

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 23230-3533

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

Kevin Fletcher
Vice President

Derrick Carr
Recording Secretary

Lamar Grigsby
Washington, DC

Ed Evans
Maryland

Michael Lawrence
North Carolina

Leslie Hamlett
Virginia

Amber Slater
West Virginia

OFFICIAL MINUTES

The Executive Board Meeting
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
March 1, 2012

KAB
4/16/12

In attendance:

Kenneth Hayes-Local President

Kevin Fletcher-Vice President

Yam Cardin-Treasurer

Derrick Carr-Recording Secretary

Lamar Grigsby-District of Columbia State Executive Board Member

Ed Evans-Maryland State Executive Board Member

Michael Lawrence-North Carolina State Executive Board Member

Leslie Hamlett-Virginia State Executive Board Member

Amber Slater-West Virginia State Executive Board Member

Opening of the Executive Board Meeting:

The meeting of the Executive Board of Local 305 was called to order by President Hayes at 9:30 AM. The invocation and the roll call were conducted by Recording Secretary Carr. All members were present.

Review of the Minutes

1. The minutes from the **November 28, 2011** Executive Board meeting were distributed for review. **Motion:** MDSEBM Evans moved to accept the minutes with the following corrections and/or additions:

- Page 1 of 6, first paragraph, remove the phrase, “*called the meeting to order*”;
- Page 2 of 6, fourth bullet, first sentence, change “*loss*” to “*lost*”;
- Page 4 of 6, under **General Discussion**, number 2, second sentence, change “*second*” to “*seconded*”; and last bullet, first sentence, change “*heard two cases*” to “*presented two cases.*”
- Page 5 of 6, second bullet, change “*extend*” to “*extended*”; and under **New Business**, number 3, add capital “*A*” to the beginning of the sentence and change the “*B*” in “*Brief*” to a lower case “*b*”.

The motion was seconded by NCSEBM Lawrence and passed by a majority vote. The three (3) new members of the Board, DCSEBM Lamar Grigsby, WVSEBM Amber Slater, and VASEBM Leslie Hamlett chose to abstain.

2. The minutes from the **November 29, 2011** Executive Board teleconference were distributed for review. There were no corrections nor additions noted. **Motion:** NCSEBM Lawrence made a motion to accept the minutes as they were recorded; it was seconded by President Hayes. Motion carried by majority. The three (3) new members of the Board abstained from voting.
3. The minutes from the **December 14, 2011** Executive Board teleconference were distributed for review. There were no corrections nor additions noted. **Motion:** MDSEBM Evans made a motion to accept the minutes as they were recorded; it was seconded by President Hayes. Motion carried by majority. The three (3) new members of the Board abstained from voting.
4. The minutes from the **December 29, 2011** Executive Board teleconference were distributed for review. There were no corrections nor additions noted. **Motion:** Vice President Fletcher made a motion to accept the minutes as they were recorded; it was seconded by Treasurer Cardin. Motion carried by majority. The three (3) new members of the Board abstained from voting.
5. The minutes from the **February 24, 2012** Executive Board teleconference were distributed for review with the following corrections and /or additions:
 - Page 1 of 2, under attendance and in the first paragraph, second sentence, change “*Grisby*” to “*Grigsby*”;
 - Page 2 of 2, first paragraph, lines 6 and 7, change “*Hamlet*” to “*Hamlett*”; change “*Lamb*” to “*Laing*” in item number 1; and change the word “*appointment*” to “*appoint*” in item number 3.

Motion: VP Fletcher made a motion to accept the February 24, 2012 minutes with the necessary corrections and/or additions. It was seconded by DCSEBM Grigsby. The motion carried by majority vote. Two (2) of the new members of the Board, WVSEBM Amber Slater and VASEBM Leslie Hamlett chose to

abstain.

NATIONAL CONVENTION

The election for delegates to the National Convention is finished and the results were sent to the field to be posted in the facilities. President Hayes sends congratulations to all the elected delegates. As a reminder he discussed the following concerning the Convention:

1. The dates for the convention, to include travel days, are August 5, 2012 to August 12, 2012 in Portland, OR;
2. Local 305 will cover lodging, airfare (Coach), and \$66.00 per diem, which the Board previously voted to increase from the initial amount of \$35.00. The delegates are required to make travel arrangements at least thirty (30) days in advance of the Convention;
3. For travel from the airport to the hotel the delegates should use the Super Shuttle which costs approximately \$14.00 or a taxi which cost approximately \$35.00;
4. Original receipts for airfare, parking, hotel, etc. are to be given to the Local for reimbursement;
5. There was a lengthy discussion concerning the purchasing of tickets, the handling of credentials, and the notification of information to the delegates.

NATIOANL AGREEMENT NEGOTIATIONS

President Hayes state that the negotiations for a contract have stalled due to the NPMHU and the US Postal Service being at an impasse. He is certain that the issue will be discussed at the next Semi Annual Meeting of the Local Presidents (SAMLU), to be held March 8-10, 2012, in San Diego, CA. The information gathered will be sent to the field to ensure that information will reach the membership. President Hayes stated that the current provisions of the National Agreement are still in effect and will continue until a new agreement is reached.

REPORT ON EXCESSING

The Board discussed the following issues concerning the excessing of employees, consolidation of facilities, and the various Area Mail Processing (AMP) studies:

- Since all the Mail Handlers were excessed from Bristol, WV, President Hayes sent WVSEBM Slater to Bristol, WV to investigate how management is processing the mail. It was noted that one of the ways for the Union to effectively argue that Mail Handlers should remain or return to a facility is to ensure that other crafts or management is not performing Mail Handler duties.
- Local 305 has requested a Comparative Work Hour Report from the Frederick, MD facility because they excessed all but two Mail Handlers to Baltimore, MD along with the mail. This report studies or compares the number of hours utilized thirty (30) days before and thirty (30) days after an excess to indicate whether additional Mail Handlers should have remained in the plant.

- The Office of Inspector General (OIG) is conducting an investigation after a series of complaints about the movement of mail from Frederick, MD and the delay in service that it caused.
- It appears that management may be diverting mail from Baltimore, MD because at the time of the meeting, the Baltimore, MD facility had very little mail on the floor compared to just recently having an abundance of mail to be worked. President Hayes is requesting that Branch Presidents, Stewards, or Mail Handlers report any information concerning the diversion of mail from the Baltimore, MD facility.
- The Mail Handlers from Hickory, NC are being excessed to either Greensboro, NC or Charlotte, NC;
- The Local will also lose Mail Handlers from Cumberland, MD and Ashville, NC to other Locals. Overall, Treasurer Cardin stated that approximately 88 Mail Handlers will be displaced outside of Local 305's jurisdiction which amounts to a loss of \$43,472;
- President Hayes and Vice President Fletcher will have a meeting with Teresa Harmon to discuss the various AMP studies, Function 4 studies, and the various impact notices that have been trickling into the office. Sister Harmon is the Eastern Regional Director in the Contract Administrative Department (CAD) at the National Office.
- President Hayes reminded everyone that the controlling report for excessing in Article 12 is the Comparative Work Hour Report which studies the hours of an impacted facility 30 days prior to an excess and 30 days after. He noted that it is imperative to have that report prior to filing a grievance in order to avoid the grievance becoming procedurally defective.

TRAINING

President Hayes stated that there will not be any basic or advance steward training until after the National Agreement has been negotiated due to the expected changes in the contract. Although there will not be any training this year, there may be a need for some facilities to train a small number of stewards because of steward turnover; if that is the case it there will be some independent training in the field.

There will be Local Memorandum of Understanding training pending settlement of the National Agreement. This will be conducted in the field with the Branch Presidents and one Steward of their choice.

President Hayes reviewed the constitutional responsibilities of the Board members with the new members of the Board and gave a summary of what to expect from the Council meeting. After which the Board recessed for lunch at 12:00 PM and reconvened at 1:00 PM.

FINANCIAL REPORT

Treasurer Cardin distributed the January 31, 2012 Balance Sheet and a Profit and Loss Comparison Sheet comparing year 2011 to 2010. The Board reviewed and discussed the two reports and discussed the loss of membership nationally and locally, which reduces the Local's income. There was also a lengthy discussion concerning the loss of revenue sharing which is directly linked to associate dues membership. The associate dues membership is connected to the Mail Handler Health Benefit Plan which has decreased from 2011 to 2012 by approximately \$41,000, so far. The Board discussed the following at length:

- Possible ways to increase participation in the Health Plan; and the competitiveness of the plan;
- Increasing membership in the Mail Handler Union by signing up nonmembers. The Mail Handler will get \$25.00 for each nonmember they sign-up for membership. Send the PS Form 1187 (the sign-up sheet) to Treasurer Cardin for assistance in getting a Mail Handler out of another union to join the NPMHU;
- Improving participation at annual affairs and how the largest percentage of funds are being spent on nonmembers at these events;
- The negative impact of excessing on annual affairs;
- And the VEBA Plan which is approximately over \$4 million and the possibility of increasing the payout on the VEBA Sick Pay Plan.

Motion: After further discussion on the financial report and on the responsibility of each Branch President providing an inventory of Union equipment in their respective offices, Vice President Fletcher moved to accept the financial report which was seconded by NCSEBM Lawrence. Motion passed unanimously.

NEW BUSINESS

1. The Board reviewed and discussed several Article X charges that were sent to the office.
2. There was a general discussion about attendance and conduct at branch meetings.

Being no further business MDSEBM Evans made a motion to adjourn the meeting, which was properly seconded by Recording Secretary Carr. Motion passed unanimously.
Meeting adjourned at 5:00 PM

Fraternally yours,



Derrick Carr
Recording Secretary