



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
Vice President

Marcus Anderson
Recording Secretary

Cynthia Brown
North Carolina

Mike Perry
Maryland

Demetria Spratley
Washington, DC

Marvin Simpson
Virginia

James Beane
West Virginia

OFFICIAL MINUTES Executive Board Meeting January 19, 2023

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 10:06 a.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 November 4, 2022 & November 5, 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 November 4th Executive Board Meeting Minutes as written. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

Motion: *DCSEBM Demetria Spratley moved to accept the November 5th Executive Board Meeting Minutes as written. The motion was seconded by MDSEBM Mike Perry and moved forward unanimously.*

OLD BUSINESS

- **LABOR CHARGES:** Of the two (2) charges pending from the field, one (1) has been closed while the other is still open.
- **ANNUAL MEMBERSHIP APPRECIATION GIFTS:** All membership appreciation gifts have been delivered to each facility. President Jackson took a moment to recognize VASEBM Marvin Simpson for his instrumental role in those deliveries.
- **FORM 1187:** President Jackson stated that there are issues with some of the 1187 Forms received from the field. When signing up new members, verifying that the correct information along with the new member's signature on this form must take place to help prevent delays.
- **TRAINING IN THE FIELD:** Vice President Lafon Robinson completed a two (2) day training session for new stewards out of Baltimore P&DC, Linthicum IMF, and Charleston P&DC on 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 with Richmond being the first scheduled.
- **JACKETS:** Jackets have been backlogged momentarily due to an issue with production.

NEW BUSINESS

- **BOOKKEEPER:** The Executive Board voted on and unanimously agreed to the hiring of a full-time bookkeeper. (*See Executive Board Meeting Minutes November 5, 2022*) Discussion was had on what the process will be in the hiring of said bookkeeper. The matter was tabled until further information has been gathered.
- **LABOR CHARGES:** Two (2) labor charges were filed by the Local Office. Of those charges one (1) was withdrawn. There were also three (3) labor charges received from the field.
- **UPCOMING TRAVEL SCHEDULE 2023:**
 - April 3rd – 5th SAMLU - Las Vegas, Nevada
 - May 2nd – 3rd Legislative Conference – Washington, D.C.

- August 21st – 23rd SAMLU – Portland, Oregon
 - October 6th – 7th MHBP – Orlando, Florida
- *travel to and from dates are not listed**

- **TASK FORCE**: President Jackson stated that she has put a task force together to assist with the RPDC areas.
- **POSTALEASE / LITEBLUE FRAUD ALERT**: President Jackson informed the Board that only one (1) person notified her of an impact.
- **NEW CONTRACT**: Information concerning the ratification of the new contract will be disseminated by the National soon. All members are encouraged to exercise their voting rights.
- **PLANS FOR COUNCIL MEETING**: President Jackson stated that she is blocking off the week of April 17th - 21st tentatively for the Annual Council Meeting.
- **CRULLER TECHNOLOGIES**: Cruller Technologies, which was the I.T. company used by the Local, has dissolved their business. After a brief discussion, the following motion was made:

Motion: *WVSEBM James Beane moved to hire Seal Tech as the new I.T. professionals. The motion was seconded by Recording Secretary Marcus Anderson and moved forward unanimously.*

- **HOLIDAY PAY**: The Board held discussion on Union Representatives not receiving holiday pay from the Postal Service when on Union approved LWOP. As a result of this discussion the following motion was made:

Motion: *VASEBM Marvin Simpson moved that if a Union Representative does not receive holiday pay as a result of being on Union LWOP, the Local Office will compensate for the eight (8) hours of holiday pay lost; pending submission of the appropriate documentation to the Local Office. The motion was seconded by MDSEBM Mike Perry and moved forward unanimously.*

CAD REPORT

Vice President Lafon Robinson provided an overview of the CAD's activities from November 1, 2022, through December 31, 2022.

- **PRE-HEARING PROCESS (60 DAY REVIEW)**: On December 7th Vice President Robinson met with Area Labor Relations Specialist Eugene DiMauro and discussed thirteen (13) cases. Six (6) of those cases were scheduled for arbitration, one (1) case was settled, and six (6) allowed the employee to resign if they so choose or the termination would stand.
- **PRE-ARBITRATION MEETINGS**: There were no pre-arbitration meetings held during this time.
- **CONTRACT ATTACK TEAM (CAT TEAM)**: The CAT Team convened on November 9th and 10th to discuss fourteen (14) cases. Ten (10) of those were for discipline, with the remaining four (4) contract cases. Vice President Robinson stated she hopes to convene the next meeting at the beginning of February with one of the current advocates sitting in with the core team.

- **ARBITRATIONS:** There were no arbitrations for October, November, and December. However, decisions did come back from previous arbitrations:
 1. September 12th – Dulles (Discipline) – Violation of LCA Decision - Denied
 2. September 21st – Greensboro (Discipline) – Improper Conduct Decision – Sustained
 Currently eleven (11) cases need to be scheduled for arbitration. Three (3) cases are tentative for March. Two (2) in Greensboro and one (1) out of Fayetteville.
- **TRAINING:** Vice President Robinson hopes to incorporate more interactive training and update the training manual. Some of the interactive training consisted of:
 1. How to meet with the Step 2 Designee
 2. How a Union Representative should represent different types of employees during a PDI

FINANCIAL REPORT

The Board was provided with copies of the Profit & Loss Balance Sheets, and Bank Statements from the General Fund and VEBA Trust accounts from October 1, 2022 – December 31, 2022, for review and discussion. Treasurer Hamlett informed the Board of training that will take place for some of the new trustees. A line-by-line accounts review, and explanation was then conducted by Treasurer Hamlett. As a result of this review and discussion the following motion was made:

Motion: *DCSEBM Demetria Spratley moved to accept the financial report. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

STATE REPRESENTATIVES REPORT

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

With no further business on this date, Local 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 5:22 p.m.

Respectfully Submitted,



Marcus D. Anderson
Recording Secretary
NPMHU – Local 305