

LOCAL 305 MIDATLANTIC MAIL HANDLERS



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

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

Felandria Jackson
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 8, 2013

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

Felandria Jackson-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:

President Fletcher called the meeting of the Executive Board to order at 9:10 AM. The roll call and the invocation were conducted by Recording Secretary Carr. All members were present.

Review of the Minutes

The minutes from the December 17, 2012 Executive Board meeting were distributed for review with the following cosmetic corrections:

- *Page 2 of 5, under the "Branch President Vacancy" section, change the spelling of "Liange" to "Laing" on the fourth and sixth*

Motion: MDSEBM Evans moved to accept the minutes with the cosmetic corrections and additions noted; it was seconded by DCSEBM Grigsby. The motion passed unanimously.

OLD BUSINESS

President Fletcher gave a general overview of what the Executive Board and Council could expect over the next few days during the Council meeting. In addition to the installation of officers by National Secretary-Treasurer Mark Gardner during the Council meeting, there will be a luncheon with family members and a time for photographs.

Branch President Vacancy:

Branch President Mike Laing was appointed to the Branch President of the Asheville, NC facility during the last Executive Board meeting; however, Brother Laing had to be reappointed because there were no nominations for that position during the most recent general election. In accordance with the By-Laws, Article VII, Section 4, the Board had to fill the vacancy giving first consideration to the recommendation of the SEBM.

Motion: After a brief discussion and consideration of NCSEBM Jackson's recommendation, President Fletcher moved to appoint Brother Laing to fulfill the remainder of the term. The motion was seconded by Vice President Pena. In accordance with the bylaws the motion carried unanimously.

Unfair Labor Charges:

Although unfair labor charges have declined, there are presently two (2) charges pending. The practice of the Local handling all charges except those that require legal attention will continue since it helps in reducing legal fees.

Branch Meetings:

To keep the membership informed and to address their concerns President Fletcher and Treasurer Cardin will attend as many branch meetings as possible. Other Board members may attend depending on timing and cost.

Article 12 – Excessing:

President Fletcher recently had a teleconference with labor representatives from both the Eastern Area and the Cap-Metro Area to discuss the possible closing of Clarksburg, WV with 18 Mail Handlers, the closing of Roanoke, VA with approximately 70 Mail Handlers by June 2013, as well as other facilities. The radius of miles to locate vacant positions has been expanded to 200 miles for the Clarksburg, WV facility, which could place several of our Mail Handlers outside of the Local's jurisdiction. It is possible that the Roanoke, VA plant may delay the closing until 2014. The original impact date for both facilities was December 31, 2013. Additionally, President Fletcher reported on the following:

- Concerning excessing Southern, MD and JCTM are in a holding pattern, but 7 Mail Handlers from JCTM could be impacted through attrition;

- The AMP Study for Southern, MD's collection mail going to Suburban, MD and the SPBS operation from Suburban, MD going to Southern, MD or JCTM;
- Norfolk, VA may have 155 Mail Handlers excessed. Recently informed that they will initially move the originating mail in June 2013 and then do the remainder next year. During the first move they will excess approximately 75 Mail Handlers and have extended the radius from 50 miles to 200 miles for vacant positions;
- The Fayetteville, NC, closing will impact all 63 Mail Handlers with the radius being expanded from 50 miles to 100 miles for vacant positions;
- The closing of Ashville, NC, will impact all 43 Mail Handlers. Although the operations are going to Greenville, SC, the Mail Handlers will not. The radius for vacant positions was increased to 150 miles, which could place some Mail Handlers in another Local;
- The closing of Cumberland, MD will affect all 5 Mail Handlers with the radius extending 150 miles, possibly causing us to lose Mail Handlers from our Local.
- The target date for all facilities mentioned is June 1, 2013.
- Jose Pena stated that the timeline for the excessing of the fifteen (15) clerks in Dulles, VA in his previous report has been delayed or suspended by management.

After further discussion on how the excessing will impact transfer request; PTF conversions; lack of information from management; and the attempt to hold residual vacancies for excessed Mail Handlers not clerks the Board discussed the new positions of Mail Handler Assistants (MHA).

DCSEBM Grigsby questioned management's intention to hire MHAs in those facilities where Mail Handlers have been excessed. President Fletcher stated that it is imperative for the Union at the facility to monitor this situation and that the MHA should be released before excessing career Mail Handlers. The new language in the contract does not address the issue concerning the gaining facility; it does however speak to the handling of MHAs in the losing facility. President Fletcher stated that he will address these issues with the National's Committee of the Future with whom he will be meeting with.

Before closing the Article 12 – Excessing discussion, the Board discussed the problem for senior Mail Handlers being excessed long after junior Mail Handlers having already been excessed and taking the residual vacancies that are closer to their facility. President Fletcher stated that the senior Mail Handlers have the option to be excessed in lieu of the junior Mail Handler, but they must take that junior Mail Handler's seniority.

Political Action Committee (PAC):

NCSEBM Jackson suggested that we encourage our members to be more politically active by petitioning their respective Congress members to support the Postal Service and the Mail Handler Union. President Fletcher and MDSEBM Evans directed attention to the NPMHU website, NPMHU.ORG where members can sign up to be E-Activist and a PAC member. Becoming an E-Activist allows members to write their Congress person in support of the Postal Service. The PAC allows union members to contribute financially to lobby Congress to support legislation that benefit the members. President Fletcher is

asking the Executive Board and the Council to lead by example by contributing to the PAC and getting the members to do so.

Financial Report:

Treasurer Cardin distributed the Local 305 Balance Sheet as of March 7, 2013; the Local 305 VEBA Trust Balance Sheet as of March 8, 2013; the Local 305 Profit & Loss Previous Year Comparison Statement for year 2011-March 7, 2013; and the Local 305 VEBA Trust Profit & Loss Previous Year Comparison Statement for year 2011 and 2012. The reports give a snap shot of what occurred throughout the year in comparison to the previous years. Particular attention was paid to the amounts distributed for scholarships, Death Benefits and Sick Pay Benefits. The Sick Benefits increased due to the decision to double the amount payable to members from \$1,000 to \$2,000. After discussing the other expenses associated with the VEBA Trust, President Fletcher explained how the VEBA is administered by three Trustees and three Administrators. All Trustees and Administrators are paid from the VEBA Trust for services rendered in processing the VEBA Plan. The exception to receiving pay would be for any Union member who serves as a Trustee or an Administrator; this is forbidden by the VEBA Plan. At present there are three Union members serving in three of the six positions. There is a 2% ceiling on the total amount in the VEBA Trust that can be utilized for the membership. After some discussion on the how the VEBA Trust is administered, the Local's financial report included, but was not limited to the following:

- A decline in membership due to excessing and retirements resulting in a significant decline in revenue from dues;
- The potential for increase in revenue from signing up new members from the hiring of MHAs and the \$50 for each new member that the Local will pay to a member who recruits a new member (payable at the end of the year once the new member shows up on the dues check-off list);
- A decline in associate dues stemming from a decline of participants in the Mail Handler Health Plan and the benefits projected by having Aetna as the carrier of our health plan;
- The increase in the financial amount given to each Local from the National since there has not been a contractual raise recently and the increase in dues paid by each member once a contractual raise is in effect;
- Maintaining membership in the Union after retirement; and
- The goal of freezing compensation and maintaining the cost of annual affairs.

The report concluded with a discussion on investment strategy, which will be researched by Brother Cardin.

Motion: After further discussion WVSEBM Slater moved to accept the financial report. The motion was seconded by DCSEBM Grigsby. The motion passed unanimously. The Board recessed for lunch at 12:40 PM and reconvened at 1:30 PM.

NEW BUSINESS

1. Article X Charge: The Board reviewed and discussed several article X charges. One charge was withdrawn while another is still pending.
2. Lost Time and Expense Reports should be submitted no more than two months out. This is to assist the Local office with monitoring the budget and expenses for each month. Receipts must be attached.
3. Union equipment, email, internet service, and union time should not be used to send out inflammatory information, or anything that can be found harmful or offensive; it is for union business only. Appropriate action will be taken against anyone found violating this policy. This policy has already been addressed with the office staff and Executive Board and will be given to the Council over the weekend, with each Branch President expected to enforce the policy in the field.
4. It is President Fletchers hope that the Council will continue Annual Affairs and maintain the same amount spent last year at \$15 per person. It is understood that annual affairs will be affected by excessing and the cost of branch meetings.
5. There was also a lengthy discussion on the possibility of using the VEBA Plan for other benefits.

Contract Administration Department (CAD):

MDSEBM Evans gave a report on the activities of the Contract Administration Department. He discussed and gave updates to previously discussed items as well as an overview for the activity within the CAD as follows:

Old Business:

1. The renovations on the CBF building at Southern, MD are complete; however, the APBS machine is not ready. The CBF is on hold with the exception of a small amount of Mail Handlers working in the building.
2. MDSEBM Evans researched a previously discussed item concerning whether management has a responsibility to hold vacant Mail Handler positions for Mail Handlers being excessed from other facilities prior to offering the position to clerk craft employees in their own facility. He found that there is not any language that exists that requires management to do so other than an MOU addressing veterans and level 05 assignments. The National office is in the process of drafting such an MOU to give Mail Handlers preferential treatment for jobs within our craft over clerks within the facility.

Overview of Grievance Activity:

1. Approximately 191 cases in step 3 appeal to arbitration or in the RI 399 dispute procedure; 45 have been identified in the dispute resolution process.
2. Branch Presidents need to ensure that all stewards send the step 3 appeal to the Local office and the inventory must be utilized in all cross craft grievances. The inventory will ensure that it is not sent to the dispute resolution procedure.

3. It is imperative that the installation inventory be updated periodically. The only operations that get updated are those that have not been previously notated in the inventory.
4. Grievance settlements: Greensboro, NC totaling \$90,000 and Richmond, VA for \$150,000; retreat rights for Mail Handlers from JCTM; Disciplines have been expunged; PTFs have been converted; Bid jobs posted in Dulles, VA; and Mail Handlers remain in Frederick, MD after management attempted to consolidate Frederick, MD into Baltimore, MD.
5. Stewards must request proper remedies on grievances.
6. It is important to follow the instructions on the settlement when a grievance is remanded back to you.
7. Local 305 is not responsible for any portion of the EEO or MSPB process. Representation of an employee in any forum outside of the grievance-arbitration procedure is not as a representative of Local 305.

He concluded his report discussing upcoming basic steward training, LMOU training, and the need to recruit MHAs for membership.

Being no further business DCSEBM Grigsby made a motion to adjourn the meeting, which was seconded by Recording Secretary Carr. Motion passed unanimously. The meeting adjourned at 5:10 PM.

Fraternally yours,



Derrick H. Carr
Recording Secretary