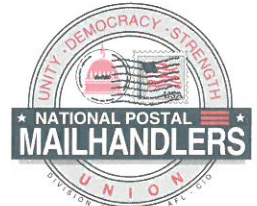


LOCAL 305 MIDATLANTIC MAIL HANDLERS



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

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

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 10, 2013



At 10:15 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).

NEW BUSINESS

Voluntary Employee Benefit Association (VEBA):

President Fletcher gave a brief historical overview of the establishment and function of the VEBA Trust that was established in the late 1980's. The VEBA was established for the benefit of the membership and is administered by three Trust Administrators with oversight coming from three Trustees. The Local President automatically serves as a non paid Trustee in accordance to the rules governing the Trust, which does not allow a Union member to be paid for services rendered. The Local is limited to two (2) percent of the total VEBA Trust to cover the Scholarship Plan, Sick Pay Plan, and the Death Beneficiary Plan for its members. The scholarship application along with each claim form can be found on the Local's website. It is imperative that the Branch Presidents keep the membership informed about the various benefits and for the membership to ensure that they have updated death benefits forms on file. The other highlights from the VEBA presentation are as follows:

- The Death Benefit Plan has a cap of \$30,000 paid at the end of each year;
- The member must have a beneficiary form on file at the Local office, which will be stamped-in with a copy returned to the Branch President for facility and for the member's records;

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- One of the scholarship awards is named former Local President Kenneth Hayes who was instrumental in getting the Scholarship Plan into the VEBA Plan;
- Eligibility for the various scholarships are determined by a former education administrator, Ms. Shelly White;
- Finally, the totally amount allotted for this year's VEBA Trust is \$76,000. President Fletcher solicited suggestions for other possibilities to use the VEBA Trust on the members, but the suggestions must follow VEBA guidelines.

Union Time and Equipment:

The Local Union policy for union time and equipment has been established for the Local office as well as Branch Presidents, Stewards, and representatives in the field. President Fletcher stated that union time, equipment, emails, and internet should only be used for union business. The use of any inflammatory, hateful, discriminatory, prejudicial, harmful, or what could otherwise be viewed as insensitive material or information should not be forwarded, copied, or distributed by union officials and/or employees. The necessary and appropriate action will be taken against anyone found violating this policy. It is important that the members, which encompass people of different nationalities, races, ethnicities, beliefs, and creeds, are respected by the people who represent them. A written policy will be distributed to all the local branches.

Vice President Report:

In his report, Vice President Jose Pena emphasized the importance of increasing union membership, increasing union participation, and the benefits the Union has to offer. He also spoke about the need for Branch Presidents to ensure that union members are kept informed and the need to aggressively enforce the contract. Brother Pena's presentation was well received.

Bylaws:

President Fletcher solicited the Council for any changes that need to be made to the bylaws. After some discussion and review of the bylaws the following changes were made:

- Article V, Section 1 – **Motion:** Concerning the Benevolence package Branch President Gregory Hooker moved to add "*or retired member*" after the words "*any member*" in section 1. The motion was seconded by WVSEBM Amber Slater. A friendly amendment by President Fletcher to change it to, "*or retired member when made known*" was accepted. The motion passed by unanimous vote.
- Article IV, Section 1A – **Motion:** Concerning Annual Affairs, President Fletcher moved to delete the sentence beginning on line 9, and adding at the end of section 1A the following language: "*The Local President shall retain discretion to amend the cut-off date and the maximum amount allowable on a case by case basis.*"

The motion was seconded by Branch President Eugene Horton. The motion passed unanimously.

- By virtue of the motion that passed on March 9, 2013 the dollar amounts per member allotted for Annual Affairs have been increased from \$15.00 to \$19.00 and the following language was added to Article IV, Section 1: *“any cost associated with the cost of Branch Meetings as well as all door prizes will come from this allotted budget.”* (See the March 9, 2013 Minutes).

Contract Administration Department:

MDSEBM Ed Evans who serves as the Director of Contract Administration distributed copies of the National Award for the 2011 National Agreement; the Union Member Rights and Other Responsibilities Under the LMRDA; and a CD containing various handbooks and resources to be utilized in the field. Included in his report were:

- Statistical data for grievances and arbitration cases pending at step 3 and/or at the jurisdictional dispute process.
- Settlements for retreat rights for excessed Mail Handlers; discipline; PTF conversions, and monetary awards to include, but not limited to two large settlements for \$98,000 in Greensboro P&D and \$150,000 in Richmond, VA;
- The Modified Arbitration Procedure and how it affects the grievance process;
- Issues concerning Article 12, Excessing; and
- Highlights of the new contract language and the changes concerning the new Mail Handler position, Mail Handler Assistants (MHAs).

MDSEBM Evans also stressed the following responsibilities of Branch Presidents and Stewards in the field:

- Ensure that we ask for the appropriate remedies – made whole remedies only, not punitive damages;
- Avoid “cookie cutter” grievances and include the appropriate data;
- Use proper grievance numbers and forward to the correct step 3 address: Tampa, FL for USPS, Washington, DC for the National Union, and to the Local office (certified receipt for USPS);
- Avoid staples, dividers, binders, and double-sided sheets in the step 3 file because copies must be made of each appeal;
- A remanded grievance must be followed exactly as directed including stipulated time limits;
- Include facility inventory to show that the work belongs to Mail Handlers in cross-craft grievances. Update the inventory only in areas not indicated on the present inventory;
- Our steward certification only provides representation in the grievance-arbitration procedure, not MSPB or EEOC;
- Inform the Local office if filing an unfair labor charge; and
- The 20% of MHA’s by installation must be measured by the Stewards.

There was a question and answer period and some discussion concerning the dates and procedures for invoking changes to the LMOU. LMOU training will be scheduled prior to the implementation period. This concluded the CAD presentation.

After a brief discussion concerning aprons, Annual Affairs, and branch meetings, being no further business before the Council, a motion was made by Recording Secretary Carr to adjourn the meeting. The motion was seconded by Branch President Wheeler; motion carried unanimously. The meeting adjourned at 1:05 PM.

Fraternally yours,

A handwritten signature in black ink, appearing to read "Derrick H. Carr", written in a cursive style.

Derrick H. Carr
Recording Secretary

LOCAL 305 UNION COUNCIL MEETING- 2013

ROLL CALL

Date: March 10, 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"/>	
Ralph Wheeler	Dulles, 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"/>	
Gary Antrobious	Clarksburg, WV	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
		P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
								Present <u>24</u>
								Absent <u>0</u>
								<u>0</u>
								TOTAL <u>24</u>