

# 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  
3645 Las Vegas Boulevard  
Las Vegas, Nevada 89109  
September 16, 2011

### 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**  
**Kevin Fletcher-West Virginia State Executive Board Member**

### Absent:

**Teresa Harmon-Virginia State Executive Board Member**

### Opening of the Executive Board Meeting:

1. President Hayes called the meeting to order at 10:05 A.M.
2. Recording Secretary Carr did the invocation and called roll. A quorum was established with eight (8) members present.

### Review of the Minutes:

1. The minutes from the June 3, 2011 Board meeting were distributed for review.
2. The following corrections and/or additions were noted for the June 3, 2011 minutes:

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- a) Page 2 of 4, 5<sup>th</sup> bullet under Article 12 Report, last sentence, remove the word "has" after the word "Hayes" and remove the word "Mail" from the end of the sentence;
  - b) **Addition:** There was a general discussion about the changes to the Federal Associate and Health Plan and the possible affect it will have on the dues and Union.
3. MDSEBM Evans moved to accept the minutes with the corrections and additions. Vice President Manago seconded the motion. Motion carried unanimously.

**Area Mail Processing (AMP) and Consolidation Studies:**

The Board discussed the U.S. Postal Service's plan to conduct AMP and Consolidation studies of approximately 250 – 280 facilities nationwide. The studies are conducted to determine how the Postal Service could better utilize facilities and operations for processing mail. President Hayes will send a list of all the facilities affected to the Branch Presidents and Chief Representatives on Monday, September 19, 2011, with the purpose of keeping the membership informed about the consolidation efforts of the Postal Service. The studies have not been conducted as of yet, but several teleconferences were held nationwide between Union officials and Postal Management to discuss the matter.

Based on the teleconference held on Wednesday, September 14, 2011, and the list of affected facilities provided to President Hayes there are approximately twelve (12) studies being conducted within the jurisdiction of Local 305.

**Article 12 Report (Excessing):**

The Board discussed the increased efforts by the Postal Service to excess employees from facilities, it was also noted that excessing within various facilities are taking place as well. President Hayes reported the following concerning the past excessing efforts of the Postal Service:

- The Local was successful in preventing the excessing of Mail Handlers from Dulles, VA, and Charlottesville, VA. There was an arbitration hearing scheduled for the Dulles, VA excessing, but the Postal Service opted to settle with the Union prior to arbitration and rescinded the excessing plans.
- Due to management's failure to meet certain standards and qualifications necessary for excessing at Southern, MD, the Local was able to halt the generation of excessing letters to the Mail Handlers.
- It was noted that although we were successful in preventing excessing in these three facilities, it does not prevent management from seeking to do so at a later date.

- It was determined by Local 305's investigation that Waldorf, MD exceeded 2 Mail Handlers too many, which could have an affect on the Postal Service's plan to move the Waldorf operations into Southern, MD. It is the Union's contention that retreat rights should be made available for 2 Mail Handlers to return to Waldorf, MD.
- There is a pending grievance arguing that JCTM (Washington, DC) exceeded 20-28 Mail Handlers too many.
- There is a task force reviewing the affects of the excessing that is going on within the Postal Service. The task force has determined that priority consideration for reassignment will be given to those employees of facilities who are being impacted.
  - If an employee requested a reassignment prior to becoming impacted by an excess, that employee needs to submit the request again as an impacted employee to receive that priority treatment. If there are any problems that arise out of this situation, the task force must be notified because this would not be a grievable situation.
- The National Postal Mail Handler Union will join with the other postal unions to participate in a rally that will be held at every congressional district on Tuesday, September 27, 2011. The purpose of the rally is to address those concerns that affect Postal employees, the Unions, and the Postal Service in general. All Mail Handlers are going to be encouraged to participate. Vice President Manago has requested information about a permit for a rally at one of the congressional districts. T-Shirts will be made available.

There was a general discussion that ensued concerning the need for postal employees to get more involved in the political process.

### **Financial Report:**

1. The Board reviewed and discussed the Balance Sheet as of July 31, 2011. After a lengthy discussion on the financial statements and expenditures made since the last board meeting there was a lengthy discussion concerning the decline in income from both the reduction in membership and a reduction in the Health Benefit Plan. Recording Secretary Carr moved to accept the financial report as given and it was seconded by WVSEBM Fletcher. Motion passed unanimously.

### **Contract Administration:**

WVSEBM Fletcher reported on several issues concerning excessing, AMP studies, and retreat rights. The Board discussed at length the challenges facing the Local in the field concerning casual in-lieu-of cases. WVSEBM Fletcher stressed the importance of

stewards being vigilant in policing the contract when it comes to casuals, crossing crafts, and dealing with the new clerk positions of PSEs. He also reported on the following:

- The new PSE positions are for clerk craft employees, they are not casuals; therefore they should be treated as clerks and we should ensure that they are not performing Mail Handler work. When filing cross craft grievances he stated the importance of having an RI-399 inventory of jobs in the facility, clock rings, and witness statements.
- The Local just recently won an arbitration award for approximately \$450,000 for a casual in-lieu-of case.
- Finally, he reported that the Postal Service has a new address for filing step 3 appeals. The Branch Presidents and Chief Stewards were notified by email and a hard copy was mailed as well. The new address must be used immediately and the Branch Presidents and Chief Stewards must ensure that all the Stewards are aware of this new information.

#### **General Discussion:**

The Board discussed the following issues concerning Local 305 and the Postal Service:

1. It was noted that excessing and consolidating of facilities and operations is a top priority for the Postal Service.
2. The Postal Service is aggressively initiating attendance related discipline; there has been a noticeable increase in the amount of discipline issued to employees throughout the Local.
3. President Hayes discussed the Federal Associate and Health Care Plan. There will be a seminar October 6-8, 2011 in Denver, CO. Several changes were made to the Health Care Plan that will enable the Mail Handler Plan to be in a better position to compete with other plans. President Hayes will give a report at the next meeting.
4. Advance and basic steward training has been completed in the field; however there maybe some Local Memorandum of Understanding training conducted once we have a contract.
5. President Hayes will contact National President John F. Hegarty concerning the Local's By-Laws that were approved at the previous Council.

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 12:30 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