

LOCAL 305 MAIL HANDLERS MIDATLANTIC



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 4, 2012

Opening of the Council Meeting

The meeting of the NPMHU Local 305 Council was called to order by President Kenneth Hayes at 10:00 AM. The invocation and roll call were conducted by Recording Secretary Derrick Carr; there were 28 members present and 1 member absent (See Attached Roll Call sheet).

GENERAL SESSION

The morning session began with Council members completing the necessary paperwork required for attending the Council meeting; a general question and answer period followed. This session covered issues that affected the various branches throughout Local 305 to include, but were not limited to the following:

1. There was a concern whether a Part-time Regular (PTR) serving as an acting supervisor (204b) and working out of their regular schedule should receive out-of-schedule premium and how does the holiday affect their pay. It appears that PTRs may not be entitled to out of schedule pay in accordance to the Employee Labor-Relations Manual (ELM). Vice President Fletcher will research the issue further.
 - Concerning 204b details it is imperative that the union enforce management's obligation to give a copy of PS form 1723 (Assignment Order) to the union in advance; preferably the Wednesday of the preceding week.
 - In a different facility, a Mail Handler from the 010 operation was used as a 204b for over a year, while another Mail Handler from the same operation

Phone (804) 358-4664 • Fax (804) 342-1082

was denied a revised schedule. It was suggested that a grievance be filed for out of schedule pay for the 204b to force management to keep him or her in their regular schedule citing Article 8 and the CIM.

- We may see an increase in the use of Mail Handlers as 204bs because of the new language in APWU's contract concerning 204bs.
 - Another issue is when management utilizes a Mail Handler as a 204b for an extended period of time and then they step down periodically while remaining on the PS Form 1723 as a 204b. The Union should file a grievance for the 204b performing bargaining unit work while on a detail using the PS Form 1723 to show they are technically a supervisor at that moment.
2. There is a concern on how Unassigned Regulars (UAR) and residual vacancies are treated when a facility has been issued a withholding notice. It was determined that if a residual vacancy becomes available after a Mail Handler has become a UAR, the residual vacancy should be offered to him or her. The UAR should be placed prior to the withholding.
 - Also, it is not necessary for a facility to have a residual vacancy prior to an employee transferring in from another facility if there is a need for additional Mail Handlers.
 - Unlike the 10 day bid cycle for the regular bidding process, the contract is silent on how many days a UAR has to select a residual vacancy.
 3. During an excess, if management does not remove all of the Mail Handlers from the facility, it is expected that one of the people remaining will be the Branch President or a Steward; and depending on how many people and the number of tours remaining, there may be additional stewards needed to stay. The purpose for this is to have someone who is familiar with the contract to investigate the activity in the facility after the excess has taken place. One of the Union's argument is to ensure that neither supervisor's or clerk craft employees are performing Mail Handler work. Having a steward in the building will aid in the fight to have additional Mail Handlers return.
 4. Finally, there was a lengthy discussion on overtime and how it should be applied when dealing with staggered tours, which is affected by how the LMOU reads. Afterwards the office staff gave the Branch Presidents union hats to be given to the members in the field.

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

The meeting adjourned at 5:50 PM.

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-2012

Roll Call March 04, 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