



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 May 13, 2024

In Attendance:

Felandria Jackson -

Joseph Page -

Lafon Robinson -

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 10:13 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 March 12, 2024, April 12, 2024 & April 15, 2024, 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 March 12th Executive Board Meeting Minutes as written. The motion was seconded by Local Treasurer Lafon Robinson and moved forward unanimously.*

Motion: *Local Treasurer Lafon Robinson moved to accept the April 12th Executive Board Meeting Minutes as written. The motion was seconded by DCSEBM Demetria Spratley and moved forward unanimously.*

Motion: *MDSEBM Mike Perry moved to accept the April 15th Executive Board Meeting Minutes as written. The motion was seconded by Local Treasurer Lafon Robinson and moved forward unanimously.*

OLD BUSINESS

- **LOCAL OFFICE SECURITY:** In an effort to increase security and surveillance of the Local Office estimates will be gathered for a Ring, Wyze, Arlo, or Blink camera to be installed.
- **BRILLAND COURT:** President Jackson notified the Board that an electrician has stated there is something wrong within the breaker box. The socket switches in the kitchen are also not working, and a quote for these repairs is pending.
- **SCHOLARSHIP:** The information and applications for the Local 305 Scholarship is out and should be encouraged throughout the Local.

NEW BUSINESS

- **COUNCIL MEETING:** In preparation for the upcoming Council Meeting, President Jackson went over the tentative schedule and agenda items for the meeting.
- **FACILITY TASK FORCE:** The formulation of a task force for facility visits was discussed, along with a checklist of what the task force will be looking for.
- **PAC INCENTIVES:** President Jackson strongly encourages for everyone to give to the PAC.
- **POTENTIAL MEMBERSHIP INCENTIVES:** Ways to increase the membership was discussed. The idea of giving an award to the facility that increases its membership percentage the most in a quarter was considered.
- **NATIONAL CONVENTION SHIRTS:** DCSEBM Demetria Spratley gave a status update on the National Convention shirts being provided to each delegate by the Local.
- **MHBP:** DCSEBM Demetria Spratley has been reappointed to oversee the MHBP health fairs with the help of Twana Smith.

- **ADOCATE PAY:** Discussion was had as to whether Local Officers who serve as advocates should be entitled to advocate pay. As a result of this discussion the following motion was made:

Motion: *Recording Secretary Marcus Anderson moved that any local officer properly certified as an advocate shall receive advocate pay quarterly retroactive March 13, 2019. The motion was seconded by MDSEBM Mike Perry and moved forward unanimously by roll call vote. (roll call vote below)*

	Name	Vote
1.	<u>Felandria Jackson</u>	Yes
2.	<u>Joseph Page</u>	Yes
3.	<u>Lafon Robinson</u>	Yes
4.	<u>Marcus Anderson</u>	Yes
5.	<u>Demetria Spratley</u>	Yes
6.	<u>Michael (Mike) Perry</u>	Yes
7.	<u>Cynthia Brown</u>	Yes
8.	<u>Marvin Simpson</u>	Yes
9.	<u>James (Jim) Beane</u>	Yes

- **STANDARD OPERATING PROCEDURE:** The following language was added to the SOP:
Any change to Shop Steward, Chief Steward, or Advocate compensation is determined by the Executive Board. The current compensation amount is as such:
 - Chief Stewards: \$507.32 per Qtr.
 - Shop Stewards: \$322.11 per Qtr.
 - Advocates: \$345.00 per Qtr.

Any Local Officer properly certified as an advocate shall receive advocate pay Quarterly (See May 13, 2024 minutes)

Motion: *Local President Felandria Jackson moved to accept the additions to the SOP. The motion was seconded by DCSEBM Demetria Spratley and moved forward unanimously by roll call vote. (roll call vote below)*

	Name	Vote
1.	<u>Felandria Jackson</u>	Yes
2.	<u>Joseph Page</u>	Yes
3.	<u>Lafon Robinson</u>	Yes
4.	<u>Marcus Anderson</u>	Yes
5.	<u>Demetria Spratley</u>	Yes
6.	<u>Michael (Mike) Perry</u>	Yes
7.	<u>Cynthia Brown</u>	Yes
8.	<u>Marvin Simpson</u>	Yes
9.	<u>James (Jim) Beane</u>	Yes

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, 2024 – May 10, 2024, 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 motions was made:

Motion: *WVSEBM James Beane moved to accept the financial report. The motion was seconded by NCSEBM Cynthia Brown and moved forward unanimously.*

CAD REPORT

Local Treasurer Lafon Robinson provided an overview of the CAD's activities from March 12, 2024, through May 12, 2024.

- **PRE-HEARING PROCESS (60 DAY REVIEW)**: There has been no official meeting during this time, but a few cases have been resolved via email out of Suburban, MD. A 60 Day Review was scheduled but cancelled for April 3-4, 2024. The Labor Relations Specialist had arbitration.
- **PRE-ARBITRATION MEETING(S)**: There were no pre-arb meetings during this time. The Labor Relations Specialist of North Carolina would like to schedule a meeting to discuss eleven (11) cases.
- **CONTRACT ATTACK TEAM (CAT TEAM)**: There has been no meetings during this time.
- **ARBITRATIONS**:
 - January 29th – hearing in Greensboro NDC was canceled due to reaching a pre-arb settlement. Neither party had to pay.
 - March 25th – hearing in Norfolk P&DC was canceled due to reaching a pre-arb settlement. Neither party had to pay.
 - April 1st – case scheduled in Roanoke P&DC was withdrawn. Neither party had to pay.
 - May 7th – two (2) removal cases in Southern Maryland. One (1) was resolved in pre-arb and the other went forward.
- **TRAINING**: New steward/refresher training took place at the Local Office on the following dates:
 - March 13 & 14
Trainees from Charlottesville, Dulles, Southern Maryland, Eastern Shore, Greensboro P&DC, and Rocky Mount.
- **CHANGES/MISC**
 - CAD representative Lafon Robinson is now serving as the Local Treasurer.
 - A CAT Team Meeting needs to be scheduled.
 - Discussion will be had to address the CAD position and 50+ open cases around the Local.

STATE REPRESENTATIVES REPORT

General reports and concerns were then provided by each State Representative for their individual installations.

With no further business on this date, Local President Felandria Jackson made a motion to adjourn the meeting. The motion was seconded by WVSEBM James Beane and moved forward unanimously. The Executive Board meeting of Local 305 was officially adjourned at 4:36 p.m.

Respectfully Submitted,



Marcus D. Anderson
Recording Secretary
NPMHU – Local 305