

LOCAL 305 MIDATLANTIC **MAIL HANDLERS**



District of Columbia • Maryland • North Carolina • Virginia • West Virginia

Kenneth A. Hayes, President • Dunleigh Y. Cardin, Treasurer • 4907 Fitzhugh Ave., Suite 100 • Richmond, VA 23230-3533

Charles Manago
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 21, 2010

In attendance:

Kenneth Hayes-Local President
Charles Manago-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 10:30
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 February 8, 2010 board meeting were passed out for review.
2. The following corrections and/or additions were noted:

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



- a) On page 3 of 6, first paragraph, first and second lines, separate the word "maybe"; same paragraph, remove the last word "into"; Second paragraph, remove the last word "into"; In the sixth paragraph, last line, change the word "form" to "from";
- b) Page 4 of 6, first paragraph, third sentence, replace "are they" with "would be", and after the word "section" replace "in" with the word "with"; the second paragraph under the NLRB Report, third sentence, remove the words "office of the";
- c) Page 5 of 6, item #2 under General Discussion, first bullet, replace "Delivery Stations" with "Customer Service facilities"; and in item #4, first sentence, add "was had" after the word "discussion" in the first sentence;
- d) Page 6 of 6, second sentence under New Business (Continued), add "charge was" after the word "Article X".
- e) A motion to accept the minutes with the cosmetic corrections and additions was made by MDSEBM Ed Evans and seconded by Vice President Charles Manago. Motion carried unanimously.

VEBA Report

The VEBA Plan has been revised and all Council Members have been provided with the new edition of the VEBA plan. The entire plan will eventually be made available on the Local web site. Treasurer Cardin attended the last Trustee meeting where the decision was made to change from one Investment Company to another because of the difference in how they handle fees and commissions.

At the end of 2009, the VEBA Trust fund had increased to over 4 million dollars. As stated at the previous Board and Council meetings, only 2% of the Trust fund, per year can be utilized for the purposes of Union Scholarships, the Sick Pay plan, and the Death Pay benefit. Approximately \$31,000 has been used thus far, leaving approximately \$50,000 remaining in the Trust fund.

Article 12 Report

President Hayes gave an Article 12 report to include the following issues:

- Charlottesville, VA P&DC has completed the excessing of Mail Handlers to the Richmond, VA P&DC. There were 25 Mail Handlers impacted by the excess, while 6 Mail Handlers remained. There were time-keeping issues and problems arising wash-up time during the Mail Handlers lunch period. Although some of the issues are in the grievance procedure, President Hayes stated he would address the Union's concerns with the new Vice President over the Capital-Metro, Tim Haney.

Another concern at the Charlottesville, VA facility was management's decision to excess employees by level and not by seniority. It is the position of the Union at

- the National level that excessing should be done by seniority; therefore the Local has filed a grievance on behalf of the Mail Handlers in Charlottesville, VA.
- There were 6 Mail Handlers impacted by the excessing and the consolidating of operations from Hickory, N.C. to Greensboro, NC.
 - President Hayes stated that we would likely continue to see facilities affected by tour compressions due to decreases in mail volume. He also stated that we might see additional Mail Handlers brought to the Local as a result of employees in other areas being affected by reassignments.
 - There was a brief discussion concerning the impact of mail volume and possible consolidations of operations in other areas within the Local's jurisdiction.
 - It was noted that the entire Local is presently under article 12 withholding because facilities within the Local's jurisdiction and in the immediate surrounding area are experiencing constant shifts and changes in manpower. President Hayes stated that due to the Postal Service experiencing loss in mail volume and the increasing use of automation, the Local would constantly be involved with issues concerning article 12, of the National Agreement.
 - There was a lengthy discussion concerning the Human Resource Shared Services Center (HRSSC) and the problems that have occurred with bid jobs and bid postings.
 - In particular the Board discussed the seniority of employees that were excessed from the HASP to Southern, MD and the affect it had on the most recent bid posting. It was noted that the seniority given to those employees included the entire time spent as a Mail Handler in their Postal Career, which is in accordance with article 12, of the National Agreement.
 - The next jurisdictional issue to come up before arbitration will be the four (4) hour rule at the delivery stations and branches. The argument is whether or not a Mail Handler position exists when there are 4 or more hours of continues Mail Handler work at the facility.
 - Finally, President Hayes discussed the difference between the consolidation of a facility and the centralization of operations. He noted that a consolidation is when everyone leaves the facility and during centralization, some Mail Handlers will remain in the facility. He also stated that during a consolidation, the gaining facility could opt to reopen their Local Memorandum of Understanding.

National Reassessment Process Report

It was noted that management is just beginning phase 2 of the process in several areas within the Local, but they are completing phase 2 in Richmond, VA. The Merrifield, VA facility is about to begin the interview phase of the process. JCTM, Southern, MD, and Suburban, MD just conducted the phase 2 orientation. There have been no significant changes noted in our area, although there have been some problems in other parts of the country. One of the major issues that the Local will be reviewing is how management determines what constitutes "necessary work", which is the work that can be afforded to the limited duty employee.

Contract Administration Department (CAD) Report

Kevin Fletcher, the CAD Director gave a report to include the following issues:

- President Hayes and CAD Director Fletcher visited the Dulles, VA facility to receive an overview and tour of the FSS machines located in that facility. Although Dulles, VA has 4 machines being tested, none have been accepted by the Postal Service. The other facilities within our Local to receive the FSS operation will be Raleigh, NC; Greensboro, NC; Richmond, VA, and JCTM. Based on the National jurisdiction of assignments the Postal Service has determined that in general the machines require 2 clerks and 9 Mail Handlers.
- Director Fletcher discussed in further detail the jurisdictional grievance waiting to be heard concerning the 4 or more hours of continuous work being performed at the delivery stations, which is scheduled for arbitration. He noted that the Mail Handlers at the stations could assist the Local by keeping a journal of the work being performed throughout the day. The Local will have to conduct our own study similar to the function 4 conducted by the Postal Service.
- There was a lengthy discussion about the difference between prepping on and off of the SPBS and the sweeping function that clerks are allowed to perform as part of their rotation. In particular, the issue that arose from the Suburban, MD facility could be resolved from a safety standpoint first and foremost; noting that there is an inherent safety concern with Mail Handlers prepping on the SPBS while bundles of mail are falling into the container that the employee is prepping from.
- Director Fletcher extended praise to the Advocates in the field and their handling of the various arbitrations within the Local.
- President Hayes stated that Stewards should not request a Last Chance Agreement (LCA) as part of a remedy when filing a grievance. He stated that when doing so, it is tantamount to agreeing with management that the grievant is guilty. The requested remedy should be, "to make grievant whole", which leaves open the possibility of negotiating something later on.

Training Report

President Hayes gave a tentative schedule for some upcoming stewards training:

- Dulles, VA, Merrifield, VA, JCTM, Southern, MD, and Suburban, MD for the first week in August 2010;
- The two facilities in Greensboro, NC and possibly others in North Carolina may receive training in the second week in August 2010.

He noted that based on some of the grievances that have been filed in the field it was necessary to give some refresher steward training. He will be requesting the Branch Presidents from each facility to present names of the Mail Handlers they wish to receive the training.

Financial Report

Treasurer Cardin distributed for review copies of the audits conducted for the years 2007 and 2008, along with the Balance Sheet as of June 18, 2010. The audit for the year 2009 has not been completed. There was a lengthy discussion concerning the Local's budget, expenses, Money Market account, LIUNNA Pension plan, the cost of building repairs, and the cost of annual affairs. After a brief question and answer period MDSEBM Evans moved to accept the financial report. NCSEBM Lawrence seconded the motion. Motion passed unanimously.

Old Business

1. President Hayes issued a reminder that all Branch Presidents are required to give advance notification as to when and where the Branch meetings will be held. The advance notification will allow greater opportunity for the President and/or the Treasurer to attend the meeting.
2. An additional reminder was issued that all Branch Presidents should have Labor-Management meetings at least once a quarter; the larger facilities may have to have the meetings more frequently.
3. The Department of Labor is currently reviewing several election protests. Some time near the end of June 2010, is when some decisions should be rendered.

New Business

1. The Board reviewed and discussed extensively an Article X charge.

President Hayes opened the discussion for any new business or concerns. Being no further business, Recording Secretary Carr made a motion to adjourn the meeting; VASEBM Harmon properly seconded it. Motion passed unanimously. Meeting adjourned at 2:40 P.M.

Fraternally yours,



Derrick Carr
Recording Secretary