

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

General Membership Meeting Minutes
February 7, 2009

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.

Roll Call of Officers:

The following officers were present:

President – Richard Page	Clerk Craft Director – Bill Scutt
Recording Secretary – Michael Long	Maintenance Craft Director – James Smith
Treasurer – Linda Chandler	Motor Vehicle Craft Director – Mike Hill
Sergeant at Arms – Jackie Pike	Associate Office Director – Jack Fryling

The following officer(s) were not present: **Vice-President** – Amy Puhalski

Review of previous meeting's minutes: January's General Membership Meeting minutes read and accepted. Carried.

Applications for Membership: (All accepted by voice vote of the membership)

Mark Pepper (Maintenance – Grand Rapids)

Bills: \$8.83 for overage from tonight's meeting refreshments.

Officer's Report

Treasurer's Report January 2009 Report was read. Motion to Accept. Carried.

President's Report: Thanks to everyone for coming out to tonight's meeting.

The Postmaster had chose to deny access to third floor to union officials. Labor Charges were filed, and management has relented.

Stewards training in Saginaw went well. The Business Agents were there and they put on some great training.

All craft conference maybe postponed due to financial concerns. More information at the March General Membership meeting.

Status of Building purchase updated on Burlingame. We had a special meeting on February 4th. The membership has voted to proceed with the purchase of this building. We are in the process of doing the legal paperwork to purchase/hold. Rent will continue through March 2009 at Benjamin to allow for time to move and to ensure everything is done correctly and how inspections go at the new building.

Tour 3 Automation Agreement. We had agreed to allow management to move eight people on Tour 3 from 4:00 p.m. to 2:00 p.m. to ensure minimal impact to all employees. They had originally intended to

affect 21 employees. Through discussions, this number was reduced to eight employees. I made an agreement with management to move these eight people an additional hour to 2:00.

TACS office will be going to Riverview. We are in discussion on this move.

Recording Secretary: None

Clerk Craft Director: Stealing. If you are doing anything improper, please stop. We are losing people due to stealing. Since the last meeting, we have lost one in Grand Rapids, one in Rockford, and another in Detroit. We make good money. If you admit to stealing or taking any money, property, etc. (signing a statement, etc.), the national union and Labor board has informed us that we do not have to represent you. We do not have to represent a thief. You will have to get your own lawyer. I can not stress this enough....If an OIG or Postal Inspector brings you into the office, do NOT say anything. Ask for a steward, each and every time. Do NOT sign anything.

Class Action Grievance for Compression of Tours and Elimination of Tour 2. A grievance has been filed. Still waiting for decision.

Training Offices & Hours of Service / Schedule Changes for Training. It is a no-loss, no gain. If you are scheduled for training, do not fill out a schedule change. Management will have to fill out a 1723.

Time studies are still being done with jobs that don't regularly touch the mail. Review clerks, Express, General Clerks, etc. If you are having a time study, make sure you stay and remain busy.

Maintenance Craft Director: We started a 4-10 workweek a couple of weeks ago. There was a couple of pay anomalies; which management is fixing. He hope this works well so we can expand it. Our goals is still to spread it out when and where it is possible.

With a new manager, we have had a lot of problems with the five-minute leeway. A Blanket policy, (e.g. No lunches, no five-minute) is not allowed. Unilateral actions will be and are being grieved.

Be more mindful of what you are doing. The union premise is equal rights for all its members. The contract covers all employees, whether you are at a big office or a small AO.

We have a lot of grievances going in on occupational groups. Last year, we stopped custodians that were doing MM work. Now it is MMs doing ET and MPE work. It is slowly getting better. I have just filed a grievance for a new AMT position.

Staffing Packages. Forth of fifth time last year, Art has redone the staffing package. Normally it is done once a decade. There is a vacant BEM at the P1 campus.

Motor Vehicle Craft Director: Thanks for sending our MVS Steward to Saginaw for training. He learned a lot, and it is being put to practice.

We have decided not to bid this year. The changes that they wanted would have been a terrible effect on the membership.

We are being watched, just as everyone is. If you are not using your headlights, 4-ways, etc, they are watching and trying to progress discipline.

Management was one of our drivers that shuttle the mail at the P1 campus to sit down for the last hour of their work to show they are not needed.

We finally have an open run put up for bid.

President Burrus signed a memo as a pilot program with management to allow our drivers to augment their hours when needed in the clerk craft (automation). More information will be forthcoming.

Sergeant at Arms Report: None

Associate Office Director: I want to apologize for not being here last month. Had that bug going around, and I think you would be healthier by me not being here.

We had a clerk who passed away in Holland. Management didn't do anything with this position, so a grievance has been filed.

There are a lot of offices where Postmasters are doing craft work. You, the member is the eyes and ears of the union. We need to know the times, dates, what took place, etc.

Retiree's Director Report: I would like to thank the Executive Board. This board works well together and well with me and the retirees.

As suggested previously, if you would like to purchase a brick at the Labor Monument, more are still available.

Retiree meetings. We are having a good time and turnout. Can always use more, and it is open to everyone.

Health care for Retirees. If you have a better plan (Postal), you will/have received a statement from the Postal Service saying this. When it is time to enroll in Medicare, you must enroll, unless you have a better plan. Make sure that you keep the letter that says your postal plan is better. It will save you in the future.

Bob Parks. He has been retired for 20 – 25 years. He is still helping people and is a wealth of knowledge regarding retirement and personnel procedures. I wanted to make sure he received recognition, but also to let people know that there are people out there with the information. If you need help, please let me know.

Committee Reports:

Audit: The audit committee met on January 27, 2009 to review the Local's books for calendar year 2008. The audit committee was made up of Nancy Emelander, Tammy Byrnes, and Barbara Tubbs. Items reviewed included the Local's bond, the contingency account, the Visa statements, and the Checking account, Savings accounts, the ABA account, the LM report, and the meeting minutes to verify authorizations. All accounts were found to be in good order.

However, there were several items that were flagged. (1) There was no receipt from Catherine Beemblooms for the first night of her hotel bill for the National Convention. (2) There was no 3971 for LWOP for June 10, 2008 for Michelle Gregory; (3) There was a missing receipt for office supplies paid by the Visa in July 2008; (4) Sgt at Arms Jackie Pike was paid \$150 per quarter, instead of the correct

amount of \$200. She was paid the difference for the first quarter but not the last three and is owed \$150; (5) There is no inventory list of fixed assets for the local.

The audits committee's recommendations are: (1) Pay the Sgt at Arms \$150 in back wages and to correct the default salary amount in the computer. (2) Make sure that 3971s are attached to LWOP vouchers; (3) Ensure that all receipts are submitted; (4) Increase the amount automatically approved for general membership meeting refreshments; (5) and Maintain an inventory of the local's fixed assets.

Motion to accept the Audit Committee's report. Carried.

Budget: Proposed budget was handed out to the members in attendance. A brief overview as given by Treasurer Linda Chandler and President Page.

Motion by: Linda Chandler, Seconded by: Jack Fryling to accept the Budget as presented by the Budget committee. Discussion. Motion by: Jennifer Amos, Seconded by: Karen Hodges to table the proposed the budget until the board/committee comes back with figures which include the new building. Division: 13 for, 12 against. (Motion to table approved.)

A&E: Casino trip will be to Soaring Eagle in Mt. Pleasant February 15th. \$15.00 a person and will receive \$25.00 back in coin. Information has been sent out and we are filling up fast.

May 16 – Golfing for Solidarity. See Ray Novakoski

COPA Committee: If you have any suggestions for a fund raiser in 2009, please let Amy know.

Power Committee: We collected \$235 from the Wish upon a Star Tree, \$107 from the Candy Bars sale, and had a Christmas raffle where we collected \$600, and a gift card also. We gave several bags of groceries from our 12-days of Christmas on Tour 1 to Steve Skorupski and Mary Reyes. Nancy Gingery Merchant was the winner of the \$25.00 gift certificate from the Wish upon a Star tree and she donated it to Steve.

Social and Recreation: Bowling Night on Saturday, March 14th; at Northview Lanes a cost of \$5.00, this includes Pizza, snacks, three games, and prizes. Call the Social Recreation number to register.

Correspondence:

1. A letter by Chet Green bestowing accolades to Amy Puhalski for her assistance in ensuring health care coverage.
2. A letter from 2009 United Labor Charity Bowl asking for participation.

Old/Unfinished Business: None

New Business:

E-Board Recommendations: None

The floor was opened up for new business:

- Motion by: Doug Warren, Seconded by: James Smith to make a donation to the Devos Children's Hospital in the amount of \$300.00. Discussion. Carried.

- Motion by: Barb Tubbs, Seconded by: Jennifer Amos: to send the Editor to the 2009 Postal Press Association, August 5 – 8, 2009 in Las Vegas, Nevada, with Lost Time, Registration, Hotel, Per Diem, Taxes, Air Fare, and Local Transportation,. Carried.
- Motion by: Karen Hodges, Seconded by: Karol Imanse to change the policy of this local to increase the refreshments budget for the monthly meeting, to \$200.00. Carried.
- Motion by: Jennifer Amos, Seconded by: Cindy DeLafuente, to send Jennifer Amos (Human Relations) to the Human Relations conference. Discussion. Defeated
- Motion by: Barb Tubbs, Seconded by: Tammy Byrnes: that the local become a 100% local with the Accidental Benefits Association (ABA) at a cost of \$.53 cents per members per pay period. Discussion. (Call for the Question. Carried). Original Motion – Defeated.

Labor Management: See your steward or officers. Next meeting will be February 19th..

Drawings: (The # preceding the name is either the ticket number or raffle number)

\$250.00 Attending the Meeting Drawing. # 699 – Natalie Ziton (If she would have been at the meeting, she would have won!)

COPA: 50/50 Drawing: \$74.00 totally collected. \$37 to the winner - #670805 – Karen Hodges.

Four (4) - Ten (\$10.00) Dollar Door Prizes: (NOTE: According to local policies. When an Executive Board member receives one of the door prizes, another drawing is done. If more than 40 members are present, there is one additional drawing per ten members)

#16 – Jennifer Amos
 #10 – Michael Hill
 #29 – Karen Hodges
 #8 – Barb Tubbs
 #17 – Jackie Pike
 #1 – Doug Warren

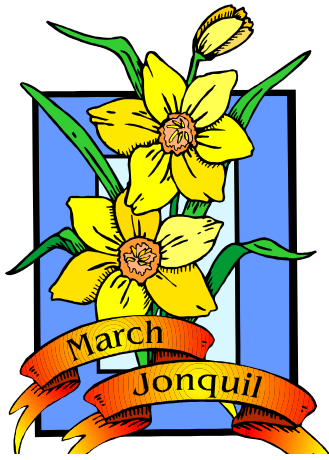
Meeting adjourned at 8:29 p.m.

Respectfully Submitted,
 Yours in Solidarity,



Michael A. Long
 Recording Secretary

THE NEXT MEETING OF THE WESTERN MICHIGAN AREA LOCAL WILL BE.....



WESTERN MICHIGAN AREA LOCAL #281
AMERICAN POSTAL WORKERS UNION, AFL-CIO
MARCH 2009 GENERAL MEMBERSHIP MEETING

SATURDAY

MARCH 7, 2009

7:00 P.M.

UNION HALL AT 918 BENJAMIN NE; GRAND RAPIDS MI 49503

Refreshments to follow the meeting

\$250.00 Special Attendance Drawing (Need to be present to win)
Four - \$10.00 Check Drawings (Need to be signed in at meeting to win)

Per the Constitution of the WMAL, this meeting is one of the two meetings where Constitutional Changes can be submitted. Please view the constitution on-line or call the union office, for information.

