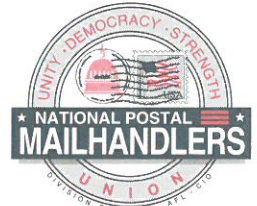


LOCAL 305 MIDATLANTIC MAIL HANDLERS



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



KTQ-S-13

OFFICIAL MINUTES

The Executive Board Meeting
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
August 13, 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 the roll call. All members were present.

Review of the Minutes

The minutes from the June 24, 2013, Executive Board meeting were distributed for review with the following cosmetic corrections:

- Page 3 of 5, first sentence, add "National" and "Carlton Snow, HOC-NA-C 12 Award";
- Page 5 of 5, item number 3, add "appealed" and agreed "to".

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

OLD BUSINESS

President Fletcher reviewed with the Board the following topics that were previously discussed:

1. Article 12 – Excessing:

President Fletcher gave an update for the excessing events occurring within the Local. He stated that Norfolk, VA will excess 10 Mail Handlers; Asheville, NC will excess 7; Cumberland, MD will excess 3; Suburban, MD will excess 15; 3 Mail Handlers from Kinston, NC; and 16 from Clarksburg, WV. Some of the landing facilities for the Mail Handlers will be within the Local: Richmond, VA; Charlotte, NC; Baltimore, MD; and Charleston, WV, while at least one Mail Handler will be excessed to Harrisburg, PA. It also appears that several Mail Handlers will be excessed to the clerk craft as custodians.

There was a lengthy discussion concerning the hiring of Mail Handler Assistants (MHAs) in facilities like Suburban, MD, while an excessing event is occurring. It is imperative that the Branch Presidents pay particular attention to article 12 and the various rules and strategies to protect the Mail Handlers being excessed and to ensure that we retain as many Mail Handlers as possible in the craft and within the Local. Some of those strategies involve protecting residual vacancies; monitoring crossing craft situations; and keeping track of the hours worked by career Mail Handlers and MHAs.

Throughout the excessing process it is important for Branch Presidents of both losing and gaining facilities to keep the employees informed as well as keeping the Local office informed.

2. Copier Equipment:

It is expected that the purchase of the Konica Minolta copier equipment and the purchase of a service contract for each machine will result in reduced cost for the Local. Although the Local will continue to monitor the use of each machine it is important for Branch Presidents and Stewards to take proper care of the copier and report any damages or problems that may occur.

3. Local Memorandum of Understanding (LMOU):

LMOU training for Branch Presidents was completed on August 12, 2013. The implementation period for LMOU negotiations will be from September 1, 2013, to October 30, 2013. If needed someone from the Local office will be available to assist with the opening and subsequent negotiation of the LMOU. President Fletcher is reminding the entire Council of the importance of determining whether they should open

negotiations; and also for all to be prepared for management to open negotiations in order to make changes to the LMOU.

4. Local 305 Scholarships:

President Fletcher stated that all the scholarship payments have been completed. The scholarship recipients are posted on Local 305s website.

5. Steward Training:

President Fletcher and the Director of Contract Administration Ed Evans will conduct steward training in the field over the next few months. This will reduce the cost of training by centralizing the training in the locations where needed. Branch Presidents must notify President Fletcher to request a scheduled training session.

NEW BUSINESS

President Fletcher presented the following new agenda items for the Board to review and discuss:

1. Lean Mail Processing:

The United States Postal Service will institute a new program in an effort to maximize greater productivity with a minimum amount of the workforce. The program is entitled Lean Mail Processing.

2. Combined Federal Campaign (CFC):

President Fletcher is encouraging all the Branch Presidents to participate and support the Postal Service's efforts in participating in CFC this year. Branch Presidents should contact the Plant Managers of their respective facilities to ascertain what the plan is for the CFC kickoff and how management intends to increase employee participation.

3. Union Vehicle:

President Fletcher presented the expenses associated with maintaining the current union vehicle to include fuel cost, taxes, insurance, and major repairs. The vehicle was originally bought in the year 2003, to transport equipment to the various facilities within the Local. It was also utilized to carry door prizes for the annual affairs. However, the vehicle has become more of a liability than an asset in recent years. **(MOTION)** After a lengthy discussion concerning getting rid of the vehicle before any major repairs are necessary; utilizing personal vehicles when necessary to transport equipment or door prizes; leasing, renting, or purchasing a new vehicle, President Fletcher made the following motion, which was seconded by DCSEBM Grigsby: to sell the current union vehicle, (2003 Ford Excursion), and place the proceeds of that sale into a certificate of

deposit. There is no intention to purchase another union vehicle at this time. The motion carried unanimously.

4. Election Protest:

President Fletcher reported that there were six election protest filed on the last general election. The Department of Labor dismissed all charges and deemed the election results to be final. The Board discussed at length the effects of those protest on the Local; in particular the financial costs of defending election protest and Article X charges that are filed by our members. Legal fees for defending the Local against such charges amount to \$104,000 from September 2012 to the present (\$60,000 for the election protest alone). Contrary to what has been alleged by some employees in the field, the expenses for the protest and charges come from the general revenue received by the Local that could be used for the membership and not from a special fund set aside or given by the National office.

The Board agreed that although the members have a right to file protest and/or Article X charges, at some point it can be harmful to the Union when some members use it as a form of “bullying” or harassment. President Fletcher will discuss the issue and any possible recourse the Union or a member may have when being harassed in such a manner.

5. Annual Affairs:

The Branch Annual Affairs are either being planned or have already taken place. The Local office will attempt to have a representative at each Annual Affair.

Financial Report:

Treasurer Cardin distributed the August 12, 2013 Balance Sheet; the Profit and Loss YTD Comparative Report for the period of January 1 to August 12 of the years 2012 and 2013. Treasurer Cardin’s report included, but was not limited to \$79,436 loss in associate dues; rental income; annual affair budgets; the increase in membership from MHAs; election expenses; legal expenses and other professional fees; Federal and State Corporate taxes; and the need to inform the membership about the upcoming increase in membership dues as a result of the upcoming contractual raises.

He also reported that the Mail Handler Benefit Health Plan will replace Coventry with Aetna as its health care provider. The benefit of this move will not be realized until the year 2014, which is projected to increase associate membership. He concluded the report with a review of the balance sheet’s disbursement and expenses.

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

Contract Administration Department (CAD):

MDSEBM Evans gave a report on the activities of the Contract Administration Department and the changes that have taken place in the CAD at the National office. Teresa Harmon is no longer the Eastern Regional Director for the National office and is being replaced with Eileen Mills who is now responsible for advocating our grievances at step 3 of the grievance-arbitration process. Brother Evans will attempt to work closely with her concerning the settlement of our grievances.

Concerning any RI-399 issues that we have in the Local, they will be handled by Brother John Gibson our new Regional RI-399 representative. Brother Gibson also serves as the Local President for Pennsylvania, Delaware, and parts of New Jersey. Although we have some lingering jurisdictional issues, some may be deemed moot since some of our facilities have closed.

Brother Evans gave an extensive review of the MAPS process; a review of the different means of filing arbitration cases that are available to the Union; and an update of the grievance and arbitration activities in the Local. He concluded his presentation with the importance of abiding by the prescribed time limits in filing grievances.

Being no further business MDSEBM Evans made a motion to adjourn the meeting, which was seconded by DCSEBM Grigsby. Motion passed unanimously. The meeting adjourned at 12:40 PM.

Fraternally yours,



Derrick H. Carr
Recording Secretary