

**Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO**

**General Membership Meeting Minutes
March 1, 2008**

Meeting was called to order at 7:00 p.m. at 918 Benjamin NE, Grand Rapids, MI 49503 with the Pledge of Allegiance and a Short Invocation.

Number of Members in Attendance: 35

The following officers were present:

President – Richard Page

Vice-President – Amy Puhalski

Recording Secretary – Michael Long

Treasurer – Linda Chandler

Sergeant at Arms – Jackie Pike

Clerk Craft Director – Bill Scutt

Maintenance Craft Director – James Smith

Motor Vehicle Craft Director – Mike Hill

Associate Office Director – Jack Fryling

February General Membership Meeting minutes were accepted as written, with the following correction:
Carried

February meeting minutes stated that “January’s Executive Board Meeting Minutes were accepted as written...” This should have stated: “January’s General Membership Meeting Minutes were accepted as written with the following corrections.”

Applications for Membership:

Thomas Burns – Cedar Springs

Jeffery DeVito - Maintenance

Bills: None

Officer’s Report

Treasurer’s Report was read and accepted for February 2008. Motion by: Michael Long, Seconded by: Cindy DeLaFuentes to accept as read. Carried.

President’s Reports: Thank you for showing up. Spring is right around the corner. We have a new Postmaster. Bruce Davey. He is a true company man. Enough said. We also have Jerry Clish. He is back from Traverse City. He is the second in command for the Grand Rapids Plant. I have appointed Bill Scutt as the new RI-399 representative. Bill and I visited the Holland Post Office since the last meeting. Management is trying to revert even more clerk positions, even though they are borrowing from other offices and have casuals. We are enforcing the 8 hour guarantee. If any clerk position is becoming vacant, management is attempting to revert the positions. We had a claim from the Michigan Unemployment office from a previous steward before this person resigned from the Postal Service. The Unemployment office has sided with us. Will be leaving for Secretary Treasurer training on Tuesday, see Amy if you have any questions while I am away. All APWU Members are receiving a free benefit, just for being a member: Identity Theft protection and an Accident Benefit from ABA.

Vice-President: I was gone half the month on vacation. We just received the one level upgrade along with a COLA increase. National has finally filed a National dispute regarding the Casual use for positions. National has filed a dispute regarding the holiday scheduled. National has also filed another dispute regarding FMLA recertification. There are new FMLA guidelines that came out regarding Servicemen connected. Organizing – Getting family involved. Offer for APWU organizer. Besides the \$50 you receive

from the local, you also get a T-Shirt from National (along with being put in for a drawing for a vacation.) The National Scholarship deadline is fast approaching - March 15th.

Recording Secretary: If anyone has any recommendations for changes to the National and/or State Constitution or changes they would like to see in the contract, the time is now to submit those. The State Convention will be taking place May 15 – 17, 2008 here in Grand Rapids. If anyone has any Resolutions they would like to submit, or an idea for one, please forward them to your stewards and they will forward them to me. If you would like to serve on the Resolutions committee, please let Dick know.

The VA now offers five years of covered medical services for veterans who have served since 1998.

Clerk Craft Director: Holiday Scheduling. Grievances have been filed for the 8-hour guarantee and volunteers being used. Afterwards, class action grievances will be filed by the steward on the tour. We received a Step 3 settlement regarding the use of Tugs. Expeditors can use Tugs in the performance of their duties. I have been appointed as a Central Region RI-399 advocate; looking forward to a different change. Management is under the impression that as a union, we “instruct” employees; as a union, we do not instruct our members, but we do inform them of their rights.

Maintenance Craft Director: We have a new MPE, hired off the street (Jeff DeVito) – Welcome. We should be hiring another ET soon. We won the P-3, Several new custodian positions are posted. Maintenance stewards filed over 20 grievances last month, and on course to do this month too. Don Kramer supplied me a list related to Veterans issues. January and February has been a big staffing issue month. The new Staffing Packages for the P1 is not yet completed. The preliminaries are done. Art can approve them locally.

There is a national level grievance regarding Minimum Skill levels. The respective grievances locally have been filed.

Motor Vehicle Craft Director: We finally got another driver on board and have authorization for two more. Couple grievances at the VMF. One is regarding the GSA cars (oil changes); Carriers doing the oil checks, etc. Trying to get the repairs done quicker. Taking over 2 weeks to get Tractors done. Transporting of mail.

➤ Veterans Administration is looking for two drivers. If you know of anyone send them that way.

Sergeant at Arms Report: Drawing for Hams tonight.

Associate Office Director: Holland is having a lot problems. Regarding discipline and other issues. There is a big push in the AOs to reduce jobs. Management is pushing this. It is a common practice that Ruruals and Postmasters “help out”. If this is happening, please let me know. When they help out, you lose hours.

Committee Reports:

A&E: Golfing for Hope: If you would like to help out, please see Ray. It is being held June 8th.

2008 Michigan Postal Workers Union Convention Committee:

As stated previously, the Convention will take place May 15 – 17, 2008. If you would like to help at this convention, either by helping in the hospitality room, at the bowling event, or during the convention with registration, etc., please let us know. We will be looking at help

Audit Committee: Barb Tubbs stated that books have been audited and the books are in order. They have recommended some changes to ensure we remain compliant regarding 3971 submissions.

- Motion by Ray Novakoski, Seconded by: Jim Smith to accept the audit committee report as written/stated. Carried.

Correspondence:

We received a Thank You letter for our donation the Helen DeVos Children's Hospital For Our Kids campaign – Miracle Ride.

Old/Unfinished Business:

None

New Business:

E-Board Recommendations:

- Any compensated delegate attending the National Convention who wishes to attend the Pre-Convention Craft Conferences be allowed to attend with Lost time, Travel, Lodging, Per Diem, Registration, and applicable taxes. Discussion.
 - Motion to amend by: Ray N., Seconded by Michael Long, to exclude Lost Time from the motion. Amendment passed/carried.
 - Motion by Steve Austin, Seconded by Jennifer Gilbert to table. Defeated.
Motion as amended: "Any compensated delegate attending the National Convention who wishes to attend the Pre-Convention Craft Conferences be allowed to attend with Travel, Lodging, Per Diem, Registration, and applicable taxes." Carried.
- To pay \$45.11 for refreshments for Budget and Audit Committee meetings. Discussion. Carried.
- To expend up to \$1500 for a COPA raffle. Discussion. Carried
- To make it a Policy that the President is authorized to purchase refreshments for committee meetings.
 - Motion to amend by Steve Austin, Seconded by Al Matkovich to cap the limit at \$100.00 per meeting. Amendment (Division – 15 for, 17 against). Defeated.
Main motion as written. Carried
- To change the policy to increase the committee rate to \$15.00 per hour. Discussion. Carried
- To change the policy that All stewards whether they are board members or not, when attending Stewards Training will receive \$15 per hour if not receiving lost time, including initial certification training. Discussion. Carried
- To authorize up to \$2000 for expenses for the Michigan Postal Workers Union State Convention.
 - Motion to table by Steve Austin, Seconded by Scott Atherhoff until the committee has a "plan". Division. (12 for, 19 against) Defeated.
 - Motion by Jennifer Gilbert to amend: Any monies disbursed from this fund are accounted for with receipts and listed for any member to review. Amendment died due to lack of second.
 - Motion to amend by Ray Novakowski, Seconded by Brian Ratigan –to change the amount: up to \$1000. Carried
 - Motion to amend the amendment to change the amount: up to \$500.00. Discussion. Defeated.
 - David Janes, Seconded by: Call for the Question. – Carried
Original Motion as amended: "To authorize up to \$1000 for expenses for the Michigan Postal Workers Union State Convention." Carried.

The floor is open for new business:

Proposed Constitution Changes: Four Constitution changes were submitted and signed by at least seven members in good standing (per the constitution). These will be acted upon at the May General Membership meeting. See Attached to read them.

1. Article 19 – Duties of Stewards
2. Article 15 – Local Publication
3. Article 3- Membership
4. Article 13 – Amendments

Labor Management:

Need to address or watch the Supervisor’s attendance control/time. They are arbitrarily changing schedules. Training. Supervisor’s are not putting in their times for training. TACTs will automatically change, in case you use Annual and then have Overtime.

P-Campus. Can we see a standard guidelines regarding moving between the buildings.

Supervisor’s who are allowing “selective” employees to take a no-lunch, but not others.

Drawings:

\$250.00 Attending the Meeting Drawing. #331 was drawn (Margaret Nash (if she would have been present – she would have won Two Hundred and Fifty Dollars for showing up to a union meeting.))

COPA: \$84.00 totally collected. \$42.00 to the winner: 670149 (William Brunni) \$10.00 was donated by: Jim Stoddard.

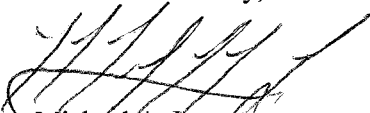
- Easter Hams:
- | | |
|---------------------------|---------------------------|
| 1. #3 – Ed Lesiewicz | 2. #33 – Phillip Marekini |
| 3. #20 – Karol Imanse | 4. #28 – Jackie Pike |
| 5. #17 – Scott Achterhoff | 6. #14 – Linda Chandler |
| 7. #29 – Lynette Sturgill | 8. #7 – Richard Page |
| 9. #6 – Cindy DeLaFuentes | 10. #13 – Don Kramer |

Ten (\$10.00) Dollar Door Prizes:

- | | |
|---------------------------|------------------------|
| 1. #35 – William Brunni | 2. # 9 – Ray Novakoski |
| 3. #24 – Bill Scutt | 4. #23 – Michael Long |
| 5. #2 – Andy Kupraszewicz | #1 – James Stoddard |

Meeting adjourned at 8:50 p.m.

Respectfully Submitted,
Yours in Solidarity,



Michael A. Long
Recording Secretary

LEGEND:

- - denotes a motion or discussion from the floor/membership.
- - denotes a motion from the Executive Board

Constitution Change
Article 3 – Membership – Sections 1 & 2

Currently Reads:

Section 1 Any non-supervisory employee, regardless of level or grade, who is employed in the Grand Rapids Area Postal Service is eligible for membership in this union. Members shall pay whatever dues are required by this Local and will not be not charged an initiation fee for joining this Local. Membership shall be effective from the date that application form is submitted for processing.

Section 2 No person eligible or membership shall be denied membership because of sex, race, age, creed, political affiliation, nationality, or religion.

Changed to read:

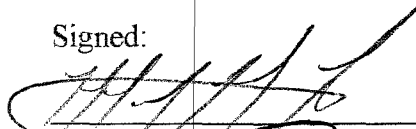
Section 1 Any non-supervisory employee, regardless of level or grade, who is employed in the **493/494/495 zip code area** is eligible for membership in this **local union (unless that office is under representation from a different local or state organization)**. Members shall pay whatever dues are required by this Local and will not be not charged an initiation fee for joining this Local. Membership shall be effective from the date that application form is submitted for processing.


Section 2 - Delete. Preamble – Section 7 already defines. Move following sections up.


Submitted by Seven Members in Good Standing:

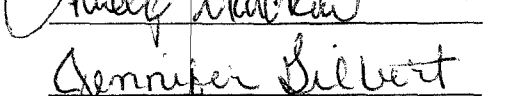
Signed:


Printed Name:

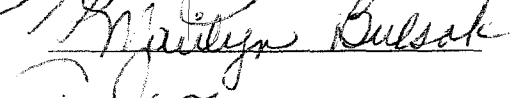











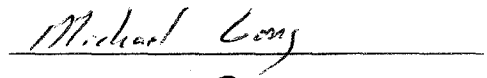


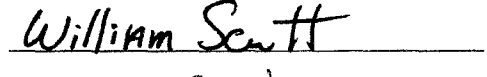


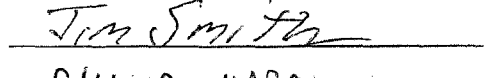





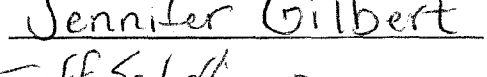


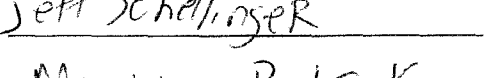


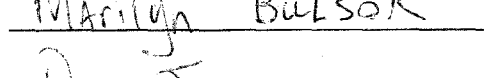


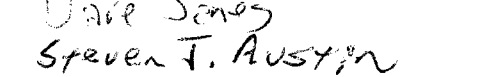





















Constitution Change
Article 15, Section 2
Local Publication

As It Currently Reads:

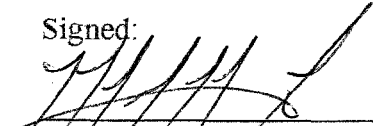
Section 2 This publication shall belong to the entire membership; its pages shall be open to every member of this exclusive group within this Local. The Editor may delete or edit those portions of submitted articles that he/she considers libelous or not in the best interest of the Union as a whole. Any such action may be appealed to the Executive Board and decided by two-thirds(2/3) vote, and if the appeal is denied by the Executive Board it may be further appealed at a regular meeting of this organization and decided by majority vote.

Changed to Read:

Section 2: This publication shall belong to the entire membership; its pages shall be open to every member **within this Local, and not to an exclusive group**. The Editor may delete or edit those portions of submitted articles that he/she considers libelous **and/or** not in the best interest of the Union as a whole. Any such action may be appealed to the Executive Board and decided by two-thirds(2/3) vote, and if the appeal is denied by the Executive Board it may be further appealed at a regular meeting of this organization and decided by majority vote.

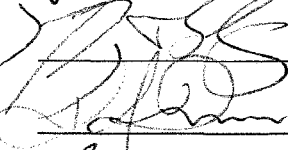
Submitted by Seven Members in Good Standing:

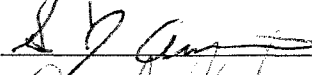
Signed:



Phillip Marckini

Jennifer Siebert



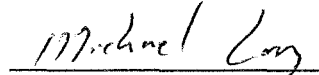


Douglas Warner

Cynthia J DeLaForte



Printed Name:



PHILLIP MARCKINI

Jennifer Gilbert

Jeff Schellinger

Carol Imansi

Steven J. Austin

Douglas Warner

Scott Acernoff

ALVIN LEE MATKOVICH
DON KRAMER

Constitution Change
Article 19
Duties of Stewards

As It Currently Reads:

Section 1 Stewards shall wear their steward's badge in plain sight, at all times while representing a union member and while on duty unless in violation of uniform code. They shall organize the workers in their craft and on their tour, get members to attend union meetings, act as liaison between union officers and members, sell the union's program and investigate and adjust grievances. They must be familiar with the local and national contracts, legislation, regulations, and the people they represent.

Changed to Read:

Section 1. Stewards shall **be given** and wear their steward's badge in plain sight at all times, while representing the union and its members unless in violation of uniform code. They shall organize the workers in their craft and on their tour, **encourage** members to attend union meetings, act as liaison between union officers and members, and investigate and adjust grievances.

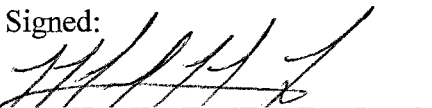
Section 2. Stewards must be familiar with the **national contract, to include the Joint Contract Interpretation Manual, Local Memorandums, Postal Regulations, etc and know the area and the people they represent.**

Section 3. Stewards are authorized to attend the biennial Michigan Postal Workers Union Educational Conference with Lost Time, Per Diem, Lodging, Registration, and Travel, and any applicable taxes, provided the steward attends at least two local training sessions in the prior two years (since the last conference).

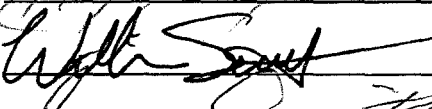
Submitted by Seven Members in Good Standing:

Signed:

Printed Name:



Michael Long



William Scott



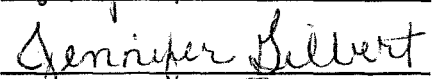
Tim Smith




Jackie Pike



PHILLIP MARCKINI



Jennifer Gilbert



Jeff Schellinger



Dave Jones



DON KRAUSE
Steven T. Austin

Constitution Change
Article 13, Sections 1, 3, & 4
Amendments

As It Currently Reads:

Section 1 This constitution may be amended at written request of seven (7) members in good standing and sanctioned by a two-thirds (2/3) vote at a meeting of this organization, provided the proposed amendment was submitted in writing and read aloud at a previous regular meeting of this organization and was posted at least thirty (30) days prior to the meeting at which it is to come up for action.

Section 3 Proposed Constitution changes are to be submitted at the March regular monthly meeting and voted on at the May regular monthly meeting or submitted at the September regular monthly meeting and voted on at the November regular monthly meeting.

Section 4 All proposed constitution changes will go before the Constitution committee. They will be submitted to the committee within three (3) days following the March or September meeting and the committee will give a report with their recommendation at the May or November meeting under unfinished business and will be voted on at that time. The membership will vote on the committee's recommendation.

Changed to Read:

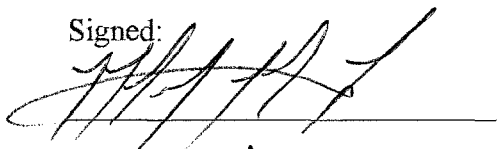
Section 1 This constitution may be amended at written request of seven (7) members in good standing and sanctioned by a two-thirds (2/3) vote at a meeting of this organization, provided the proposed amendment was submitted in writing and read aloud at a previous regular meeting of this organization **in accordance with Section 3 below of this Article** and was posted at least thirty (30) days prior to the meeting at which it is to come up for action.

Section 3 Proposed Constitution changes are to be submitted at the March regular monthly meeting and voted on at the May regular monthly meeting **and/or** submitted at the September regular monthly meeting and voted on at the November regular monthly meeting.

Section 4 All proposed constitution changes will go before the Constitution committee. They will be submitted to the committee within three (3) days following the March or September meeting and the committee will give a report with their recommendation at the May or November meeting under unfinished business and will be voted on at that time. The membership will vote on the **motion**.

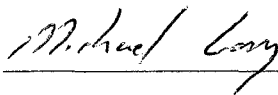
Submitted by Seven Members in Good Standing:

Signed:

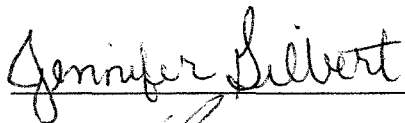


Phillip Marckani

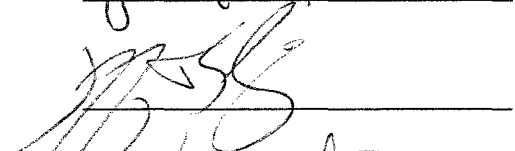
Printed Name:



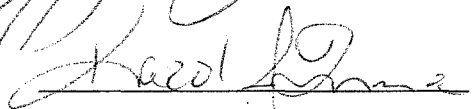
PHILLIP MARCKANI



Jennifer Gilbert



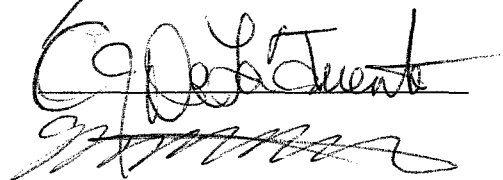
Jeff Schellinger



KAROL IMAWISE



Steven J. Austin



Scott Achterhoff
DON KRAMER