

LOCAL 305 MIDATLANTIC MAIL HANDLERS



A.F.L./C.I.O.

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

Kenneth A. Hayes, President • Dunleigh Y. Cardin, Treasurer • 4907 Fitzhugh Ave., Suite 100 • Richmond, VA 23230-3533

Charles Manago
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
February 6, 2010



Opening of the Council Meeting:

1. President Kenneth Hayes called the meeting to order at 10:30 A.M. and Recording Secretary Derrick Carr gave the invocation.
2. Recording Secretary Carr did the roll call; 31 members present and 4 absent. (See attached roll call sheet).

Collective Bargaining Recommendations:

The Council reviewed and discussed the major policy issues as dictated by the Local Constitution. President Hayes reminded the Council that since there will not be any contract negotiations this year; we will table the collective bargaining recommendations to a later date.

Goals of the Union:

President Hayes stated that the goals of the Union are for us to provide the best representation to our members and to ensure the financial stability of our Local Union. He then opened the floor for discussion on the goals of the Union. A lengthy dialogue ensued about the handling of grievances. The following highlights were noted:

1. Branch President Felandria Jackson raised the issue about Mail Handlers requesting a copy of the grievance file.
 - a) The position of the Local is that the grievance file is the property of the Union, which is based upon the language in article 15, of the National

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- Agreement; in particular the language covering step 2 of the grievance procedure.
- b) If necessary the Steward can allow the grievant to view the file; however, if they insist on obtaining a copy refer them to the Local office.
 - c) Whenever a grievant is allowed to view or given a copy of the grievance file upon instructions from the Local office, we must ensure that the grievant does not view or get a copy of witness statements or any materials that require confidentiality – just the grievance form.
 - d) We must ensure that the grievant is informed at every step of the grievance process and given a copy of the settlement when one is reached.
2. President Hayes stated that if a Mail Handler insists that there is a grievance when there isn't one; show them the provisions of the contract or other regulatory policies or handbooks to prove your point. If they are insistent that a grievance exist, then send them through the chain-of-command to get the answer. If there is doubt in your mind file the grievance and allow the grievance procedure to deal with the issue.
 3. Mail Handlers should follow the chain-of-command before contacting the State Executive Board Member or the Local President. President Hayes stated that the Local Policy for Mail Handler complaints is for them to discuss the problem with the Branch President first and allow the Branch President an opportunity to resolve the issue. The Goals of the Union discussion was closed.

National Convention:

President Hayes tabled the discussion for determining the number of delegates to attend the National Convention since there will not be a Convention this year. He noted that the LIUNNA Convention will be held in 2011 and the National Postal Mail Handler's National Convention will be held in 2012.

Compensation:

Prior to discussing the compensation of officers, President Hayes gave a financial presentation providing the income, expenses, and budget of the Local Union; a lengthy question and answer period followed the financial presentation. The presentation included a discussion on the cost cutting measures that will come from the Local office, investments of Local Union funds, LM2 reporting requirements, Annual Affairs, and the factors that are negatively affecting the Local's income: the loss of revenue from the Mail Handler Health Plan and the decline in Union membership.

Branch President Charles Perdue along with several other Branch Presidents stated that it was their desire to ensure that the Council "would take care of our Stewards." This point was well noted.

After further discussion the Council recessed for lunch at 12:00 P.M. and reconvened at 1:30 P.M.

Compensation (Continued):

Branch President Orson Smith opened the discussion with a proposal for the by-laws that would affect the expenses of the Annual Affair. After a lengthy discussion the proposal was withdrawn.

After further discussion on the compensation of officers and Annual Affairs, and a meeting of the minds of Branch President Perdue, Branch President Robert Ricketts, and Branch President Gregory Hooker the following motion was made by Branch President Perdue and seconded by Branch President Ricketts:

Motion: *To reduce the compensation of the Vice President, Recording Secretary, State Executive Board Members, all Branch Presidents, Chief Stewards, and Shop Stewards by 25% and to reduce the amount spent per Mail Handler for the Annual Affair by 20%.*

After further discussion, a **friendly amendment** was made by Branch President Danny Mangan *to reduce both the Compensation of officers mentioned above and the amount spent per Mail Handler for the Annual Affair by 20%, to be retroactive to January 1, 2010.*

Vice President =	\$896	Branch Presidents (cont'd) D =	\$616
Recording Secretary =	\$896	E =	\$518
SEBM =	\$1,176	F =	\$182.40
Branch Presidents: A =	\$868	Chief Steward =	\$294
B =	\$784	Shop Steward =	\$182
C =	\$700	Board Pay =	\$280

Motion passed by majority vote. (See Roll Call Sheet).

Being no further business before the Council on the day, a motion was made by Branch President Charles Washington, seconded by Branch President Gerald Billings to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at 5:00 P.M.

Fraternally yours,



Derrick Carr
Recording Secretary

LOCAL 305 UNION COUNCIL MEMBERS-2010

Roll Call

February 06, 2010

Kenneth Hayes	President	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles Manago	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"/>
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"/>
Christina Hicks	Easton, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles Baer	Frederick, MD	Present	<input type="checkbox"/>	Absent	<input checked="" type="checkbox"/>
Jannell Walker	Southern, MD	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"/>
Nora Linton	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"/>
Vince Perry	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 type="checkbox"/>	Absent	<input checked="" type="checkbox"/>
Pete Hirschbine	Asheville, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Danny Mangan	Charlotte, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Robert Ricketts	Lynchburg, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Michael Stanford Sr.	Norfolk, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Millard Cooper	Bristol, VA	Present	<input type="checkbox"/>	Absent	<input checked="" type="checkbox"/>
Leslie Hamlett	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"/>
Frank Murphy	Charlottesville, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Fred Blaebaum	Kinston, N.C.	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Jose Pena	Dulles, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
James Beane II	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"/>
Nathan Fields	Huntington, WV	Present	<input type="checkbox"/>	Absent	<input checked="" type="checkbox"/>

TOTAL

Present 31 Absent 4

LOCAL 305 UNION COUNCIL MEETING-2010

Date of Motion - February 6, 2010

Motion:

To reduce the compensation of officers by 25% and to reduce the amount spent per Mail Handler for the Annual Affair by 20%. Maker of the motion: BP C. Perdue; Motion 2nd by BP R. Ricketts. Friendly Ammendment accepted: BP D. Mangan to reduce both the compensation of officers and the annual affair amount by 20% retro active to Jan 1, 2010. Motion passed by majority.

Kenneth Hayes	President	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Charles Manago	Vice President	Y	<input type="checkbox"/>	N	<input checked="" 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 type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input checked="" 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 type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input checked="" 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"/>		
Christina Hicks	Easton, MD	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>		
* Charles Baer	Frederick, MD	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
open	open		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		
Jannell Walker	Southern MD	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>		
Derrick Carr	Suburban MD	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Pete Hirschbine	Asheville, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Danny Mangan	Charlotte, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Nora Linton	Fayetteville, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Theresa Moberg	Greensboro, P&DC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Vince Perry	Greensboro, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Gerald Billings	Hickory, NC	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>		
Felandria Jackson	Raleigh, NC	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input checked="" type="checkbox"/>		
* Phillip Johnson	Rocky Mount, NC	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
Frank Murphy	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"/>		
Michael Stanford Sr.	Norfolk, VA	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>		
Charles R. Manago	Northern VA	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>		
Leslie Hamlett	Richmond, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	YES	23
Charles P. Perdue	Roanoke, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	NO	8
James Beane II	Charleston, WV	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	ABSTAIN	3
Herman D. Watson	Clarksburg, WV	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>	TOTAL	34
Fred Blaebaum	Kinston, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		
* Nathan Fields	Huntington, WV	Y	<input 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"/>		
* Millard Cooper	Bristol, VA	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>		

* 4 ABSENT