

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
December 12, 2013



In attendance:

Kevin Fletcher - Local President

Jose' Pena - Vice President

Yam Cardin - Treasurer

Derrick Carr - Recording Secretary

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

Absent:

Lamar Grigsby - District of Columbia 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 9:05 AM. Recording Secretary Carr did the invocation and the roll call. Eight members of the Board were present establishing a quorum.

Review of the Minutes

The minutes from the August 13, 2013, Executive Board meeting were distributed for review with no corrections or additions noted. **Motion:** MDSEBM Evans moved to

Phone (804) 358-4664 • Fax (804) 342-1082

accept the minutes as recorded; it was seconded by Vice President Pena. The motion passed unanimously.

OLD BUSINESS

President Fletcher reviewed and discussed with the Board the following topics that had been talked about previously:

1. Article 12 – Excessing:

President Fletcher stated that the Local prevailed in getting two PTF positions back in Charlottesville, VA, which allows us to keep our presence in the facility. Due to the facility not being a 200 man year facility the Postal Service is allowed to hire PTFs for that location. If none of the former Mail Handlers that previously worked in that unit want to return as PTFs, then The Postal Service will go to the Mail Handler registry to hire two PTFs; this does not affect their retreat rights since those Mail Handlers can only retreat back to a full time position.

Arbitration dates have been scheduled for the excessing events that occurred in both Cumberland, MD and Waldorf, MD; and surveys are being conducted in Kinston, NC and the West Virginia facilities to determine if 4 or more hours of mail handler work is being performed.

The Article 12 - excessing discussion concluded with how the 60-day Comparative Work Hour Report (CWHR) is a tool used to determine if too many Mail Handlers were excessed from a facility. The report is requested at the regional level not through the local facility. An excessing grievance is more effective when the CWHR has been completed and should not be filed simply because a notice to excess has been issued. President Fletcher will attend regional labor-management meeting to address the excessing events that are occurring within our Local.

2. Local Memorandum of Understanding (LMOU) Negotiations:

The implementation period for LMOU negotiations was from September 1, 2013, to October 30, 2013. Negotiations for the LMOU have been completed. There were only three facilities to enter into negotiations: Charlotte, NC; Rocky Mount, NC; and Dulles, VA.

3. Steward Training:

Advance Steward training was conducted in the field for JCTM; Southern, MD; and Suburban, MD. Basic Steward training is being scheduled for Southern, MD, and has already been completed for Norfolk, VA and Richmond, VA. Finally, there will be additional Arbitration Advocacy training due to the efficiency of MAPs efficiency and the loss of some advocates in the field. President Fletcher stated that it is his goal to have advocates in each facility.

4. Mail Handler Assistant (MHA):

There was a lengthy discussion concerning the difficulty in converting MHAs because

all request for conversion must go through the USPS' Chief Operating Officer and Executive Vice President, Megan Brennan who is responsible for approving such request. It is incumbent upon the Union to make as many arguments as possible; however, we can expect it to be difficult since the language in the contract governing casuals and MHAs have changed. Stewards will have to be creative in finding arguments to support conversions. It was suggested that some of the language utilized in the previous contract to convert PTFs maybe used, but there are no guarantees. President Fletcher sent the Council via email the criteria that is needed and that was used by the Union in Puerto Rico to convert the MHAs.

President Fletcher also noted that there were some issues that the National Agreement referred back to the parties to discuss that relate to MHAs and have an affect on the regular Mail Handlers, such as, MHAs holding a position that could have been available for a regular Mail Handler that was excceded from another building. There is also the issue of who has preference for hours of work between the MHA and a casual employee.

Finally, concerning the health care plans for MHAs President Fletcher stated that he provided information to the Council a few weeks earlier concerning health care for MHA's. Treasurer Cardin noted that the Postal Service will contribute \$125 toward the plan; however, as noted by President Fletcher, the only plan available to the MHA is that of what the Postal Service will offer beginning January 1, 2014. There was further discussion concerning the benefits for MHAs. The information that was emailed to the Council should be reviewed and used to attract new hires to the Union.

5. Annual Affairs:

Except for Easton, MD, all the annual affairs have been completed. President Fletcher noted that the turnout was rather low in most facilities. There was a discussion how to improve the turnout for the annual affairs and ways to save money. Easton, MD, will issue gift cards to its members.

6. Union Vehicle:

Our National President, John Hegarty approved the changes made by the Council to the bylaws concerning the union vehicle and therefor they are incorporated into the bylaws. We are in the process of obtaining the title of the vehicle to begin the process to sell it.

NEW BUSINESS

1. Chain of Command:

A concern as to how should a Board member deal with questions that arise in the field from members from facilities or states where they are not employed arose? State Executive Board Members should handle any issue that may come to their attention within their state; however, they should also inform the Local office. If a member from another state has a concern, the matter should be forwarded to the SEBM from the respective state and forwarded to the Local office.

2. National Arbitration:

President Fletcher stated that the following cases are being reviewed for National Arbitration: Changes in the ELM concerning employees returning to duty; the amount of hours given when employee is donating blood platelets; and the issue of lead-clerks supervising Mail Handlers.

3. Building Renovations:

President Fletcher expressed his desire to have the top level of the Local office renovated in order to compete in the rental market in Richmond, VA. The renovations would be cosmetic in nature to include new carpeting and fresh paint to be completed next year. The Board recessed for a break to take a tour of the second level of the office building. The discussion was tabled for a future meeting when the Board can determine the amount of money needed to complete the project.

Financial Report:

Treasurer Cardin distributed the December 12, 2013 Balance Sheet and the Profit and Loss YTD Comparative Report for the period of January 1 to December 12 of the years 2012 and 2013. Treasurer Cardin's report included, but was not limited to a lengthy discussion on rental income; associate dues membership; supplemental income from the National; Annual Affairs; the employee benefits for the office staff; Mail Handlers Benefit Health Plan; and the affects of MHAs on the cost of the Annual Affairs.

Motion: After some discussion of the VEBA and IRS regulations Vice President Pena moved to accept the financial report; after a second by WVSEBM Slater the motion carried unanimously.

The Board recessed for lunch at 1:00 PM and reconvened at 2:00 PM.

NEW BUSINESS (Continued)

1. Branch President Vacancy:

President Fletcher reported that there is a Branch President vacancy at the Baltimore, MD P&DC facility due to the resignation of Branch President Gregory Hooker from the Postal Service. In accordance with the bylaws and after some discussion the Board listened to the suggestion of MDSEBM Evans on his recommendation to fill the vacancy with brother Anthony Rone. **Motion:** After further discussion MDSEBM Evans moved to have brother Anthony Rone fill the Baltimore, MD P&DC, Branch President vacancy for the remainder of the term. It was seconded by Treasurer Cardin. The motion passed unanimously. On behalf of the membership the Board extends our well wishes to brother Hooker who has taken a position outside of the Postal Service.

2. Article X:

The Board reviewed and discussed several article X charges.

Contract Administration Department (CAD):

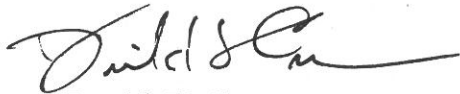
MDSEBM Evans gave the following report on the activities of the Contract Administration Department and the grievance activities within the Local:

- The changes concerning the advocates within the Local;
- The MAPs process and the ability to have multiple cases scheduled on one scheduling letter;
- A discussion on the pending cases for arbitration;
- The MAP scheduling process and the differences in the types of cases: stipulated and regular;
- The comparative cost of the various types of arbitrations;
- The upcoming advocate training.

He concluded his report with a discussion on the goals of the Local, representing the membership, and the importance of communicating with the grievant.

After a brief discussion concerning housekeeping issues and there being no further business Vice President Pena made a motion to adjourn the meeting, which was seconded by Recording Secretary Carr. Motion passed unanimously. The meeting adjourned at 4:00 PM.

Fraternally yours,



Derrick H. Carr
Recording Secretary