



## *National Postal Mail Handlers Union-Local 305*

4907 Fitzhugh Avenue, Suite 100

Richmond, VA 23230-3533

*Felandria A. Jackson, President*

*Leslie Hamlett, Treasurer*

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Calvin Vines <i>Vice President</i>	Dwight Burnside <i>Recording Secretary</i>	Cynthia Brown <i>North Carolina</i>	Mike Perry <i>Maryland</i>	Demetria Spratley <i>Washington, DC</i>	Richard Mason <i>Virginia</i>	Nathan Fields <i>West Virginia</i>
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### **OFFICIAL MINUTES**

*National Postal Mail Handlers Union – Local 305*

*4907 Fitzhugh Avenue, Suite 100*

*Richmond, Virginia 23230-3533*

**March 12, 2019**

#### **In Attendance:**

**Felandria Jackson -**

**Calvin Vines -**

**Leslie Hamlett -**

**Dwight Burnside -**

**Nathan Fields -**

**Mike Perry -**

**Demetria Spratley -**

**Richard Mason -**

**Cynthia Brown -**

**Local President**

**Vice President**

**Treasurer**

**Recording Secretary**

**WVSEBM**

**MDSEBM**

**DCSEBM**

**VASEBM**

**NCSEBM**

The Executive Board meeting for NPMHU Local 305 was called to order by President Jackson at 10:01 AM. The invocation was given by Vice President Calvin Vines and the roll call was conducted by Recording Secretary Burnside.

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**Goals of the Administration:** The Board discussed ways to increase the membership and improve the representation. As result of the discussion the following points were made clear:

- **Increase Membership** – Representatives must be conscious of their contractual rights to attend New Employee orientations. This is important because it gives us an opportunity to properly inform new hires about the Union and what it represents. Representatives should also be present during the orientation process of newly converted MHA's to career positions to ensure that they are being provided correct information as well as being afforded an opportunity to sign up for health benefits. Representation should begin on day 1.
  
- **Improve Representation** – “Focus on the cases, not the faces”. It is imperative that we are focusing on the case that is being presented and deal with it in accordance with the Contract. Representatives cannot allow personal feeling or other distractions to get in the way of properly policing contractual rights. Representatives must lead by example and always let their response reflect information from the National Agreement, By-Laws and Constitution.
  - **Training** – Training is needed and will be provided based on what is revealed through review of cases presented for Pre-Arbitration. The Contract Administration Team will be reviewing these cases carefully to pick up on errors and patterns that reveal what is needed to assist Stewards with improving their skills.
    - Branch Presidents will be expected to assist with training their Stewards in their individual facilities going forward. (Each one - teach one)

**Article X Charges:**

- The Executive Board of Local 305 initiated discussions on Article X Charges dated January 17, 2019, received in the Local office on January 22, 2019. All charges have been properly considered and processed in accordance with the National Constitution, ULUC Article X, Section 2. The parties involved will be properly notified in accordance.

**Financial Report:**

- Treasurer Leslie Hamlett distributed the Balance Sheet and Profit & Loss sheets from January 1, 2019 – March 12, 2019 to the Board for review and discussion. Brother Hamlett provide a line by line explanation of all the receipts and expenses. As result of the review and discussion the following motion was made:

**Motion:** MDSEBM Mike Perry moved to accept the Financial Report and receipts as presented. The motion was seconded by Vice President Calvin Vines and was moved forward unanimously.

- Brother Hamlett also briefly discussed the VEBA accomplishments and the adjustments made to the VEBA Trust fund. Noting that as result of the changes to the number of Trustees, further updates on the accounts are still in transition.

**Branch President Vacancy:**

- The Board discussed the recent vacancy of the Branch President position at the Baltimore, MD IMF. The position became vacant as result of the resignation of Brother Orson “Mike” Smith. In accordance with Article 7, Section 4 of the Local By-Laws, President Jackson contacted MDSEBM Mike Perry for a replacement recommendation. As result of the discussion and recommendation, the following motion was made:

**Motion:** MDSEBM Mike Perry moved to appoint Brother Mike Melton as the Branch President of the Baltimore IMF for the remaining term effective March 14, 2019. The motion was seconded by VASEBM Richard Mason and moved forward unanimously.

*With no further business to discuss on this day WVSEBM Nathan Fields moved to adjourn the meeting. The motion was seconded by Local President Felandria Jackson and was moved forward unanimously.*

*United in Service;*



**Dwight F. Burnside**  
Recording Secretary  
Local 305