

National Postal Mail Handlers Union-Local 305

4907 Fitzhugh Avenue, Suite 100

Richmond, VA 23230-3533

Felandria A. Jackson, President

Leslie Hamlett, Treasurer

LaFon Robinson <i>Vice President</i>	Marcus Anderson <i>Recording Secretary</i>	Cynthia Brown <i>North Carolina</i>	Mike Perry <i>Maryland</i>	Demetria Spratley <i>Washington, DC</i>	Marvin Simpson <i>Virginia</i>	James Beane <i>West Virginia</i>
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OFFICIAL MINUTES ***Executive Board Meeting*** ***June 1, 2022***

In Attendance:

Felandria Jackson -
Lafon Robinson-
Leslie Hamlett -
Marcus Anderson-
Cynthia Brown -
Marvin Simpson -
Demetria Spratley -
Mike Perry -
James Beane -

Local President
Vice President
Treasurer
Recording Secretary
NCSEBM
VASEBM
DCSEBM
MDSEBM
WVSEBM

The Executive Board Meeting for NPMHU Local 305 was called to order by President Felandria Jackson at 10:03 a.m. The roll call was then conducted by Recording Secretary Marcus Anderson.

Phone (804) 358-4664 • Fax (804) 342-1082



INVOCATION

The Board held a moment of silence in remembrance of Billy Simpson, Shop Steward out of Southern Maryland.

REVIEW OF MINUTES

Local 305 Executive Board Meeting Minutes from January 31, 2022 & April 27, 2022, were provided for review and discussion. As a result of this review the following motions were made:

Motion: *DCSEBM Demetria Spratley moved to accept the January 31st Executive Board Meeting Minutes as written. The motion was seconded by NCSEBM Cynthia Brown and moved forward unanimously.*

Motion: *Vice President Lafon Robinson moved to accept the April 27th Executive Board Meeting Minutes as written. The motion was seconded by Local President Felandria Jackson and moved forward unanimously.*

OLD BUSINESS

- **ADVOCATE TRAINING:** Advocate training to take place in Baltimore, Maryland has been scheduled and paid for. Training shall be on July 28th and 29th, 2022. Travel dates shall be July 27th and 30th, 2022.
- **UPDATE ON BRILLAND PROPERTY:** President Jackson informed the Board that the fence and deck on this property have been completed. The trees by the fence and two dead bushes out front have also been removed.
- **SHIRTS:** All shirts for the Executive Board, Council, Advocates, and National Convention have been dispersed to the respective members

NEW BUSINESS

- **UPCOMING DELEGATE CONVENTION:**
 - Due to fuel shortages and fuel cost, the airlines are making drastic changes to flights. President Jackson has already received notification of a few flight adjustments. As these notifications are received, President Jackson will notify the impacted members of these changes.
 - June 10th is the last day to submit proposals for the National and Local Constitutions. President Jackson intends to submit proposals to be heard before the resolution committee in July.
- **LABOR CHARGES:** President Jackson informed the Board that one labor charge had been received from the field and that labor charge has been withdrawn.
- **ADVANCE CONVERSIONS:** Corrections were made by the Article 12 task force regarding MHAs who converted out of order per their relative standing. If there are issues in our facilities regarding MHAs being converted out of order, please provide this information to President Jackson so that these matters can be addressed with the Article 12 task force immediately. President Jackson stated that she has instructed the Branch Presidents to maintain their relative standing list to help prevent these issues. All MHAs are hired to a 360-day contract and should be placed accordingly on the relative standing list for conversion. The following issues were sent to the Article 12 task force:

1. MHAs who are converted to full-time regular out of order per the relative standing list.
 2. When a full-time regular detailed into a 204B status and working outside of their normal bid schedule has their bid assignment declared vacant, are they still entitled to Out of Schedule pay while detailed as a 204B into hours outside of their vacated bid assignment prior to returning to craft?
 3. What is the assigned schedule of a MHA who converts to full-time regular, due to advanced conversions, while still serving in a 204B capacity?
 4. Should Management be required to return an unassigned regular, detailed into a 204B position, back to craft to allow a senior unassigned regular the right to defer a bid position to the junior unassigned regular?
 5. MHAs working at the PSA/Fulfillment Centers are only receiving 6 hours for holiday (rather than 8 hours). Management contends that based on the language of Article 11.3C the PSA/Fulfillment Centers has less than 200-man year based off the different Finance number. Since these PSA/Fulfillment Centers are attached to the host facilities, should these MHAs receive 8 hours for the holiday?
- **FACILITY TOURS:** Facility tours are required to happen every six months. Due to scheduling conflicts, President Jackson may call upon the State Representatives to conduct some of these tours.
 - **BY-LAWS:** The Local 305 By-Laws have been accepted by National President Paul Hogrogian. Recording Secretary Marcus Anderson has provided these By-Laws to the Council via email.
 - **RI-399 UPDATES:** President Jackson informed the Board that some facilities are still having issues with their RI-399. A list of these facilities was compiled and has been sent to Teresa Harmon at National as instructed.
 - **FINANCIAL SEMINAR:** President Jackson and Treasurer Hamlett recently attended the Financial Seminar. Information received from the seminar was discussed at the meeting.
 - **ANNUAL APPRECIATION UPDATES:** President Jackson informed the Board that the Local Office will be purchasing the gift cards for the facilities that have opted to do gift cards for their Annual Membership Appreciation. The Board then discussed the waivers that must be signed for facilities that are having a social gathering for their Annual Membership Appreciation. These waivers are still being drawn up by the attorney. The Board then consulted on whether gifts will be provided by the Executive Board and if so, how much shall be allocated towards them. As a result, the following motion was made:

Motion: *VASEBM Marvin Simpson moved that the Board will allocate an additional \$600.00 per facility for gifts to be raffled off during the Annual Membership Appreciation. The motion was seconded by MDSEBM Mike Perry and moved forward unanimously.*

The Local Officers attending the Annual Membership Appreciation social gatherings was discussed. President Jackson stated that the State Executive Board Members were allowed to attend the social gatherings of facilities within their respective state, and the Local Officers elected local wide would be allowed to attend all social gatherings.

CAD REPORT

Vice President Lafon Robinson briefly discussed and provided an overview of the CAD's activities from April 1, 2022, through May 31, 2022.

- PRE-HEARING PROCESS (60 DAY REVIEW): On May 20th VP Robinson met with Area Labor Relations Specialist Tracey Wood and discussed six (6) cases. Two (2) cases were scheduled for Arbitration, two (2) cases were tabled, and two (2) cases were settled. Three (3) cases previously discussed need to be rescheduled.
- CONTRACT ATTACK TEAM (CAT TEAM): There has been no CAT Team Meetings in April or May.
- ARBITRATIONS: There have been no Arbitrations in April or May. Decisions have come back for Arbitrations out of Greensboro P&DC and Baltimore IMF:
 - Greensboro P&DC – Class Action (COVID) – DENIED
 - Baltimore IMF – Discipline – DENIED
- TRAINING: The following training took place within the Local:
 - April 22, 2022 – MAP Training – West Virginia
 - May 23-24, 2022 – MAP Training – Virginia (Roanoke, Dulles, and Merrifield to be rescheduled)
 - May 26, 2022 – New Steward Training – Merrifield
- CHANGES:
 - On May 14th Pervous “Andy B” Badilishamwalimu took over as the new Eastern Regional Director. Eugene Horton is still the RDRC Representative until notified otherwise.
 - Branch President Tim Powers has resigned from his position as an Arbitration Advocate for the Local
 - A decision has come back about the USS. Meetings need to be scheduled for facilities to update or modify their installation inventories.

FINANCIAL REPORT

Treasurer Leslie Hamlett went over previous historical data and Board Minutes to assist the newer Board Members in understanding the basis of some of the rules and procedures that are currently in place and being applied today. The Board discussed and agreed to develop an S.O.P to cover the items that are contained within the Minutes on how the Board and Council should operate. LIUNA pension was explained in detail by Treasure Hamlett. The Board was provided copies of the Profit & Loss and Balance Sheets from January through March of 2022. Bank Statements were provided as well to show the checking accounts of the general and VEBA Trust accounts as of June 1, 2022. An in-depth review of these accounts was conducted by Treasure Hamlett.

- VEBA TRUST:
 - Trustee needs to be added
 - VEBA Trust Manual requires updating and to be signed off on

As a result of this discussion on the financial report, the following motion was made:

Motion: *NCSEBM Cynthia Brown moved to accept the financial report. The motion was seconded by DCSEBM Demetria Spratley and moved forward unanimously.*

TRANSPORTATION

The means of transportation to and from Union sanctioned events was discussed.

LOCAL 305 WEBSITE

The Board discussed the needed updates for the L305.ORG website. Some of the updated information has been sent and awaiting to be uploaded. President Jackson will check to see if it is possible to designate someone to assist in the overseeing of the website.

STATE REPRESENTATIVE REPORTS

General reports and concerns were then provided by each State Representative for their individual installations.

MHBP SEMINAR

The Board discussed that the MHBP Seminar will take place in October. As a result of this discussion the following motion was made:

Motion: DCSEBM Demetria Spratley moved to cover the cost for the Executive Board to attend the MHBP Seminar in New Orleans October 6th through 9th. The motion was seconded by WVSEBM James Beane and moved forward unanimously.

With no further business on this date, President Felandria Jackson made a motion to adjourn the meeting. The motion was seconded by Recording Secretary Marcus Anderson and moved forward unanimously. The Executive Board meeting of Local 305 was officially adjourned at 5:29 p.m.

Respectfully Submitted,



Marcus D. Anderson
Recording Secretary
NPMHU – Local 305



National Postal Mail Handlers Union-Local 305

ROLL CALL VOTE

June 1, 2022

Motion: DCSEBM Demetria Spratley moved to accept the January 31st Executive Board Meeting Minutes as written.

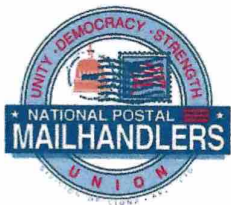
Seconded: NCSEBM Cynthia Brown

<u>Felandria Jackson</u>	<u>President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Leslie Hamlett</u>	<u>Treasurer</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Lafon Robinson</u>	<u>Vice President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Marcus Anderson</u>	<u>Recording Secretary</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
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<u>Demetria Spratley</u>	<u>DCSEBM</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Marvin Simpson</u>	<u>VASEBM</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>James Beane</u>	<u>WVSEBM</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>

Motion: Vice President Lafon Robinson moved to accept the April 27th Executive Board Meeting Minutes as written.

Seconded: President Felandria Jackson

<u>Felandria Jackson</u>	<u>President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Leslie Hamlett</u>	<u>Treasurer</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Lafon Robinson</u>	<u>Vice President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
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<u>James Beane</u>	<u>WVSEBM</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>



National Postal Mail Handlers Union-Local 305

ROLL CALL VOTE

June 1, 2022

Motion: VASEBM Marvin Simpson moved that the Board will allocate an additional \$600.00 per facility for gifts to be raffled off during the Annual Membership Appreciation.

Seconded: MDSEBM Mike Perry

<u>Felandria Jackson</u>	<u>President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Leslie Hamlett</u>	<u>Treasurer</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
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<u>James Beane</u>	<u>WVSEBM</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>

Motion: NCSEBM Cynthia Brown moved to accept the financial report.

Seconded: DCSEBM Demetria Spratley

<u>Felandria Jackson</u>	<u>President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Leslie Hamlett</u>	<u>Treasurer</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
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ROLL CALL VOTE

June 1, 2022

Motion: DCSEBM Demetria Spratley moved to cover the cost for the Executive Board to attend the MHBP Seminar in New Orleans October 6th through 9th.

Seconded: WVSEBM James Beane

<u>Felandria Jackson</u>	<u>President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Leslie Hamlett</u>	<u>Treasurer</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
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<u>James Beane</u>	<u>WVSEBM</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>

Motion: President Felandria Jackson moved to adjourn the meeting.

Seconded: Recording Secretary Marcus Anderson

<u>Felandria Jackson</u>	<u>President</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
<u>Leslie Hamlett</u>	<u>Treasurer</u>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	ABST <input type="checkbox"/>
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