



# **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 December 16, 2025***

### **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 10:09 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 September 16th, October 23rd & 30th, 2025 were provided for review and discussion. As a result of this review the following motions were made:

***Motion: DCSEBM Demetria Spratley moved to accept the September 16th minutes as written. The motion was seconded by Local Treasurer Lafon Robinson and moved forward by majority roll call vote.***

***Motion: Vice President Joseph Page moved to accept the October 23rd minutes as written. The motion was seconded by Local President Felandria Jackson and moved forward by majority roll call vote.***

***Motion: Local Treasurer Lafon Robinson moved to accept the October 30th minutes as written. The motion was seconded by DCSEBM Demetria Spratley and moved forward by majority roll call vote.***

## **OLD BUSINESS**

- **SECURITY**: The new security cameras are in place and working at the Local 305 building on Fitzhugh Ave.
- **WEBSITE**: The revamped L305 website has been launched but is not approving members yet. The members will be added in waves as the dues check off list is gone through.
- **OFFICE SPACE**: Negotiations continue with West End Therapy Associates for the leasing of Suite 203 at the Local 305 building on Fitzhugh Ave. The most recent counterproposal submitted by the Local Office was declined. The Board is awaiting West End Therapy Associates' final offer and shall approve or disapprove of it via poll vote.
- **STEWARD TRAINING**: Steward training was conducted November 18th & 19<sup>th</sup> at the Local Office. New stewards from Richmond, West Virginia, Baltimore, Easton, Southern Maryland, Greensboro, and Roanoke were in attendance.

## **NEW BUSINESS**

- **LABOR CHARGES**: Since the last Board meeting, there were seven (7) charges pending, while two (2) new charges have been received from the field. This brings the total to nine (9).
- **NEWS FROM NATIONAL**: Since the last meeting there have been three (3) contractual updates (8 through 10). Talks between the Postal Service and Union at the National level continue over the pay tiers & COLAs. The Supervisor Relief program implemented by the Postal Service is being discussed by the National as well. The parties agreed to extend contract negotiations past the September 20, 2025, deadline in hopes of reaching a negotiated agreement.
- **BROGAN NATIONAL AWARD**: APWU filed a claim challenging the “unless” clause contained within the 2018 RI-399 Updated MOU; when disputed work being performed by the clerk craft was reassigned to the Mail Handler craft due to a National Level Craft Determination previously issued by the Postal Service. Arbitrator Brogan rejected and ruled against APWU’s position in this National Award. President Jackson stated that RI-399 disputes filed within the local under this “unless” clause will be revisited.

- **MHA REPORTS**: President Jackson stated that the MHA exception period is concluding. Prior to this exception period, several facilities were already shown to be over the cap. With the conclusion of the exception period, grievances need to be filed based off these MHA reports whether the bodies are there or not. These reports show the actual number of MHAs carried on the rolls.
- **MEMBERSHIP INCENTIVES**: President Jackson stressed the need to come up with ways to increase the membership and get their involvement with the Union. The Board then discussed different ways to try and achieve this end.
- **MHBP**: DCSEBM Demetria Spratley gave a report on the most recent open season activity for the Mail Handler Benefit Plan (MHBP). It was stated that this was a successful open season for MHBP, even with the government shut down. A lot of people crossed over from Blue Cross Blue Shield to join MHBP. **The National Office presented Local 305 with the Outstanding Performance Eastern Region Union of the Year Award for signing up the most new members**. Spratley gave recommendations on how to improve open season activity for next year to further increase MHBP success.

## **CAD REPORT**

Local Treasurer Lafon Robinson provided an overview of the CAD's activities from September 1, 2025, through November 30, 2025.

- **PRE-HEARING PROCESS (60 DAY REVIEW)**: There has been no 60 day review during this time.
- **PRE-ARBITRATION MEETING(S)**: There have been no pre-arb meetings during this time.
- **CONTRACT ATTACK TEAM (CAT TEAM)**: There have been no CAT Team Meetings during this time.
- **ARBITRATIONS**: There was one hearing scheduled for November 5, 2025, at Charlotte RPDC/LPC. This case was settled prior to the hearing on October 20, 2025.
- **ARBITRATION AWARDS**: There have been none during this time.
- **TRAINING**: New steward training took place on November 18 & 19. Stewards from Greensboro NDC, Baltimore P&DC, Norfolk LPC, Southern Maryland P&DC, Richmond RPDC, Charleston P&DC, and Roanoke P&DC were in attendance.
- **CHANGES/MISC**: A “wash” was scheduled for September with the Acting Step 3 Representative in attempt to settle as many cases as possible. The parties were unable to meet during that time and have rescheduled for January 2026 with the current Step 3 Representative.

## **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 September 1, 2025 – November 30, 2025, 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 Recording Secretary Marcus Anderson and moved forward by majority roll call vote.***

## **AROUND THE ROOM**

President Jackson then went around to each member of the Board in attendance 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 Vice President Joseph Page and moved forward unanimously. The Executive Board meeting of Local 305 was officially adjourned at 3:23 p.m.*

*Respectfully Submitted,*



***Marcus D. Anderson***

Recording Secretary

NPMHU – Local 305