



# *National Postal Mail Handlers Union-Local 305*

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

*Felandria A. Jackson, President*

*Leslie Hamlett, Treasurer*

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LaFon Robinson <i>Vice President</i>	Marcus Anderson <i>Recording Secretary</i>	Cynthia Brown <i>North Carolina</i>	Mike Perry <i>Maryland</i>	Demetria Spratley <i>Washington, DC</i>	Marvin Simpson <i>Virginia</i>	James Beane <i>West Virginia</i>
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## ***OFFICIAL MINUTES*** ***Council Meeting*** ***April 19, 2023***

The Council Meeting for NPMHU Local 305 was called to order by President Felandria Jackson at 10:07 a.m. The roll call was then conducted by Recording Secretary Marcus Anderson.

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# *National Postal Mail Handlers Union-Local 305*

## **INVOCATION**

Invocation was given by Branch President Calvin Vines.

## **CAD REPORT**

Vice President Lafon Robinson provided an overview of the Contract Administration Department (CAD) activities from April 2022 to present date.

- **60 Day Review:** During this timeframe Vice President Robinson met with Tracey Wood until August of 2022. At that time Eugene Dimauro became the Area Labor Relations Specialist for the South Atlantic and Chesapeake Districts.
  - 37 cases were discussed:
    - 18 - Settled
    - 1 - Withdrawn
    - 3 - Tabled
    - 15 - Scheduled for Arbitration
- **Pre-Arbitration Meetings:** VP Robinson met on June 15, 17, and 23 of year 2022 with Labor Relations Specialist/Arbitration Squad Leader Dave Preston. Three (3) cases were settled, and none were withdrawn. On March 17, 2023, Local President Felandria Jackson met with the District Manager of North Carolina, Sheena Hazel, and settled some cases.
- **Arbitration:** The Council was provided with a list of cases that were heard in arbitration since April 2022.
  - September 12, 2022 – Discipline (Dulles)
  - September 21, 2022 – Discipline (Greensboro)
  - March 31, 2023 – Discipline (Greensboro)

\*\*Currently six (6) cases have been discussed at the 60-day review, and are waiting to be scheduled for arbitration\*\*
- **CAT Team Meetings:** VP Robinson went over the Contract Attack Team (CAT) meetings from April 2022 to present date.
  - July 20, 2022 – 13 cases discussed
  - November 9-10, 2022 – 14 cases discussed
  - February 14-15, 2023 – 22 cases discussed
- **Training Around the Local**
  - MAP Training continued:
    - April 22, 2022 – Charleston P&DC
    - May 23, 2022 – Richmond P&DC
    - May 24, 2022 – Norfolk P&DC
    - October 18, 2022 – Merrifield / Dulles
    - October 19, 2022 – Roanoke P&DC
  - New Steward Training:
    - May 26, 2022 – Merrifield
    - November 15-16, 2022 – Charleston P&DC / Baltimore P&DC / IMF
    - March 8-9, 2023 – Southern /Norfolk / Dulles

The training sessions consisted of mock PDIs and Step 2 meetings, along with a pre-training quiz.

## **TRAINING PRESENTATIONS**

At this time members of the Executive Board provided presentations to assist in the Council's understanding of various procedures and documents used within the Local.

- **MAP Refresher Training**: Vice President Robinson went over the grievance procedure as it relates to the MAP process. Questions from the Council about the process were asked and discussed.
- **MHA CAP Report**: President Jackson explained how to read the MHA CAP reports, along with the proper filing of over the CAP grievances.
- **eReassign**: Vice President Robinson provided examples of the eReassign Reports. At which time it was explained how to read the report and the proper filling of residual vacancies. President Jackson instructed the Branch Presidents to request the job matrix for their individual facility.
- **Clock Rings**: NCSEBM Cynthia Brown went over how to read and understand an Employee Everything Report. All information provided on each line of this report was explained. Other items covered with this presentation were:
  - Change of Schedules
  - Overtime Alert Reports
  - Employees on the Clock Report
  - Hours Analysis Report
  - Employee Moves Report
- **LMOU**: VASEBM Marvin Simpson went over the procedural guidelines for Local Memorandum of Understanding negotiations. Each Branch President was advised to weigh all potential risk before deciding whether to open their LMOU for negotiations. During the presentation, the various items listed in the National Agreement that can be addressed in the LMOU were covered. Questions from the Council about the process were asked and discussed.
- **Interactive Training Exercise**: Vice President Robinson broke the Council up into groups and gave each group a different scenario to break down and determine the different violations contained therein. Each scenario was then discussed with all violations explained.

***With no further business on this date, President Felandria Jackson made a motion to adjourn the meeting. The motion was seconded by Branch President Teresa Wiggins and moved forward unanimously. The Council Meeting of Local 305 was officially adjourned at 4:32 p.m.***

*Respectfully Submitted,*



***Marcus D. Anderson***  
Recording Secretary  
NPMHU – Local 305



# *National Postal Mail Handlers Union-Local 305*

## *Council Meeting Attendance*

*April 19, 2023*

<u>Name</u>	<u>In Attendance</u>	Yes - Y No - <span style="color: red;">N</span>
1. <u>Felandria Jackson</u>	Y	
2. <u>Leslie Hamlett</u>	Y	
3. <u>Lafon Robinson</u>	Y	
4. <u>Marcus Anderson</u>	Y	
5. <u>Demetria Spratley</u>	Y	
6. <u>Michael (Mike) Perry</u>	Y	
7. <u>Cynthia Brown</u>	Y	
8. <u>Marvin Simpson</u>	Y	
9. <u>James (Jim) Beane</u>	Y	
10. <u>Calvin Vines</u>	Y	
11. <u>Darrell Manigo</u>	Y	
12. <u>Jack McClelland</u>	Y	
13. <u>Pamela Murry</u>	Y	
14. <u>Lori Freeman</u>	Y	
15. <u>Theodore (Teddy) Thomas</u>	Y	
16. <u>Norman (Wayne) Allen</u>	Y	
17. <u>Maurice Wallace</u>	Y	
18. <u>Lakiesha Lewis</u>	Y	
19. <u>Desiree Pettway</u>	Y	
20. <u>Terrence McCaskill</u>	Y	
21. <u>Teresa Wiggins</u>	Y	
22. <u>Wanetta Morgan-Hooks</u>	Y	
23. <u>Troy West</u>	Y	
24. <u>Candace Brown</u>	Y	
25. <u>Shawn Wyche</u>	Y	
26. <u>Timothy (Tim) Farmer</u>	Y	

Total:	26	Present
	0	Absent
	0	Late