



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 December 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



INVOCATION

Invocation was delivered by Local President Felandria Jackson.

REVIEW OF MINUTES

Local 305 Executive Board Meeting Minutes from September 12, 2023 & November 9, 2023, were provided for review and discussion. A change was made to page 3 of the September 12th minutes by replacing the word “being” with “beginning” under the RPDC/SDC Updates section for Charlottesville. The following motions were then made:

Motion: *DCSEBM Demetria Spratley moved to accept the September 12th Executive Board Meeting Minutes with changes. The motion was seconded by Local President Felandria Jackson and moved forward unanimously.*

Motion: *NCSEBM Cynthia Brown moved to accept the November 9th Executive Board Meeting Minutes as written. The motion was seconded by Vice President Lafon Robinson and moved forward unanimously.*

OLD BUSINESS

- **LABOR CHARGES:** There were five (5) previous charges from the field. Three (3) are pending, one (1) was withdrawn, and one (1) was resolved.
- **JACKETS:** President Jackson stated that the last order of jackets are in and ready for disbursement.
- **2024 National Convention:** The names of the judges for the election have been submitted. Their office and P.O. Box has also been taken care of. The process is now ready to begin.

NEW BUSINESS

- **CONTRACTS:** The new contracts are in and will be disbursed to the field.
- **RPDC/SDC UPDATES:**
 - Richmond – RPDC is up and running. There are issues concerning robotics being installed with no proper notice received.
 - Brook Road – Parties were scheduled to meet on December 6, 2023, but APWU did not show. Position papers are due December 27, 2023.
 - Gastonia – RPDC wants to be up and running by December 30, 2023.
 - Hampton – The parties met for the RI-399 and position papers are due January 3, 2023.
 - Asheville – The parties met on December 7, 2023, and the next meeting is scheduled for January 31st to complete the RI-399 write ups.
 - Charlottesville – is running with Joe Page as the point of contact for the Union.
 - Huntington, Morgantown, and Annapolis are awaiting meetings to be scheduled.
- **LABOR CHARGES:** One (1) labor charge was filed by the Local Office.
- **UPCOMING PROJECTS:**
 - Task forces are being formulated to assist with affairs around the Local.
 - The Council Meeting date is still to be determined.
 - There are more needs for Stewards and training in the field.
 - Additional training for advocates to keep up with the growth of the Local.

The following motion was made by President Jackson:

Motion: *Local President Felandria Jackson moved to formulate a task force to reinforce and assist Union Branches with proper Union protocols and policies. The motion was seconded by Vice President Lafon Robinson and moved forward unanimously.*

CAD REPORT

Vice President Lafon Robinson provided an overview of the CAD's activities from September 1, 2023, through December 11, 2023.

- **PRE-HEARING PROCESS (60 DAY REVIEW):** No review was scheduled during this timeframe. Meetings with Area Labor Relations Specialist Eugene DiMauro are in the process of being scheduled
- **PRE-ARBITRATION MEETINGS:**
 - There was one scheduled on September 15, 2023, with the North Carolina Manger of Labor Relations, Amit Rana. Fifteen (15) cases were discussed; of those four (4) were tabled, two (2) settled, and nine (9) were MHAs within their 90/120. These MHAs were either allowed to resign or the case was withdrawn.
 - There was another meeting scheduled on September 22, 2023, with Arbitration Squad Leader of Maryland, Dave Preston. Seven (7) cases were discussed, and of those none were resolved.
- **CONTRACT ATTACK TEAM (CAT TEAM):** The CAT Team along with some additional Union Representatives convened on September 13, 2023, to discuss fifteen (15) cases. Of those cases the twelve (12) representatives agreed that only 3 were arbitration worthy.
- **ARBITRATIONS:**
 - September 7th – hearing in Charlotte, NC (discipline)
 - September 8th – hearing in Richmond, VA (contract/separation in probationary period)
- **ARBITRATION AWARDS:** Four (4) decisions came back from the Arbitrators.
 - September 11th - August 3rd Arbitration in Baltimore, MD was Sustained (cross craft)
 - September 20th – August 2nd Arbitration in Baltimore, MD was Denied (discipline)
 - October 11th – September 8th Arbitration in Richmond, VA was Sustained (separation)
 - October 20th – September 7th Arbitration in Charlotte, NC was Denied (discipline)
- **TRAINING:**
 - On September 14, 2023, Advocate Training and CAT Team Meeting was held. Six (6) potential new advocates attended.
 - The names of stewards for the upcoming January/February 2024 New Steward Training are needed.
- **CHANGES/MISC:** Arbitrator contracts have been signed, and hearings have resumed. The first arbitration hearing will be on January 29, 2024, in Greensboro, NC. The Arbitrators on the panel are:
 - Stephen Owens
 - Joseph Demarco
 - Christopher Beebe

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 September 1, 2023 – November 30, 2023, for review and discussion. Treasurer Hamlett also provided the Board with the 2022 General Fund Audit Report. 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: *Recording Secretary Marcus Anderson moved to accept the financial report. The motion was seconded by Vice President Lafon Robinson and moved forward unanimously.*

SAMLU

The Board discussed the upcoming SAMLU in Pittsburg, PA. The following motion was then made:

Motion: *Local President Felandria Jackson moved to cover all expenses for the April 29, 2024, SAMLU in Pittsburg, Pennsylvania. The motion was seconded by Recording Secretary Marcus Anderson 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 working on the SOP for the Local. After a long discussion on these procedures the Board agreed to finish drafting the SOP on the next day, December 13, 2023.

With no further business on this date, Local President Felandria Jackson made a motion to adjourn the meeting. The motion was seconded by Vice President Lafon Robinson and moved forward unanimously. The Executive Board meeting of Local 305 was officially adjourned at 4:48 p.m.

Respectfully Submitted,



Marcus D. Anderson

Recording Secretary
NPMHU – Local 305