

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

General Membership Meeting Minutes
February 6, 2010

Meeting was called to order at 6:00 p.m. at the APWU Union Hall, located at 2554 Burlingame Ave SW; Wyoming, MI 49509 with the Pledge of Allegiance and a Short Invocation.

Numbers of Members in Attendance: 31

Roll Call of Officers:

The following officers were present:

President – Richard Page

Vice-President – Amy Puhalski

Recording Secretary – Michael Long

Treasurer – Linda Chandler

Clerk Craft Director – Ray Novakoski

Motor Vehicle Craft Director – Tracy Fleming

Associate Office Director – Jack Fryling

Sergeant at Arms – Jackie Pike

The following officers were not in attendance: **Maintenance Craft Director** – James Smith

Motion by: Ray Novakoski, Seconded by: Jennifer Amos to suspend the order of business to conduct the voting for the State and National Convention ballots. Withdrawn

Motion by: Steve Austin; Seconded by: George Hendricks: to suspend the order of business to go to the one E Board Recommendation regarding the State Officers and delegates to the State Convention. Carried.

- ✓ That the local cast one vote for Amy Puhalski, Jennifer Amos, and Michael Long to attend the MPWU State Convention as delegates from the local as unpaid delegates. Carried.

Motion by: Steve Austin, Seconded by: Ray Novakoski, to suspend the order of business to conduct the voting for the State and National Convention ballots. (Steve Austin, Ann Hill-Graves, and Don Kramer volunteered to count the ballots)

Ballots were handed out to the members present to vote for delegates to the National and State Conventions. Due to Ray Novakoski being elected as the new Clerk Craft Director, his name was removed from the ballot due to becoming an automatic delegate per the constitution.

Swearing in of Ray Novakoski as the new Clerk Craft Director.

Return to regular business order.

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

Applications for Membership: Rosemary Smith (Clerk – Grand Rapids)

Bills: None

Officer's Report

Treasurer's Report: Report ending January 31, 2010 was read to the membership. Motion to accept. Carried.

President's Report:

As you are aware, we have appointed Ray Novakoski as the Clerk Craft Director. I would like to thank Jennifer Gilbert, Roy Bailey, and Jack Fryling for also placing their name into consideration as well. I commend them for asking for consideration. I hope they consider running for this position at the end of the year.

We have been in discussions here locally with the new Senior MDO, who called me into the office, and told me that he would target all union presidents and get them back on the floor so they could not perform their union representation. As of now, there has not been any further regarding this from management, but it looks as if we may be having a real battle/fight in the future.

We have another battle on our hands right now for stewards being released and following past practice for allowing our stewards for travel from one office to another in the city while the clock. We have had numerous past settlements in the past which state stewards will be allowed to travel on the clock; except when it takes them outside of the installation.

We have a District Meeting being held here in Grand Rapids, February 19 – 20. There are sixteen stewards out of our local attending. I feel that education is needed to keep us strong. I would like to thank our stewards for attending.

After we know who will be attending the National and State Convention, a letter will go out and inform them of accommodations and what will be expected, etc.

Audit Committee has been scheduled and will meet this month. We should have a report at next month's meeting.

Good news, bad news in regards to the hall. When the VFW held the hall, because of their status, they were not assessed any property taxes. We assumed that the taxes would be based on what we paid (\$105,000); however, the city of Wyoming has determined that the land is: \$330,000 and the building is \$617,000. I have already filed an appeal, and Wyoming will be giving us a letter at the end of this month. If needed, we can appeal that decision. We did anticipate a little increase, but not six times what we paid for the building.

Lastly, the National APWU Website. President Obama stated that six day delivery is still needed.

Q – Is someone going to be talking about excessing. Do we have any excessing coming up? A – I am going to a meeting on Tuesday regarding excessing in Custodial Position in Maintenance.

Q – What union hall did they (Wyoming) compare. A – I want this to be compared to UAW 167, and Teamster's building on Eastern, etc. I am sure the city commission will choose the one most favorable to them.

Vice-President Report: I just recently completed training three new stewards. Therry Dyksterhouse (Tour 1 - P1), John Collison (Tour 1 - P1 Maintenance), and Greg Carlson (Tour 3 GMF Maintenance). I would like to thank them for stepping forward.

Breaks and Lunches. At the Main Office in Automation, management is still trying to staff the machines with only one person. We (as a union) need to know about it. On average we have seven to twelve call-ins a day and we are still getting the mail out. We are helping management reduce jobs in automation by getting the mail out by doing this alone. If you are being asked to run the machine alone, or see someone running the machine by themselves, say something to one of the stewards. It is not only wrong, it is a safety issue.

National Reassessment Process (NRP) process. They have started the interviews. There is currently one in the city, and this individual has been working within his restrictions without any modifications, but now management wants him to sign a modified job offer. If you are asked to go into a meeting for this process, do NOT sign anything. Ask for a steward.

Discussion and Pre-Investigative Interview. If you are brought into an office with management and they want to discuss something with you, that is a discussion. If they start asking you questions, or talk about discipline (basically ask any questions) that is an interview and you need to ask for a steward. Management will not offer it. A discussion is just that, it is a discussion with you, not you discussing anything with them. If it is an interview, ask for a steward.

340 time. Six to seven hours management is moving them to 340 time. If you are being asked to go on 340 time and you know management is putting someone on 340 time, ask to see a steward. Management is trying to reduce staffing. Make sure to ask for a steward.

Residual vacancies. There are some discrepancies within the installation and Rockford. Management is not showing them on one report compared to what we have. We are still under withholding.

Recording Secretary: Scholarship deadline is fast approaching. Not only ours locally, but for the National as well. The deadline for the Union Plus passed on January 31st.

Clerk Craft Report: Thank you to the board for electing me and placing me.

We can not stress enough that when someone is called into a meeting with management, always ask for a steward and make them say that this is a discussion and won't lead to discipline or anything like that.

Motor Vehicle Report: Our new runs are starting. There are a few glitches. We appreciate that the dispatchers are not jumping down on the drivers while we are fixing the problems.

Express is getting better. Less and less people are crossing crafts

Q – We are still running in the 495? A – We have one contract driver doing the 495 (East Paris).

Q – Is there specific work being contracted out at the VMF? A – the only thing I am aware of the GPS.

Sergeant at Arms Report: None.

Associate Office Report: A couple of issues to talk about:

I sent out copies of the APWU Surveys via e-Mail to all those I have e-Mail addresses to. So far, I have only received two copies back from the AOs. It is very important for you to fill out the survey. If you need another copy, please contact me and I will send you one.

I received a copy of an e-Mail that was sent out to the Postmaster from Barb Martin (POOM) concerning Lunch Hours and Saturdays. This e-Mail states that most of the failures that occur are during lunch and on Saturdays. It further states "No one should be taking a lunch between 11:30 and 1:30 p.m. and no one should not be taking a break either. And to make sure all Sales and Service Associates know when to call for assistance if there are more than two customers waiting.

Retiree Chapter Report:

Being contracted agent. It is nice to see that President Obama believes in not contracting out the Post Office; but Congress has worked hard contracted out. CMIS (Medicare) has been.

APWU switched insurance companies. They left United Healthcare and went to Cigna.

Avoiding getting carjacked. If you notice a piece of paper on your rear window, you jump out of the car to get the paper, when you get to the back, someone comes out and gets your car.

Census is out. We will probably lose representation and along with it, monies. Make sure you fill out your census.

Tab for Tots. Save your Tabs off of your soda cans. It is used for Dialysis equipment. Bring aluminum to the meetings.

Committee Reports:

Veterans Committee: A Harry Wynsoki is now in the Veterans Home. He is in 2 North. Please visit. Thank you for the Christmas items from the local for the Veterans Home.

Correspondence:

1. Thank You letter from Sue Carney
2. SOAR Coalition of Michigan
3. Union Label Coalition

Old/Unfinished Business: None

New Business:

E-Board Recommendations:

- To endorse and move the resolution from the Blue Green Alliance on to Senators Stabenow and Levin. Discussion. Carried.

- To require delegates to the State Constitutional Convention to caucus on all proposed Constitutional changes and vote to support or oppose the proposed change and bring the decision to the convention floor and vote as a block. Discussion. Call for the Question. Question carried. Vote on the Original Motion. Division. 18 for. 9 opposed. Carried.
- To extend the \$50 incentive for members to sign up new members through 2010. Carried.
- To expend up to \$500 for the costs of purchasing the tickets for a COPA Cash Raffle. Carried.

The floor was opened up for new business:

Motion by: Jennifer Amos, Seconded by: Jennifer Gilbert, to send Jennifer Amos (as the Human Relations Director of the local) to the National Human Relations Conference (May 24 – 31, 2010 in Washington DC) at a cost of approximate \$2600 with LWOP, Hotel, Registration, Travel/Airfare, BBQ, and Per Diem. Call for the Question. Question Carried. Motion Carried.

Motion to return unfinished business for Election Results by Steve Austin, Seconded by: Ray Novakoski. Carried

Results are as follows for the National Convention Delegates

1. Linda Chandler
2. Amy Puhalski
3. Jennifer Amos
4. Karen Hodges
5. Jackie Pike
6. Jack Fryling
7. David Janes
8. Sandy Page
9. (Tie)Michael Long
 - a. Jennifer Gilbert
10. George Hendricks
11. (Tie) Roy Bailey
 - a. Tammy Burnes
12. (Tie) Karol Imanse
 - a. Scott Achterhoff
13. (Tie) Nancy Gingery
 - a. Lisa Borchardt

Results from the State Convention Delegates:

1. Jackie Pike
2. Jack Fryling
3. Sandy Page
4. Karen Hodges
5. Roy Bailey

6. Jennifer Gilbert
7. Tammy Byrnes
8. Catherine Beemblossom
9. Lisa Borchardt
10. Rick Velesquez
11. Scott Achterhoff

Alternates

12. Karol Imanse
13. Beverly Jarrett

Motion by: Amy Puhalski, Seconded by: Jennifer Gilbert; to expend/donate \$300 for the Hospitality Room for the upcoming District Meeting, February 19 & 20, 2010. Carried.

Labor Management: Please see your steward or officers to submit items for discussion; meeting is planned for February 25th.

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

\$250.00 Attending the Meeting Drawing. # 548 – Tricia Fasset (If she would have been at the meeting, she would have won!)

COPA: 50/50 Drawing: \$113.00 total collected. \$56.50 to the winner - #972513 – Glenda Novakoski

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)

- #14 – Linda Chandler
- #23 – Michael Long
- #29 – Karen Hodges
- #1 – Tammy Byrnes
- #7 – Richard Page
- #12 – Donna O'Brien
- #19 – Robert Britt

Meeting adjourned at 8:55 p.m.

Respectfully Submitted,

Yours in Solidarity,



Michael A. Long
Recording Secretary