

LOCAL 305 MAIL HANDLERS MIDATLANTIC



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

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
December 17, 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 10:15 AM. Recording Secretary Carr did the invocation and recorded the roll call. All members were present.

Review of the Minutes

The minutes from the September 24, 2012 Executive Board meeting were distributed for review with the following cosmetic corrections:

- *Page 3 of 5, last paragraph third sentence, replace the period (.) with a coma (,) in the middle of the dollar amount of \$150.000;*
- *Page 5 of 5, under New Business, item # 2, add a "d" to the word "provide" and in item #3, add the word "the" before "APWU".*

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Motion: MDSEBM Evans moved to accept the minutes with the cosmetic changes noted; it was seconded by NCSEBM Lawrence. The motion passed unanimously.

NEW BUSINESS

Branch President Vacancy:

In accordance with the Local By-Laws, Article VII, Section 4, President Fletcher informed the Board of the need to fill the Branch President vacancy in Asheville, NC P&DC. Former Branch President Wayne Lee resigned from the position and Brother Mike Liange temporarily served as Branch President until the next meeting of the Executive Board. **Motion:** After a brief discussion by the Board and Brother Lawrence's recommendation, Brother Lawrence moved to have Brother Liange fulfill the remainder of the term. The motion was seconded by MDSEBM Evans. In accordance with the by-laws, giving the greatest consideration to the recommendation given, the Motion carried unanimously.

Union Housing:

The Board members discussed the issue of raising the moving expense allowance afforded the two full time positions: President and Treasurer. The allowance is presently set at \$3,000 and covers the moving expenses of a full time officer moving to Richmond, VA after being elected to office and from Richmond, VA once the term has been completed. It was noted that the allowance has not been raised since it was instituted by the Executive Board in 2002 when the residences were first purchased. During the discussion it was determined that the cost of moving has increased since 2002 due to inflation and just like a cost of living increase it needs to be reviewed periodically. **Motion:** After further discussion President Fletcher made a motion to amend the 2002 housing resolution to raise the moving expense allowance for the two full time officers to \$5,000 retroactive to January 1, 2012. The motion was seconded by NCSEBM Lawrence. The motion passed unanimously.

The Board also discussed the expenses for the general upkeep of the two union properties to cover cosmetic repairs. Recording Secretary Carr stated that this expense had been covered and approved in the minutes under a previous Administration or Council meeting. After a lengthy discussion it was agreed that this expense should be voted on by the Executive Board to comply with the Local Constitution. **Motion:** President Fletcher made a motion to authorize the President to spend more than \$5,000, but less than \$10,000 for the upkeep and improvements on the residence located on Rudwick RD. The motion was seconded by Vice President Pena. The motion passed unanimously.

OLD BUSINESS

Article 12 – Excessing:

President Fletcher discussed several issues concerning Mail Handlers within the Local being excessed from their facility. According to the Postal Service the following facilities are expected to undergo an excess in February 2013:

- Hickory, NC had previously excessed all but 10 Mail Handlers from the facility; however, the plans are now to close the plant;
- Lynchburg, VA is tentatively closing which will affect 18 Mail Handlers;
- Kinston, NC will consolidate into the Fayetteville-Raleigh, NC P&DC. NCSEBM Lawrence stated that they are in discussions about the bid jobs;
- Suburban, MD Annex will be closing affecting approximately 38 Mail Handlers.

This appears to be the extent of the impact of excessing within Local 305 for February 2013; however, President Fletcher reminded the Board that the second phase of excessing is scheduled to begin in the year 2014.

Vice President Pena informed us that fifteen (15) clerks at Dulles, VA P&DC have received letters to be excessed to the Mail Handler Craft January 12, 2013. After a lengthy discussion concerning the need to protect jobs for Mail Handlers that are being excessed and the affects of excessing on both Mail Handlers and the Union the Article 12 discussion was closed.

Financial Report:

Treasurer Cardin distributed the December 17, 2012 Balance Sheet and a Profit and Loss YTD Comparative Report for the period of December 2011 - December 2012. The purpose of the comparative analysis from 2011 to 2012 is to indicate those areas where a savings was made and to review the expenses of the Local. Brother Cardin reported on the income from membership dues, which decreased considerably because of the decrease in membership resulting from having fewer Mail Handlers in the craft; and the income from rent which increased by a small margin. He gave another report on the loss of revenue due to the decline in associate dues membership; this is a result of the decline in membership in our Mail Handler Health Benefit program. Brother Cardin reiterated the need to promote the Mail Handler's Health Plan.

The financial report also included the following areas that have an effect on the Local's budget: the decrease of professional fees (Legal, Accounting, and Arbitration Expenses); the overall savings on the telephone/internet expense; corporate expenses from federal and state taxes; the savings from changing the lighting fixtures at the Local office; and the various types of investments. Brother Cardin also gave a comparison of having the Mail Handler Health Benefit Plan being covered by Aetna versus Coventry, which will increase providers and carriers of the Mail Handler plan. He stated that we lost approximately 1,400 associate members this year compared to the previous year of losing approximately 3,000 associate members. The Local's income is projected to increase by utilizing Aetna. MDSEBM Evans reminded all that the budget over the last three years

was affected by the cost of running 3 major elections: the LIUNA Convention, the National Convention, and the General election, neither of which will occur within the next two years.

The report concluded with a discussion on a dues supplement given to the Local Unions to increase revenue sharing from the NPMHU. Revenue sharing is income received from the National office that is generated from a portion of dues that each member pays. Normally the National Union will increase the amount of revenue given to each Local based on when the membership receives a raise. Since the members have not received a raise there hasn't been an increase in revenue sharing. However, the National will automatically increase the revenue given to supplement the loss of income that each Local is experiencing because of the lack of pay raises and the decrease in membership. Once the members receive a contractual raise the dues from each member will increase \$1.00 instead of the customary .50 cents. This dues supplement, which will be in effect for the next 3 years, was voted in by the Delegates at the 2012 National Convention; the change is reflected in the new Local Constitutions.

Motion: After further discussion on the VEBA and the five (5) death beneficiaries that were paid through the Death Benefit Plan WVSEBM Slater moved to accept the financial report. The motion was seconded by NCSEBM Lawrence. The motion passed unanimously.

Contract Administration Department (CAD):

MDSEBM Evans gave a report on the activities of the Contract Administration Department. In an effort to increase productivity in the field he intends to make information more readily available to the stewards through email. He also requested that stewards contact him if they need assistance with a grievance. It is important for stewards to be timely in filing a grievance and to be thorough in making a case by answering the "Who?", "What?", "Where?", "When?", and "How?" of a grievance.

Brother Evans reported on the cost-saving benefits of the Modified Arbitration Process (MAPS) and the addition of arbitration advocates. MAPS will decrease the number of grievances that go to arbitration and will create a potential for more grievances to be "pre-arbed"; however, it is important for stewards to notify the Local office if management does not comply with the process at step 2. All branches within Local 305 are under the process with the exception of Easton, MD and Norfolk, VA. MAPS and steward training is being scheduled for both facilities. Additional arbitration advocates will cut cost by decreasing the need for advocates to travel long distances to argue a grievance since there will be more of them in the field. Brother Evans also stated that the renovations at the CBF building located at Southern, MD should be completed by February 2013. The plan is for it to house two APBS machines, platform operations, and several break-down operations.

The Board recessed for lunch at 12:40 PM and reconvened at 1:35 PM.

NEW BUSINESS (CONTINUED)

Article X Charge

1. The Board reviewed and discussed an article X charge. Vice President Pena chaired this portion of the meeting.

Contract Administration Department: (Continued)

MDSEBM Evans continued his report addressing the following:

1. Grievances must be filed timely at every step of the procedure. If management fails to meet within the time limits of the Agreement it is crucial that the steward move the grievance forward;
2. Concerning the jurisdictional change of the AFSM 200 that management is initiating at the facilities, it is imperative that we file a grievance to ensure that it is done correctly and that we do not become dismissive simply because we do not agree with the situation;
3. Branch Presidents must ensure that management is not violating the number of casuals they are permitted to have in the building. The numbers may have been affected considering the number of Mail Handlers that retired as a result of the VERA;
4. In reference to unassigned Mail Handlers and PTFs it is important to make sure that the unassigned Mail Handlers are placed in residual vacancies prior to converting PTFs to full time;
5. Finally, he stressed the importance of recruiting new Mail Handlers for membership.

Brother Lawrence questioned whether or not management is required to accept Mail Handlers excessed or transferred from other buildings prior to giving the positions to clerks within the facility. Brother Evans will research that issue. Brother Carr raised the issue that in light of management closing several facilities, in particular the closing of Suburban, MD Annex with the operations going to the CBF building, it is important that Mail Handler positions be reserved for the excessed Mail Handlers. Although there is no specific language that addresses this issue Brother Evans stated that President Fletcher is involved in the excessing process and will continue the practice of visiting those facilities that are being affected.

Being no further business Treasurer Cardin made a motion to adjourn the meeting, which was seconded by VASEBM Hamlett. Motion passed unanimously. The meeting adjourned at 3:00 PM.

Fraternally yours,



Derrick Carr
Recording Secretary