. The Local is still in the process of setting up a sign language training to be better able to represent our hearing impaired employees.
9. There will be steward training conducted in the various areas of the Local where the requests have been made. The Local will send the trainers to the area and train members from several facilities together.
10. President Hayes stated that it is the responsibility of the Postal Service under article 17.4 and 17.5 of the Agreement to pay for the Stewards time used during a meeting called by management such as step 2 grievance meetings, labor/management meetings, and LDRC meetings. If travel is required to attend the meeting then the Union will pay. If management gives the Union Rep any problems with this provision then President Hayes should be made aware of it.
11. The newsletter has been completed and mailed to the members and it is hoped to do two newsletters a year with the approximate time of the next issue to be in June 2008. The Branch Presidents can submit an article to the Local office for the upcoming newsletter.

12. BP Jose Pena discussed several issues concerning power equipment and updating the address for members.

Being no further business a motion was made by BP Carlton Sampson and seconded by BP Gerald Billings to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at 3:00 P.M.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'Derrick Carr', with a long horizontal flourish extending to the right.

Derrick Carr
Recording Secretary

LOCAL 305 UNION COUNCIL MEMBERS-2007

Roll Call March 15, 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 type="checkbox"/>	Absent	<input checked="" type="checkbox"/>
Joanna Wright	Charlotte, NC	Present	<input checked="" type="checkbox"/>	Absent	<input 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

LOCAL 305 UNION COUNCIL MEETING-2008

Date of Motion - March 15, 2008

Motion:

Compensation: To freeze compensation for the year 2008. BP Comie
Coleman made the motion and MDSEBM 2nd.

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

	YES	35
	NO	3
	ABSTAIN	0
	TOTAL	38

Page 6 of 6