

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
August 31, 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

Prior to the opening of the Executive Board meeting, a lengthy presentation was given by a representative from American Income Life Insurance Company, the PR Director, Vivian Dwyer. Under the basic program, the company provides accidental death and dismemberment insurance; discount health services for prescriptions, vision and hearing care, and chiropractic services at no cost to the Union or to the membership. For a nominal fee, the member will be able to upgrade from the no cost plan to the Gold program and receive additional benefits such as, dental discounts, to include cosmetic dentistry; travel assist and discount plan; discounts on vitamins and supplements; and a 24 hour nurse help-line (Not automated). Ms. Dwyer also provided other information about the company and the program and answered all question presented by the members of the Board. The Board discussed the possibility of obtaining the benefit plan for the members and decided to table the talks until further investigation was conducted.

Opening of the Executive Board Meeting:

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



1. President Kenneth Hayes called the meeting to order at 11:20 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 June 8, 2009 board meeting were passed out for review.
2. The following corrections and/or additions were noted:
 - a) Page 2 of 5, last sentence on page, make "with holdings" one word; Page 3 of 5, under VEBA Report, second line from the end, change the word "to" to "with" before the word "existing" and after "accordance"; Page 4 of 5, fourth sentence on the page, change the name to "Kathy Davis-Banks" and add "Kathy Davis-Banks will serve as the first alternate."
Page 4 of 5, under Contract Administration Department, fourth bullet, change "Postal Service" to "Postal Service's"; and under the last bullet in the same section remove the letter "s" from "Demands".
 - b) After a lengthy discussion and clarification concerning the issue of who the first alternates would be, a motion was made to accept the minutes with the cosmetic corrections and additions by VASEBM Teresa Harmon and seconded by NCSEBM Michael Lawrence. Motion carried unanimously.

BMC Task Force:

The Board discussed the changes that the Postal Service made concerning the Bulk Mail Centers change from BMCs (Bulk Mail Centers) to NDCs (Network Distribution Centers), which goes into effect August 1, 2009. President Hayes requested that the two Board members who are on the BMC Task Force, Vice President Clara Jackson and NCSEBM Lawrence, submit any and all questions concerning this change to the local office by September 10, 2009. President Hayes stated that he will submit the questions at the next Semi-Annual Meeting of the Local Unions. There was further discussion as to how these changes will impact the Greensboro, NC BMC and the Southern MD BMC, concerning the need for excessing to and from the facility, and what criteria was used to determine the type of NDC that each facility will be.

Article 12 Task Force:

- President Hayes stated that the National Office requested that all facilities that have Mail Handlers on standby time (operation 340) to keep track of the total hours used and submit a weekly report to the Local office and to the Eastern Region Vice President, Sam D'Ambrosio of the National office. It was noted that JCTM just started placing Mail Handlers on the standby time.
- There was also some discussion concerning facilities that may have to undergo further compression or reassignments due to the removal of the Small Parcel

Bundle Sorter (SPBS) from their facility; Baltimore IMF and JCTM may be affected.

- The settlement for the early retirement incentive package signed by NPMHU and the Postal Service, offering early outs through retirements or resignations to a predetermined number of employees, was signed August 24, 2009. It is the position of the National and Local office that the Postal Service should not excess any Mail Handlers during the period in which a Mail Handler may apply for the early out - from August 24, 2009 to October 9, 2009. President Hayes explained that management should not excess because they will not know how many people will apply for the early out, which would have an affect on the sections that need to be excessed. He also stated that there should be no excessing from buildings, tours, or any other section until the retirement incentive period is complete; any and all excessing is prohibited.
 - It was also noted that the early retirement incentive package applies to anyone who resigns or retires during the period of August 24, 2009 to October 9, 2009, even if you applied prior to that date but the separation is not effective until the time period given.
- President Hayes stated that we will experience some consolidations of facilities in North Carolina, Maryland, and Virginia. The HASP, in Lanham, MD will be consolidated with Southern MD; date yet to be determined. President Hayes and other representatives of Local 305 will meet with representatives from the Postal Service so that he can then meet with and answer any questions from the members in the field.

Contract Administration Department:

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

- Discussed the various types of NDC facilities and stated that this new classification of the BMC and the change in how they are separating the mail should not affect craft jurisdictions. There will be new breakdowns or sections but no change in jurisdiction.
- Management is reducing the number of FSS equipment being deployed in the field due to a decrease in mail.
- Grievance activity is the same however; there are a large number of denials pending from step 3. The arbitration docket is low for cases pending arbitration.
- There was a brief discussion concerning grievances being arbitrated or withdrawn; and the concern of how management might want to attempt to send Mail Handlers on standby to other facilities. Branch Presidents should not agree to this at the branch level; discuss any issues with Mail Handlers on standby with the Local office.
- The Director of CAD Fletcher reminded the Board that the Stewards in the field must make their arguments at step 2 of the grievance-arbitration procedure; there must full disclosure.

The Board recessed for lunch at 12:50 P.M. and reconvened at 2:00 P.M.

Financial Report:

1. Treasurer Cardin disseminated and the Board reviewed the Balance Sheet as of August 28, 2009 and the Operating Expense Budget Data. After a lengthy discussion, and question and answer period NCSEBM Lawrence moved to accept the financial report. President Hayes seconded the motion. Motion passed unanimously.

VEBA Report:

The Board discussed at length the following draft amendments to the VEBA Trust, the Death Benefit Plan, the Sick Pay Benefit Plan, and coordination/administrative guidelines.

Draft amendments of the Trust:

Article I.~B.3

“Commencing 2010 the Union and Trustees shall not authorize Trust Fund expenditures or benefit obligations on account of all Participating Plans that together, in any calendar year, exceed two percent (2%) of Trust Fund Net Assets Available for Benefits (NAAB) as measured on December 31 of the immediately preceding calendar year.”

Article III.~B.2

“Fund transfer schedules designed to reimburse Plan Administrators for benefit payments of all Participating Plans in a total annual amount not exceeding 2% of Trust Fund Net Assets Available for Benefits (NAAB), as measured at December 31 of the previous calendar year, are presumed to satisfy the requirements of this provision.”

Draft amendments of the Death Benefit Plan:

Article III.~3

“This plan provides a death benefit equal to the lesser of (i) \$5,000 or (ii) an amount equal to \$30,000 divided by the number of Approved Claims arising from eligible Member deaths in the relevant calendar year.”

Draft amendments of the Sick Pay Plan:

Article III.~C

“This plan provides a sick pay benefit of \$100 per week up to a total of \$1,000. This benefit is available to eligible Members who have not previously received benefits under this Plan and who file timely and qualified claims approved by the Plan Administrator.”

There was a lengthy discussion concerning this amendment because the availability of this benefit was reduced to a one time benefit for the life of the member based on the

language in the second sentence which stipulates that the member could not have "previously received benefits under this Plan". The amendment was amended as follows:

*"This plan provides a sick pay benefit of \$100 per week up to a total of \$1,000. This benefit is available to eligible Members who have not previously received **Sick Pay** benefits under this **Sick Pay** Plan and who file timely and qualified claims approved by the Plan Administrator."*

The VEBA Trustees will be meeting on September 3, 2009 and President Hayes will present them with our amendments.

New Business:

1. DCSEBM Mary Naylor raised a concern presented to her from a Mail handler from the field of why the Union no longer gives a check to qualified Mail Handlers who retire? President Hayes stated, that the Branch Presidents need to remind their people that it was a decision of the Council, which includes all Branch Presidents and Executive Board members, to reduce cost and expenses of the Union by reducing such expenditures. However, he reminded everyone that the issue be revisited by the Council at a future date.
2. Brief discussion about the status of the Health Plan and how the proposed legislation of President Obama's Health Care plan will affect the Mail Handlers.
3. There will not be a QWL conference this year, however there may be one next year. The Union will give a presentation to Ms. Gloria Gray who is retiring from the Postal Service. Ms. Gray has been instrumental in assisting the QWL process. Once the date of her retirement is scheduled President Hayes along with the three Branch Presidents in our Local who are involved with QWL: Branch President Mary Naylor, JCTM, Branch President Clara Jackson, Southern, MD, and Branch President Derrick Carr, Suburban, Md, will attend the retirement function along with President Hayes.
4. The National office maybe sending a representative to the HRSSC in Greensboro, NC to assist with correcting the problems that they are having with the posting of the bid jobs.
5. The problem that facilities are experiencing with reassignments, bid jobs, and unassigned regulars are agenda items for the upcoming SAMLU meeting in Chicago.

Being no further business MDSEBM Evans made a motion to adjourn and VASEBM Harmon seconded it. Motion passed unanimously. Meeting adjourned at 4:15 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