



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 September 12, 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.

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



RICHARD JAMES MASON JR.

The Executive Board was saddened to learn of the passing of former VASEBM Richard Mason “Bobby”. A moment of silence was held in his honor. He will be truly missed by all who knew him.

INVOCATION

Invocation was delivered by Local President Felandria Jackson.

REVIEW OF MINUTES

Local 305 Executive Board Meeting Minutes from April 17, 2023, May 17, 2023, June 14, 2023 & July 12, 2023, were provided for review and discussion. As a result of this review the following motions were made:

Motion: *Vice President Lafon Robinson moved to accept the April 17th Executive Board Meeting Minutes as written. The motion was seconded by Local President Felandria Jackson and moved forward unanimously.*

Motion: *WVSEBM James Beane moved to accept the May 17th Executive Board Meeting Minutes as written. The motion was seconded by DCSEBM Demetria Spratley and moved forward unanimously.*

Motion: *DCSEBM Demetria Spratley moved to accept the June 14th 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 July 12th Executive Board Meeting Minutes as written. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

OLD BUSINESS

- **LABOR CHARGES:** There are three (3) previous labor charges still pending from the field.
- **SCHOLARSHIP RECIPIENTS:** All scholarship recipients have received their awarded money.
- **JACKETS:** April 18, 2023, was the cutoff date for new members to be entitled to a jacket. An email was sent to all Branch Presidents for a final list of those members who have not received their jackets. The date for the last order of jackets was September 23, 2023. Moving forward new members will have the option of receiving an apron or backpack.

NEW BUSINESS

- **UPCOMING NATIONAL CONVENTION:** The dates for the upcoming National Delegates Convention will be August 19 - 23, 2024. The travel dates for the convention will be August 18 & 24, 2024. The selection of judges for the Local 305 Delegates Election was discussed. As a result of this discussion the following motion was made:

Motion: *Local President Felandria Jackson moved to appoint Greg Cocke to the position of chief judge for the upcoming Local 305 Delegates Election. The motion was seconded by DCSEBM Demetria Spratley and moved forward unanimously.*

The names of the other potential judges were sent to National to ensure they qualify

The delegate convention summary expense and reimbursement policy plan for each delegate was discussed in great detail. As a result of this discussion the following motion was made:

Motion: *Local President Felandria Jackson moved for the following convention plan per delegate:*

- *Seven (7) days of lost time at \$262.80 per day.*
- *Two (2) bag reimbursement provided with the original receipt.*
- *Per diem of \$79.00 per day to be advanced.*
- *Economy/coach airfare to be purchased no later than sixty (60) days prior to August 18, 2024.*
- *Transportation to and from airport and hotel.*
- *Delegates must sign, date, and return the convention plan policy agreement.*
- *Five (5) shirts will be purchased for each delegate.*

The motion was seconded by Recording Secretary Marcus Anderson and moved forward unanimously.

- **LABOR CHARGES:** One (1) labor charge was filed by President Jackson.
- **RPDC/SDC UPDATES:**
 - Richmond – RPDC is up and running. Jobs are being created and posted, along with conversions. RI-399 meeting is scheduled for September 21st at Brook Road.
 - Hampton – five (5) jobs are being created and posted.
 - Norfolk – as of right now no definitive number on how many will be excessed but the number has gone down.
 - Huntington – will attempt to conduct an RI-399 Meeting on September 19th.
 - Charlottesville – they are converting their MHA(s) and creating jobs being on September 23rd. Retreat rights are being offered to go in the pay period after that.
 - Gastonia – a walkthrough has been scheduled for September 15th. The HOPS will begin its burn in on September 18th.
 - Annapolis – the last RI-399 meeting was canceled due to APWU not showing up. Currently there is no update as to when this meeting will be rescheduled.

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 April 1, 2023 – September 1, 2023, for review and discussion. 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: *Local President Felandria Jackson moved to accept the financial report. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

CAD REPORT

Vice President Lafon Robinson provided an overview of the CAD's activities from May 1, 2023, through August 31, 2023.

- **PRE-HEARING PROCESS (60 DAY REVIEW):** On June 6th Vice President Robinson met with Area Labor Relations Specialist Eugene DiMauro and discussed forty-four (44) cases. Of those cases, seven (7) were scheduled for arbitration, nine (9) were settled, fourteen (14) were tabled, and seven (7) were withdrawn. Four (4) cases were also settled allowing the employees to resign, and three (3) cases needed to be closed out.
- **PRE-ARBITRATION MEETINGS:** There were no pre-arbitration meetings held during this time.

- CONTRACT ATTACK TEAM (CAT TEAM): The CAT Team convened on May 9th and 10th to discuss twenty-seven (27) cases. Marcus Anderson was the 4th CAT Team member during this meeting.
- ARBITRATIONS:
 - July 14th – hearing in Norfolk was canceled, and the one in Baltimore was rescheduled.
 - August 2nd – the rescheduled hearing for Baltimore took place via Zoom.
 - August 3rd – another hearing in Baltimore.
 - June 20th – an arbitration award was received for a March 31st hearing in Greensboro. It was sustained in part.
- TRAINING: New stewards from the following facilities were trained on the dates listed below.
 - May 11-12, 2023
 - Baltimore IMF
 - Greensboro P&DC
 - Eastern Shore
 - Washington DC
 - June 7-8, 2023
 - Dulles
 - Fayetteville
 - Greensboro NDC
 - Roanoke
- CHANGES/MISC: Arbitrator contracts have not been signed. There will be no hearings until December 2023 at the earliest. So far, the following Arbitrators have been solicited:
 - Stephen Owens
 - Joseph Demarco
 - Christopher Beebe
 - Jeff Meadows

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 1:30 p.m.

Respectfully Submitted,



Marcus D. Anderson
 Recording Secretary
 NPMHU – Local 305