



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 <i>Vice President</i>	Marcus Anderson <i>Recording Secretary</i>	Cynthia Brown <i>North Carolina</i>	Mike Perry <i>Maryland</i>	Demetria Spratley <i>Washington, DC</i>	Marvin Simpson <i>Virginia</i>	James Beane <i>West Virginia</i>
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OFFICIAL MINUTES Executive Board Meeting September 4, 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 9:40 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 20, 2024 & July 22, 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 June 20th Executive Board Meeting Minutes as written. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

Motion: *Local Treasurer Lafon Robinson moved to accept the July 22nd Executive Board Meeting Minutes as written. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

OLD BUSINESS

- **LABOR CHARGES:** One (1) labor charge has been appealed and is still pending from the field.
- **S.O.P:** Questions concerning the reimbursement of lost time for the Delegate Convention in Las Vegas, Nevada was raised with the Local Office. It was explained that every delegate signed a contract which laid forth the reimbursement policy. This policy stated that each delegate would receive seven (7) days of lost time for attending the convention.
- **FELTG TRAINING:** The Executive Board and Advocates received EEOC training, conducted by Ann Boehm of the Federal Employment Law Training Group LLC, from July 31st – August 2nd.
- **ANNUAL MEMBERSHIP APPRECIATION:** President Jackson informed the Board that all approved annual membership appreciations have been completed.

NEW BUSINESS

- **OWCP TRAINING:** President Jackson spoke with attorneys Tim Vanderman & Greg Adams about potential OWCP training for the Board and Council.
- **2024-2025 GENERAL ELECTION:** Discussion was had on the selection of judges for the upcoming 2024-2025 General Election for Local 305. As a result of this discussion the following motion was made:

Motion: *President Jackson moved to approve Greg Cocke as chief judge; with Pamela Rustin, Twana Smith, Martin Doherty, and Danielle Oliver also serving as judges for the 2024-2025 Local 305 General Election. The motion was seconded by Recording Secretary Marcus Anderson and moved forward unanimously.*

- SAMLU 2024: The SAMLU in Houston, Texas shall convene from November 4th – 6th with November 3rd & 7th being dates of travel. As such, the following motion was made:

Motion: *President Jackson moved to approve all cost associated with the November SAMLU in Houston, Texas. The motion was seconded by WVSEBM James Beane and moved forward unanimously.*

- BRILLAND COURT: President Jackson updated the Board on the electrical issues with the property, along with the appliances not being up to code. Dates are being set to fix these issues as soon as possible. Repairs to the kitchen cabinets are also needed. Estimates for the cabinets shall be gathered.
- OFFICE SECURITY: Issues with office security was brought to the Board’s attention. The main entry door to the building was damaged a couple months ago, which since has been repaired. People loitering in the stairwell has also been a concern. As such, getting a security keypad for the downstairs door leading to the stairwell is being considered. Estimates will be collected for installation.
- MHBP: President Jackson requested a poll vote on August 22, 2024, to cover all cost associated with the 2024 MHBP seminar. The request was approved by the Executive Board.
- PAC: President Jackson encouraged participation from the members of this Local to give to the PAC. Ways to help increase PAC contributions are being formulated.
- VEBA:
 - One (1) appeal has been filed regarding the Local 305 Scholarship Program. This appeal was forwarded to Scholarship Administrator Robert Peters.
 - President Jackson is awaiting cost estimates for the reprinting of VEBA handbooks to reflect all the updates.
- RPDC(s) & S&DC(s):
 - Huntington & Morgantown – These two (2) SDCs are currently on hold.
 - Annapolis – disputes have been sent to the RDRC and awaiting a response.
 - Frederick – a LDRC meeting is scheduled for September 25, 2024.
 - Asheville – disputes for the RDRC are due on September 17, 2024. Ten (10) jobs need to be canvassed for retreat rights to be offered.
 - Brook Road – disputes have been sent to the RDRC. Obtaining an office space for the facility is being looked into.
 - Gastonia – 142 jobs are leaving due to retreat rights back to Mid-Sea.
 - Charlottesville – Vice President Joe Page is currently overseeing Union activity there.

The following SDC(s) are scheduled to become official on February 22, 2025:

- Waldorf – LDRC appeal has been sent off. Mail Handlers are currently already in the facility.
- Winston Salem – four (4) facilities are going into one. An LDRC appeal is to be sent.
- Severna Park – President Jackson will be attending the open house held on September 4, 2024. An LDRC appeal will be sent there also.
- TASK FORCE: The scheduling of facility visits by the Local 305 Task Force shall recommence.
- INVESTIGATION: An internal investigation is set to take place in Norfolk.

CAD REPORT

Local Treasurer Lafon Robinson provided an overview of the CAD's activities from May 13, 2024, through September 3, 2024.

- **PRE-HEARING PROCESS (60 DAY REVIEW)**: There has been no official meeting during this time. The Area Labor Relations Specialist has been detailed to another position but should be returning this month. A meeting will be scheduled.
- **PRE-ARBITRATION MEETING(S)**: There was a pre-arb meeting held on July 1, 2024. President Jackson and the Labor Relations Specialist of North Carolina resolved sixty (60) plus cases in the North Carolina area.
- **CONTRACT ATTACK TEAM (CAT TEAM)**: The CAT Team met on July 23rd & 24th. Thirty-four (34) of fifty-eight (58) cases were reviewed. A date shall be set to review the rest.
- **ARBITRATIONS**: On June 24, 2024, there was a hearing in Suburban, MD. Two (2) cases were scheduled, but only one (1) was heard.
- **ARBITRATION AWARDS**:
 - July 16, 2024 – Arbitration in Southern, MD was denied (improper conduct)
 - August 26, 2024 – Arbitration in Suburban, MD was sustained (attendance)
- **TRAINING**: The Federal Employment Law Training Group (FELTG) conducted a training seminar from July 31st – August 2nd. The Executive Board and Advocates were in attendance.

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 May 14, 2024 – September 3, 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 VASEBM Marvin Simpson and moved forward unanimously.*

STATE REPRESENTATIVES REPORT

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

*1:28 p.m. President Jackson exited the meeting to attend the open house at the Severna Park facility.
*Vice President Page took over as Chair for the rest of the meeting**

ARTICLE X CHARGES

In accordance with ULUC Article X, Section 2, the Executive Board of Local 305 reviewed and discussed Article X charges received on July 22, 2024. All charges have been properly processed, and the parties will be notified of the findings in accordance with the Uniform Local Union Constitution (ULUC).

With no further business on this date, NCSEBM Cynthia Brown made a motion to adjourn the meeting. The motion was seconded by MDSEBM Mike Perry and moved forward unanimously. The Executive Board meeting of Local 305 was officially adjourned at 2:45 p.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read 'M. Anderson', with a stylized flourish at the end.

Marcus D. Anderson

Recording Secretary

NPMHU – Local 305