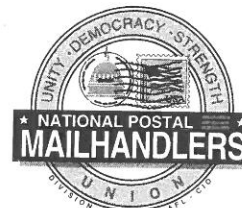


LOCAL 305 MIDATLANTIC MAIL HANDLERS

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

Kevin Fletcher, President • D. Yam Cardin, Treasurer • 4907 Fitzhugh Ave., Suite 100 • Richmond, VA 23230-3533



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

José Peña
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
September 24, 2012

In attendance:

Kevin Fletcher-Local President

Jose' Pena-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 Fletcher at 9:10 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 June 18, 2012 Executive Board meeting were distributed for review. **Motion:** MDSEBM Evans moved to accept the minutes as recorded with no corrections and/or additions and it was seconded by NCSEBM Lawrence. The motion passed by majority with Vice President Pena abstaining.

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2. The minutes from the second Executive Board meeting held on June 18, 2012 were distributed for review. **Motion:** MDSEBM Evans moved to accept the minutes with the following corrections and/or additions:

- Page 1, last sentence, change the word "*properness*" to "*propriety*".

The motion was seconded by WVSEBM Slater and passed by majority with Vice President Pena abstaining.

3. The minutes from the July 26, 2012 Executive Board Teleconference were distributed for review. **Motion:** MDSEBM Evans moved to accept the minutes with the following corrections and/or additions:

- Page 3, second paragraph, first sentence, change the word "*properness*" to "*propriety*".

The motion was seconded by DCSEBM Grigsby and passed by majority with Vice President Pena abstaining.

OLD BUSINESS

Election:

President Fletcher stated that all of the Judges are in place and are in the process of meeting and are working independently of the Local office. He projected that the nomination meeting may be held sometime in late October 2012.

Volunteer Employee's Beneficiary Association (VEBA):

President Fletcher gave an overview of the VEBA plan for the benefit of the new members of the Executive Board and as a refresher for the others. The discussion centered on the historical aspect of the plan and its purpose for the members today. His presentation included but was not limited to the following highlights:

- There are three Trustees that oversee the VEBA plan, one being the Local President along with two independent Trustees;
- There are three Administrators of the VEBA whose function it is to administer the plan;
- There is an Attorney whose responsibility it is to advise the Trustees in the governance of the Plan;
- The plan covers the Sick Pay Benefit Plan, The Death Benefit Plan, and the Scholarship Plan;
- It was noted that only two percent (2%) of the entire VEBA Trust can be utilized in a calendar year for the benefit of the membership. This percentage was established to ensure that there will always be enough money to support the Trust and consequently the membership. If the entire amount in one given year is not utilized it will be carried over into the next year;

- There is approximately 4 million dollars in the plan at present;

There was a lengthy discussion and review of the VEBA Handbook and the Annual Report of the Trustees For Year 2011; the possibility of using the money in other areas that would benefit the membership, which is a requirement of the Trust Fund; how we are the only Local in the country who has such a fund for sick pay and maybe the only Union that has a VEBA fund; and the importance of Branch Presidents ensuring that all members have an updated death beneficiary form on file at the Local office. The forms can be found on the Local's website and must be certified by the Local office to be valid.

Branch President Vacancy:

In accordance with the Local By-Laws, Article VII, Section 4, President Fletcher informed the Board of the need to fill a vacancy in the position of Branch President at Southern, MD P&DC. President Fletcher requested a recommendation from MDSEBM Evans who suggested Sister Crystal Alexander. Sister Alexander has served as a Steward and is presently serving as acting Branch President. The other Executive Board members were solicited for their suggestions for the vacancy as well. After a lengthy discussion on the recommendations, in accordance with the by-laws, the greatest consideration was given to MDSEBM Evans' recommendation. The Board voted unanimously for Sister Alexander to fill the remainder of the Branch President term at Southern MD.

Article 12 – Excessing:

President Fletcher discussed several issues concerning Mail Handlers within the Local being excessed from their facility and the most recent letter he sent to the membership. The following facilities have been or are expected to be effected by an excess:

- Hickory, NC excessed all but 10 Mail Handlers from the facility.
- Waldorf was excessed to Southern, MD.
- Kinston, NC will be excessed to Fayetteville, NC. The plan is to leave approximately 7 Mail Handlers.
- Charlottesville, VA excessed to Richmond, VA.
- Suburban, MD, Parkersburg, WV, and Lynchburg, VA are expected to experience an excess.
- The Postal Service intends to excess approximately 357 clerks, some of which could find themselves being reassigned to the Mail Handler craft.

President Fletcher closed the discussion by stating the importance of Branch Presidents and Stewards keeping track of the casuals in their respective facilities; and knowing the steps to get new Mail Handlers coming from the clerk craft out of APWU and into the NPMHU. It was noted that grievances are still being sustained for large amounts of money for casual violations. President Fletcher cited one recent settlement for \$150,000 as an example. Finally, there was a discussion on using the proper forms to prevent having a new member pay double dues when coming from one union into the NPMHU.

Training:

There will not be any local-wide training scheduled for the remainder of this year. However, training will be conducted on an as needed basis.

NEW BUSINESS

Health Fairs and Health Insurance Plan:

In mid September 2012 the United States Office of Personnel Management (OPM) announced its 2013 Federal Employees Health Benefits Program premium rates. The new rates will affect our health insurance which is run by Coventry Health Insurance. It appears that Aetna Health Insurance is looking to buyout Coventry; if so this may make the Mail Handlers Health Benefit Plan more attractive.

There will be several health fairs conducted within our jurisdiction this fall so we will be promoting the Mail Handlers Health Benefit Plan extensively; especially in our larger locations. We will be sending representatives to a health fair seminar to be held in Florida this fall as well. Brother Richard Hughes of Baltimore, MD P&DC will continue to assist us with the Health fairs although he has recently retired.

There was a lengthy discussion on how the health fairs should be promoted within the Local and the need to do so because of the decline in membership in our health plan which has continually fallen in the past several years. This decline affects our revenue obtained from associate membership dues which is a requirement for non-members using the Mail Handler Benefit Plan.

Financial Report:

Treasurer Cardin distributed the September 24, 2012 Balance Sheet and a Comparative Financial Report for January through August of 2012 compared to the same period of 2011. The purpose of the comparative analysis is to indicate those areas where a savings was made and to review the expenses of the Local. Treasurer Cardin also reported on the use of the Sick Pay Plan, the Death Benefit Plan, and the Local 305 Scholarship Plan. He gave an extensive report on the loss of revenue which resulted from the decline in associate dues membership. This is a result of the decline in membership in our Mail Handler Health Benefit program. Treasurer Cardin reiterated the need to promote the Mail Handler Health Benefit Plan.

The financial report also covered the following specific areas that have an effect on the budget: associate dues membership, professional fees (Legal, Accounting, and Arbitration Expenses), the reduction in salaries and wages to date, and rental income. It was noted that along with the reductions in the area of salary and wages, there were some reductions in arbitration fees due to the Modified Arbitration Process (MAP).

After further discussion on the financial report WVSEBM Slater moved to accept the financial report, which was seconded by Vice President Pena. Motion passed unanimously.

Contract Administration Department (CAD):

The recently appointed Director of Contract Administration, MDSEBM Evans gave an update on the Local's grievance-arbitration status to include the MAP training and the affects of its use within the Local. He noted that that the MAP causes the Arbitrator to hear more cases once a date has been selected for a hearing; this reduces the number of grievances on the docket. Because of its effectiveness in saving money and reducing grievances waiting to be heard, the MAP is currently being expanded throughout the Local. Brother Evans stated that along with the goal of clearing the arbitration docket, it is his intent to keep the membership informed and educated concerning the contract. At the present there are no arbitration dates scheduled for November or December; however, there is one date scheduled in October 2012.

He concluded his report by stressing the importance of Stewards keeping track of those step 2 grievances that do not have a GATS number as a result of the step 2 not being heard. If the Steward does not follow-up, the grievance may sit at step 3 for a long period of time without being heard. If there is a problem the Local office will have to get in touch with the regional representative for the Union.

The Board recessed for lunch at 12:45 PM and reconvened at 1:35 PM.

NEW BUSINESS (Continued)

1. The Board reviewed and discussed several Article X charges that were sent to the office.
2. There was a discussion on the issue of management not providing PS form 1723 for Mail Handlers on higher level. The Union should make a request for the information and if it is not provide it could be deemed an unfair labor practice.
3. There was a discussion on the new contract of APWU and how management utilizes the lead clerk. In particular, the lead clerk being used as a 204-B which is determined by how many days a supervisor is vacant. If there is a problem with lead clerks as 204-B then the Union should file a grievance.

Being no further business NCSEBM Lawrence made a motion to adjourn the meeting, which was properly seconded by MDSEBM Evans. Motion passed unanimously.

Meeting adjourned at 4:30 PM.

Fraternally yours,



Derrick Carr
Recording Secretary