

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

A.F.L./C.I.O.

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
November 15, 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 10:20 A.M.
2. Recording Secretary Derrick Carr did the invocation and called roll. All members were present.

Review of the Minutes:

1. The minutes from the September 27, 2010 and the September 28, 2010 Board meetings were distributed for review.
2. The following corrections and/or additions were noted for September 27, 2010:

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- a) Page 1 of 6, under the Opening of the Executive Board meeting, item #2, first sentence, remove the word "roll" from end of sentence;
 - b) Page 2 of 6, last paragraph on page, second sentence, change the year from "2011" to "2010";
 - c) Page 4 of 6, first full paragraph on the page, second sentence, add "Dulles, VA" after "Southern, MD";
 - d) Page 5 of 6, under the National Reassessment Process Report, second paragraph, first sentence, change the word "there" to "their";
 - e) MDSEBM Ed Evans moved to accept the minutes with the cosmetic corrections and additions. The motion was seconded by VASEBM Teresa Harmon. Motion carried unanimously.
3. There were no corrections and/or additions for the September 28, 2010 meeting. DCSEBM Mary Naylor moved to accept the minutes as read. The motion was seconded by President Hayes. Motion carried unanimously.

Old Business

Annual Affairs:

President Hayes stated that all of the Annual Affairs have been completed for the year. The Board discussed the need to present to the Council a detailed report to include the success and failures and the cost effectiveness of how annual affairs are presently being conducted. This report will assist the Council in making prudent decisions on how Local 305 will conduct future annual affairs. President Hayes stated that he and Treasurer Cardin intend to have the report available for review at the next Council meeting.

LIUNA Convention:

The Board discussed the need to have Judges of Election for the upcoming election for Delegates to represent Local 305 at the LIUNA Convention to be held in the year 2011. It was determined that there will be five (5) Judges. President Hayes stated that it will benefit the Local and the election process if we select at least two (2) Mail Handlers who have experience in serving as Judges and for at least one of the five (5) Judges to be from the Richmond, VA area for the purpose of maintaining the Judge's office and for taking care of the Post Office Box used during the election. After a period of soliciting names and a brief discussion, NCSEBM Michael Lawrence made a motion to accept the following Mail Handlers to serve as Judges for the upcoming election for Delegates to the 2011 LIUNA Convention:

1. Greg Cocke, Lynchburg, VA
2. Mike Melton, Baltimore, MD
3. Jeff Delph, Richmond, VA
4. Metrell Bunch, Washington, DC (JCTM)
5. Lori Tickle, Greensboro, NC

The motion was seconded by DCSEBM Mary Naylor. **Motion carried unanimously.**

Recording Secretary Carr reminded the Board of its previous commitment to include the entire Executive Board in the nominating of Mail Handlers to serve as Judges and in other capacities within the Union and not just take the recommendations from the State Executive Board Members.

The Board also discussed the constitutional requirements to serve as a Judge; the number of delegates required to attend the Convention; and the expenses associated with their attendance. President Hayes stated that LIUNA will pay per diem for travel and lodging, however he would like for the Delegates to utilize their own leave for attending the convention instead of having the Local pay for the delegate's lost time; doing so would allow the Local to send a large delegation to the Convention. After several lengthy discussions the topic concerning the number of delegates to send to the Convention was tabled until further information could be obtained.

VEBA Report:

President Hayes reported that we are well under the two percent (2%) cap of the VEBA funds allocated for the VEBA Plan that include Sick Pay Benefits, Death Pay claims, and all Scholarships for the year 2010. Any money within the 2% cap not utilized this year will carry over into next year's budget. It is also hoped that in the future a Scholarship Banquet will be possible if there is a sufficient money available.

Article 12 Report:

President Hayes reiterated from the previous meeting that the Postal Service will continue to excess craft employees, compress tours, and consolidate facilities as long as there is a decrease in mail volume, increased use of automation, and the continued use of mechanization. The Postal Service is reacting to the many external circumstances that are affecting the business. President Hayes also covered the following issues in his report:

1. The Local has been notified that JCTM in the District and Dulles, VA P&DC have been targeted by the Postal Service to excess from the facility 62 and 31 Mail Handlers respectively.
2. The Local will file a grievance on behalf of several Mail Handlers at the Dulles facility due to them having already been excessed from New Jersey and that management is not adhering to the principle in article 12 to keep such disruption to a minimal.
3. President Hayes and the Contract Administration Director, WVSEBM Kevin Fletcher will conduct a meeting at each of these facilities to address the concerns of the Mail Handlers. A manager from the Postal Service may accompany them. The meetings are tentatively scheduled for December 1, 2010 at Dulles, VA and December 2, 2010 at JCTM.

4. We have received notice that management is currently planning to excess 7 of the 12 Mail Handlers from the Waldorf, MD facility.
5. The Postal Service believes it may be possible to relocate most of the employees being excessed from these facilities within a fifty (50) mile radius. It is the Local's position that a Mail Handler can elect to go further if a position is available.
6. The Raleigh, NC facility and the Greensboro, NC NDC, have just recently hired new Mail Handlers. The Local is making a request that management give Mail Handlers being excessed priority treatment for any vacant positions.
7. There was a lengthy discussion concerning the excessing of veterans, limited duty employees, light duty employees, and which craft should have priority to the residual jobs.

Training:

There will be Basic Steward training and Advance Steward training given to the Baltimore, MD P&DC, the Baltimore, MD IMF, and some of the other facilities within the Local. The expenses for this training will exceed \$5,000; therefore a motion was made by MDSEBM Ed Evans to allocate the necessary funds to conduct the Basic and Advance Steward training for those facilities where training is needed. The motion was seconded by NCSEBM Michael Lawrence. Motion passed unanimously.

Contract Administration Department (CAD):

WVSEBM Fletcher, the CAD Director for Local 305, gave a CAD report that included the issues that were discussed under the Article 12 report given by President Hayes and the following:

- The Arbitration Advocates are doing a superior job in the field arbitrating cases;
- Although many facilities have reduced the number of casuals on the work room floor, there is a continued need to monitor the activities of casuals to ensure that management is not violating the National Agreement. The Local will continue to pursue casual violations;
- The sixty (60) day excessing notices have been issued at Dulles, VA. It appears that management is looking to begin the process sometime near the end of January. The Local is actively fighting to lessen the impact of the excessing at all the facilities being targeted. JCTM has not received their 60 day notice;
- The Board reviewed a packet from the National office that will assist the stewards in the field with filing grievances when management withdraws or fails to provide a limited or light duty assignment to a Mail Handler. WVSEBM Fletcher sent these packets to the field after the previous Executive Board meeting. The discussion centered around management's responsibility to file a CA-7 on behalf of an employee who is being sent home because there is not enough work or no work available. It was noted

that those employees are entitled to unemployment compensation. President Hayes is considering having someone from the National office come to provide training at the next Council meeting;

- It is the position of this Local that management should provide work for those employees who are seeking limited and light duty.

CAD Fletcher concluded his report with discussions on function 4's and function 1's (management's work study tools); management's attempt to neutralize bid jobs; filing grievances on violations concerning the posting of assignments; excessing by juniority verses excessing by level, (Which has been appealed to step 4 of the grievance arbitration procedure); and how management is looking at the accumulation of LWOP by the limited and light duty employees

The Board recessed for lunch at 12:55 P.M. and reconvened at 2:00 P.M.

Financial Report:

1. The Board reviewed and discussed the financial statement as of November 15, 2010 and an Auditor's report concerning the financial picture of the Local. The Board discussed at length the reports given to include but not limited to the following issues that are affecting the Local's financial picture: the computers in the field; the telephone service; and the Health Care Plan with Coventry. Treasure Cardin noted that there was a reduction of 1.5 million dollars in revenue from the Health Care Plan. There was a brief discussion of the number of members in the Local and the possibility of having a membership drive to increase membership. Vice President Manago moved to accept the financial report. DCSEBM Naylor seconded the motion. Motion passed unanimously.

Old Business (Continued):

President Hayes stated that he is still looking into having steward badges available for the Branch Presidents to take back to their respective facilities to distribute to the Stewards after the next Council meeting.

New Business:

1. The Board discussed the issuance of aprons and/or smocks to the membership. It was suggested that the Branch Presidents should solicit the number of employees that would prefer a smock over an apron and give that information to President Hayes. President Hayes made a motion to exceed the spending limit of \$5,000 to purchase aprons and smocks for the membership. The motion was seconded by MDSEBM Evans. Motion passed unanimously.
2. There is a concern of how the NRP and the article 12 excessing can affect those employees who were hired under the special disability program or those employees who have received a disability since being hired. Each situation would have to be evaluated through the Americans with Disabilities Act

(ADA) guidelines. The Union will protect the rights of all employees to include those who are disabled.

3. There are five (5) pilot sites for the Automated Parcel Bundle Sorter (APBS), of which Merrifield, VA is one. The APBS is similar to the Small Parcel Bundle Sorter (SPBS) with the exception that it has fewer keying functions. Vice President Manago stated that there are some documents at the Merrifield facility that may attempt to change the craft jurisdiction of the APBS. It is the Local's position that the staffing guidelines should remain the same with the exception of a reduction in clerk craft employees due to the decrease in keying positions. WVSEBM Fletcher will check with the National office for further information.
4. There was a brief discussion about the RI-399 Inventories for each facility. President Hayes stated that the Local should have all active inventories in the file room at the Local office.

Being no further business MDSEBM Evans made a motion to adjourn the meeting, which was properly seconded by NCSEBM Lawrence. Motion passed unanimously. Meeting adjourned at 3:30 P.M.

Fraternally yours,



Derrick Carr
Recording Secretary