

# LOCAL 305 MAIL HANDLERS MIDATLANTIC



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

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

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

Charles Manago  
Vice President

Derrick Carr  
Recording Secretary

Mary Naylor  
Washington, DC

Ed Evans  
Maryland

Michael Lawrence  
North Carolina

Teresa Harmon  
Virginia

Kevin Fletcher  
West Virginia

## OFFICIAL MINUTES

Council Meeting  
National Postal Mail Handlers Union – Local 305  
4907 Fitzhugh Avenue, Suite #100  
Richmond, Virginia 23230-3533  
March 4, 2011

### Opening of the Council Meeting

1. President Kenneth Hayes called the meeting to order at 10:15 AM and Recording Secretary Derrick Carr did the invocation.
2. Roll call was conducted by Recording Secretary Carr. There were 32 members of the Council present and 1 member absent. (See Attached Roll Call Sheet).

### Political Action

President Hayes introduced Brother Bob Losi, the National Legislative and Political Director of the National Postal Mail Handlers Union (NPMHU) to the Council. In his presentation, Director Losi spoke about the importance of the PAC and its affect on the Mail Handlers, the function of the PAC, and his role as Director. Some highlights of the presentation included but was not limited to the following:

- The PAC uses contributions it receives to support elected officials who support “our issues – middle class labor issues”;
- He pointed out that Local 305 is second in membership within the NPMHU, but is thirteenth (13<sup>th</sup>) in Pac contribution;
- The importance of getting financially involved and getting others involved in the PAC by making contributions through postal ease or by lump sum payment;
- The PAC is not affiliated with any political party but support those in Congress who support the agenda of the Mail Handlers; it gives us an opportunity to have our voices heard between the walls of Congress;
- The political climate with the 112<sup>th</sup> Congress and the legislation that is presently before them that has an effect on the Postal Service, such as “Employee Free

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Choice Act”, The recovery of the multibillion dollar overpayment ~~payments~~ to the CSRS, and other legislation;

- After a brief question and answer period, Director Losi reminded the Council of the prohibition of campaigning or politicking on the floor. He did say however that Branch Presidents can conduct 50/50 raffles at the Union meetings on behalf of the PAC and that notices may be posted on bulletin boards in the facility. If a 50/50 raffle is conducted, the Branch President must get a printed list of the names of the participants with their signature and send the PAC’s portion of the raffle with the list and a check.

#### **Review of the Minutes:**

1. **MOTION:** The minutes from the Council meeting on February 5 – 7, 2010, were reviewed and corrected. A motion was made by President Hayes 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 February 5, 2010 minutes were:
    - Page 5 of 9, item #6, second sentence, separate the word “*maybe*”;
  - B) The corrections to the February 6, 2010 minutes were:
    - Page 2 of 5, under National Convention, third line, remove one “N” from the word “*LIUNNA*”;
  - C) There were no corrections or additions made to the February 7, 2010 minutes.

#### **General Discussion**

##### Collective Bargaining Recommendations:

1. The National office has solicited collective bargaining proposals and contract changes from all members and Local Unions. The proposals may be sent to the National office by March 31, 2011. The National President, John Hegarty asked President Hayes to serve on the National Negotiating Committee, which will be meeting the second week in April 2011. The first order of business for the committee will be to review the proposals that have been submitted from the members in the field. President Hayes said he will keep the Council informed.
2. There was a general discussion on the negotiations of APWU with the Postal Service and the effect those negotiations are having on the excessing in the field.

### Goals of the Union:

1. President Hayes stated that it is the Local's goal to continue the efforts to maintain a good financial posture and provide the best representation to the Mail Handlers in our Local.
2. Branch President Pete Hirschbine suggested that training should be noted as one of the goals of the Union. After a brief discussion, concerning training in general and as suggested by WVSEBM Kevin Fletcher, the need for all Branch Presidents to spend time training and talking about the issues that are occurring in the facility, President Hayes tabled the topic to be discussed later during the meeting.
3. Recording Secretary Carr suggested that unity and a willingness to support the leadership throughout this Local should be a goal of the Union.

### Delegates to the National Convention:

Since there will not be a National Convention until next year President Hayes stated that it is unnecessary for the Council to determine the number of delegates to attend the National Convention until next year.

### Compensation of Officers:

President Hayes informed the Council of the Local's overall financial picture prior to making any decisions concerning compensation of the officers. As a result, he gave a lengthy presentation of the Local's finances and those activities that will have an effect on the budget for 2011. The presentation covered, but was not limited to the following information:

1. The loss of 2,558 participants in the Mail Handler Health Plan which amounts to a decrease in income of approximately \$83,000 for the year 2011.
2. The loss of membership as a result of the Postal Service's plan to close some facilities and to redistribute the workload from one facility to another. The Postal Service is looking to make the following changes:
  - Closing the Huntington, WV facility and moving the 14 Mail Handlers to Charleston, WV;
  - Closing the mail processing functions at Bristol, VA and moving the mail along with the Mail Handlers to Johnsonville, TN; Johnson City, TN
  - Moving the outgoing mail and the 010 operation from Lynchburg, VA to Roanoke, VA which may impact 6 Mail Handlers;
  - Waldorf, MD may excess 7 Mail Handlers;
  - Dulles, VA may excess 32 Mail Handlers;
  - JCTM in the District may excess 61 Mail Handlers;
  - Southern, MD may excess 91 Mail Handlers;

- Bethesda, MD may excess 2 Mail Handlers.
- a) Concerning the Postal Service's plan to excess, President Hayes noted that the impact of the excessing on the Local will be determined by the radius of miles used to determine how far an excessed Mail Handler will have to move and the number of residual vacancies that a facility has available; any movement of Mail handlers outside of the Local's jurisdiction will result in a decrease in membership dues. Some Mail handlers may opt to retire or otherwise leave the Postal Service rather than being reassigned to another facility.
  - b) It would appear that it is the Postal Service's desire to have a number of Mail Handlers reassigned to the Baltimore, MD facilities or to Richmond, VA. However, it is the Union's position that all excessed Mail Handlers should have a right to select from any residual vacancies in those facilities located within the radius of miles predetermined for reassignment.
  - c) For those facilities where Mail Handlers have been excessed, the Branch Presidents should request a Comparative Work Hour Report, watch the overtime in the facility, along with any cross craft violations to see if an argument can be made to bring any excessed employees back to the facility.
  - d) It is the Union's position that the basic principle of article 12 is that dislocation and inconvenience will be kept to a minimum. This will be applicable for those sites that have Mail Handlers who have previously been excessed to that facility and are in danger of being excessed again because of their seniority.
  - e) President Hayes reminded the Council that he and members of his staff will visit any facility that is undergoing an excess to answer the questions of the members. This concluded the article 12, excessing portion of the meeting and the Council again addressed compensation of officers.
3. Another negative impact on membership dues is the projected retirements for the year 2011. President Hayes noted that there may be an offer of a Voluntary Early Retirement Act (VERA).
  4. The purchase of aprons for the members has to be included in this year's budget.
  5. The exorbitant cost of annual affairs which is being spent on a minimal number of the membership due to lack of participation has to be taken into consideration of this year's budget.

After a lengthy discussion on the projected number of Mail Handlers being excessed and the financial loss being seen throughout the Local on annual affairs the talk on compensation was tabled and the Council recessed for lunch at 12:05 PM. The Council reconvened at 1:05 PM.

Compensation of Officers (continued):

After lunch the Council discussed some possible solutions to address the exorbitant expense of annual affairs and branch meetings; the compensation of the officers, and the VEBA Plan. The discussion centered on the following:

- The possibility of either having a state-wide or area-wide annual affair which would be planned by the Local office; or suspending the annual affair for a year.
- Branch Presidents should attempt to have the meeting in the Postal facility to reduce rental cost. President Hayes stated that he may be able to assist anyone who is having difficulty with management in obtaining a place for a meeting.
- The need to freeze compensation for the year.
- The possibility of using the VEBA fund to have a scholarship banquet.
- Finally, President Hayes gave an example comparing the number of Mail Handlers attending the Annual Affair compared to the number of members in each facility. The facilities mentioned was just a sampling of what went on throughout the Local:

<u>Facility</u>	<u>Total Membership</u>	<u>Members in Attendance</u>
Roanoke, VA	78	23
Richmond, VA	281	62
Norfolk, VA	183	26
Merrifield, VA	154	23
Gaithersburg, MD	122	21

  

<u>Facility</u>	<u>Total Membership</u>	<u>Members in Attendance</u>
Linthicum, MD	84	20
Baltimore, MD P&DC	298	61
JCTM (DC)	258	36
Dulles, VA	235	19

**MOTION:** Branch President Robert Ricketts made a motion to *suspend Annual Affairs for the year 2011*. The motion was seconded by Branch President Orson Smith. After further discussion Branch President Ricketts amended the motion to read as follows: *To suspend Annual Affairs for the year 2011. In lieu of Annual Affair spending, the Local 305 President will have the discretion to authorize money to be spent for food and/or prizes for Branch Meetings at the Branch Offices.* The motion with the amendment was seconded by Branch President Mike Smith. After roll call vote, the motion passed by majority. (ROLL CALL SHEET ATTACHED). The passing of the motion will enable the Local to save approximately \$75,000 for the year 2011.

Yam Cardin stated he would like to notify the membership in writing informing them about the various changes made by the Council and the Council's rationale for making those changes. He wants to include in his report the statics that reflect the decrease in membership dues, the decrease in our federal association dues, and some of the expenses.

This would ensure, as Treasurer Cardin stated, that the membership would not be given false information and a distorted view of why the changes have been deemed necessary. The Council wholeheartedly agreed that this would be a good idea.

**MOTION:** President Hayes moved to freeze the remaining part of the compensation package as is for all officers for the year 2011. Motion was seconded by Branch President Smith. The motion passed unanimously.

### **Recommended Changes to the By-Laws**

After review of the Local 305 By-Laws, the Council made the following corrections and or additions to the By-Laws of our Local.

1. **Article III, Section 5**, page 6, last line, *remove the semi-colon after the word "only"*; **Section 6**, fourth line, *remove "(OPM)"*; **Section 7**, first line, *remove the letter "s" from the word "Representativess"*; **Section 8**, first line, *add the words "Branch Presidents or" at the beginning of the sentence.*
2. **Article III, Section 8**, page 7, item #1, *change the (.) at the end of sentence to a (,)* and add the following sentence, *"to include but not limited to, the number of Mail Handlers on each tour."*; Item #4, *delete "OPM" from the last line.*
3. **Article IV, Section 1**, *replace the entire section with the motion that previously passed. Section 1, should read as follows:*  
  
*"Annual Affairs for the year 2011 will be suspended. In lieu of Annual Affair spending, the Local 305 President will have the discretion to authorize money to be spent for food and/or prizes for Branch Meetings at the Branch Offices, with prior approval."*
4. There was some discussion concerning cost cutting measures by placing the by-laws on computer disc instead of the Local office mailing each Branch President enough copies for the members in their respective office. Several Branch Presidents noted that the by-laws sit in the branch offices because most members do not want a copy. President Hayes stated that the By-Laws will be emailed in PDF format to be downloaded and copied by Branch President by request of a Union member.
5. **MOTION:** After further discussion President Hayes made a motion to accept the changes that have been made and noted to the 2010 Local 305 By-Laws. The motion was seconded by Branch President Pete Hirschbine. Motion passed unanimously.

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

**The meeting adjourned at 3:25 P.M.**

Fraternally yours,

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

Derrick Carr  
Recording Secretary



# LOCAL 305 UNION COUNCIL MEMBERS-2011

## Roll Call March 04, 2011

Kenneth Hayes	President	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles Manago	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"/>
Mary Naylor	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"/>
Teresa Harmon	VA SEBM	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Kevin Fletcher	WV SEBM	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"/>
Charles Baer	Frederick, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Jannell Walker	Southern, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
John Macklen	Cumberland, MD	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Vacant	Waldorf, DDC	Present	<input type="checkbox"/>	Absent	<input type="checkbox"/>
Nora Linton	Fayetteville, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Theresia Moberg	Greensboro, NC P & DC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Vince Perry	Greensboro, NC BMC	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 type="checkbox"/>	Absent	<input checked="" type="checkbox"/>
Phillip Johnson	Rocky Mount, NC	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Pete Hirschbine	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"/>
Millard Cooper	Bristol, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Leslie Hamlett	Richmond, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Charles P. Perdue	Roanoke, VA	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>
Vacant	Charlottesville, VA	Present	<input type="checkbox"/>	Absent	<input type="checkbox"/>
Fred Blaebaum	Kinston, N.C.	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"/>
Nathan Fields	Huntington, WV	Present	<input checked="" type="checkbox"/>	Absent	<input type="checkbox"/>

TOTAL

Present 32 Absent 1



# LOCAL 305 UNION COUNCIL MEETING-2011

Date of Motion - March 04, 2011

**Motion:**

BP Ricketts- To suspend Annual Affairs for the year 2011. In lieu of Annual Affair spending, the Local 305 President will have the discretion to authorize money to be spent for food and/or prizes for Branch Meetings at the Branch Offices. Seconded by BP Smith. Motion passed by majority vote.

Kenneth Hayes	President	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Charles Manago	Vice President	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Yam D. Cardin	Treasurer	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Derrick Carr	Recording Secretary	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Mary Naylor	DC SEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Ed Evans	MD, SEBM	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>	
Michael Lawrence	NC SEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Teresa Harmon	VA SEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Kevin Fletcher	WV SEBM	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Mary Naylor	Washington, DC	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, MDAMF	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Christina Hicks	Easton, MD	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Charles Baer	Frederick, MD	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Jannell Walker	Southern MD	Y	<input type="checkbox"/>	N	<input checked="" type="checkbox"/>	Abst	<input type="checkbox"/>	
Derrick Carr	Suburban MD	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Pete Hirschbine	Asheville, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Danny Mangan	Charlotte, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Nora Linton	Fayetteville, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Theresia Moberg	Greensboro, P&DC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Vince Perry	Greensboro, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Gerald Billings	Hickory, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Felandria Jackson	Raleigh, NC	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	Absent
Phillip Johnson	Rocky Mount, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Vacant	Charlottesville, VA	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Jose Pena	Dulles, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Robert Ricketts	Lynchburg, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Don Jones	Norfolk, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Charles R. Manago	Northern VA	Y	<input checked="" 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"/>	YES 32
Charles P. Perdue	Roanoke, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
James Beane II	Charleston, WV	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	NO 2
Gary Antrobius	Clarksburg, WV	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Fred Blaebaum	Kinston, NC	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	ABSTAIN
Nathan Fields	Huntington, WV	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
John Macklen	Cumberland, MD	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	TOTAL
Vacant	Waldorf, MD, DDU	Y	<input type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	
Millard Cooper	Bristol, VA	Y	<input checked="" type="checkbox"/>	N	<input type="checkbox"/>	Abst	<input type="checkbox"/>	