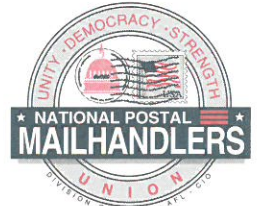


LOCAL 305 MIDATLANTIC MAIL HANDLERS



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

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

Kevin Fletcher, President • D. Yam Cardin, Treasurer • 4907 Fitzhugh Ave., Suite 100 • Richmond, VA 23230-3533

José Peña
Vice President

Derrick Carr
Recording Secretary

Lamar Grigsby
Washington, DC

Ed Evans
Maryland

Felandria Jackson
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 9, 2013



At 9:10 AM the meeting of the NPMHU Local 305 Council was called to order by President Kevin Fletcher. Recording Secretary Derrick Carr called roll and did the invocation. All Council members were present (See Attached Roll Call sheet). President Fletcher gave an overview for the meeting and had all the officers introduce themselves.

REVIEW OF THE MINUTES

- MOTION:** The minutes for the March 2, 2012 Council meeting were reviewed and corrected. A motion was made by Branch President Ralph Wheeler and seconded by Branch President Mike Smith to accept the minutes with its cosmetic corrections and/or additions. The motion carried unanimously.
 - The corrections to the March 2, 2012 minutes are:
 - First page, first and second paragraph and second page, first paragraph change "Lossi" to "Losi";
 - Page 3 of 5, last paragraph, last sentence, change "is" to "are";
 - Page 4 of 5, under Annual Affairs section, first paragraph, last sentence, place a "," after the word "have".
- MOTION:** The minutes for the March 3, 2012 Council meeting were reviewed and corrected. A motion was made by Branch President Smith and seconded by DCSEBM Lamar Grigsby to accept the minutes with its cosmetic corrections and/or additions. The motion carried unanimously.
 - The corrections to the March 3, 2012 minutes are:
 - Page 2 of 5, first paragraph under Bylaws, second sentence, correct the spelling of "Bean" to "Beane".

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3. **MOTION:** The minutes for the March 4, 2012 Council meeting were reviewed and corrected. A motion was made by Branch President Wheeler and seconded by DCSEBM Grigsby to accept the minutes with its cosmetic corrections and/or additions. The motion carried unanimously.
 - A) The corrections to the March 4, 2012 minutes are:
 - Page 2 of 4, item #3, line 7, add the letter “s” to the word “argument” and change the adjournment time from “5:50 PM” to “1:30 PM”.

4. **MOTION:** The minutes for the February 8, 2013 Council Teleconference were reviewed and corrected. A motion was made by DCSEBM Grigsby and seconded by Branch President Wheeler to accept the minutes with its cosmetic corrections and /or additions. The motion carried unanimously.
 - B) The corrections to the February 8, 2013 minutes are:
 - First page, under heading, add the date “February 8, 2013”;
 - Page 2, remove the “.” From in between “P.M”;
 - Add roll call sheet and change the number of pages to 3.

MAIL HANDLER BENEFIT PLAN (MHBP)

There was a discussion concerning the need to promote the MHPB and the various changes that will occur once Aetna takes over the plan from Coventry. President Fletcher stated that it is necessary for us to promote the health plan because of the reduced number of participants in the plan. This reduces our revenue.

ARTICLE 12 – FACILITY CLOSINGS AND CONSOLIDATIONS

President Fletcher reported on a recent meeting he held with representatives from the Cap-Metro and Eastern Areas of the Postal Service concerning the various facility closings and consolidations occurring in our jurisdiction. Of special note, was that in many locations the radius of miles for locating vacant Mail Handler jobs for Mail Handlers being excessed were expanded from 50 miles up to 200 miles. This is significant because of the number of Mail Handlers that could land in a jurisdiction outside of Local 305. He also pointed out that some closing dates had been moved up from 2014 to June 2013, while in at least one facility, Roanoke, VA the initial date appears to have been delayed to 2014.

The following facilities are scheduled in this phase of the excess: Cumberland, MD; Suburban, MD Annex; JCTM; Hickory, NC; Fayetteville, NC; Kinston, NC; Norfolk, VA; and Asheville, NC. The plan for Norfolk, VA is to move half of the Mail Handlers in 2013 and the other half sometime in 2014. President Fletcher also reported that due to an Area Mail Processing (AMP) study for Southern, MD and Suburban, MD, the excessing may be on hold.

President Fletcher concluded his report after the Board held a lengthy discussion concerning the various closings, notification time lines, and management passing on misinformation. Branch President Wheeler stressed the importance of Mail Handlers

contacting their Congress people to express their concerns about the negative impact of the closings.

POLITICAL ACTION COMMITTEE (PAC)

President Fletcher expressed a desire for Mail Handlers to participate and contribute to the PAC, which he noted is beneficial to the cause of the Mail Handler Union and ultimately for Mail Handlers. It is important for the Council to lead by example and become participants by using PostalEASE to make contributions of as little as \$1.00 a pay period or more; the goal is to have 100% participation. To that end, it is imperative that the PAC is discussed at all branch meetings.

MDSEBM Ed Evans stated that members can go to the National Union's website to sign up to become E-Activist, which allows them to keep in touch with their Congress person informing them of their position as a union member.

BRANCH PRESIDENT RESPONSIBILITIES

President Fletcher spoke about the responsibilities and the expectation of the Branch President in accordance with the bylaws and in the performance of their duties. The following duties were highlighted:

1. Providing documentation for retired members to receive the retirement package;
2. Post branch meeting notices at least 10 days prior to the meeting and to give notification to the Local office. The President and the Treasurer will attempt to attend the meeting schedule permitting;
3. Branch Presidents should attempt to have the meeting in the facility if permissible and if privacy is not a concern, or choose a location where the cost is not excessive;
4. Provide monthly reports within 10 days of the next month with the correct number of Mail Handlers and MHAs per tour. The accuracy of the number of employees per tour determine the proper number of stewards allowed on the tour; this ensures proper payment of stewards and avoids management challenging the certification of stewards filing grievances;
5. Ensure that the Union is represented during orientation of MHAs and to keep a supply of the items we are required to provide new members to be found in Article III, Section 8, item #5 of the Bylaws;
6. Notifying the Local for supplies, condolence or sick benefit packages, long term absences of stewards or Branch Presidents, and any issues in the branch that require assistance from the President;

He concluded with the discussion for the need of Branch Presidents to check their Union email daily and the upcoming steward and LMOU training.

INSTALLATION OF OFFICERS

President Fletcher introduced the National Treasurer-Secretary Mark Gardner to the Council, who proceeded to give a presentation on the updates concerning changes at the National office, the challenging times facing the Postal Service and the Union, and the need for members to be more politically active. Prior to the installation of the officers he concluded his presentation discussing the negotiation process of the national Agreement and highlighting the subsequent arbitration award, with special emphasis on the newly established position of MHAs. His presentation was well received.

After the swearing-in ceremony the Council recessed for lunch at 12:30 PM and reconvened at 2:30.

FINANCIAL REPORT

Treasurer Cardin distributed the January through December 2012 Profit and Loss Comparison Sheet comparing year 2012 to 2011. The purpose of the report is to show where the income is going from one year to the next. The Council reviewed and discussed the income and expenses for the period with Treasurer Cardin reporting on the various activities that had an impact on the Local's finances such as any elections, cost for professional fees, and arbitration cost. Treasurer Cardin noted that there will not be an election this year and arbitration costs are expected to be low due to the MAPS process; however income is decreasing due to a decline in membership and associate dues. After further discussion Treasurer Cardin concluded his financial report.

NEW BUSINESS

1. Goals of the Union: The goal of our Local is to provide the best representation for our members and to maintain the financial solvency of the Union
2. Compensation: With reference to compensation, President Fletcher stated that he does not believe that any officer should receive a raise before the membership receives one. There was some discussion on whether stewards should receive an increase. **Motion**: Being no further discussion Recording Secretary Carr moved to freeze all salary and compensation at its present levels, which was seconded by Branch President Charles Perdue. The motion passed unanimously.
3. Annual Affairs: President Fletcher stated that it is his desire to continue annual affairs for the membership. Branch President Gregory Hooker gave a presentation on the process of planning an Annual Affair last year that included 5 facilities. Afterwards, there was a lengthy discussion on how to garner greater member participation at the affairs and whether the budget for the Annual Affairs will include the cost to hold branch meetings. **Motion**: Being no further discussion President Fletcher moved to raise the dollar amount for Annual Affairs from \$15.00 to \$19.00 and that any cost associated with the cost of Branch Meetings as well as all door prizes will come from this allotted budget. The motion was seconded by Branch President Smith. There was a call for a roll call vote; there were 28 yes votes and 1 abstention. The motion passed by majority

(See the Roll Call Vote Sheet). The appropriate changes will be made in the bylaws. The Branch Presidents were encouraged to promote the Annual Affair for their respective facilities to increase member participation.

Being no further business before the Council a motion was made by Branch President Perdue and Branch President Wheeler to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 4:45 PM.

Fraternally yours,

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

Derrick H. Carr
Recording Secretary

LOCAL 305 UNION COUNCIL MEETING- 2013

ROLL CALL

Date: March 9, 2013

Kevin Fletcher	President	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Jose Pena	Vice President	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Yam D. Cardin	Treasurer	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Derrick Carr	Recording Secretary	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Lamar Grigsby	DCSEBM	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Ed Evans	MDSEBM	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Felandria Jackson	NCSEBM	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Leslie Hamlett	VASEBM	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Amber Slater	WVSEBM	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
		P	<input type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Gregory Hooker	Baltimore, MD	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Orson M. Smith	Baltimore, IMF	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
James Soles	Easton, MD	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Lori Freeman	Southern, MD	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
		P	<input type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Kenneth Shelton	Fayetteville, NC	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Michael Laing	Ashton, NC	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
		P	<input type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Phillip Johnson	Rocky Mount, NC	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Lori Tickle	Greensboro, NDC	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Eugene Horton	Charlotte, NC	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Sheila Moyer	Greensboro, NC	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Charles Perdue	Roanoke, VA	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
		P	<input type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
		P	<input type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Dwight Burnside	Northern, VA	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Douglas Grimm	Norfolk, VA	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	Present <u>24</u>
Ralph Wheeler	Dulles, VA	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	Absent <u>0</u>
		P	<input type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	<u>0</u>
Gary Antrobious	Clarksburg, WV	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	TOTAL <u>24</u>

LOCAL 305 UNION COUNCIL MEETING- 2013

Date of Motion: March 9, 2013

MOTION: Maker of Motion: President Kevin Fletcher
 Second: Branch President Mike Smith

Change \$15.00 for Annual Affair to \$19.00 per member and the cost associated with conducting branch meetings will be applied to and deducted from the facilities budget for Annual Affairs. All door prizes will be paid for from the facilities allotted budget.

Kevin Fletcher	President	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Jose Pena	Vice President	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Yam D. Cardin	Treasurer	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input checked="" type="checkbox"/>	
Derrick Carr	Recording Secretary	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Lamar Grigsby	DCSEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Ed Evans	MDSEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Felandria Jackson	NCSEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Leslie Hamlett	VASEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Amber Slater	WVSEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Lamar Grigsby	JCTM	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, IMF	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
James Soles	Easton, MD	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Lori Freeman	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"/>	
Kenneth Shelton	Fayetteville, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Michael Laing	Ashton, 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"/>	
Lori Tickle	Greensboro, NDC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Eugene Horton	Charlotte, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Sheila Moyer	Greensboro, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Charles Perdue	Roanoke, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
	Lynchburg, VA	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Leslie Hamlett	Richmond, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Dwight Burnside	Northern, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Douglas Grimm	Norfolk, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Ralph Wheeler	Dulles, 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"/>	
Gary Antrobious	Clarksburg, WV	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
								Yes <u>28</u>
								No <u>0</u>
								Abstain <u>1</u>
								TOTAL <u>29</u>