

LOCAL 305 MIDATLANTIC MAIL HANDLERS



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

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

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

Kevin Fletcher
Vice President

Derrick Carr
Recording Secretary

Lamar Grigsby
Washington, DC

Ed Evans
Maryland

Michael Lawrence
North Carolina

Leslie Hamlett
Virginia

Amber Slater
West Virginia

OFFICIAL MINUTES

Council Meeting
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
March 2, 2012

Opening of the Council Meeting

The meeting of the NPMHU Local 305 Council was called to order by President Kenneth Hayes at 9:15 AM. He introduced the new members of the Executive Board and the Council. Recording Secretary Derrick Carr did the invocation and then brother Bob Lossi, the Political and Legislative Director for the National Postal Mail Handlers Union (NPMHU) was introduced to the Council for a presentation on the Political Action Committee (PAC) and on the political climate that is affecting the Postal Service and the Union.

Political Action

Brother Lossi stated that Local 305 understands the importance of getting involved politically with that which affects the Union and the Postal Service, but we fall short when it comes to contributing financially to the PAC. He emphasized the disparity of giving by Local 305 compared to smaller Locals and implored us to contribute more, starting with the Executive Board, The Council, the Stewards, and then to get the membership more involved. His presentation included, but was not limited to the following:

- Improving our contribution by getting the members to contribute \$5.00 per pay period or give \$100 per year. The Council should lead by example;
- The 2012 election and the affect it will have on legislation that will affect the Postal Service and the Union;
- The process of getting legislation through Congress and the various legislative acts that are presently before Congress.

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After a brief question and answer period Brother Lossi concluded his presentation by giving the Council his contact information and offered to assist any branch that requested help or additional information.

AFL-CIO PRESENTATION

Members of the AFL-CIO and the Virginia's Rapid Response Organization gave a presentation concerning the services rendered by their organization to assist people who have been laid off or dislocated from their place of employment. The Rapid Response team also includes someone from the Virginia Employment Commission and a network of one-stop workforce centers that enable a dislocated person to prepare for their next employment opportunity through training, counseling, resume' writing, and by making other resources available to obtain another occupation. It was noted that there are other organizations who can offer the same resources in the other states that are represented by Local 305 including the District of Columbia. The following were key highlights of the presentation:

- The State Dislocated Worker Unit (DWU) receives notices of plant closures and mass layoffs, including those covered under the Worker Adjustment and Retraining Notification (WARN) Act.
- They can respond with on-site services to assist workers facing job losses.
- Rapid Response provides early intervention assistance designed to transition workers to their next employment as soon as possible.
- Training opportunities under the Workforce Investment Act.
- Job Search and Unemployment Insurance guidelines and benefits.
- Job Search Assistance may include accessing community resources, job application and resume preparation, assessing accomplishments and skills, resume development lab, interviewing skills, effective interviewing techniques, practice interviewing lab, and coping with job loss.

Although the Postal Service is not affected by lay-offs, it was noted that these services may be useful for those employees who are located at facilities that are impacted by an excess that may require them to be moved to another area.

At the conclusion of their presentation there was a brief question and answer period and then the Council recessed for lunch at 12:00 PM and reconvened at 1:30 PM. Recording Secretary Carr did the roll call. There were 28 members of the Council present and 1 member absent. (See Attached Roll Call Sheet).

REVIEW OF THE MINUTES

1. **MOTION:** The minutes for the March 4, 2011 Council meeting were reviewed and corrected. A motion was made by Branch President Gerald Billings and seconded by Branch President Charles Perdue to accept the minutes with its cosmetic corrections and/or additions. The motion carried unanimously.

- A) The corrections to the March 4, 2011 minutes were:
- Page 1 of 9, under Political Action, the second bullet, capitalize “PAC”; and add “th” to the number 112;
 - Page 2 of 9, first line, remove the word “payment”;
 - Page 3 of 9, last section, second bullet, change “Johnsonville” to “Johnson City”;
2. **MOTION:** The minutes for the March 5, 2011 Council meeting were reviewed and corrected. A motion was made by Branch President Charles Perdue and seconded by Branch President Gerald Billings to accept the minutes with its cosmetic corrections and/or additions. The motion carried unanimously.
- A) The corrections to the March 5, 2011 minutes were:
- Page 2 of 6, item #3, remove the word “the” from the end of the second line; and item #6, change the word “the” to “their”;
 - Page 3 of 6, item #4, last line, add the letter “s” to the word “case”; item #6, first bullet, add the letter “s” to the word “settlement” and to the word “PTF” in the last bullet;
 - Page 4 of 6, first bullet, add the word “In” in front of “Baltimore, MD”; item #7, add the letter “s” to the word “case” and change the word “a” to “an” in the first bullet; item 10, change “an excess” to “an excessing event”;
 - Page 5 of 6, last paragraph, at the end of the first sentence add “to adjourn the meeting.”
3. **MOTION:** The minutes for the November 28, 2011 Council teleconference were reviewed and corrected. A motion was made by Branch President Gerald Billings and seconded by Branch President Charles Perdue to accept the minutes with its cosmetic corrections and/or additions. The motion carried unanimously.

B) The corrections to the November 28, 2011 minutes were:

- Page 3 of 3, last item on the page change it from “Page 6 of 6” to “Page 3 of 3”.

FINANCIAL REPORT

Treasurer Cardin distributed the January 31, 2012 Balance Sheet and a Profit and Loss Comparison Sheet comparing year 2011 to 2010. The Council reviewed and discussed the two reports with Treasurer Cardin giving explanations of depreciation of assets, the various taxes being paid, the LIUNA Pension Plan, and the Mail Handler Health Benefit Plan. There was also a lengthy discussion concerning the loss of revenue sharing which is directly linked to associate dues membership. The associate dues membership is connected to the Mail Handler Health Benefit Plan which has decreased from 2011 to

2012 by approximately \$41,000, due to the lack of interest in the Plan. The Council discussed the following at length:

- Financial comparison of year 2010 and 2011;
- The decrease of income due to a decrease in membership and the decrease of associate members. The membership has decreased by about 800 members since the year 2007, which equates to a loss of approximately \$40,000 per year and an additional loss of the associate membership of 4.7%;
- The negative financial impact that excessing will have on having annual affairs.

Treasurer Cardin concluded his financial report after further discussion.

ANNUAL AFFAIRS

There was a lengthy discussion concerning annual affairs and the most cost effective way to conduct them. The discussion also included the effect that excessing will have on annual affairs and how the various facilities will be impacted. President Hayes noted that there will be some facilities that may only have two employees remaining after an excess while other facilities may have additional Mail Handlers to include based on the timing of the function in relation to the timing of the excess. It was noted however that the most cost effective way to conduct an annual affair would be for several facilities to join together and have a picnic. After further discussion and some suggestions concerning the amount to spend per Mail Handler and the various types of affairs we could have the topic was tabled until the next day.

Being no further business before the Council on the day, a motion was made by NCSEBM Lawrence and seconded by Branch President Perdue to adjourn the meeting. The motion carried unanimously.

The meeting adjourned at 4:50 PM.

Fraternally yours,



Derrick Carr
Recording Secretary

LOCAL 305 UNION COUNCIL MEMBERS-2012

Roll Call March 02, 2012

Kenneth Hayes	President	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Kevin Fletcher	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"/>
Lamar Grigsby	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"/>
Leslie Hamlett	VA SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Amber Slater	WV SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Meatrell Bunch	JCTM (Wash., DC	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"/>
John Macklen	Cumberland, MD	Present	<input type="checkbox"/>	Absent	<input checked="" type="checkbox"/>
Nora Linton	Fayetteville, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Shelia Moyer	Greensboro, NC P & DC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Fred Blaebaum	Kinston, N.C.	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"/>
Wayne Lee	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"/>
Don Jones	Norfolk, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Dwight Burnside	Northern, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles P. Perdue	Roanoke, VA	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"/>
Gary Antrobius	Clarksburg, WV	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>

TOTAL

Present 28 Absent 1