

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



Clara Jackson
Vice President

Derrick Carr
Recording Secretary

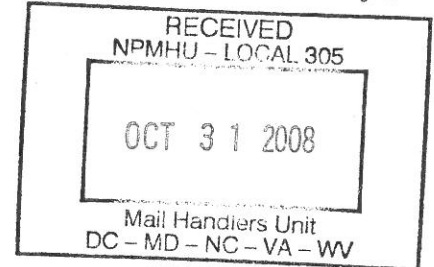
Mary Naylor
Washington, DC

Ed Evans
Maryland

Michael Lawrence
North Carolina

Teresa Harmon
Virginia

Kevin Fletcher
West Virginia



OFFICIAL MINUTES

The Executive Board Meeting
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
September 29, 2008

In attendance:

Kenneth Hayes-Local President
Clara Jackson-Vice President
Yam Cardin-Treasurer
Derrick Carr-Recording Secretary
Mary Naylor-District of Columbia State Executive Board Member
Ed Evans-Maryland State Executive Board Member
Michael Lawrence-North Carolina State Executive Board Member
Teresa Harmon-Virginia State Executive Board Member
Kevin Fletcher-West Virginia State Executive Board Member

Opening of the Executive Board Meeting:

1. President Kenneth Hayes called the meeting to order at 4:00 P.M. at the Sheraton Hotel City Center in Baltimore, MD.
2. Recording Secretary Derrick Carr did the invocation and called roll. All board members were present.

Review of the Minutes:

1. The minutes from the June 5, 2008 board meeting were passed out for review.
2. The following corrections and/or additions were noted:

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- a) Page 2-4, item 3, at top of page, add the word "cosmetic" before "corrections and additions"; and under Old Business change the word "and" to "an" in first sentence;
 - b) Page 3-4, item 1, under Financial Report, in fourth sentence add a comma after the word "detailed".
3. A motion was made to accept the minutes with the cosmetic corrections and additions by MDSEBM Ed Evans and seconded by NCSEBM Michael Lawrence. Motion carried unanimously.

Old Business:

President Hayes and the Board discussed the following old business:

1. The Union scholarships have been awarded to the amount of \$57,500 for the year. A lengthy discussion ensued concerning how future scholarship awards and VEBA Death Benefits will be awarded. All Board members are to be prepared to discuss the possible changes at the next Board meeting.
2. Steward certifications need to be corrected in various branches throughout the Local. The Local has already asked for updates on the number of Mail Handlers that are in each building and on each tour from the Branch Presidents. The purpose is to staff the branches in accordance with Article 17, of the National Agreement; and to avoid the Postal Service's challenge to our steward certifications in arbitration.
 - The compensation committee will take a closer look at all upcoming monthly reports and steward certification to ensure that the proper number of stewards are certified and paid.
 - If the number of Mail Handlers changes during the quarter requiring a change to the certification and/or pay, than the change will not take place until the next quarter.
 - A reminder was issued that each facility is entitled to have one Steward certified to process grievances that affect the entire facility.
3. All annual affair dates have been scheduled. Any Board member wishing to attend any of the affairs should notify the Local office in advance.

New Business:

The Board discussed the following new business:

1. DCSEBM Naylor raised a concern on how complaints from Mail Handlers in the field are handled by the Local. A suggestion was given that the Mail Handler be required to put their complaint in writing. After a lengthy discussion by the Board it was determined that President Hayes will discuss this with the National Office due to our responsibility under labor laws and a question as to the Local President's authority to require a complaint in writing.

2. There was a lengthy discussion about the finances of the Local Union and the possible affects it may have on the Adopt-A-Family program.
3. MDSEBM Evans questioned whether or not the QWL conference being held in Baltimore, MD would increase the likely-hood of the QWL process being instituted in the Baltimore facilities. The Board also discussed the future of the process in general and the future of the conference in particular considering the economic picture of the Postal Service.
4. President Hayes and Treasurer Cardin attended the branch meetings of Charlottesville, VA and Richmond, VA. The purpose is to give the membership an opportunity to meet with the two full time officers and to support the local branches. Branch Presidents are asked to send the local office the dates of their future branch meetings if they would like for the President and the Treasurer to attend.
 - The local office will send large branch meeting notices to the Branch President to be posted in the facility.
5. The Branch President for Bristol, VA, Peter Burse will be retiring as of October 1, 2008. To fill the vacancy VASEBM Harmon moved that Mail Handler West Cooper fill the vacancy of Branch President for the remainder of the term; President Hayes properly seconded the motion. Motion carried unanimously. The Board extends to BP Burse best wishes in retirement and thanks for the service rendered to the Mail Handlers.

The Board recessed at 6:00 P.M. and reconvened at 6:¹⁵~~00~~ P.M.

Financial Report:

1. Treasurer Cardin passed out the financial report for review. There was a lengthy discussion over the reports findings and possible cost saving strategies to ensure the financial solvency of the Local Union.
2. NCSEBM Lawrence motioned to accept the financial report. The motion was seconded by WVSEBM Fletcher and passed by a majority vote. See roll call sheet.
3. The financial report from the 2007 audit was passed out for review for the next Board meeting.

New Business (Continued):

1. The Board discussed two Article X charges length.
2. The upcoming SAMLU meetings were discussed. The previous observer to attend the last SAMLU came from Washington, D.C. The next two observers will come from West Virginia and then Maryland.

Being no further business MDSEBM Evans made a motion to adjourn and NCSEBM Lawrence seconded it. Motion passed unanimously.
Meeting adjourned at 8:30 P.M.

Fraternally yours,

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

Derrick Carr
Recording Secretary

LOCAL 305 UNION EXECUTIVE BOARD-2008

Date of Motion - SEPTEMBER 29, 2008

Motion: NCSEBM Lawrence moved to Accept Financial Report. WVSEBM Fletcher made a second. Motion passed by majority.

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|------------------|---------------------|---|---------------------------------------|--|-------------------------------------|
| Kenneth Hayes | President | Y | <input checked="" type="checkbox"/> N | <input type="checkbox"/> Abst | <input type="checkbox"/> |
| Clara Jackson | Vice President | Y | <input type="checkbox"/> N | <input checked="" 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 type="checkbox"/> N | <input type="checkbox"/> Abst | <input checked="" type="checkbox"/> |
| Ed Evans | MD, SEBM | Y | <input type="checkbox"/> N | <input type="checkbox"/> Abst | <input checked="" 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"/> |

| | |
|---------|----------|
| YES | <u>6</u> |
| NO | <u>1</u> |
| ABSTAIN | <u>2</u> |
| TOTAL | <u>9</u> |