



# ***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*

Tim Powers  
*West Virginia*

## ***OFFICIAL MINUTES Executive Board Meeting September 16, 2025***

### **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 10:01 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 9, 2025 & July 23, 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 June 9th minutes as written. The motion was seconded by Local President Felandria Jackson and moved forward by unanimous roll call vote.*

**Motion:** *Local Treasurer Lafon Robinson moved to accept the July 23rd minutes as written. The motion was seconded by MDSEBM Mike Perry and moved forward by unanimous roll call vote.*

**SECURITY**

Local Treasurer Lafon Robinson consulted with Johns Brothers Security Inc., on ways to improve security at the Local 305 building on Fitzhugh Ave. New surveillance cameras, motion sensor lights, and private property/no trespassing signs were agreed to. A business proposal from Johns Brothers Security Inc. is to be drafted and voted on for approval before moving further.

**WEBSITE UPDATE**

A representative from Garza Web Designs met with the Board to show the progress made with revamping the L305 website. Additional suggestions to improve the functionality and usefulness of the website were given by the Board. The official launch is estimated for some time early next year.

**OLD BUSINESS**

- SCHOLARSHIP AWARDS:** President Jackson notified the Board that all funds have been successfully submitted to each recipients’ respective college.

<b><u>Recipient</u></b>	<b><u>Union Member</u></b>	<b><u>Facility</u></b>
Shayla Harrison	Phillip Harrison	Charleston P&DC
Sara Khan	Usman Khan	Dulles P&DC
Clarissa Dantes	Noemi Dantes	Dulles P&DC
Emma Farmer	Timothy Farmer	Roanoke P&DC
Zoe Grayson	Lolita Morgan	Curseen & Morris P&DC
- DEATH BENEFIT PLAN:** Concerns with the current designation of beneficiary and claim forms were discussed by the Board. It was decided that amended forms need to be drafted. The amended forms will be presented to the Board for assessment and approval once completed.
- ANNUAL MEMBERSHIP APPRECIATION:** President Jackson informed the Board that most of the approved annual membership appreciations have been completed. The only ones remaining are for Richmond RPDC, and the Baltimore / Linthicum combined event.
- LABOR CHARGES:** President Jackson stated, that of the seven (7) pending charges since the last Board Meeting, three (3) were dismissed while three (3) new charges were filed by the Local Office. This brings the total number of pending labor charges back to seven (7).
- MHBP:** The MHBP seminar is set to take place in Phoenix, AZ on October 10<sup>th</sup> & 11<sup>th</sup>, with travel dates of October 9<sup>th</sup> & 12<sup>th</sup>. President Jackson stated that the airline tickets and hotel reservations have been made for the eleven (11) members attending. The issue of non-union members being enrolled in MHBP

was raised. The names of these non-members were sent to the Branch Presidents of those facilities they are in, to get them to join the union. Being a union member is a requirement for enrollment in MHBP.

## **NEW BUSINESS**

- **OFFICE SPACE:** West End Therapy Associates, whom are the current tenants of Suite 202 at the Local 305 building on Fitzhugh Ave, want to expand and lease Suite 203 as well. They are requesting to make changes to Suite 203 to better serve their business needs. Treasurer Robinson presented the property manager's written leasing proposal to the Board for discussion on whether to submit this offer to West End Therapy Associates. As a result of this discussion the following motion was made:

**Motion:** *Local President Felandria Jackson moved to accept the written proposal to lease Suite 203. The motion was seconded by Local Treasurer Lafon Robinson and moved forward by unanimous roll call vote.*

- **SAMLU:** The next SAMLU is set to take place in San Juan, PR April 20-22, 2026. The travel dates will be April 19<sup>th</sup> & 23<sup>rd</sup>. The following motion was made:

**Motion:** *Local President Felandria Jackson moved to cover the cost for the SAMLU taking place April 19<sup>th</sup> through the 23<sup>rd</sup> in Puerto Rico. Seconded by NCSEBM Cynthia Brown and moved forward by unanimous roll call vote.*

- **MINUTES FROM NATIONAL:** President Jackson went over the official minutes for the June 2025 NPMHU National Executive Board meeting. Some of the items covered are as followed:
  - National President Hogrogian spoke about the make-up of the USPS Board of Governors ("BOG"). There are nine (9) Presidentially appointed Postal Governors in addition to the PMG and Deputy PMG. The current sitting Governors include Amber McReynolds (Chair), Derek Kan (Vice Chair), Ron Stroman, Daniel Tangherlini and Roman Martinez (hold over). There will be five (5) vacant seats on the BOG which will be filled by President Trump. Anthony Lomangino – Waste Management – has been nominated. The Senate Committee on Homeland Security and Governmental Affairs will then hold confirmation hearings.
  - The new Postmaster General, David Steiner, is a Trump donor, former CEO of Waste Management, and Board of Directors for FedEx (possible conflict of interest).
  - The new Trump Administration created the Department of Government Efficiency (DOGE). A DOGE meeting was held with the PMG and Deputy PMG, in which a modified MOU was signed between DOGE and the USPS.
    - MOU term 3 months
    - USPS Independent
    - No DOGE access to employee records
    - DOGE authorization is limited, USPS asked them to look at:
      1. CSRS Calculation
      2. Pension & Health Funds investments
      3. OPM Mis-billing
      4. OWCP costs
      5. Unfunded Congressional mandates
      6. Postal Regulatory Commission elimination
      7. Retail building leases

8. Other Federal agencies using USPS infrastructure
  9. Counterfeit postage
  10. Reduction of 10,000 employees (which USPS met through the VERA)
- The approximate numbers for the VERA & Retirement Incentive / Early Out are 1,600-1,700 Mail Handlers and 8,000 Clerks.
  - The USPS reported their intention to return STC operations to existing postal facilities and staff with Mail Handlers. The NPMHU has negotiated several MOUs. The following STCs have been returned in house: Indianapolis, Memphis, Salt Lake City, Northern California, Atlanta, **Washington DC (Cap Metro)**, Springfield MA, Kansas City, Southern California, and Chicago.
    - STCs still outsourced; New Jersey (partial return), Seminole (Orlando), and Dallas.
    - National President Hogrogian also noted that RTHs could and probably will replace STCs.
  - The NPMHU has also made agreements to bring Terminal Handling Services (THS) work back in-house. Those operations tender mail to and receive mail from the airlines and FedEx. There are approximately 60 total sites and 35 are still subcontracted.
  - Bargaining formally kicked-off on June 25, 2025, in the Benjamin Franklin Room at USPS Headquarters.
  - National Secretary-Treasurer Kevin Tabarus report:
    - An in-depth membership review, including recruitment initiatives featuring a new refreshed organizing campaign, “Join The Union, Join The Fight – Benefits, Protection, Membership.”
    - HRSSC processing of 1187s and problematic areas.
    - NPMHU 2028 Quadrennial Convention Planning
    - A discussion on planned NPMHU meetings, conferences, and training programs.
  - SDCs: Updates were provided on September 12, 2025, for the following SDCs.
    - Frederick, MD – supposed to launch this coming January, has now been pushed back to March 2026.
    - Georgetown (Washington, DC) – with the Friendship Station is pushed back to October 2026.
    - Fredericksburg, VA – has been pushed back to October 2026
    - Huntington, WV – has been pushed back to March 2026
    - Martinsburg, WV – one is being scheduled to open
    - Charlotte, NC – another facility is coming open in July 2026
  - CONTRACT UPDATES: President Jackson asked the Board if the Contract Updates are being received and posted on Mail Handler bulletin boards.
  - RI-399 UPDATE: President Jackson has been informed that the RDRC is now looking to have conversations and meetings on issues arising with the RI-399 procedures.
  - NACI AWARD: As a result of the recent NACI Arbitration Award, President Jackson is requesting the names of any Mail Handlers or MHAs who were separated for an unfavorable NACI, and a timely grievance was filed on their behalf.

## **CAD REPORT**

Local Treasurer Lafon Robinson provided an overview of the CAD's activities from June 1, 2025, through August 31, 2025.

- **PRE-HEARING PROCESS (60 DAY REVIEW)**: On July 25, 2025, Area Labor Relations Specialist Eugene DiMauro and VASEBM Marvin Simpson met on some Washington D.C. & Maryland cases.
- **PRE-ARBITRATION MEETING(S)**:
  - July 15-17, 2025 – Local President Jackson and the Manager of Labor Relations for North Carolina resolved some discipline cases.
  - July 9 & 11, 2025 – VASEBM Marvin Simpson and Labor Relations Specialist Tiffanie Eason resolved 23 discipline/contract cases.
- **CONTRACT ATTACK TEAM (CAT TEAM)**: There have been no CAT Team Meetings this quarter.
- **ARBITRATIONS**: There have been no arbitration hearings this quarter.
- **ARBITRATION AWARDS**:
  - June 27, 2025 – Arbitration in Charlotte, NC was denied (emergency placement)
- **TRAINING**: No trainings have taken place during this quarter.
- **CHANGES/MISC**: A “wash” is being scheduled.

## **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, 2025 – August 31, 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:** Local President Felandria Jackson moved to accept the financial report. The motion was seconded by Recording Secretary Marcus Anderson and moved forward by majority roll call vote. (8 yes, 1 abstain)

## **AROUND THE ROOM**

President Jackson went around to each member of the Board to hear any issues or concerns they may have. An issue with flash drives was raised out of Dulles P&DC. President Jackson will be reaching out to the Branch President on the matter.

***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 6:00 p.m.***

*Respectfully Submitted,*



**Marcus D. Anderson**  
Recording Secretary  
NPMHU – Local 305