



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

Timothy Powers
West Virginia

OFFICIAL MINUTES Executive Board Meeting June 15, 2026

In Attendance:

Felandria Jackson -

Joseph Page -

Lafon Robinson -

Marcus Anderson-

Cynthia Brown -

Marvin Simpson -

Demetria Spratley -

Mike Perry -

Tim Powers -

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 10:04 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 April 7, 2026 & May 11, 2026, were provided for review and discussion. A change was made to the April 7th minutes to correct the last name of Pamela Rustin to reflect Rusten. The following motions were then made:

Motion: *DCSEBM Demetria Spratley moved to accept the April 7th minutes with changes. The motion was seconded by Local President Felandria Jackson and moved forward by unanimous roll call vote.*

Motion: *Recording Secretary Marcus Anderson moved to accept the May 11th minutes as written. The motion was seconded by Vice President Joseph Page and moved forward by unanimous roll call vote.*

OLD BUSINESS

- **BRILLAND COURT:** The HVAC unit at the Brilland Court property needed to be repaired. President Jackson conducted a poll vote on May 21, 2026, requesting approval to cover the cost of repairs. The request was approved by the Board with the work being done by Eveready Service Experts. President Jackson stated that all repairs have been completed with receipts available.
- **WATER DAMAGE:** All repairs and maintenance from the recent water damage to the Local 305 building on Fitzhugh Ave have been completed. The invoices and check stubs for all final payments were provided and reviewed with the Board by Treasurer Robinson.
- **LIUNA ELECTION:** The nominations meeting for the LIUNA delegate election took place on May 22nd. Ballots have been mailed out, and the counting of votes will be conducted on June 29th.
- **LABOR CHARGES:** President Jackson stated that nothing has changed since the last meeting. The Labor Board has amended the way charges are now to be submitted. They request that some of the evidence be provided at the time of filing.

NEW BUSINESS

- **FUNCTION 4 REVIEWS:** President Jackson was notified of multiple Maryland facilities that were to have function 4 reviews conducted. The period for these reviews was supposed to be between June 1st & 12th but no one from the postal service would confirm a date or time. Therefore, President Jackson has reached out to Tom Ruther at the National Office to set up a date and time for the union to go in and observe these facilities, to see how much mail handler work is being conducted. Once these dates are received, President Jackson stated that a team will be put together to conduct these observations.
- **SCHOLARSHIP:** The judging period for the Local 305 Scholarship Program is from July 2-16, with the notification period being from July 17-31. This program should be highly encouraged to the membership.
- **ANNUAL MEMBERSHIP APPRECIATION:** The following motion was made regarding the annual membership appreciation:

Motion: *Vice President Joseph Page moved that the Local will provide \$250.00 for annual membership appreciation door prizes. The motion was seconded by Treasurer Lafon Robinson and passed by majority roll call vote.*

- **MONTHLY REPORTS:** Despite multiple instructions from President Jackson, monthly reports from some branch presidents are still not being submitted timely. Despite reviewing branch president obligations every Council Meeting these reports show that branch meetings, labor management meetings, and safety meetings are not being conducted as they should. Some of these reports when submitted are also not accurate in areas of grievance activity and facility visits. The updated monthly report template has been provided by President Jackson and is the new required form. Corrective measures are being looked into for branch presidents who do not meet their obligations.
- **CLERK EXCESSING:** President Jackson stated that in most facilities around the end of July into August, clerks will begin to be excessed to the needs of the postal service. This may result in some clerks being excessed into the mail handler craft. Per the contract, these clerks must go to the bottom of the seniority list. When clerk positions become available, they **must** retreat back. This is not an option.
- **ABOLISHMENTS:** President Jackson stated that management has recently started providing branch presidents with letters in advance when planning to abolish a job. Her instructions are that grievances need to be filed on that initial letter. Later, when the individual(s) receives their abolishment notices, another grievance needs to be initiated. **Do not file a class action grievance on multiple abolishment notices. Each individual should have their own separate grievance. Abolishment letters must now contain language notifying employees of their retreat rights.**
- **NEWS FROM NATIONAL:** President Jackson touched on a few items covered by the National. President Hogrogian provided a report stating the following:
 - Total mail volume decreased by 9.3% (2.9 billion pieces)
 - Package/parcel volume decreased by 12.1% (243 million pieces)
 - First-class mail volume declined 6.1% (702 million pieces)
 - Marketing mail decreased by 10.9% (1.8 billion pieces)
 - Transportation expenses decreased \$116 million.
 - Amazon backed out of the arrangement with USPS and a new contract was negotiated.
 - USPS will retain 80% of its previous Amazon volume, while losing the other 20%.

The USPS is now anticipating to run out of money by September of 2026. The USPS is proposing to take the following actions, which all postal unions are in support of:

 - USPS temporarily suspends its contribution to FERS.
 - Congressional help is needed:
 - Change investment of retirement and health benefit funds.
 - Recalculate USPS contributions to CSRS
 - USPS employment vs US Post Office Department employment
 - Raise debit limit from \$15 billion to \$34 billion. (has not been raised since 1992)
- **TASK FORCE REPORT:** Vice President Page reported on Local 305 Task Force activities for year 2026. Currently the task force has not been deployed this year. The task force attempted to coordinate with the function 4 reviews taking place in Maryland. Vice President Page stated, the plan is to begin facility visits again, starting with those needing the most assistance per the initial visits. Observation reports will now be provided to Branch Presidents outlining any areas still needing improvement. Branch Presidents who willfully fail to address deficiencies communicated through these reports may be subject to corrective action.

CAD REPORT

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

- PRE-HEARING PROCESS (60 DAY REVIEW): On May 7, 2026, Step 3 designee Eugene DiMauro and Recording Secretary Marcus Anderson resolved about 35 cases.
- PRE-ARBITRATION MEETING(S):
 - March – Recording Secretary Anderson met with Manager of Labor Relations Amit Rana on DC cases. VASEBM Marvin Simpson resolved cases held in abeyance prior to the 2018 Updated MOU.
- CONTRACT ATTACK TEAM (CAT TEAM): There have been no CAT Team Meetings this quarter.
- ARBITRATIONS: Cases are tentatively scheduled for arbitration August 4th & 7th. All of which are either discipline/removal.
- ARBITRATION AWARDS: There have been no arbitration awards during this quarter.
- TRAINING: Awaiting dates for the upcoming MAP training.
- CHANGES/MISC: None

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 March 1, 2026 – May 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: *DCSEBM Demetria Spratley moved to accept the financial report. The motion was seconded by MDSEBM Mike Perry and moved forward by unanimous roll call vote.*

STANDARD OPERATING PROCEDURES

The Board unanimously signed an addendum to the S.O.P to reflect the following updates:

- Lost time must be submitted timely and accompanied with the corresponding LWOP letter.
- Chief Stewards: \$608.78 per Qtr.
- Shop Stewards: \$386.53 per Qtr.

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 DCSEBM Demetria Spratley and moved forward unanimously. The Executive Board Meeting of Local 305 was officially adjourned at 4:12 p.m.

Respectfully Submitted,



Marcus D. Anderson

Recording Secretary
NPMHU – Local 305