

LOCAL 305 MIDATLANTIC MAIL HANDLERS



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

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

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
April 6, 2014



The meeting of the NPMHU Local 305 Council was called to order by President Kevin Fletcher at 9:15 AM. The invocation and roll call were conducted by Recording Secretary Derrick Carr, with all members being present. (See attached roll call sheet.)

NEW BUSINESS

Review of Bylaws

President Fletcher solicited the Council for recommendations for any cosmetic changes to the bylaws. The following changes were noted:

- On page 4, Section 7, second line, remove the comma after the number 6; Section 8, last line, remove the semicolon after "i.e."; and under Article III, Section 1, last line, remove the comma after the word "jurisdiction";
- On page 5, Section 1, part B, remove the language, "Retroactively effective 1/1/2010"
- On page 6, Section 5, second line, remove the semicolon after "only" and on the fourth line, remove the word "only"; and in Section 6, the sixth line, add the word "the" before "U.S." and delete the word "mailing" in last sentence;
- On page 7, Section 8, first sentence remove underscore before "Chief"; item number 5, change "insure" to "ensure"; item number 6, change "quantity" to "quantities" and remove the comma after "Section 5" and remove the word "reasonably" from Section 9, fourth line.

Also the following changes were approved and voted on by the Council:

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

Motion: On page 4, Section 10 - President Fletcher moved to add "Membership" before "Union watch" and before "Union certificate"; and delete "This will be effective January 24, 2009"; and on page 8, Section 12, part a), replace "Union" with "Officer watch in lieu of membership" and in part b), replace "Union" with "An Officer"; and delete "This is effective as of January 24, 2009." The motion was seconded by DCSEBM Lamar Grigsby and passed unanimously.

Mail Handler Assistant (MHA)

There was a lengthy discussion concerning some of the issues affecting MHAs to include, but not limited to the following:

- After their 360 day term and upon reappointment, MHAs will maintain their relative standing in seniority;
- According to the Fishgold Award, the Postal Service can pay an MHA for all of their accrued leave;
- The Union's position is that management must reappoint a MHA after their 360 day term before hiring someone else;
- A MHA serving as a 204B (Acting Supervisor) must also be given a 5-day break;
- Management must apply just cause and be progressive when issuing discipline;
- The OTDL must be used before working an MHA more than eight hours in a service day or 40 hours in a service week, even though an MHA will only get overtime when they work in excess of 40 hours in a service week;
- It is the Local's position that management should not attempt to circumvent the language of the National Agreement concerning an MHAs 5-day break in service by staggering the time.
- Contact the Local office if any issues should arise in the field concerning MHAs.

Load Leveling

Load Leveling could affect the number of Mail Handler positions in a facility or require the need to make adjustments to scheduled days off of some of those positions. Load leveling is a process by which the delivery volume of mail will be distributed evenly throughout the week. Load leveling will balance the workload for Letter Carriers and could affect their times in the street.

Postal Reform

Postal Reform has been placed on hold with no updates to report. Union leaders must be diligent and remain proactive about gathering information that affects the Union and the Postal Service.

OLD BUSINESS

Financial Report

Treasurer Cardin, in response to questions from the Council, gave a copy of the Profit and Loss Statement for January 1-March 29, 2014, and the Balance Sheet as of March 29, 2014. He once again gave an overview of the financial picture of the Local, reporting and answering questions concerning associate dues, per capita tax, professional fees, revenue sharing, returned earnings, and giving a brief historical look at the purchase of the three buildings owned by the Local.

Article 12 - Excessing

President Fletcher gave the following update on all the excessing events and facility closures within the Local:

- Norfolk, VA - the remaining five Mail Handlers that were excessed to Richmond, VA will be offered retreat rights back to Norfolk, VA;
- Waldorf, MD - the arbitration case was denied because we could not prove that there were four or more hours each day in the facility; there was a lengthy discussion concerning the four or more hour rule;
- Cumberland, MD and Kinston, NC - waiting for the decision from the Arbitrator;
- Clarksburg, WV - still going forward with the arbitration case in April 2014;
- Charlottesville, VA - we are pressuring management to fill the two PTF positions won through arbitration; and
- The Postal Service's review of the service standard, excessing events, and facility closures remain on hold. The service standard may be initiated after a 90 day notification to the Union.

In addition, President Fletcher stated that Branch Presidents should argue that the new parcel scanning system, PASS, being used at the Postal Service's Delivery units is Mail Handler work.

Contract Administration Department

MDSEBM Ed Evans, who serves as the Director of Contract Administration, gave an overview of the Modified Arbitration Process. The motto of "Meet, Mark, & Move" is the general principle for the process, which stresses the importance of adhering to the grievance timeline, numbering and initializing the grievance file, and moving the file through the process. Brother Evans reviewed the Open Case Report that is generated every 30 days and it measures the step 2 and step 3 process. He also covered the following topics during his presentation:

- There are 18 cases pending arbitration and awaiting the decision on 16 others;
- He reviewed each form that is a part of the grievance process;
- That full disclosure is made by both parties at the step 2 meeting with the Joint

- Grievance File Cover Sheet being completed by the end of the step 2 meeting;
- To confirm when the step 2 answer was received the steward of record should show the date on the Corrections and Additions form;
 - He reviewed the arbitration success rate, which is over 90% to include the accumulated total monetary awards of 1.5 million won for our members;
 - He and Branch President Eugene Horton will explore if it is possible to send the step 3 through Delivery Confirmation instead of Certified Mail;
 - If there are issues with the process, in particular, the step 2 designee not doing his/her part, call Brother Evans for assistance;
 - We will start to check for any lingering RI-399 issues. Branch Presidents should check to see if there were any jurisdictional issues filed in their facility and send the information to the Local office;

He concluded his presentation with speaking about National Jurisdictional Cases, the Dispute Procedure Resolution, the History of RI-399, Omniform disc with the revised forms, and the Grievant Acknowledgment Sheet, which explains to the grievant the disposition of the case.

Being no further business a motion was made by DCSEBM Grigsby and seconded by Branch President Wheeler to adjourn the meeting. Motion passed unanimously. The meeting adjourned at 2:00 PM.

Fraternally yours,

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

Derrick H. Carr
Recording Secretary

LOCAL 305 UNION COUNCIL MEETING- 2013

ROLL CALL

Date: April 6, 2014

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"/>	
Tony Rone	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"/>	
Maurice Wallace	Fayetteville, NC	P	<input checked="" type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	
Michael Laing	Asheville, 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>23</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>
		P	<input type="checkbox"/>	A	<input type="checkbox"/>	ABST	<input type="checkbox"/>	<u>0</u>
								TOTAL <u>23</u>