



National Postal Mail Handlers Union-Local 305

4907 Fitzhugh Avenue, Suite 100
Richmond, VA 23230-3533

Felandria A. Jackson, President

Leslie Hamlett, Treasurer

LaFon Murray
Vice President

Dwight Burnside
Recording Secretary

Cynthia Brown
North Carolina

Mike Perry
Maryland

Demetria Spratley
Washington, DC

Richard Mason
Virginia

Timothy Powers
West Virginia

OFFICIAL MINUTES COUNCIL MEETING (ZOOM CONFERENCE)

JANURARY 12, 2021

The Council Meeting for the NPMHU Local-305 was officially called to order by President Felandria Jackson at 11:08AM. The roll-call was conducted by Recording Secretary Dwight Burnside.

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



Council Meeting Overview: President Jackson provided a brief overview of the Council's Responsibilities and reiterated the purpose of the Council Meeting.

- **Review of the Minutes:** The Council was provided a copy of the November 30, 2020 Council meeting minutes for review and discussion. As result of the review and discussion the following motion was made:

Motion: DCSEBM Demetria Spratley moved to accept the minutes as written. The motion was seconded by Branch President Mike Melton and moved forward unanimously.

- **By-Laws:** The Council was provided copies of the 2020 By-Laws (via e-mail) for review and discussion. As result of the discussion the following changes were made:

- **Article II, Section 6**

Correction in accordance with the November 30, 2020 minutes. The word Apron was removed and replaced with the word **Jacket**.

- **Article III, Section 1B. 9**

Motion: WVSEBM Tim Powers moved to remove Article III, Section 1B. 9 Advocates from the By-Laws. The motion was seconded by Branch President Ed Cox. Those opposed were Branch President Marcus Anderson and Branch President Wayne Allen. The motion was moved forward by majority.

- **Article III, Section 1B. 4-8 (Compensation)**

Motion: Treasurer Leslie Hamlett moved to increase compensation for all Branch Presidents, Chief Stewards and Shop Stewards by 10%. The motion was seconded by WVSEBM Tim Powers and moved forward unanimously by roll-call vote. (Attached)

- **Article III, Section 1B. 1-3 (Compensation)**

Motion: WVSEBM Tim Powers moved to freeze all compensation for Executive Board Members. The motion was seconded by Treasurer Leslie Hamlett. The motion **failed** by majority roll-call vote. (Attached)

- **Article III, Section 1B. 1-3 (Compensation)**

Motion: Branch President Wayne Allen moved to increase the compensation for all Executive Board Members by 10%. The motion was seconded by Branch President Desiree Pettway and was moved forward by majority roll-call vote. (Attached)

○ **Article IV (Annual Affairs)**

Motion: Branch President Wayne Allen made a motion that there be no Annual Affairs during the 2021 calendar year due to the COVID-19 Pandemic. The motion was seconded by MDSEBM Mike Perry and was moved forward unanimously.

The Council briefly discussed ways to show members appreciation as result of the inability to have Annual Affairs during the 2021 calendar year. As result of this discussion the following motion was made:

Motion: Branch President Lori Freeman moved to have A “Membership Appreciation Raffle”, to be completed by September 1, 2021. The motion was seconded by NCSEBM Cynthia Brown and was moved forward unanimously.

- **Financial Report:** Treasurer Leslie Hamlett provided the Council with Profit & Loss, Balance Sheets and Accounts receipts from November 30, 2020 to December 31, 2020 for review and discussion. Bro. Hamlett provided a line-by-line explanation for all Accounts and receipts. As result of the review and discussion the following motion was made:

Motion: Branch President Wayne Allen moved to accept the Financial Report and all receipts as presented. The motion was seconded by VASEBM Richard Mason and was moved forward unanimously.

Branch Presidents are encouraged to make sure that all New Shop Stewards properly submit a completed Employee Withholding Certificate W-4 Form for compensation and official records.

- **CAD Report:** Vice President Lafon Murray provided an overview of the CAD activity for 2020. The CAD report was broken down into the following four (4) subjects:
 - **Arbitrations:** There were a total of 16 Arbitration hearings during the 2020 calendar year.
 - Eight (8) cases were sustained and nine (9) cases were denied.
 - Five (5) cases were withdrawn and five (5) were settled prior to the hearings.
 - Three cases were unilaterally remanded to the RDRC during the hearings.

- **60-Day Reviews:** Five 60-Day Reviews were scheduled during 2020 in the Cap-Metro area. (Feb., June, Aug., Sept., and Dec.) 133 cases were discussed.
 - Fifteen (15) were settled, twenty-nine (29) were withdrawn, twenty-two (22) were tabled, one (1) remanded to the RDRC, one (1) was resolved and sixty-three (63) were scheduled for Arbitration.
 - **Pre-Arbitrations:** Majority of the cases were Reversion Grievances.
 - **CAT-Team:** The CAT-Team met 3 times during the 2020 calendar year. In the month of January, 32 cases were reviewed, in March, 36 cases were reviewed and in the month of August, 14 cases were reviewed.
- **HOUSE KEEPING:** Branch Presidents are reminded of duties and responsibilities.
 - **Monthly Reports:** Reports are due by the 10th of every month.
 - **Retirement & Death Notifications:** The Local must be notified in a reasonable and timely manner.
 - **Update Death Benefits:** Members should be encouraged to keep their beneficiary information updated.
 - **E-mails:** Should be checked daily, and regularly.
 - **Labor Management Meetings:** In accordance with ULUC Article IV, section 5E (5), Branch Presidents are responsible for having monthly or quarterly Labor Management meetings with the Local installation head and must also be responsible for having regularly scheduled safety and health committee meetings.
 - **Labor Charges:** All representatives must be aware of their duty and obligation to provide fair representation to all members of the Mail Handler craft. All complaints should be investigated, and all grievances should be filed in timely manner. Each case should clearly reflect or include the accurate date and time that the Union *became aware* of the issue.
 - **Expense Reports:** All reports should be submitted in a timely manner, be complete, signed, and dated. All new Shop Stewards must submit a W-4 form for tax purposes.
 - **MHA Compliance:**
 - Representatives were reminded that the Mail Handlers craft must account for all MHA employees, to include Peak-Season MHA's. All MHA's are hired and/or assigned to a 360-day contract in accordance with the National Agreement. MHA's can only be contractually released due to a lack of work or for disciplinary reasons. Appropriate grievances should be filed where violations occur. Branch Presidents should be requesting and/or be provided with appropriate documentation reflecting the relative standing of **ALL** MHA employees in their installation/s

- **COVID-19 PROTOCOL:**

- To safeguard are members all representatives should be aware of the COVID-19 protocols. Social distancing where possible, proper face covering, hand washing and proper cleaning are essential elements for accomplishing that goal. In addition, the Postal Service should be providing mandatory stand-up service talks, contact tracing and proper notification where positive cases are found. The Local office should be notified where these protocols are not being followed.

With no further business to discuss on this date, President moved to adjourn the meeting. The motion was seconded by VASEBM Richard Mason and moved forward unanimously. The Council meeting of Local 305 was officially adjourned at 2:04PM.

Respectfully submitted,



Dwight F. Burnside

Recording Secretary

NPMHU-Local 305

Local 305 COUNCIL MEETING

ATTENDANCE ROLL CALL

Date: January 12, 2021

| | |
|--------------------------|------------------------------|
| Felandria Jackson | President |
| Lafon Murray | Vice President |
| Leslie Hamlett | Treasurer |
| Dwight Burnside | Recording Secretary |
| Demetria Spratley | DCSEBM |
| Cynthia Brown | NCSEBM |
| Richard Mason | VASEBM |
| Tim Powers | WVSEBM |
| Mike Perry | MDSEBM |
| | |
| Darrell Manigo | Baltimore, (P&DC) |
| Mike Melton | Baltimore, (IMF) |
| Theodore Thomas | Suburban, MD |
| Pamela Murry | Easton, MD |
| Lori Freeman | Southern, MD |
| | |
| Marcus Anderson | Roanoke, VA |
| Douglas Grimm | Norfolk, VA |
| Laura Williams | Dulles, VA |
| Marvin Simpson | Richmond, VA |

Everette McIlwain

Washington, DC

James "Ed" Cox

West Virginia

Maurice Wallace

Fayetteville, NC

Theresa Wiggins

Rocky Mount, NC

Lakiesha Lewis

Greensboro, NC NDC

Desiree Pettway

Greensboro, NC P&DC

Terrence McCaskill

Raleigh, NC

Wayne Allen

Charlotte, NC

Present 25

Absent 01

Late

Total 26



Local 305 Union Council Meeting

ROLL-CALL VOTE

January 12, 2021

Date

Motion: Treasurer Leslie Hamlett moved to increase all Branch Presidents, Chief Stewards and Shop Stewards compensation by 10%.

Seconded: Branch President Wayne Allen

| | | | | |
|--------------------------|------------------------------|------|-----|--------|
| <u>Felandria Jackson</u> | <u>President</u> | Y__x | N__ | ABST__ |
| <u>Lafon Murray</u> | <u>Vice President</u> | Y__x | N__ | ABST__ |
| <u>Leslie Hamlett</u> | <u>Treasurer</u> | Y__x | N__ | ABST__ |
| <u>Dwight Burnside</u> | <u>Secretary</u> | Y__x | N__ | ABST__ |
| <u>Tim Powers</u> | <u>WVSEBM</u> | Y__x | N__ | ABST__ |
| <u>Michael Perry</u> | <u>MDSEBM</u> | Y__x | N__ | ABST__ |
| <u>Demetria Spratley</u> | <u>DCSEBM</u> | Y__x | N__ | ABST__ |
| <u>Richard Mason</u> | <u>VASEBM</u> | Y__x | N__ | ABST__ |
| <u>Cynthia Brown</u> | <u>NCSEBM</u> | Y__x | N__ | ABST__ |
| | | | | |
| <u>Everette Mcllwain</u> | <u>WADC</u> | Y__x | N__ | ABST__ |
| | | | | |
| <u>Darell Manigo</u> | <u>Baltimore, (P&DC)</u> | Y__x | N__ | ABST__ |
| <u>Mike Melton</u> | <u>Baltimore, (IMF)</u> | Y__x | N__ | ABST__ |
| <u>Theodore Thomas</u> | <u>Suburban, MD</u> | Y__x | N__ | ABST__ |
| <u>Pamela Murry</u> | <u>Easton, MD</u> | Y__x | N__ | ABST__ |
| <u>Lori Freeman</u> | <u>Southern, MD</u> | Y__x | N__ | ABST__ |

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|-----------------------------|-------------------------|------|-----|--------|
| <u>Ed Cox</u> | <u>WV</u> | Y__x | N__ | ABST__ |
| <u>Marcus Anderson</u> | <u>Roanoke, VA</u> | Y__x | N__ | ABST__ |
| <u>Douglas Grimm</u> | <u>Norfolk, VA</u> | Y__ | N__ | ABST__ |
| <u>Laura Williams</u> | <u>Dulles, VA</u> | Y__x | N__ | ABST__ |
| <u>Dwight Burnside</u> | <u>NOVA</u> | Y__x | N__ | ABST__ |
| <u>Marvin Simpson</u> | <u>Richmond, VA</u> | Y__x | N__ | ABST__ |
| <u>Maurice Wallace</u> | <u>Fayetteville, NC</u> | Y__x | N__ | ABST__ |
| <u>Theresa Wiggins</u> | <u>Rocky Mount, NC</u> | Y__x | N__ | ABST__ |
| <u>Lakiesha Lewis</u> | <u>Greensboro, NC</u> | Y__x | N__ | ABST__ |
| <u>Norman "Wayne" Allen</u> | <u>Charlotte, NC</u> | Y__x | N__ | ABST__ |
| <u>Desiree Pettway</u> | <u>Greensboro, NC</u> | Y__x | N__ | ABST__ |
| <u>Terrence McCaskill</u> | <u>Raleigh, NC</u> | Y__x | N__ | ABST__ |

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|----------------|-----------------------|-----------|---------|
| Motion passed: | Unanimously: X | Majority: | Failed: |
|----------------|-----------------------|-----------|---------|

YES - 26

NO

ABST



Local 305 Union Council Meeting

ROLL-CALL VOTE

January 12, 2021

Date

Motion: WVSEBM Tim Powers moved to freeze compensation for all Executive Board members.

Seconded: Treasurer Leslie Hamlett

| | | | | |
|--------------------------|------------------------------|------|------|---------|
| <u>Felandria Jackson</u> | <u>President</u> | Y__ | N__ | ABST__x |
| <u>Lafon Murray</u> | <u>Vice President</u> | Y__ | N__ | ABST__x |
| <u>Leslie Hamlett</u> | <u>Treasurer</u> | Y__x | N__ | ABST__ |
| <u>Dwight Burnside</u> | <u>Secretary</u> | Y__x | N__ | ABST__ |
| <u>Tim Powers</u> | <u>WVSEBM</u> | Y__x | N__ | ABST__ |
| <u>Michael Perry</u> | <u>MDSEBM</u> | Y__x | N__ | ABST__ |
| <u>Demetria Spratley</u> | <u>DCSEBM</u> | Y__ | N__ | ABST__x |
| <u>Richard Mason</u> | <u>VASEBM</u> | Y__x | N__ | ABST__ |
| <u>Cynthia Brown</u> | <u>NCSEBM</u> | Y__ | N__ | ABST__x |
| | | | | |
| <u>Everette Mcllwain</u> | <u>WADC</u> | Y__ | N__x | ABST__ |
| | | | | |
| <u>Darell Manigo</u> | <u>Baltimore, (P&DC)</u> | Y__ | N__ | ABST__x |
| <u>Mike Melton</u> | <u>Baltimore, (IMF)</u> | Y__ | N__x | ABST__ |
| <u>Theodore Thomas</u> | <u>Suburban, MD</u> | Y__ | N__x | ABST__ |
| <u>Pamela Murry</u> | <u>Easton, MD</u> | Y__ | N__x | ABST__ |
| <u>Lori Freeman</u> | <u>Southern, MD</u> | Y__ | N__x | ABST__ |

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|-----------------------------|-------------------------|------|------|--------|
| <u>Ed Cox</u> | <u>WV</u> | Y__x | N__ | ABST__ |
| <u>Marcus Anderson</u> | <u>Roanoke, VA</u> | Y__ | N__x | ABST__ |
| <u>Douglas Grimm</u> | <u>Norfolk, VA</u> | Y__ | N__ | ABST__ |
| <u>Laura Williams</u> | <u>Dulles, VA</u> | Y__ | N__x | ABST__ |
| <u>Dwight Burnside</u> | <u>NOVA</u> | Y__x | N__ | ABST__ |
| <u>Marvin Simpson</u> | <u>Richmond, VA</u> | Y__ | N__x | ABST__ |
| <u>Maurice Wallace</u> | <u>Fayetteville, NC</u> | Y__ | N__x | ABST__ |
| <u>Theresa Wiggins</u> | <u>Rocky Mount, NC</u> | Y__ | N__x | ABST__ |
| <u>Lakiesha Lewis</u> | <u>Greensboro, NC</u> | Y__ | N__x | ABST__ |
| <u>Norman "Wayne" Allen</u> | <u>Charlotte, NC</u> | Y__ | N__x | ABST__ |
| <u>Desiree Pettway</u> | <u>Greensboro, NC</u> | Y__ | N__x | ABST__ |
| <u>Terrence McCaskill</u> | <u>Raleigh, NC</u> | Y__ | N__x | ABST__ |

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|----------------|---------------|-----------|------------------|
| Motion passed: | Unanimously:x | Majority: | Failed: X |
|----------------|---------------|-----------|------------------|

YES: 07
NO: 14
ABST: 05



Local 305 Union Council Meeting

ROLL-CALL VOTE

January 12, 2021

Date

Motion: Branch President Wayne Allen moved to increase all Executive Board member's compensation by 10%.

Seconded: Branch President Desiree Pettway

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|--------------------------|------------------------------|------|------|---------|
| <u>Felandria Jackson</u> | <u>President</u> | Y__ | N__ | ABST__x |
| <u>Lafon Murray</u> | <u>Vice President</u> | Y__ | N__ | ABST__x |
| <u>Leslie Hamlett</u> | <u>Treasurer</u> | Y__ | N__x | ABST__ |
| <u>Dwight Burnside</u> | <u>Secretary</u> | Y__ | N__x | ABST__ |
| <u>Tim Powers</u> | <u>WVSEBM</u> | Y__ | N__x | ABST__ |
| <u>Michael Perry</u> | <u>MDSEBM</u> | Y__x | N__ | ABST__ |
| <u>Demetria Spratley</u> | <u>DCSEBM</u> | Y__ | N__ | ABST__x |
| <u>Richard Mason</u> | <u>VASEBM</u> | Y__ | N__ | ABST__x |
| <u>Cynthia Brown</u> | <u>NCSEBM</u> | Y__ | N__ | ABST__x |
| | | | | |
| <u>Everette Mcllwain</u> | <u>WADC</u> | Y__x | N__ | ABST__ |
| | | | | |
| <u>Darell Manigo</u> | <u>Baltimore, (P&DC)</u> | Y__ | N__ | ABST__x |
| <u>Mike Melton</u> | <u>Baltimore, (IMF)</u> | Y__x | N__ | ABST__ |
| <u>Theodore Thomas</u> | <u>Suburban, MD</u> | Y__x | N__ | ABST__ |
| <u>Pamela Murry</u> | <u>Easton, MD</u> | Y__x | N__ | ABST__ |
| <u>Lori Freeman</u> | <u>Southern, MD</u> | Y__x | N__ | ABST__ |

| | | | | |
|-----------------------------|-------------------------|------|------|--------|
| <u>Ed Cox</u> | <u>WV</u> | Y__x | N__ | ABST__ |
| <u>Marcus Anderson</u> | <u>Roanoke, VA</u> | Y__x | N__ | ABST__ |
| <u>Douglas Grimm</u> | <u>Norfolk, VA</u> | Y__ | N__ | ABST__ |
| <u>Laura Williams</u> | <u>Dulles, VA</u> | Y__x | N__ | ABST__ |
| <u>Dwight Burnside</u> | <u>NOVA</u> | Y__ | N__x | ABST__ |
| <u>Marvin Simpson</u> | <u>Richmond, VA</u> | Y__x | N__ | ABST__ |
| <u>Maurice Wallace</u> | <u>Fayetteville, NC</u> | Y__x | N__ | ABST__ |
| <u>Theresa Wiggins</u> | <u>Rocky Mount, NC</u> | Y__x | N__ | ABST__ |
| <u>Lakiesha Lewis</u> | <u>Greensboro, NC</u> | Y__x | N__ | ABST__ |
| <u>Norman "Wayne" Allen</u> | <u>Charlotte, NC</u> | Y__x | N__ | ABST__ |
| <u>Desiree Pettway</u> | <u>Greensboro, NC</u> | Y__x | N__ | ABST__ |
| <u>Terrence McCaskill</u> | <u>Raleigh, NC</u> | Y__ | N__x | ABST__ |

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|-------------------------|--------------|-----------|---------|
| Motion passed: X | Unanimously: | Majority: | Failed: |
|-------------------------|--------------|-----------|---------|

YES: 15
NO: 05
ABST : 06