



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 November 4, 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 10:00a.m. The roll call was then conducted by Recording Secretary Marcus Anderson.

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INVOCATION

Invocation was delivered by Local President Felandria Jackson.

REVIEW OF MINUTES

Local 305 Executive Board Meeting Minutes from July 19, 2022, was provided for review and discussion. As a result of this review the following motion was made:

Motion: *DCSEBM Demetria Spratley moved to accept the July 19th Executive Board Meeting Minutes as written. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

OLD BUSINESS

- **2022 SCHOLARSHIPS:** President Jackson informed the Board that all scholarship checks have been properly disbursed.
- **NATIONAL CONVENTION:** President Jackson stated that preparations for the upcoming National Convention will begin soon.
- **FACILITY TOURS:** Per the ULUC facility tours are to be conducted at least twice a year. President Jackson stated that a check list will be created for instances in which a designee is called upon to conduct a tour.
- **LOCAL 305 WEBSITE:** The Recording Secretary was designated to assist in the overseeing of the website.
- **STANDARD OPERATING PROCEDURES:** The Executive Board shall convene on November 5th to review and update the S.O.P.
- **BUILDING REPAIRS:** President Jackson stated that a committee will be established to oversee the renovations of the Local 305 building at 4907 Fitzhugh Avenue, Richmond, Virginia.

NEW BUSINESS

- **LABOR CHARGES:** There were three (3) Labor Charge received from the field. One (1) was withdrawn while two (2) are still pending.
- **THREATS:** President Jackson informed the Board that she spoke with the attorney to see what type of protection against threats or acts of violence is available for our representatives. It was suggested that a protocol or steps be put in place and posted to address such violations of the zero-tolerance policy towards Union Officials. The Board shall convene to develop this procedure.
- **ANNUAL MEMBERSHIP APPRECIATION GIFTS:** The Board discussed and decided on the best method to deliver the membership appreciation gifts to each facility.
- **FORM 1187:** President Jackson stated that the dollar amount is set to go up in pay period 25.

- **JACKETS:** President Jackson stated that the jackets are a little backlogged, but she will be ordering them every other week as the list updates.
- **TRAINING IN THE FIELD:** Training will be scheduled for new stewards out of Baltimore P&DC, Linthicum IMF, and Charleston P&DC November 15-16, 2022.
- **NEW REGIONAL PROCESSING AND DISTRIBUTION CENTERS:** President Jackson informed the Board that currently at least three (3) facilities are to be incorporated into these Regional Processing and Distribution Centers (RPDC). Richmond, Charlotte, and Greensboro
- **ADUS ARBITRATION:** For facilities that have an ADUS, President Jackson stated that the RI-399 in those facilities need to be updated to reflect the National Arbitration Settlement.
- **VACANCIES:** The positions of Branch President in the Linthicum IMF and Charleston P&DC facilities needed to be properly filled. In accordance with Article 7 Section 4 of the Local By-Laws, President Jackson solicited a recommendation for replacement from the designated State Executive Board Member in which each vacancy existed. As a result of the recommendations and the Board's discussion, the following motions were made:

Motion: MDSEBM Mike Perry moved to place Jack McClelland as the Branch President of IMF. The motion was seconded by Local President Felandria Jackson and moved forward unanimously by roll call vote.

Motion: NCSEBM Cynthia Brown moved to appoint James Beane as the Branch President of Charleston P&DC. The motion was seconded by DCSEBM Demetria Spratley and moved forward by a majority vote. (roll call vote attached)

Motion: VASEBM Marvin Simpson moved to accept the friendly amendment to change the word "place" to "appoint" in the previous motion made by MDSEBM Mike Perry. The motion was seconded by WVSEBM James Beane and moved forward unanimously by roll call vote.

- **SURVEILLANCE:** President Jackson informed the Board that surveillance cameras will be placed in a few facilities within the Local. Cameras have already been placed in the Linthicum IMF facility.

CAD REPORT

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

- **PRE-HEARING PROCESS (60 DAY REVIEW):** On August 19th Vice President Robinson met with Area Labor Relations Specialist Eugene DiMauro and discussed twelve (12) cases. Four (4) cases were scheduled for arbitration, one (1) case was tabled, six (6) cases were settled, and one (1) case which was previously withdrawn was closed out.
- **PRE-ARBITRATION MEETINGS:** On June 15th, 17th, and 23rd Vice President Robinson met with Labor Relations Specialist / Arbitration Squad Leader Dave Preston. Three (3) cases were settled while none were withdrawn.
- **CONTRACT ATTACK TEAM (CAT TEAM):** The CAT Team convened on July 20th and discussed 13 cases. Of those cases the team agreed to withdraw two (2). The next meeting of the CAT Team will take place on November 9-10, 2022. Vice President Robinson expressed to the Board that grievances have ramped up. Especially those of a disciplinary nature due to the expiration of the various COVID MOU(s).
- **ARBITRATIONS:** There were two (2) arbitration hearings:
 1. September 12th – Dulles (Discipline) – No decision yet
 2. September 21st – Greensboro (Discipline) – Brief submitted October 28, 2022

- TRAINING:
 - Modified Arbitration Procedure (MAP) training was conducted on October 18, 2022, for Dulles and Merrifield. Then again on October 19, 2022, for Roanoke. Virginia State Representative Marvin Simpson was in attendance for those trainings.
 - For the upcoming Council Meeting in 2023, President Jackson stated that one (1) day shall be set aside to thoroughly train/retrain the Branch Presidents of all their duties and responsibilities per the ULUC and Local By-Laws.

- CHANGES:
 - Starting in 2023, there is a plan to use a rotation for the 4th member of the CAT Team from amongst the other advocates. Lafon Robinson, Felandria Jackson, and Marvin Simpson make up the core members.
 - CAT Team meetings are planned to be scheduled every two (2) months, with advanced notice given to that 4th member. If changes or cancellations need to occur, all parties will be notified well in advance. All cases will be sent to each CAT Team member, even if they are not scheduled to be at the next meeting.
 - Vice President Robinson suggested the usage of two (2) advocates for each arbitration hearing.

FINANCIAL REPORT

Treasurer Leslie Hamlett informed the Board that in the upcoming year of 2023 he is expected to take an extended leave of absence. Treasurer Hamlett stated that he will notify the Board as soon as these dates are confirmed. The Board was provided with copies of the Profit & Loss Balance Sheets, and Bank Statements from the General Fund and VEBA Trust accounts from June 23, 2022 – September 30, 2022, for review and discussion. Also provided was an email from investment advisor Alton Fryer IV regarding the VEBA Asset Update Report for Quarters 2 and 3. A line-by-line accounts review, and explanation was conducted by Treasurer Hamlett. As a result of this review and discussion the following motions were made:

Motion: *Local President Felandria Jackson moved to appoint Demetria Spratley as a VEBA Trustee. The motion was seconded by Treasurer Leslie Hamlett and moved forward unanimously.*

Motion: *DCSEBM Demetria Spratley moved to accept the financial report. The motion was seconded by Vice President Lafon Robinson and moved forward unanimously.*

With no further business on this date, WVSEBM James Beane made a motion to adjourn the meeting. The motion was seconded by Local President Felandria Jackson and moved forward unanimously. The Executive Board meeting of Local 305 was officially adjourned at 8:58 p.m.

Respectfully Submitted,



Marcus D. Anderson
Recording Secretary
NPMHU – Local 305



National Postal Mail Handlers Union-Local 305
Roll Call Vote
November 4, 2022

Motion: NCSEBM Cynthia Brown moved to appoint James Beane as the Branch President of Charleston P&DC.

Seconded: DCSEBM Demetria Spratley

Felandria Jackson	President	Y ✓	N _	ABST _
<u>Leslie Hamlett</u>	<u>Treasurer</u>	Y ✓	N _	ABST _
<u>Lafon Robinson</u>	<u>Vice President</u>	Y ✓	N _	ABST _
<u>Marcus Anderson</u>	<u>Recording Secretary</u>	Y ✓	N _	ABST _
<u>Cynthia Brown</u>	<u>NCSEBM</u>	Y ✓	N _	ABST _
<u>Mike Perry</u>	<u>MDSEBM</u>	Y ✓	N _	ABST _
<u>Demetria Spratley</u>	<u>DCSEBM</u>	Y ✓	N _	ABST _
<u>Marvin Simpson</u>	<u>VASEBM</u>	Y ✓	N _	ABST _
<u>James Beane</u>	<u>WVSEBM</u>	Y _	N _	ABST ✓

* Motion passes by majority vote: 8 yes 1 abstain*