



National Postal Mail Handlers Union-Local 305

4907 Fitzhugh Avenue, Suite 100

Richmond, VA 23230-3533

Felandria A. Jackson, President

Lafon Robinson, Treasurer

Joseph Page
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 14, 2026

In Attendance:

Felandria Jackson -

Joseph Page -

Lafon Robinson -

Marcus Anderson-

Cynthia Brown -

Marvin Simpson -

Demetria Spratley -

Mike Perry -

Local President

Vice President

Treasurer

Recording Secretary

NCSEBM

VASEBM

DCSEBM

MDSEBM

The Executive Board Meeting for NPMHU Local 305 was called to order by President Felandria Jackson at 10:39 a.m. The roll call was then conducted by Recording Secretary Marcus Anderson.

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INVOCATION

Invocation was delivered by Vice President Joseph Page.

REVIEW OF MINUTES

Local 305 Executive Board Meeting Minutes from June 15, 2026 & July 8, 2026, were provided for review and discussion. The following motions were then made:

Motion: *DCSEBM Demetria Spratley moved to accept the June 15th minutes as written. The motion was seconded by Local President Felandria Jackson and moved forward by unanimous roll call vote.*

Motion: *NCSEBM Cynthia Brown moved to accept the July 8th minutes as written. The motion was seconded by DCSEBM Demetria Spratley and moved forward by unanimous roll call vote.*

OLD BUSINESS

- **LABOR CHARGES:** President Jackson stated that a total of five labor charges are pending from the field.
- **SCHOLARSHIP AWARDS:** All Local 305 scholarship recipients have received their scholarship checks.
- **ANNUAL MEMBERSHIP APPRECIATIONS:** President Jackson reported that seven annual membership appreciation events scheduled for 2026 remain. Per the by-laws these events must be completed by November 15th.
- **STEWARD CERTIFICATIONS:** President Jackson reported that many of the steward certifications are not in compliance with the National Agreement and must become so. There cannot be a chief steward on a tour if there is no other regular steward also on that tour. Article 17.2 of the National Agreement sets forth the number of regular stewards which may be appointed per tour.
- **MONTHLY REPORTS:** President Jackson stated that the new monthly report forms are still not being utilized by all Branch Presidents. Additionally, the protocol for submitting these reports is not being followed. Monthly reports should be emailed to Office Manager Mark Parker with President Jackson and Treasurer Robinson copied (cc) to the email.

NEW BUSINESS

- **VACANCY:** President Jackson informed the Board that the West Virginia State Representative position was vacated by Brother Tim Powers. In accordance with Article VII Section 3 of the by-laws, the remaining Executive Board members deliberated on a replacement to fill the remainder of the term. After deliberation the following motion was made:

Motion: *MDSEBM Mike Perry moved to appoint James Beane to the West Virginia State Representative vacancy to serve the remainder of the term. Seconded by DCSEBM Demetria Spratley and moved forward by unanimous roll call vote.*

- **LIUNA CONVENTION:** President Jackson reported that the 2026 LIUNA Convention is scheduled to conclude on Thursday September 24, which is also the hotel checkout date. LIUNA per diem checks in the amount of \$250 are to be issued on the final day of the convention. Due to the lack of an itinerary and the early hotel checkout time, some flights were booked for September 24th with departure times prior to the

issuance of the per diem checks. President Jackson sent an email to National Treasurer Kevin Tabarus in an effort to have the matter rectified.

- **TRAINING**: President Jackson stated that training in the field is still needed. Grievances are not being fully developed, and the MAPs process along with the ordering of pages are still not being done correctly. Despite training every year, the same issues keep arising with the filing of grievances. Efforts are underway to develop a more effective training process for the field.
- **EXCESSING PREPARATION**: President Jackson stated that we must prepare for the excessing of clerks into the Mail Handler craft. Branch Presidents need to identify if any residual vacancies exist in their facilities. These residual vacancies must be filled with unassigned regulars, or in cases where there are none, MHAs should be canvassed for these positions. Every effort should be made to get MHAs converted prior to clerks being placed in the craft, to prevent any potential MHA separations for lack of work.
- **SAMLU FEEDBACK**: President Jackson made the Board aware that feedback from SAMLU meetings is to be given to their constituents. The Board attends these meetings to aid the Local President in sharing information gained with the field. Each State Rep will formulate a way to disseminate what is learned, while the Vice President and Recording Secretary will assist as needed under the direction of the Local President.

TASK FORCE REPORT

Vice President Page reported on the most recent Task Force activities. Site visits were conducted with post-visit summaries to be provided for the following facilities:

- July 8, 2026 – Richmond RPDC & SDC
- July 28, 2026 – Southern Maryland P&DC
- July 29, 2026 – Linthicum IMF
- July 29, 2026 – Dulles P&DC

CAD REPORT

Local Treasurer Lafon Robinson provided an overview of the CAD's activities from June 1, 2026, through August 31, 2026.

- **PRE-HEARING PROCESS (60 DAY REVIEW)**: There has been no 60-day reviews during this time.
- **PRE-ARBITRATION MEETING(S)**: There have been no pre-arbitration meetings during this time.
- **CONTRACT ATTACK TEAM (CAT TEAM)**: Convened on September 10th & 11th. The CAT Team will meet again on September 15th.
- **ARBITRATIONS**:
 - August 4, 2026 – Richmond RPDC had 3 Notice of Removal cases settled prior to the hearing. All reduced to 14-day time served suspensions with no back pay.
 - August 7, 2026 – Washington DC P&DC had 2 Emergency Placements and 2 Notice of Removals scheduled. 1 Notice of Removal and Emergency Placement settled prior to arbitration while the other was heard.

- ARBITRATION AWARDS: There have been no arbitration awards during this quarter.
- TRAINING: Awaiting dates for the upcoming MAP training.

FINANCIAL REPORT

Treasurer Robinson provided the Board with copies of the Profit & Loss Balance Sheets, and Bank Statements from the General Fund and VEBA Trust accounts from June 1, 2026 – August 31, 2026, for review and discussion. A line-by-line accounts review, and explanation was then conducted by Treasurer Robinson. 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 NCSEBM Cynthia Brown and moved forward by unanimous roll call vote.*

AROUND THE ROOM

President Jackson then went around to each member of the Board to hear any issues or concerns they may have.

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 6:06 p.m.

Respectfully Submitted,



Marcus D. Anderson
Recording Secretary
NPMHU – Local 305