

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
June 8, 2009

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 10:20 A.M.
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 January 22, 2009, January 23, 2009, and the March 13, 2009 board meeting were passed out for review.
2. The following corrections and/or additions were noted for January 22, 2009:
 - a) Page 2 of 4, add "is" between "it" and "already", on the third line of the second bullet under Financial Report.

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- b) 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.
3. The following corrections and/or additions were noted for January 23, 2009:
 - a) Page 2 of 3, item (b), add the letter "s" to the end of the word "President" on the first line and to the word "statement" on the fifth line; also, remove the letter "a" from before the word "statement" on the fifth line.
 - b) A motion was made to accept the minutes with the cosmetic corrections and additions by MDSEBM Evans and seconded by VASEBM Teresa Harmon. Motion passed unanimously.
4. The following corrections and/or additions were noted for March 13, 2009:
 - a) Page 2 of 2, item #6, remove the first word "the" in the second sentence.
 - b) A motion was made to accept the minutes with the cosmetic corrections and additions by MDSEBM Evans and seconded by NCSEBM Lawrence. Motion carried unanimously.

Scholarship Report:

President Hayes stated that there were 18 scholarships awarded this year totaling \$28,300. The scholarships did not come out of the Local's budget, but from the VEBA fund. The awards granted were based on scholastic achievement, scholarship qualifications, and financial need.

Training Report:

BMC Task Force

- President Hayes stated that the National Office will continue with the Bulk Mail Center (BMC) Task Force and Vice President Clara Jackson and NCSEBM Lawrence will represent the Local.
- The Board discussed the U.S. Postal Service's plan to change the existing Bulk Mail Centers to a Network Distribution Center (NDC) with three different tiers. The Tier 1 centers will handle the local mail; Tier 2 centers will do the local mail; and the surrounding areas, and the Tier 3 centers will handle the local, surrounding areas, and the regional mail. There will be a 3-6 month pilot program in the Northeast region. The Washington, D.C. BMC may become a tier 1 and the Greensboro, N.C. BMC may become a tier 2. As a result of this new system and the installment of the FSS, there maybe some excessing of Mail Handlers from various facilities.

Article 12 Task Force

- The National Office held a meeting on June 8, 2009, to discuss residual vacancies and job with holdings.

- The Board also discussed the tour compressions that the U.S. Postal Service conducted at many facilities. It was noted that due to the many mistakes that were made during the compression of tours, the Representatives in the field will have to observe how management is working the operations since the excess. President Hayes gave the example of ensuring that they are not paying someone higher level to use power equipment if they abolished a Power Equipment Operator position from the section.

VEBA Report:

President Hayes discussed the financial status of the VEBA Trust, which declined from 5 million dollars to approximately 3.1 million as a result of the financial market in the year 2008. He reiterated how the Local can utilize 2% of the VEBA Trust for the Union Scholarship, the Death Benefit, and the Sick Pay Benefit Plans. For the year 2009, the 2% equates to \$66,000 of which \$28,300 was used for the scholarships. There is \$16,164 pending in sick pay and death benefits.

The Benefit Plans are for members in good standing. There was a lengthy discussion concerning what determines a member to be in good standing, what to do with members who have not paid union dues as a result of being out on an extended illness, and whether or not adjustments have to be made to the application of the Sick Pay Plan. Further discussion was tabled until after lunch.

The Board recessed for lunch at 12:00 P.M. and reconvened at 1:30 P.M.

VEBA Report (continued):

In accordance with the VEBA rules already established, a member must be in good standing the five years immediately preceding the date the claim is filed. It is the member's responsibility to ensure that their dues are paid to the Union and the VEBA will enforce the rules already in place concerning being a member in good standing. President Hayes moved to pay all outstanding claims that were previously suspended from March 2009 to June 2009 in accordance to existing rules. NCSEBM Lawrence seconded the motion. Motion passed unanimously.

Election Report:

The Board discussed the needs for the Local's upcoming election for the Executive Board and the Council. It was determined that there will be five Judges of Election to help expedite the process. The Judges will only have contact with the Local's Attorneys and the election operation will be housed in another facility other than the Local's Headquarters. The first scheduled meeting for the Judges is tentatively scheduled for August 31, 2009, pending the Attorney's schedule.

President Hayes solicited several names from the Board members to serve as Judges of Election. The following Mail Handlers were nominated:

Greg Cocke (Lynchburg, VA), Lori Freeman (Southern MD), Jeff Delph (Richmond, VA), John Battle (Fayetteville, NC), Chris Bynaker (Suburban MD), Mike Melton (Linthicum, MD), and Kathy Davis (JCTM).

After a brief discussion on each of the Mail Handlers nominated the following members were selected to serve as Judges of Election for 2009:

Greg Cocke, Lori Freeman, Jeff Delph, John Battle, and Chris Bynaker.

The Board selected Greg Cocke to serve as the Chief Judge; Mike Melton and Kathy Davis will serve as alternates.

DCSEBM Mary Naylor stated her objection to not having a member from Washington, D.C. to serve as a Judge of Election.

Financial Report:

1. Treasurer Cardin disseminated and the Board reviewed the Balance Sheet as of June 5, 2009 and the Operating Expense Budget Data. After a lengthy discussion NCSEBM Lawrence moved to accept the financial report. VASEBM Harmon seconded the motion. Motion passed unanimously.

Contract Administration Department:

Kevin Fletcher, Director of the CAD covered several issues to include:

- Concerns with the Local not receiving some step 3 appeals from the field.
- Withholding notices, article 12, and the affects that the deployed FSS systems will have on some sites.
- Southern MD having some Mail Handlers on operation 340 which is for non-productive work hours.
- The Postal Service intent to close and/or consolidate some stations and branches.
- Function 4 Audits being conducted at the stations, which determines how much work is being performed by the Mail Handlers. When an audit is being performed the Mail Handler and the Steward should keep track of the work being performed.
- The possible closing of the private facilities that are handling the empty equipment. This responsibility may come back to the Postal Service for the Mail Handlers to handle.
- The Postal Service is sending out Letters of Demands for the monies they claim is owed to them by craft employees. Once an employee receives one he/she should request a waiver and file a grievance. The criterion for requesting a waiver is in section 460 of the ELM.

New Business:

1. The last day for the Lead Representative for the Greensboro BMC, Comie Coleman, will be June 8, 2009, due to his retirement from the Postal Service.

President Hayes moved to have the remainder of the term for the Branch President position, at the Greensboro BMC, to be filled by NCSEBM Lawrence. MDSEBM Evans seconded the motion. Motion carried unanimously.

2. President Hayes moved to approve any expenditure exceeding \$5,000 for the Annual Affairs. Recording Secretary Carr seconded the motion. Motion carried unanimously.
 - President Hayes stated that the Executive Board members wishing to attend any Annual Affair will have to do so at his or her own expense with the exception of the Local's two full time officers: the President and the Treasurer.
3. WVSEBM Fletcher stated that the Postal Service is not readily adhering to Article 7.3 concerning the 90-10 ratio of full time to part time.
4. The Board discussed the need for communication to occur between the Branch President, the Advocate, and the Local office concerning the settlement of grievances that have already been appealed to step 3, or pre-arbitration awards. It was determined that no settlement should be made prior to speaking to the Advocate or the Local office.
5. The National Office has filed briefs and is waiting for a decision for the RI-399 issue concerning the SPBS. This was a case that was filed by APWU; the NPMHU will select the next case for RI-399.
6. Treasurer Cardin requested that all receipts be turned in to the Local in a timely manner.

Being no further business MDSEBM Evans made a motion to adjourn and Recording Secretary Carr seconded it. Motion passed unanimously. Meeting adjourned at 4:21 P.M.

Fraternally yours,



Derrick Carr
Recording Secretary