

"Corrected copy"

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
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OFFICIAL MINUTES

The Executive Board Meeting
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
June 24, 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:

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 March 8, 2013 Executive Board meeting were distributed for review with the following cosmetic corrections:



- Page 3 of 6, first paragraph, after bulleted items, third line, remove “not” and replace it with “from”, add a period (.) after “clerks”, and capitalize the letter (T) in the word “the”;
- Page 5 of 6, under New Business, item # 4, add an apostrophe (') to “Fletchers”; and under the Overview of Grievance Activity, item #1, place the word “are” after “cases”.

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

OLD BUSINESS

Article 12 – Excessing:

President Fletcher gave an update concerning the various excessing events that are scheduled to occur within the Local. He noted that although there have been talks in the past about excessing at Southern, MD and JCTM, nothing has occurred as of yet. DCSEBM Grigsby spoke about an upcoming meeting in Washington, DC to discuss the excessing event impacting the Mail Handlers from Suburban, MD and the possible landing spots (residual vacancies) at JCTM and/or Southern, MD. There was also some discussion concerning the impact of the 010 operation (collection Mail) being moved from Southern to Suburban; the closing of Suburban, MD, Annex; the need for the Union to track the hours before and after the excess; and being cautious about management reverting residual vacancies because these are potential landing spots for excessed Mail Handlers.

President Fletcher also included the following information in his report:

- The number of Mail Handlers to be excessed from Norfolk, VA to Richmond, VA has been lowered to 11 or 12; it appears that management will only move the 010 operation at this time;
- The numbers for Asheville, NC has been lowered to 7 Mail Handlers since the 010 operation is the only thing being moved from the facility to Greenville, SC at this time;
- Cumberland, MD is looking to excess the remaining 3 Mail Handlers, which the Local is arguing that the Mail Handlers should remain (it’s in the grievance procedure);
- The withholding that was in effect at Dulles, VA has been withdrawn and they are no longer looking to excess clerks to the Mail Handler craft;

There was a lengthy discussion about the new Mail Handler Assistant (MHA) position and how they are treated when it comes to employees being excessed. It was noted that a losing facility is required to let go casuals and MHAs prior to excessing Mail Handlers; however, the language reads that management must do so only “to the extent possible”. It is incumbent upon the Union to make the case that the MHAs should be separated prior to a Regular by looking at the number of hours that the MHAs are working. In order to justify a regular Mail Handler position we have to show that the MHAs are working 8 hour increments. If necessary you may have to show the MHA’s hours in conjunction

with the casual's hours. There was some discussion about the Carlton Snow award that addresses the application of the "to the extent possible" rule.

The Article 12-Excessing report concluded with a discussion on management hiring MHAs even though the facility may be impacted by an excess; Postal Reform; the National's Article 12 Task Force; and the importance of ensuring that the PTFs are converted prior to undergoing an excess.

NEW BUSINESS

1. The website for Local 305, *MHU305.org* has been overhauled with a new design and is in the process of being updated with new information.
2. The *Mail Handler Express*, the news letter for Local 305 will be mailed to the membership at least twice a year with information and articles from the Local office and from Executive Board Members. The first issue will be mailed within the next few weeks.
3. The Local is at the end of the leasing agreements for the copiers that are in the field. President Fletcher stated that it would be more cost effective to purchase the copiers from Konica-Minolta rather than renew the lease agreements. By purchasing the copiers we will continue to maintain the service arrangements with Konica-Minolta.
4. There will be Local Memorandum of Understanding (LMOU) training conducted in Richmond, VA on August 12, 2013 for all the Branch Presidents. The LMOU training will be conducted by representatives from the National office. The implementation period for opening negotiations for the LMOU is from September 1, 2013 thru October 30, 2013. **MOTION:** MDSEBM Evans made a motion, which was seconded by Recording Secretary Carr to give President Fletcher the authorization to spend in excess of \$5,000 for the LMOU training, which is a non-reoccurring expenditure. The motion passed unanimously.
5. The next Executive Board meeting will be held on Tuesday, August 13, 2013.

Financial Report:

Treasurer Cardin distributed the June 21, 2013 Balance Sheet; the Profit and Loss YTD Comparative Report for the period of May 2012 - May 2013; and a Federal and State Corporate Tax Statement. The presentation began with a comparative analysis of the income and expenses from last year to this year for the same time period. There were noticeable differences in the amount of regular dues, associate dues, and revenue sharing, which what the Local receives from the National Office. The decrease in income is a result of lower membership due to the Postal Service downsizing over the past few years. The income reduction is also a result of a decline in associate dues membership, which is projected to change once Aetna's name is attached to the Mail Handler Health Benefit Plan.

The financial report included a lengthy discussion of the changes in the Health Plan; the Health Fair; the cost effectiveness of MAPs; rental income; investment income; and the legal cost that is attributed to the cost of running an election. The cost of dealing with the Department of Labor has to be taken into account when looking at the true cost of an election.

Treasurer Cardin gave a presentation on the Federal and State taxes paid to date, and concluded his report with a discussion on the paid "bounty" given to members for signing up MHAs for union membership. It is important to note that in order for a member to receive the "bounty" of \$50, the MHA must show up on the rolls for at least five (5) pay periods before the "bounty" is paid; this is due to several MHAs quitting long before they appear on the dues-check-off list.

Motion: After further discussion VASEBM Hamlett moved to accept the financial report. The motion was seconded by WVSEBM Slater. The motion passed unanimously.

Contract Administration Department (CAD):

MDSEBM Evans gave a report on the activities of the Contract Administration Department and the process of moving grievances through the grievance-arbitration procedure. He noted the problem of having grievances in the system that management failed to assign a 'GATS' number to. As a result these grievances may get lost or stall in management's system. However, MDSEBM Evans, as the Director of our CAD has instituted a system at the Local office that will allow him to keep track of those grievances and put pressure on the parties to hear them.

The CAD report included but was not limited to the following:

1. He will attempt to resolve grievances that should have been resolved at the lower level;
2. Grievances that are weak or that may lack merit will be identified and an attempt will be made to resolve the grievance at the Local office to avoid being forced to arbitrate a case that has little merit;
3. We have to avoid filing personal, retaliatory grievances that may affect the entire Local;
4. He is diligently working to pre-arb and schedule all appeals; and if there are issues of high importance in your facility or state you should contact him;
5. There are 3 arbitration dates scheduled for the month of August; 54 grievances at step 3 or in the pre-arb stage; and a few casual grievances out of Charlotte, NC that are scheduled to be advocated by the National CAD Representative and our former VASEBM and advocate, Teresa Harmon. (These casual grievances are under consideration for a global settlement); and
6. There are several acts of God grievances involving hurricane Sandy and a few snowstorms;

The CAD report concluded with the following reminders to all the representatives in the field:

1. Utilize proper grievances numbers;
2. Certify the proper step 3 appeals to the USPS in order for us to properly track and confirm receipt;
3. Ensure grievances are timely appeal at every step and include all mutually agreed time limits in writing;
4. Consult with one another or with the Local office for assistance;
5. When in doubt as to whether or not a grievance exists, file a timely grievance anyway;
6. Communicate the status of your grievance with the grievant;
7. Do not forecast or predict an outcome of a grievance to a grievant; and
8. Finally, subsequent negotiations of a settlement of a grievance may occur at the branch level after appeal to the next level, but you must notify the Local office that you are doing so. Once a step 3 settlement or pre-arbitration settlement is reached in writing, it will trump any subsequent local settlement. So notify the Local immediately when an appealed grievance is being reconsidered after appeal.

The Executive Board recessed for lunch at 12:50 PM and resumed at 2:00 PM.

NEW BUSINESS (CONTINUED)

Article X Charge

1. The Board reviewed and discussed several article X charges.
2. There was some discussion about steward training for JCTM, Suburban, MD, and Southern, MD. Names will be submitted by the Branch Presidents.
3. To date, there were no changes to the scheduling for hearing the next RI 399 issue at the National level; the AFCS issue has not been moved up.
4. MDSEBM Evans will send information to the representatives in the field about the requirement that acting supervisors (204-B) must remain in the craft 14 days to save bid job and to bid according to the National.

Being no further business Recording Secretary Carr made a motion to adjourn the meeting, which was seconded by WVSEBM Slater. Motion passed unanimously. The meeting adjourned at 3:00 PM.

Fraternally yours,



Derrick H. Carr
Recording Secretary