Minutes from the November 2, 2021 meeting of Branch 361 NALC

1. The November monthly meeting of Branch 361 was called to order by President Becraft at 7:17 pm, this meeting was held via zoom.
2. President Becraft led those in attendance in the Pledge of Allegiance.
3. Recording Secretary Smith read the monthly minutes from the October monthly meeting.

President Becraft asked if there were any corrections or additions.

Sister Lindsay stated the convention fund should be $16,000.53 and KEM training should be spelled K.I.M not K.E.M.

Brother Collins made a motion to accept the minutes with the corrections as read, with a second by Brother Smith.

 The Motion carried.

1. Brother Holbrook read the 2022 By-Laws Committee Report stating the bylaws were reviewed by the committee and no changes are recommended.
2. Brother Wiles read the 2022 Proposed Budget Final Reading

Brother Waltz made a motion to accept the final budget reading as read, with a second by Brother Smith.

The Motion carried.

1. The following carriers submitted applications for membership in the NALC and Branch 361: Jean-Louis Webster, Michael Banks, Jeffrey McKee, and Cameron Henderson.

Brother Wiles made a motion to accept the new members as read, with a second by Brother Robinette.

The Motion carried.

1. Health Benefits Representative Whitcomb spoke on open season and the Covid booster. The window of operation for open season is November 8, 2021, through December 13, 2021, stating this is your opportunity to change your health plan. Currently over 220 million Americans have had at least one dose of the Covid vaccine. The Centers for Disease Control and Prevention (CDC) have defined front line workers can receive the booster vaccine at six (6) months after their second dose. Front line workers include but are not limited to: first responders, education staff, U.S. Postal Service workers, grocery store workers, etc., all Walgreens locations offer the Pfizer Covid booster. The CDC has also determined that the Covid booster can be given during the same appointment as the flu vaccine and most importantly the Covid booster is free.
2. Trustee Smith gave the following expenditure report for the month of October:

 Trustee Expense Report October 2021:

1. Utilities $ 648.77
2. Participation $ 50.00
3. Building Maintenance $ 2,484.82
4. PayRoll/School Taxes $ 4,573.61
5. Property Tax $ 4,041.07
6. Office Supplies $ 248.10
7. Newsletter $ 603.82
8. Total Expenses: $ 12,650.19

 Sister Lindsay made a motion to accept the expense report as read with a second by Sister Preston

 The Motion carried.

1. Financial Secretary/Treasurer Lindsay gave the following financial report for the month of October:

 October 2021 Financial Report:

1. Deposits $ 12,314.76
2. Checks $ 12,650.19

The account balances are:

1. Checking $ 66,688.71
2. Savings $ 76,246.83
3. Building Fund $ 13,040.44
4. Retiree Fund $ 15,355.29
5. Hall Rental Fund $ 11, 982.35
6. Convention Fund $ 16,000.53

Brother Smith made a motion to accept the financial report as read, with a second from Brother Holbrook.

 The Motion carried.

1. President Becraft conducted the $50 door prize drawing with Brother Yost winning. Brother Yost donated his winnings to MDA, thanks Robbie!
2. Recording Secretary Smith read the allegations from Brother Marrs at the Frankfort Post Office requesting an investigation into Brother Wood as a Union Steward. (Marrs Statement attached).
	1. Sister Baker stated she felt being called a crony is discrimination as that is not her name or job title. Sister Baker stated she does not feel she is a crony to Brother Wood, further stating, “I am not a crony, I have a name”.
	2. Sister Wood stated that in the letter Brother Marrs does not state what Brother Wood has done. Sister Wood stated that Brother Marrs has stated he wrote a letter to the Senator to get the Frankfort Post Office straightened out. Sister Wood states that Brother Marrs’ main issue is that he continues to be mandated.
	3. Brother Wiles ask who is the Williams that Brother Marrs refers to in his letter?
		1. Brother Wood said Brother Marrs is referring to Mark Williams.
	4. Sister Caywood stated that people can be mandated if it is done correctly. Sister Caywood stated mandating is an issue we have all over the country however management should utilize the ODL to 12 hours before they mandate non-ODL.
		1. Brother East stated when you have a twelve (12) hour person they should work twelve (12) hours and the CCA’s should work 11.5 before they mandate off the list.
		2. Sister Chelsea Smith ask how would Work Assignment (WA) be mandated?
			1. President Becraft stated WA would be figured like a non-ODL person, if they are being mandated off their own route.
			2. Brother Wood stated that he works with management to max out the ODL signers, stating ODL starts at 7 am and works up to 7 pm if not later. Brother Wood stated the Frankfort Post Office attempts to give CCA’s a day off no later than day eleven (11). Brother Wood stated the T6 Work Assignment carrier will come in at 7 am to work if they have an available route on that swing. Brother Wood stated the ODL is maxed out, the T6 is maxed out (as she typically has an open route on her swing) and the CCA’s are maxed out. Brother Wood stated non-ODL, and WA are mandated off the seniority list that is posted and the list starts over every quarter. Brother Wood stated there is no distinguish between the non-ODL, T6, and WA if there is no overtime available. Brother Wood stated if a CCA gets done early he informs management to send them to the highest carrier mandated to get them back.
				1. President Becraft stated that CCA’s are not entitled to days off and carriers cannot work over sixty (60) hours, so at sixty (60) hours drop the mail and go home. President Becraft stated that carriers will get paid for the time and management has procedures in place for this, stating the one exception is the month of December.
	5. Sister Lindsay stated the Local Agreements are completed and they clearly state how the overtime works, does everyone in Frankfort have a local?
		1. Brother Wood stated he has a copy of the local posted at his case.
		2. Sister Lindsay stated the Frankfort locals are at the Hall to be distribute to all union and non-union members.
		3. Brother Wood said he would drive to Lexington to pick up the locals and pass them out to the carriers at the Frankfort Post Office.
	6. Sister Caywood stated she does not believe Brother Marrs understands the difference between the ODL and WA because WA is not on the ODL. Sister Caywood stated WA is carrying overtime on their own assignment and she believes Brother Marrs is assuming WA should work twelve (12) hours before a non-signer is mandated.
	7. Sister Charlotte Smith stated Brother Marrs is creating a hostile work environment by continually bringing up these issues.
		1. Brother Wiles stated that management should take control of that issue and shut it down.
	8. Brother Wood stated that he does the best he can in Frankfort, stating when they had no representation he stepped up. Brother Wood stated he did what he needed to train himself as best he could but will never be able to make everyone happy. Brother Wood stated if there is a grievance, he will grieve it but if he can resolve an issue with management without the paperwork he will. Regarding the Plan 5, Brother Wood stated Frankfort is not the only office that does not attend the Union meetings. At times during the Plan 5 Brother Wood states, he has carriers who ask him to speak on issues such as vacancies or raises that they may not be aware of because they did not attend the Union meeting. Brother Wood states he acts as their voice but does not always talk about Union business. Brother Wood stated that we need camaraderie whether for or against him, he is thankful for those on the meeting tonight. Brother Wood stated our priority is to get the job done stating he tries to get everyone back to the office as quick as he can with the staffing issues they have.
		1. Brother East stated regarding the Plan 5 a lot of people ask him to speak on their behalf, but he tells them you have a voice ask yourself.
	9. Brother Collins ask if the number one problem in Frankfort is article 8?
		1. Brother Wood stated no, the biggest problem is staffing.
	10. Brother Waltz ask if Brother Jeremiah Marrs was present tonight for the meeting?
		* 1. President Becraft stated Brother Marrs was not present.
	11. President Becraft stated that Brother Marrs is accusing Brother Wood of failing to represent him.
		1. Sister Lindsay stated that she disagrees, it is not just Brother Wood it is the entire branch.
	12. President Becraft stated supposedly there was a first letter written by Brother Marrs that included multiple carriers ’signatures calling for the investigation of Brother Wood as Union Steward in Branch 361 and it was sent to Brother Troy Clarks office in Michigan however it was never received.
	13. Brother Holbrook made a motion to investigate Mr. Wood with a second by Brother Collins.
		1. Two (2) to investigate Brother Wood.
		2. Twenty-Four (24) not to investigate Brother Wood.
	14. Sister Caywood stated to keep the big picture in mind. Sister Caywood stated years ago there were issues in Frankfort and she and the Union President at that time held an informal meeting in Frankfort with the carriers to discuss their issues and concerns.
		1. Brother Goodpaster stated he believes that Sister Caywood has a good idea, stating what could we lose?
		2. Brother Wood stated he believes there should be a meeting held in Frankfort with the Union President to hopefully resolve this issue and move forward in a peaceful manner and get back on track so we can focus on the customer.
	15. Brother Williams made a motion to investigate Brother Marrs for referring to our Union Brothers and Sisters in a disparaging name.
		1. President Becraft stated he would refer to Brother Holbrook on this matter.
		2. Brother Holbrook stated based on the constitution he does not believe we have room to investigate this.
		3. Brother Goodpaster ask if a carrier wanted to file an EEO would they need to go through the Union?
			1. President Becraft stated one employee cannot file against another employee.
		4. Brother Goodpaster ask if they could file a grievance for a hostile work environment?
			1. President Becraft stated if they can prove management knowingly allows Brother Marrs to conduct himself in a manner others find offensive or hostile.
			2. Sister Caywood stated the Union is not responsible for the work environment, we don’t file grievances against other carriers we file them against management.
			3. President Becraft ask if the letter has been passed around on the workroom floor by Brother Marrs?
				1. Sister Baker stated to some employees it has but not to others.

The following items were brought up under the good of the Association:

1. Brother McNulty stated for us to keep taking action on the Postal Reform bill. Brother McNulty stated to keep bombarding the two senators and your representative regarding HR 3076. Brother McNulty stated we have the Good of the Association because of collective bargaining. Brother McNulty stated he is sorry to hear of the troubles in Frankfort and is hopeful it can be remedied.
2. Brother Whitcomb ask if the next monthly meeting will be at the Union Hall?
	1. President Becraft stated it will be a partial in hall and zoom, capacity controlled.
3. Brother East ask if the food drive is canceled again this year?
	1. President Becraft stated it didn’t happen this year, but he thinks it will be good for next year.
4. Brother Holbrook stated something that may help in Frankfort is Labor-Management meetings.
	1. President Becraft stated they have not had one in a while but need to.
	2. Sister Charlotte Smith ask what are Labor-Management meetings?
	3. President Becraft stated they meetings to correct issues and deficiencies before we get into grievance issues.
5. President Becraft stated that National signed a settlement with the Post Office that they will allow volunteers to move between Post Offices. President Becraft stated if anyone ask about moving to let him know because only National can say yes to the move.
	1. Sister Burgin ask if this is for regulars or only CCA’s?
		1. President Becraft stated this is for anyone who volunteers.
		2. Sister Burgin stated a CCA was told today that he would be required to go to Louisville or would need to find a new job.
		3. President Becraft stated that the Post Office can mandate CCA’s to go to other installations based on juniority. President Becraft stated the Post Office should ask for volunteers first and then mandate the junior CCA if no volunteers.
6. Sister Crystal Smith ask if the Post Office came to an agreement regarding the Juneteenth holiday as we were required to work?
	1. President Becraft stated he has not seen anything and does not expect to see an agreement until after the holidays.
	2. Brother McNulty stated that Brother Brian Renfro addressed this and believes President Rolando is in talks with the Post Office and is pretty sure we will get compensation for this year, but they are still working on it.

12. A motion to adjourn was made by Sister Preston with a second by Brother Collins. Motion passed. Meeting adjourned at 9:23 pm.