

LOCAL 305
MAIL HANDLERS MIDATLANTIC



District of Columbia • Maryland • North Carolina • Virginia • West Virginia

Kenneth A. Hayes, President • Dunleigh Y. Cardin, Treasurer • 4907 Fitzhugh Ave., Suite 100 • Richmond, VA 23230

Clara Jackson
Vice President

Derrick Carr
Recording Secretary

Mary Naylor
Washington, DC

Ed Evans
Maryland

Michael Lawrence
North Carolina

Teresa Harmon
Virginia

Kevin Fletcher
West Virginia

OFFICIAL MINUTES

The Executive Board Teleconference
National Postal Mail Handlers Union – Local 305
4907 Fitzhugh Avenue, Suite #100
Richmond, Virginia 23230-3533
October 2, 2009

In attendance:

Kenneth Hayes-Local President

Yam Cardin-Treasurer

Derrick Carr-Recording Secretary

Ed Evans-Maryland State Executive Board Member

Michael Lawrence-North Carolina State Executive Board Member

Teresa Harmon-Virginia State Executive Board Member

Kevin Fletcher-West Virginia State Executive Board Member

Absent:

Clara Jackson-Vice President

Mary Naylor-District of Columbia State Executive Board Member

Opening of the Executive Board Meeting:

1. President Kenneth Hayes called the meeting to order at 11:35 P.M.
2. Recording Secretary Carr called roll. Seven (7) board members were present and two (2) were absent; a quorum was met.

Discussion on the American Income Life Insurance Company:

1. President Hayes opened the discussion that was tabled from the previous Executive Board meeting concerning the possibility of obtaining the benefit plan from the American Income Life Insurance Company (AILIC) for the members of Local 305.

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- MDSEBM Ed Evans and VASEBM Theresa Harmon obtained information from the Better Business Bureau and other references about the company.
- It was discovered that there were no problems listed.
- The AILIC will not have access to the member's addresses; all correspondence will be done by the Union. The AILIC will bear the cost of the mailings.
- The only concern would be that the Union is responsible for any coverage to an employee that received benefits after that employee allowed their membership to expire, whether through nonpayment of dues or separation from the Postal Service. It would be the Union's responsibility to ensure that the AILIC would receive an updated membership list periodically. The question of timeliness or at what point does the responsibility become that of the Union's?
- This topic was tabled until further investigation.

Discussion on the VEBA Amendments:

1. President Hayes moved to accept the following VEBA amendments; it was properly seconded by MDSEBM Evans. The motion carried unanimously.

Amendments to the Trust:

- A) **Article I.~B.3:** "Commencing 2010 the Union and Trustees shall not authorize Trust Fund expenditures or benefit obligations on account of all Participating Plans that together, in any calendar year, exceed two percent (2%) of Trust Fund Net Assets Available for Benefits (NAAB) as measured on December 31 of the immediately preceding calendar year."
- B) **Article III.~B.2:** "Fund transfer schedules designed to reimburse Plan Administrators for benefit payments of all Participating Plans in a total annual amount not exceeding 2% of Trust Fund Net Assets Available for Benefits (NAAB), as measured at December 31 of the previous calendar year, are presumed to satisfy the requirements of this provision."

Amendments to the Death Benefit Plan:

- A) **Article III.~3:** "This plan provides a death benefit equal to the lesser of (i) \$5,000 or (ii) an amount equal to \$30,000 divided by the number of Approved Claims arising from eligible Member deaths in the relevant calendar year."

Amendments of the Sick Pay Plan:

- A) **Article III.~C:** "This plan provides a sick pay benefit of \$100 per week up to a total of \$1,000. This benefit is available to eligible Members who have not previously received Sick Pay benefits under this Sick Pay Plan and who file timely and qualified claims approved by the Plan"

Handwritten notes: "CBS" with an arrow pointing to the underlined text in the previous block, and "to reflect deletion on underl." with an arrow pointing to the same text.

Administrator.”

New Business:

Recording Secretary Carr had a concern about whether there were many facilities experiencing problems with the bidding process, unassigned regulars, and management making changes to the bid jobs. He stated that the problem appears to be emanating from the Complement Coordinator from the Capital District. President Hayes stated that he would investigate the issue.

Being no further business, Recording Secretary Carr moved to adjourn the meeting; it was seconded by President Hayes. Motion passed unanimously.

Fraternally yours,

A handwritten signature in black ink, appearing to read 'D Carr', written in a cursive style.

Derrick Carr
Recording Secretary