



National Postal Mail Handlers Union-Local 305

4907 Fitzhugh Avenue, Suite 100

Richmond, VA 23230-3533

Felandria A. Jackson, President

Leslie Hamlett, Treasurer

LaFon Murray
Vice President

Dwight Burnside
Recording Secretary

Cynthia Brown
North Carolina

Mike Perry
Maryland

Demetria Spratley
Washington, DC

Richard Mason
Virginia

Timothy Powers
West Virginia

OFFICIAL MINUTES ***Executive Board Meeting*** ***ZOOM CONFERENCE***

April 27, 2021

In Attendance:

Felandria Jackson -

Lafon Murray -

Leslie Hamlett -

Dwight Burnside -

Cynthia Brown -

Richard Mason -

Tim Powers -

Demetria Spratley -

Mike Perry -

Local President

Vice President

Treasurer

Recording Secretary

NCSEBM

VASEBM

WVSEBM

DCSEBM

MDSEBM

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



OLD BUSINESS:

- Minutes Review – The Executive Board was provided a copy of the Minutes from the January 11, 2021 Executive Board Meeting for review. As result of the review and discussion the following motion was made:

Motion: VASEBM Bobby Mason moved to accept the Minutes as presented. The motion was seconded by President Jackson and moved forward unanimously.

- Officer's Salaries – The Board briefly discussed COLA raises for the President and Treasurer as reflected on page 5 of the Local By-Laws. As result of the discussion the following motion was made:

Motion: WVSEBM Tim Powers moved to table the issue on Officer's Salaries, to include COLA raises until the next Council Meeting. The motion was seconded by Treasurer Leslie Hamlett. The motion was moved forward by majority.

- Repairs to the President's House – The Board discussed property damage caused by wind and rain at 1976 Brilland Court, Glen Allen, VA. As result of this discussion the following motion was made:

Motion: VP Lafon Murray moved to allocate up to \$15,000.00 for repairs and/or replacement of the fence and rear deck of the Brilland Court property. The motion was seconded by DCSEBM Demetria Spratley and was moved forward unanimously.

NEW BUSINESS:

- 2021 Local-305 Scholarship – The Board briefly discussed arrangements for processing the scholarship awards. The judging period will be from 05/17/21 – 06/15/21 and the notification period will be from 06/21/21 – 06/26/21. An Executive Board meeting will be scheduled to accomplish this task based on availability.
- Judges of LiUNA – The Board was informed and briefly discussed the need to select Judges for the upcoming 2021 LiUNA International Convention. The convention for 2021 will be held virtually via ZOOM conference on September 21–22, 2021. The Board agreed to select five (5) judges.
- 2021 Tentative Union Travel Dates –
 - August 2-4, 2021 (SAMLU), travel dates August 1st & 5th.
 - September 21-22, 2021 (LiUNA Convention), virtual via Zoom Conference.
 - October 8-9, 2021 (MABP), travel dates October 7th & 10th.
 - December 13-17, 2021 (SAMLU), travel dates December 14th & 18th.

- State Representatives – The State Representatives were asked to share with the Board any issues of concern from their respective facilities. The majority expressed concerns with attendance related discipline and leave approval procedures associated with the COVID-19 Pandemic. The Postal Service has maintained that it is limited in its ability to fully implement EFEL until OPM issues its official guidance. Branch Presidents are encouraged contact President Jackson and provide the EIN and leave information for specific cases. Branch Presidents are also encouraged to make sure that employees are properly informed about the impacts of using the EFEL.
- Labor Charges – As of this date (04/27/2021) there is one (1) case pending.

CAD REPORT:

- Vice President Lafon Murray presented the following CAD report update from Jan. 2021 - Present:
 - JANUARY: (01/29/2021)
 - Two (2) Arbitration hearings were scheduled – both resulted in Pre-Arbitration settlements.
 - FEBRUARY:
 - (Feb. 2-3) CAT TEAM MEETING – Thirteen (13) cases were discussed. Also discussed were the January Steward/Advocate Training and the MAP Process.
 - (Feb. 17, 19 & 26) Three (3) Arbitration hearings were scheduled. – Two (2) cases were settled through Pre-Arbitration. One (1) case was canceled by the Arbitrator.
 - (Feb. 25th) 60-Day Review – Total 15 cases discussed.
 - Two (2) cases were tabled, one (1) case was settled, six (6) cases were scheduled for arbitration, and six (6) cases were withdrawn.
 - MARCH:
 - (Mar. 3rd) – Seven (7) perspective Advocates met via ZOOM Conference.
 - (Mar. 9th) – 60-Day Review (Housekeeping review, no cases discussed)
 - (Mar. 11th) – Arbitration (Roanoke P&DC); two (2) cases were canceled per the Arbitrator.
 - APRIL:
 - (Apr. 6-7) – CAT TEAM MEETING – Seven (7) cases were discussed.
 - (Apr. 13th) – 60 Day Review scheduled (Cancelled per the Area LRS)
 - (Apr. 19th) – Three (3) cases scheduled for arbitration in Norfolk VA on May 6, 2021, were settled in a Pre-Arbitration Agreement.
 - (Apr. 21st) - Seven (7) cases scheduled for arbitration in Richmond VA. for June 2nd and 3rd were settled in a pre-arbitration.

- **Advocates Pay** – The Board discussed proper certification and compensation for Local Advocates. As result of the discussion the following motion was made:

Motion: Treasurer Leslie Hamlett made a motion to establish Advocate Certifications for compensation (**\$345.00 quarterly**), effective April 27, 2021. The motion was seconded by Vice President Lafon Murray and moved forward unanimously.

- **IT Recommendations** – The Board discussed reported issues with the Local’s damaged and old computers. Treasurer Leslie Hamlett shared recommendations from the Local’s computer specialist (Steven Seal), for proper and safe disposal of old computers that may contain member sensitive data and banking financial information. Included were recommendations to replace damaged computers at the Local office. The Board agreed to table the issue on the proper disposing of old equipment until more information could be provided regarding the cost. As result of the discussion the following motion was made:

Motion: WVSEBM Tim Powers moved to allocate up to \$8,000.00 for new Local Office computers. The motion was seconded by DCSEBM Demetria Spratley and moved forward unanimously.

FINANCIAL REPORT: For the Board’s review and discussion Treasurer Leslie Hamlett provided the Board with copies of the Profit & Loss, Balance Sheets and accounts receipts for all Local 305 Accounts, to include the VEBA and General Funds from January 1, 2021 – April 25, 2021. Brother Hamlett offered a line-by-line explanation for accounts and receipts. As result of the review and discussion the following motion was made.

Motion: VSEBM Bobby Mason moved to accept the Financial Report, accounts and receipts as presented. The motion was seconded by Recording Secretary Burnside and moved forward unanimously.

With no further business to discuss on this date, President Jackson moved to adjourn the meeting. The motion was seconded by Recording Secretary Burnside and was moved forward unanimously. The Executive Board Meeting of Local 305 was officially adjourned at 1:30PM.

Respectfully submitted,



Dwight F. Burnside

Recording Secretary

NPMHU Local-305