



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*** ***April 17, 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 10:07 a.m. The roll call was then conducted by Recording Secretary Marcus Anderson.

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INVOCATION

Invocation was given by Local President Felandria Jackson.

REVIEW OF MINUTES

Local 305 Executive Board Meeting Minutes from January 19, 2023, February 23, 2023 & April 4, 2023, were provided for review and discussion. As a result of this review, a change was made to the January 19th minutes page 2. Under upcoming travel schedule, Las Vegas, Nevada was changed to reflect Reno, Nevada. The following motions were then made:

Motion: *Vice President Lafon Robinson moved to accept the January 19th Executive Board Meeting Minutes with changes. The motion was seconded by DCSEBM Demetria Spratley and moved forward unanimously.*

Motion: *DCSEBM Demetria Spratley moved to accept the February 23rd Executive Board Meeting Minutes as written. The motion was seconded by Vice President Lafon Robinson and moved forward unanimously.*

Motion: *NCSEBM Cynthia Brown moved to accept the April 4th Executive Board Meeting Minutes as written. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

OLD BUSINESS

- **BOOKKEEPER:** Tori Booker, the newly hired full-time bookkeeper, was introduced to the Executive Board.
- **LABOR CHARGES:** Of the three (3) charges received from the field, one (1) has been withdrawn while the others are still pending.

NEW BUSINESS

- **SCHOLARSHIP:** President Jackson stated that the scholarship documentation has been sent out and should be posted at each facility. The scholarship application period runs from March 20 to May 30, 2023.
- **LABOR CHARGES:** There was one (1) new labor charge received from the field.
- **NATIONAL AGREEMENT:** The National Agreement was ratified on March 13, 2023. The conversion date for MHAs who fall under the 2-year provision will be May 6, 2023.
- **RPDC(s) STATUS:** Meetings regarding the RPDC in Richmond have begun. The Charlotte and Greensboro facilities are to be next.
- **TASK FORCE:** President Jackson developed a task force to assist with the RPDC areas, along with the SDC(s) that are popping up in the Local.
- **UPCOMING TRAVEL SCHEDULE 2023:**
 - 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

Motion: *Local President Felandria Jackson moved for the Executive Board to cover all cost associated with the SAMLU in Portland, Oregon from August 20th through August 24th and all cost associated with the MHBP in Orlando, Florida from October 5th through October 8th. The motion was seconded by NCSEBM Cynthia Brown and moved forward unanimously.*

CAD REPORT

Vice President Lafon Robinson provided an overview of the CAD's activities from January 20, 2023, through April 16, 2023.

- **PRE-HEARING PROCESS (60 DAY REVIEW):** On March 15, 2023, Vice President Robinson met with Area Labor Relations Specialist Eugene DiMauro and discussed six (6) cases. Three (3) of those cases were scheduled for arbitration, while the other three (3) case was settled.
- **PRE-ARBITRATION MEETINGS:** Two (2) Labor Relations Specialist, from the Virginia District, reached out to Vice President Robinson separately to schedule a Pre-Arb session for the cases in Virginia. Vice President Robinson stated that she is now waiting for one of them to set up a date to meet.
- **CONTRACT ATTACK TEAM (CAT TEAM):** The CAT Team convened on February 14th and 15th to discuss twenty-two (22) cases.
 - Five (5) cases were withdrawn.
 - Four (4) cases were scheduled for arbitration.
 - Four (4) cases were questionable. Talks with the Stewards of Record are needed.
 - Four (4) cases allowed the MHAs to resign.
 - Five (5) cases will be attempted to settle.

Vice President Robinson stated that she is looking to have the next CAT Team Meeting in May.

- **ARBITRATIONS:** There were three (3) cases scheduled to be heard. One (1) case on March 27th in Fayetteville, and two (2) cases on March 31st in Greensboro. The March 27th case, along with the second March 31st case, were both cancelled. These cases involved the issue of MHAs hired over the CAP and utilized to the detriment of the OTDL. An appeal has been made to the Step 4 level for this Interpretive Issue. The other case on March 31st was for discipline and awaiting a decision.
- **TRAINING:** New Steward Training took place at the Local Office on March 8th & 9th. New stewards out of Southern MD P&DC, Norfolk P&DC, and Dulles IMF were in attendance. The training consisted of a lot of interactive exercises. Mock PDI(s) and Step 2 meetings were conducted during the training sessions.

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 January 1, 2023 – March 31, 2023. A line-by-line accounts review, and explanation was then conducted by Treasurer Hamlett. The Board was also provided with the number of non-union members within our Local. Discussion was had on ideas for how to get these nonmembers to join. As a result of the review and discussion of the financial report, the following motion was made:

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

STATE REPRESENTATIVES REPORT

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

STANDARD OPERATING PROCEDURES

The Board resumed discussions on the standard operating procedures (SOP) for Local 305. The following motions were made:

Motion: *Local Treasurer Leslie Hamlett moved to increase per diem to \$70.00 per day retroactively. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

Motion: *Local President Felandria Jackson moved to retroactively accept Lafon Robinson and Marcus Anderson as administrators for the VEBA Scholarship Committee. The motion was seconded by Recording Secretary Marcus Anderson and moved forward unanimously.*

Motion: *Local President Felandria Jackson moved to retroactively accept Mike Perry and Cynthia Brown as administrators for the VEBA Death Plan. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

Motion: *Local President Felandria Jackson moved to retroactively accept Demetria Spratley and Marvin Simpson as administrators over the VEBA Sick Plan. The motion was seconded by MDSEBM Mike Perry and moved forward unanimously.*

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 5:31 p.m.

Respectfully Submitted,



Marcus D. Anderson
Recording Secretary
NPMHU – Local 305