

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.

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
June 18, 2012



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 10:00 AM. Recording Secretary Carr did the invocation and recorded the roll call. All members were present.

Review of the Minutes

1. The minutes from the March 1, 2012 Executive Board meeting were distributed for review. **Motion:** MDSEBM Evans moved to accept the minutes with the following corrections and/or additions:

- Page 3 of 5, under **National Agreement Negotiations**, the first sentence, add “d” to the word “state”. Also, correct the spelling of “National” in the heading of the section;
- Page 4 of 5, under **Training**, first sentence, add a “d” to the word “advance”;
- Page 5 of 5, under **Financial Report**, in the second and third bulleted items, add a *hyphen* to the word “nonmember”; and remove the *hyphen* from the word “sig-up” in the second bulleted item.

The motion was seconded by NCSEBM Lawrence and passed unanimously.

NATIONAL CONVENTION

The National Convention will be held during the 100 year anniversary of the National Postal Mail Handler Union from August 6 to August 11, 2012, in Portland, OR. The dates do not include the two travel days. The theme for the Convention is “Honor the Past, Shape the Future”.

Concerning the delegates attending the Convention, President Hayes stated that the \$66.00 per diem will not be issued in advance as previously stated. After an inquiry was made by one of the delegates as to whether or not they could also receive the airfare in advance, it was determined after further investigation that it would be improper for the Union to advance delegates money for expenses that have not occurred yet. Delegates will be reimbursed for their airfare and up to \$66.00 per day for food (not alcohol) spent on the delegate, after they return from the Convention and only when accompanied with a receipt.

President Hayes will send letters to each of the delegates addressing the matter and the importance of the delegate informing the Union as to their intentions to attend the Convention.

NATIONAL AGREEMENT NEGOTIATIONS

The only update President Hayes had concerning the negotiations of the National Agreement is that the mediation process did not produce a settlement because both parties are too far apart in what they are asking for. It is expected that the parties will enter binding interest arbitration some time after the Convention.

EXCESSING REPORT

The Board discussed several issues concerning the Postal Service’s plan to excess employees and the affect it will have on Local 305:

- It appears that the recent involvement of Congress into the affairs of the Postal Service has had an affect on the excessing by delaying the timing of the excessing in most areas. The plan has been delayed and divided into two phases: phase one

will occur sometime this summer with phase two to begin sometime next year. It is likely that the majority of the changes will not occur until next year.

- Charlottesville, VA, Winchester, VA, Hickory, NC, and Waldorf, MD are four of several facilities within the Local that are scheduled to excess employees in the first phase. Concerning Charlottesville, VA the Local will argue that the Regional Director did not get appropriate notification in accordance with the National Agreement.
- There is a grievance in the system for retreat rights for those Mail Handlers that were excessed from Frederick, MD to Baltimore, MD.
- Easton, MD has been removed from the list of facilities to be affected.

There were some additional talks concerning retreat rights for affected Mail Handlers.

TRAINING

President Hayes reminded the Board that there will not be any basic or advanced steward training until after the contract has been settled. Spot training will be given on an as needed basis. Along with the training conducted after the contract is settled, the Local will conduct Local Memorandum of Understanding training. It is expected that the training will be conducted next year.

CONTRACT ADMINISTRATION DEPARTMENT (CAD)

Vice President Fletcher, who also serves as the Director of Contract Administration gave an update on the Local's grievance-arbitration status to include the Modified Arbitration Process (MAP), which is presently located in three facilities: Southern, MD; Richmond, VA; and Raleigh, NC. The MAP program is an effective program that facilitates the processing of grievances from step 2 to the arbitration. Vice President Fletcher intends to move the process to other facilities within the Local. He also stated that there are not many arbitration dates scheduled for the remainder of the year, but they intend to pre-arbitrate some cases starting the week of June 18, 2012.

The Local has just recently conducted Advocacy training and Vice President Fletcher stated that the plan is to have the trainees accompany some of the seasoned advocates to an arbitration hearing for additional training. The need for new advocates was necessary to replenish the depleting ranks of advocates within the Local which is a result of people retiring and two other advocates being hired by the National Union.

The presentation concluded with the Board discussing the lack of participation of our members at branch meetings and the apathy of some members and Mail Handlers on the workroom floor.

FINANCIAL REPORT

Treasurer Cardin distributed the June 18, 2012 Balance Sheet and a Profit and Loss Comparison Sheet comparing the first six months of 2012 to the same time period of

2011. The purpose of the comparative analysis is to indicate those areas where a savings was made. The Board also discussed the specific areas that have an affect on revenue such as the LIUNA Pension, associate dues membership, the excessing plans of the Postal Service, and Voluntary Early Retirement Announcement (VERA).

Due to the loss of membership nationally and the decrease in associate dues membership, the result will be a loss of revenue for both the National and the Local Union. It is imperative that the Union promote the Mail Handler Health Benefit plan to increase the associate dues.

Treasurer Cardin reported that the VEBA plan is doing exceptionally well; therefore the Local will double the amount presently offered to Mail Handlers under the Sick Pay plan. The plan will now pay \$200 per week for ten weeks for a maximum of \$2,000 per year.

After further discussion on the financial report NCSEBM Lawrence moved to accept the financial report which was seconded by WVSEBM Slater. Motion passed unanimously.

NEW BUSINESS

The Board discussed the following issues that pertain to Local 305:

1. The most recent VERA offered to the Mail Handler craft will result in several facilities losing a number of members and consequently have an affect on the Local's budget and the annual affairs of several branches. Those Mail Handlers that wish to take advantage of the VERA must do so by July 2, 2012. President Hayes speculated that it is unlikely that another VERA will be offered to Mail Handlers anytime in the near future.
2. The Local's Scholarship program is almost complete. The scholarship money is being sent to the schools of the respective winners. Members can check the web site to see the scholarship recipients.
3. The Local's web site has been updated. This year NCSEBM Lawrence will attend some if not all of the Annual Affairs as a photographer for the Local and the pictures will be posted on the web site.
4. The deadline for notifying the Local of the planned event for each branch's annual affair is June 30, 2012. Those Branch Presidents that have not already done so must contact President Hayes and make arrangements with the Local.

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 12:00 PM

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