



National Postal Mail Handlers Union-Local 305

4907 Fitzhugh Avenue, Suite 100
Richmond, VA 23230-3533

Felandria A. Jackson, President

Leslie Hamlett, Treasurer

Nathan Fields <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>	Tim Powers <i>West Virginia</i>
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OFFICIAL MINUTES EXECUTIVE BOARD MEETING June 16, 2020

In Attendance:

Felandria Jackson -	Local President
Nathan Fields -	Vice President
Leslie Hamlett -	Treasurer
Dwight Burnside -	Recording Secretary
Mike Perry -	MDSEBM
Demetria Spratley -	DCSEBM
Richard Mason -	VASEBM
Cynthia Brown -	NCSEBM
Timothy Powers -	WVSEBM

The Executive Board Meeting for the NPMHU of Local 305 was called to order by President Jackson at 10:01AM. Roll call was conducted by Recording Secretary Burnside.

- **PRESIDENT’S REPORT:** President Jackson opened the meeting with a brief overview of the Agenda. During this time, the Board also discussed the Scholarship Awards for 2020. The Executive Board is proud to announce that we were able to award 12 well deserving students for the 2020 Kenneth A. Hayes Scholarship Award.

Brianna LOWERY – GGNC	Rumesa ALI – NOVA
Zoriee SLAUGHTER – GGNC	Dua ALI – NOVA
Aiden THOMAS – SBMD	Enoch CHUNG – NOVA
Clarique CARRINGTON – RIVA	Keerthana KALAIVANAN – DAVA
Keelin HAYES – CHWV	Eddie THOMAS – FANC
Jacob COX – CHWV	Kimone BUSSEY - SBMD

As result of the review and discussion the following motion was made:

Motion: President Jackson moved to accept the Scholarship Awards as presented. The motion was seconded by Vice President Fields and moved forward unanimously.

OLD BUSINESS

- REVIEW OF MINUTES – The Board was issued a copy of the March 02, 2020 Executive Board Meeting Minutes for review and discussion. As result of the review and discussion the following motion was made:

Motion: Vice President Nathan Fields moved to accept the March 02, 2020 Minutes as presented. The motion was seconded by VASEBM Richard Mason and moved forward unanimously.

- STATE REPRESENTATIVE FEED BACK – The State Representatives shared with the Board issues and concerns effecting facilities under their jurisdiction. There were no issues requiring immediate action. All issues are being handled in accordance with proper policy and procedures.

NEW BUSINESS

- VACANT POSITION – Branch President Phillip Johnson retired from the United States Postal Service on May 31, 2020. Therefore, in accordance with ULUC Article IV, section 4 and Local By-Laws Article VII, section 4, the Executive Board met to select and vote on a replacement to fill the remaining term of the vacant position. NCSEBM Cynthia Brown recommended Rocky Mount Mail Handler Shop Steward Theresa Wiggins to fill the vacant position for the remainder of the term. This recommendation was given the utmost consideration. **As result of the discussion the following motion was made:**

Motion: NCSEBM Cynthia Brown to moved accept Shop Steward Theresa Wiggins for the Rocky Mount Branch President position for the remainder of the term, effective June 6, 2020. The Motion was seconded by Local President Jackson and moved forward unanimously.

- LABOR CHARGES – President Jackson briefly discussed with the Board the status of all labor charges filed against the Local. Currently there are no final resolutions.

- GRIEVANCE ISSUES: President Jackson discussed the following issues that continue to affect the Local's grievance activity.
 - Proper & Timely Filing: Stewards are reminded that all grievances must be filed in a timely manner and in accordance with Article 15 of the National Agreement. Accordingly, the grievance file and record should always clearly reflect when the Union was notified or became aware of a grievance. Especially when the notification occurs outside of the 14-day time-period outlined in the National Agreement.
 - Proper Step 3 Submission: Stewards are reminded that Local 305 is still obligated to submit grievances at the Step 3 level in accordance with the MAPs process. Each step in the process must be followed without deviation.

- COVID-19 ISSUES: Some facilities have reported issues with improper leave coding for employees taking leave covered by the Family First Care Act (FFCA) for the COVID-19 pandemic. Branch President's experiencing these issues should notify the Local President as soon as possible.

- 2020 Convention: As of this date the 2020 Convention is canceled until March of 2021. All other National meetings will be held via ZOOM conference until further notice.
 - Local Council Meeting: ZOOM conferencing is being considered to cover items that are necessary for the Local to move forward, to include National Training.

FINANCIAL REPORT

- Members of the Executive Board were issued copies of the Profit & Loss, and Balance Sheets from March 1, 2020 – June 16, 2020 for review and discussion. Treasurer Hamlett provide a line by line overview of the items and receipts. As result of the review and discussion the following motion was made:

Motion: NCSEBM Cynthia Brown moved to accept the Financial Report and receipts as presented. The motion was seconded by DCSEBM Demetria Spratley and was moved forward unanimously.

ARTICLE X CHARGES: In accordance with ULUC Article X, sections 2 and 3, the Executive Board of Local 305 reviewed and discussed Article X charges filed on April 27, 2020. All charges have been properly processed and all parties will be properly notified in accordance with the Uniform Local Union Constitution.

With nothing further to discuss on this date, Vice President Nathan Fields made a motion to adjourn the meeting. The motion was seconded by DCSEBM Demetria Spratley and was moved forward by majority. The meeting for the Executive Board of Local 305 was officially adjourned at 12:48 PM.

Respectfully submitted.

A handwritten signature in black ink, appearing to read "D. Burnside", with a large, stylized initial "D" and "B".

Dwight F. Burnside
Recording Secretary
NPMHU – Local 305