

LOCAL 305 MIDATLANTIC MAIL HANDLERS



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 10, 2014



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

The meeting of the Executive Board of Local 305 was called to order by President Fletcher at 10:10 AM. The invocation and roll call were conducted by Recording Secretary Carr, with all members being present.

Review of the Minutes

The minutes from the December 12, 2013, Executive Board meeting were distributed for review with the following corrections and/or additions:

- On page 2, in the Article 12 - Excessing section, second paragraph, last line, replace "is" with "are" and in the third paragraph, sixth line, add "the" in between the words "attend" and "regional"; in the Steward Training section, first sentence, replace the semicolons with commas and remove the second "efficiency" in the second sentence;

- On page 3, add “s” to the word “request” on the first line; in the last sentence of the first paragraph, take “via email” after “Council” and place it after the word “needed”; in the third paragraph, fifth line, remove the words “that of”; under item #6, first sentence, add a comma after “Hegarty” and add an “e” to the word “therefor”; in the Chain of Command section, first sentence, replace the question mark with a period and add the word “also” before “forwarded” on the last line;
- On page 4, first paragraph, third line, add the word “an” before “employee”; in the Financial Report section, in the second sentence, add a comma after “but was not limited to” and after “regulations” found in the motion; in the Branch President Vacancy section, second sentence, add a comma after the word “discussion”; and
- On page 5, add a comma after the word “business” in the last paragraph.

Motion: WVSEBM Slater moved to accept the minutes with it’s corrections and/or additions. The motion was seconded by MDSEBM Evans and passed unanimously.

OLD BUSINESS

The following old business was discussed:

Article 12 – Excessing:

The excessing events and facility closures are on hold indefinitely. The residual vacancy withholdings in our facilities have been lifted and require an assessment on whether the need for those positions remains. If the positions are needed, this is an opportunity to push for management to fill the vacancy through transfer requests, conversion of MHAs, and the hiring of additional MHAs. Transfer opportunities should be accepted before the conversion of MHAs. Also, the Postal Service’s review of the service standard changes is on hold, but may be initiated again after a 90 day notification to the Union.

There was some additional discussion held concerning the Branch President’s responsibility of ensuring that the proper procedure for filling residual vacancies is adhered to, the creation of new jobs, abolishment of positions, and the arguments for conversion of MHAs. President Fletcher gave an update on the pending cases involving those facilities that have already undergone an excess:

- Arbitration briefs have been filed for the facilities in Cumberland, MD, Waldorf, MD, and Kinston, NC challenging the excessing of Mail Handlers;
- There is an arbitration hearing scheduled in April 2014, challenging the closing of Clarksburg, WV;
- Through the grievance procedure and the Comparative Work Hour report, it has been determined that management at Suburban, MD exceeded 7 Mail Handlers too many. They are canvassing the 15 Mail Handlers for retreat rights back to Suburban, MD.
- Canvassing for the two PTF positions awarded through a pre-arbitration settlement in Charlottesville, VA is completed. There is one Mail Handler who may accept the offer and the Union will push for management to fill the other position through hiring.

Arbitration Advocate Training:

Training for new Advocates have concluded adding 7 additional Arbitration Advocates in our Local. The purpose is to have Advocates in most, if not all, our facilities to cut down on the cost of having to send Advocates to other facilities to arbitrate a case. It was noted that the Advocates are doing a great job in the field.

Union Vehicle:

The changes in the bylaws voted on by the Council, concerning the union vehicle, have been approved by the National and the vehicle has been sold. It sold for \$4,000 and the money will be placed in a CD account until the need for another vehicle arises or the money is needed for something else.

NEW BUSINESS

The following new business was brought to the floor by President Fletcher:

1. *Membership* - It is imperative that all Branch Presidents and Stewards encourage MHAs and nonmembers to become members of the Union in order for us to grow and survive. The other benefit of growth in membership is the increase of revenue for the Local; especially since the dues supplement that we receive from the National Union will be eliminated at some point in 2015. From pay period 1 of 2013, to pay period 4 of 2014, we have experienced an increase of 182 in membership. The increase was attributed to the recent recruitment of MHAs.
2. *Mail Handler Benefit Plan (MHBP)* - The MHBP, which is open to all federal employees, is administered by one of the leading providers of health care, Aetna. Federal employees who participate in the plan pay \$42 a year for associate membership. At the beginning of each year we receive a percentage of that associate dues membership in the form of two revenue checks. We have already received the first check and are awaiting the second.

There are approximately 140,000 members in the health plan, which has three levels of coverage: 120,000 in the standard plan; 18,000 in the value plan; and 2,000 in the consumer plan. There will be a presentation at the next Board meeting concerning this years coverage and the potential changes involving customer service hours, the merging of the value and consumer plan, and the use of physicians within the network versus those not in the network.

3. President Fletcher presented information from the National Union concerning the financial situation of the Postal Service:
 - The Postal Service would have profited 1 billion dollars had it not been for the pre-funding requirement;
 - Package delivery service has increased for the Postal Service;
 - Postal Reform has had some setbacks;

- The changes to the service standard has been placed on hold;
 - Postal unions are encouraging a boycott of Staples because of management's plan to outsource some of the retail operations to the Staples office supply stores;
 - The Postal Service delivery stations have incorporated a new system for scanning packages called Pass System. This new procedure can have an effect on the Mail Handler positions at those facilities.
4. Accountant/Bookkeeper Nakisha Munford has resigned from her position with Local 305 effective February 14, 2014, for employment with the Federal Government. Her services rendered over the past years were greatly appreciated.

After a lengthy discussion concerning office duties and responsibilities; salaries and compensation of officers and personnel; and whether to hire another bookkeeper or not the Board recessed for lunch at 1:30 PM and reconvened at 2:10 PM. **Motion:** After further discussion of the matter, VASEBM Hamlett moved to have Ms. Nakisha Munford remain in the employ of Local 305 as a Bookkeeper/Accountant consultant. The motion carried unanimously after a second by WVSEBM Slater.

5. President Fletcher stated that he would like to give the membership gifts this year and solicited suggestions from the Board. Several options were discussed and will be reviewed at the next meeting.
6. The Board had an extensive discussion of annual affairs and salaries/compensation in preparation for the next Council meeting. Last year the annual affairs for the Local were more than \$60,000, with low turnout. The concern, as all ways, is how can the Local have annual affairs and be more cost effective?

There was a review of the various levels of compensation and the historical background of salaries and compensation. The specifics of the discussion centered mostly on compensation for Stewards and Advocates. The concerns were tabled until the next Board meeting and will be discussed at the Council meeting in April of this year.

Financial Report:

Treasurer Cardin distributed the January - December 2013 Profit and Loss Comparative Report, the January - February 2014 Profit and Loss Statement, and the Balance Sheet as of March 8, 2014, for discussion and review. His presentation included, but was not limited to a lengthy discussion of the decrease in revenue sharing that comes from the National office; a decrease of approximately \$138, 000 in associate dues; how the Local budget is affected by income from the rental of office space and providing gifts to the membership; the expenses for office supplies purchased in the field and for the Local office; and the sale of the previously owned union vehicle. There was some discussion on the cost of branch meetings and annual affairs; and the positive affect that MAPS is having on our financial outlook, which is a result of management being more apt to settle grievances before going to arbitration. Treasurer Cardin concluded his

presentation discussing those factors that drive the cost of professional fees, in particular the legal fees that stem from fighting frivolous, unfair labor charges.

MOTION: After further discussion of the expenses for legal fees, Vice President Pena moved to accept the financial report. The motion carried unanimously after a second by DCSEBM Grigsby.

NEW BUSINESS (Continued)

1. Article X:

The Board reviewed and discussed several article X charges at length.

Being no further business WVSEBM Slater made a motion to adjourn the meeting, which was seconded by DCSEBM Grigsby. Motion passed unanimously. The meeting adjourned at 5:00 PM.

Fraternally yours,

A handwritten signature in black ink, appearing to read "Derrick H. Carr", with a long horizontal line extending to the right.

Derrick H. Carr
Recording Secretary