



National Postal Mail Handlers Union-Local 305

4907 Fitzhugh Avenue, Suite 100

Richmond, VA 23230-3533

Felandria A. Jackson, President

Leslie Hamlett, Treasurer

Eugene Horton <i>Vice President</i>	Dwight Burnside <i>Recording Secretary</i>	Cynthia Brown <i>North Carolina</i>	Mike Perry <i>Maryland</i>	Lamar Grigsby <i>Washington, DC</i>	Richard Mason <i>Virginia</i>	Nathan Fields <i>West Virginia</i>
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OFFICIAL MINUTES

National Postal Mail Handler's Union – Local 305

4907 Fitzhugh Avenue, Suite 100

Richmond, Virginia 23230 – 3533

December 08, 2016

In Attendance:

Felandria Jackson – Local President

Eugene Horton – Vice President

Leslie Hamlett – Treasurer

Dwight Burnside – Recording Secretary

Richard “Bobby” Mason – VASEBM

Lamar Grigsby – DCSEBM

Mike Perry – MDSEBM

Cynthia Brown – NCSEBM

Nathan Fields – WVSEBM

The meeting of the Executive Board of Local 305 was called to order by President Jackson at 4:30 pm. The roll call was conducted by Recording Secretary Burnside and invocation given by Vice President Horton.

Review of Previous Minutes

The following Executive Board Meeting Minutes were distributed for the Board's review and resulted in the following corrections and/or additions:

- October 26, 2016 – After review of the minutes Vice President Horton moved to accept the minutes as written. The motion was seconded by DCSEBM Grigsby and moved forward unanimously.
- October 27, 2016 – After review of the minutes VASEBM Mason moved to accept the minutes as written. The motion was seconded by Vice President Horton.
- November 1, 2016 – First bullet, first sentence is changed to read; “**VASEBM Richard Mason made a motion to nominate Dwight Burnside as the Branch President of the Merrifield P&DC facility...**” After a brief discussion Recording Secretary Burnside moved to accept the minutes as written with the changes. The motion was seconded by DCSEBM Grigsby and moved forward unanimously.
- **Amendment** – After giving consideration to the April 2016 Executive Board Meeting Minutes the following amendment was made to reflect that Lowell Perrault was recommended by NCSEBM Cynthia Brown to the position of Branch President of Raleigh, NC. As a result of this discussion the following motions were made:
 - NCSEBM Cynthia Brown made a motion to nominate Lowell Perrault as the Branch President of Raleigh, NC. The motion was seconded by President Jackson and moved forward unanimously.
 - President Jackson made a motion to amend the April 2016 Executive Board Meeting Minutes and make all changes retroactive to the said date. The motion was seconded by DCSEBM Lamar Grigsby and moved forward unanimously.

PRESIDENT'S REPORT

- Compensation Package – President Jackson briefly discussed the current and past compensation packages. After this discussion, it was proposed that the compensation packages be combined, updated and clearly defined. This issue was tabled and will be discussed further at the next Executive Board Meeting.
- Facility Tours – The following facilities were recently visited: Suburban MD., Norfolk VA., Greensboro NC. and Charlotte NC. As a result of these recent tours President Jackson asked the Board to consider more efficient and consistent ways that the Board can assist with representation in these facilities. President Jackson also emphasized how important it is that all Branch Presidents properly maintain a grievance log book to account for all grievances filed in their facility going forward. The Board will revisit these issues at the next Board meeting.
- Scholarship Committee – President Jackson briefly discussed the Local's scholarship program. More information will be forthcoming. The following Union members were selected from each state to serve on this committee:
 - Darrell Manigo – Baltimore P&DC
 - Calvin Vines – WADC
 - Debbie Church – West Virginia
 - Seung Chung – Merrifield P&DC
 - Carolyn Robinson – Charlotte, NC
- Skills Bank and News Letter proposals for the Local's web site were briefly discussed. The president expressed her desire to have full participation from all Board and Council members. More information will be provided on the Local305.org website. (Ref. Oct. 27, 2016 EB minutes Pg. 4 of 4)
- PAC Contribution – President Jackson discussed and encouraged the Board's participation with the PAC. The Union needs active involvement in contributing to the Political Action Committee to assist candidates who will work to protect the wages and benefits of all Mail Handlers. More information will be provided and discussed at the next Executive Board Meeting.

Financial Report

- Treasurer Leslie Hamlett discussed and reviewed in detail all the Profit and Loss sheets covering the period from Oct. 26, 2016 – Dec. 08, 2016. The Board was also informed that a new tenant has moved into the office building at 4907 Fitzhugh Avenue in Richmond, VA and has agreed to pay rent in the amount of \$1600.00 per month.
- Following the Financial Report, review and discussion, Vice President Horton moved to accept the Financial Report as presented. The motion was seconded by VASEBM Mason and moved forward unanimously.

CAD-REPORT

- Vice President Horton reviewed 25 cases discussed during the Local's last Pre-Arbitration process, resulting in many of those cases being resolved or withdrawn. Five (5) cases are still pending Arbitration. Vice President Horton again reiterated how important the "Stipulated Hearing" process will be going forward. Moreover, how important it is that Branch Presidents continue to help Stewards to prepare cases with this process in mind. (Ref. Oct. 26, 2016 EB minutes Pg. 3 of 4)
- Vice President Horton briefly discussed the flaws and procedural errors found in many of the Local's Administrative Leave cases. Proposals were made to develop templates and a grievance check-off list to assist Branch Presidents with this issue going forward.

With no further business to discuss, a motion was made by Recording Secretary Burnside to adjourn the meeting. The motion was seconded by Treasurer Hamlett and moved forward unanimously.

In Solidarity;



Dwight F. Burnside

Recording Secretary



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December 09, 2016

In Attendance:

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Leslie Hamlett – Treasurer

Dwight Burnside – Recording Secretary

Richard “Bobby” Mason – VASEBM

Lamar Grigsby – DCSEBM

Mike Perry – MDSEBM

Cynthia Brown – NCSEBM

Nathan Fields – WVSEBM

The meeting of the Executive Board of Local 305 was called to order by president Jackson. All Board members present and accounted for.

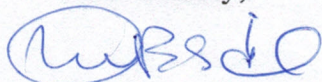
The following issues were discussed:

- RI-399 Issues – The Board discussed at length ways to address and/or resolve many of the Local's craft disputes. In view of a possible global settlement of all issues currently at the NDRC, the Board discussed ways to address each individual facility's specific issues.
 - President Jackson expressed how important it is that all Branch Presidents provide the Local with copies of their inventories.
 - The Board discussed why many of these issues may have to be addressed differently going forward. Ideas and proposals were encouraged and this issue will be discussed further at the next Board Meeting.

- LMOU Training – In anticipation of the new National Agreement, the Board briefly discussed preparation for possible LMOU openings and training.
 - Branch Presidents are encouraged to begin reviewing their LMOU in preparation for possible LMOU openings by management and/or to determine if there are justifiable reasons for opening the LMOU on behalf of the Union.
 - Ideas and proposals for training were discussed. More information will be provided at the next Board meeting.

With no further business to discuss for the day, a motion was made by Vice President Horton to adjourn the meeting. The motion was seconded by Treasurer Leslie Hamlett and moved forward unanimously.

In Solidarity;



Dwight F. Burnside

Recording Secretary