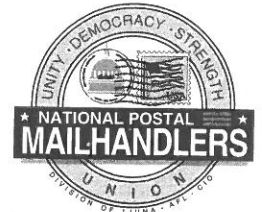


LOCAL 305 MIDATLANTIC MAIL HANDLERS



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
October 27, 2014



In attendance:

Kevin Fletcher - Local President

Jose' Pena - Vice President

D. Yam Cardin - Treasurer

Derrick H. 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 9:00 AM. The invocation and roll call were conducted by Recording Secretary Carr with all members being present.

Review of the Minutes

The July 15-16, 2014, minutes from the Executive Board meeting, as well as the minutes for the September 11, 2014, teleconference were distributed for review with no corrections or additions noted to either of the minutes.

Motion: MDSEBM Evans made a motion to accept the July 15, 2014, minutes as recorded with no corrections or additions; it was properly seconded by DCSEBM Grigsby. The motion carried unanimously.

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Motion: The motion made by President Fletcher to accept the July 16, 2014, minutes as recorded with no corrections or additions was seconded by DCSEBM Grigsby. After some discussion the motion passed by majority.

Motion: President Fletcher made a motion to accept the September 11, 2014, minutes as recorded with no corrections or additions and it was properly seconded by WVSEBM Slater. The motion carried unanimously.

Report from the Local President:

- There was a lengthy review and discussion concerning the Local 305 staff, staffing guidelines, and a look at the historical view of how the Local office previously conducted business. President Fletcher will have an updated Local 305 staffing policy at the next Executive Board meeting to include the staffing benefits of employees.
- Mail Handler Clocks were purchased for each Union office and will be mailed to the Branch Presidents.
- The aprons and smocks that were previously approved by the Executive Board will be delivered to the Local office in the coming week.
- All of the Annual Affairs are completed for the most part. The attendance at the affairs did not increase by much although a few Branches did experience a slight increase compared to last year. It was hoped that there would be better participation since the Local was paying for the door prizes and because of the financial increase per member that was budgeted for each Branch. Overall the annual Affairs went well. There was some discussion about the establishment of guidelines for Branch Presidents in planning and preparing the annual affair for their respective Branches. The discussion was tabled until the next meeting giving President Fletcher time for additional research and to review some documents concerning the matter from NCSEBM Jackson.
- The Executive Board agreed that union bags would be an appropriate gift to purchase for the Stewards as a way of recognizing them for the work they do in the field. President Fletcher will explore bags and prices to present at the next meeting.
- There was some discussion concerning the copiers in the field. We are getting away from using the large Konica-Minolta copiers that require a service contract and will explore the use of other copiers that are less expensive to maintain, but can produce the output needed in the field.
- The VEBA Plan Trustees are in the process of finalizing the annual financial report for the plan. The report will be made available at the next meeting. It appears that the plan did exceptionally well with the investments.

We recessed for lunch at 11:30 AM and reconvened at 12:30 PM.

Local President Report (Continued):

- Concerning excessing events, as previously discussed during the Article 12 – Taskforce meeting, those employees affected by an excess were asked to send letters to their respective Congressional Representatives asking for support of the Union’s position. We did receive a few responses from some of those Representatives. Branch President Phil Johnson of Rocky Mount, NC conducted an interview with a local news agency in Rocky Mount, NC addressing the excessing event; and Branch President Charles Perdue of Roanoke, VA along with our sister unions in that area placed a full-page ad addressing the excess. It is hoped that these efforts will have some influence in our favor on those communities being affected.

President Fletcher also attended a town-hall meeting in Ashville, NC to discuss the excessing of employees from Asheville, NC to Greenville, SC. There were employees, the District Manager, and other Managers from the Mid-Carolina District in attendance. The original plan to start the process in January 2015 has been delayed until April 2015. Management stated that there will be sufficient positions for the Mail Handlers at either Greenville, SC or Charlotte, NC.

The excessing event for Fayetteville, NC and Rocky Mount, NC were originally targeted for July 2015; however, according to the USPS at the Area level, the plan has changed to move the date forward to April of 2015. NCSEBM Jackson attended a meeting at the Local level of the Postal Service and was informed that the excessing event for Fayetteville, NC will be delayed.

Roanoke, VA is slated to begin in April 2015 and be completed by July 2015; while Norfolk, VA has been delayed until late next year if at all. It is imperative that Branch Presidents contact the Local office with any updates concerning an excess in their area.

- The next SAMLU will be held February 4-8, 2015 in San Antonio, TX and August 5-9, 2015.

Contract Administration Department - (CAD) Report:

The Contract Administration Director, MDSEBM Evans gave an update on the various cases that are being or have already been arbitrated. There are several administrative leave cases that have recently been heard while others are just now hitting the arbitration docket. Management is supposed to provide an updated Open Case Report to the Union, but due to the many changes that have occurred within the Labor Relations Department with the Postal Service that report has been delayed and there is a backlog at step 3. Brother Evans then gave a report on the efficiency of MAPS and how well the grievances are being moved through the system. Up to Step 3 of the grievance-arbitration procedure it appears that we are current and the percentages of processing grievances have improved considerably; it is the same with the arbitration cases. However, Brother Evans noted that the problem with the report, so far as arbitration cases are concerned, is that the

information includes RI 399 Jurisdictional cases that have stalled in the system; this leads to a lower percentage in processing cases. It is Brother Evan's hope to get the National to address the jurisdictional cases as well as any step 4 issues as they did with the MAPS system.

Brother Evans concluded his report by briefly discussing specific arbitration cases, grievances dealing with MHA's, pre-arbitrating grievances, and the delayed decision from the Cumberland, MD excessing case.

President Fletcher added that the Local will continue to conduct spot training when needed. Presently there is scheduled training at Roanoke, VA and Fayetteville, NC. Branch Presidents must request the training for their Stewards if the need arises. Brother Fletcher also stated that he is handling the majority of all the NLRB charges against the Local. There is only one charge pending.

New Business

1. The Board reviewed and discussed an Article X charge.

Financial Report

Treasurer Cardin presented a report on the previous year comparison of the Balance Sheet as of October 25, 2014, and the Profit and Loss Statement of January-September 2013 compared to January-September 2014. In addition, the Executive Board reviewed the following: deposits to the various accounts, disbursements from the VEBA trust, disbursements for payroll, and other expenses. The VEBA Trust included the scholarship participants and those expenses covering the Death Benefit and Sick Pay Benefit. He noted in particular that the dues from the National Union are up; however, there was also a decline in the associate dues membership. Brother Cardin included a brief explanation of the payroll taxes, LIUNA Benefits, Salaries/Compensations, and the Mail Handler Benefit Plan. **Motion:** After the Board reviewed the various expenses, disbursements, and a discussion on the needed repairs for the Local office, DCSEBM Lamar Grigsby made a motion to approve the disbursements through September 30, 2014. The motion was properly seconded by WVSEBM Slater. Motion carried unanimously.

New Business (Continued)

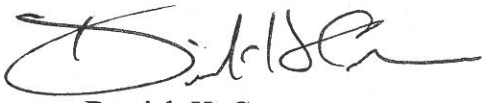
1. There is an arbitration decision requiring management to provide stools for the AI machine; copies will be given to all Branch Presidents. The stools are for the AI prepping stations. Studies show that it is ergonomically beneficial to prep from the sitting position. The same arguments from the arbitration case may be used at those facilities that utilize the AI machine.
2. MDSEBM Evans will provide copies of an Arbitration decision that argue for progressive discipline for MHA employees. Some of the arguments in this case can be used when representing MHAs. There is a difference in the contractual language for our MHAs compared to that of a PSE. The PSE's are not entitled to

progressive discipline as stipulated in their contract; we have no such language and must argue that management must be progressive when issuing discipline to MHAs. Although the Arbitrator in this instance did not rule on the progressive discipline, she did acknowledge that management did not meet the burden of proof to issue the discipline. Again, it is hoped that some of the arguments will be beneficial for the Stewards in the field when representing our MHAs.

- Issues revolving around the employment of MHAs are constantly evolving and we must look to those decisions to aid us in our representation of MHAs.

After a brief discussion about the next Executive Board meeting, being no further business MDSEBM Evans made a motion to adjourn the meeting, which was seconded by WVSEBM Slater. Motion passed unanimously. The meeting adjourned at 4:45 PM.

Fraternally yours,

A handwritten signature in black ink, appearing to read "D. Carr", with a large, stylized flourish at the end.

Derrick H. Carr
Recording Secretary