

KEVIN

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

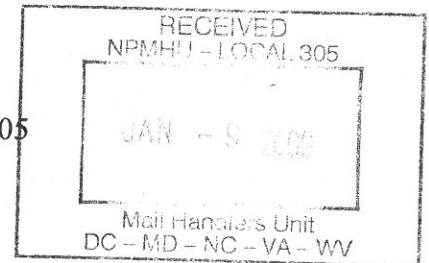
Michael Lawrence
North Carolina

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
December 19, 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 10:00 A.M. He gave a brief overview of the agenda for the day.
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 September 29, 2008 board meeting were passed out for review.
2. The following corrections and/or additions were noted:

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- a) Page 3 of 4, after paragraph #5, change the time that the meeting reconvened time from "6:00 P.M." to "6:15 P.M."
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. President Hayes followed up with the National office the issue raised at the previous Board meeting whether or not the Local could require Mail Handlers to put their complaints in writing prior to the Local office conducting an investigation. It was determined that it could not be required unless addressed in the Constitution.
2. The Local office will send large, generic local branch meeting notices to the Branch Presidents to be posted in the facility to notify members of an upcoming meeting.
3. 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 close 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.

Financial Report:

1. Two Accountants from the Bond Beebe accounting firm that represent Local 305 gave a lengthy presentation concerning the finances of the Local. Bond Beebe has provided financial services and audits for the Local for the past several years. Their presentation included handouts of the financial statements for the year ending December 31, 2007 to include reports on the Financial Position, Activities, and Cash Flow; a Balance Sheet as of November 30, 2008; and an Unaudited Historical Income Statement and Budget. The Historical Income Statement covered the period from the 2003 to November of 2008 to include an estimate of December 2008, and a Budget for 2009. Prior to leaving

the meeting, the accountants answered the many questions presented from the Board.

2. After the accountants left the meeting the Board discussed at length the detailed reports and the need to make changes in how the Board and the Council of Local 305 will deal with those factors that affect the overall financial picture to include the decline in association dues and the affect that the economy has had on the Local's investment.

The Board recessed for lunch at 2:00 P.M. and reconvened at 3:15 P.M.

Financial Report Continued:

3. President Hayes stated that the Board and Council meeting would be moved from the month of February to January 23-25, 2009, to discuss and address the need for changes to the bylaws and other areas that affect the finances of the Local.
4. MDSEBM Evans moved to accept the disbursements as contained in the financial report. The motion was seconded by NCSEBM Lawrence and passed by majority vote. See roll call sheet.
5. President Hayes gave a brief overview of the plan that was discussed at previous Board meetings to include the Scholarship Program into the VEBA Benefit Plan. This would enable the Local to save money and shift the expense of the Scholarship Program to the VEBA Benefit Plan; after a lengthy discussion DCSEBM Mary Naylor made the following motion:
 - to have the Death Benefit Plan to provide up to \$5,000 per member and in no event will the total death benefit exceed \$30,000 for a calendar year. In the event that there are more than six (6) eligible members applying for the death benefit in a calendar year, the \$30,000 will be divided equally among the total number of eligible members applying for this benefit at the end of the calendar year. The motion was seconded by VASEBM Teresa Harmon and carried unanimously.
 - It is understood that the Sick Pay Plan, the Death Benefit Plan, and the Scholarship Plan will be covered by the VEBA.
6. The Executive Board discussed several areas of concern that will affect the budget for the year 2009 to include, but not limited to the following:
 - SAMLU attendance – fruit baskets – retirement packages
 - Membership gifts – proper steward certifications
 - Compensation adjustments for officers and stewards
 - Housing and utilities of fulltime officers -
 - New member incentives – annual affairs
7. President Hayes stated that in order for the Local to avoid spending too much on annual affairs, all contracts for future annual affairs must have prior approval from the Local President or Treasurer. There will be no exceeding the allowable budget for the annual affairs, nor will the Local Treasurer honor contracts signed prior to their approval.

8. The Board addressed the cost of the union housing and how they are paid. At present, the Local is paying 100% of the utilities for all union housing. After a lengthy discussion Recording Secretary Carr made a motion that the occupants of Union provided housing pay 50% of the cost for all utilities effective February 1, 2009. The motion was seconded by WVSEBM Kevin Fletcher and passed unanimously.

New Business:

The Board discussed the following new business:

1. New Constitutions for the membership will be provided to all the Branch Presidents at the next Council meeting.
2. President Hayes updated the Board on the following information obtained at the last SAMLU meeting:
 - Coventry, the provider of the Mail Handler Union Health Plan will ship the materials to the health fair sites instead of shipping them to the health fair representative. Therefore, the representative will not have to carry the material around.
 - Vice President Sam D'Ambrosio will work at the National office fulltime effective January 1, 2009. He will be dealing with step 4s, training, and contract administration.
 - Nationwide there were 370 Mail Handlers that agreed to the early out.
 - USPS developed a new AMP handbook, Area Mail Processing. The handbook is used at Plants to determine staffing for a facility. It will be sent to the Branch Presidents once it is made available to the Local office.
 - The tour two compression or downsizing is not being mandated from Postal Headquarters. There are several problems that management is experiencing in attempting to downsize tour two. APWU has filed a grievance based on not being notified at least six months in advance.
 - The National office will allow the Local Unions to negotiate with management concerning Mail Handlers working 4/10 hr. days. There are several concerns with this type of work schedule, which may include loss of overtime, loss of two holidays, how these hours would affect light duty employees, and Sunday premium. Another concern would be how it would affect the PTF's and the unassigned regulars. If management initiates talks concerning going to 4/10 hr. workdays contact the Local office.
 - There will be a National Finance training conducted in January 2009 that Treasurer Cardin would be attending and Legislative training will be conducted May 20-21, 2009.
 - The Article 12 Taskforce will be instituted once again.
 - Handouts on the new changes to the FMLA regulations were passed out. Some of the changes are not favorable to the employees. They will take affect January 19, 2008. The changes will affect the continuing

treatment clause, the issue concerning the diagnosis of the illness, and the time the employee has to recertify.

3. Steward's training may take place in the field beginning in May 2009. All facilities in close proximity to a central location may have some stewards trained. The trainers will come to the field to avoid the expense of bringing the stewards to the Local office.

Being no further business VASEBM Harmon 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 read 'Derrick Carr', with a long horizontal flourish extending to the right.

Derrick Carr
Recording Secretary

LOCAL 305 UNION EXECUTIVE BOARD-2008

Date of Motion - December 19, 2008

Motion:

Motion by MDSEBM Ed Evans to accept the disbursements as contained in the financial report. It was properly seconded by NCSEBM Michael Lawrence.

Kenneth Hayes	President	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	Abst <input type="checkbox"/>
Clara Jackson	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 type="checkbox"/>	N <input type="checkbox"/>	Abst <input checked="" 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 checked="" type="checkbox"/>	N <input 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"/>

YES 8

NO -0-

ABSTAIN 1

TOTAL 9