

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

General Membership Meeting Minutes
December 3, 2011

Meeting was called to order at 7:00 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.

Number of Members at this month's meeting: 31

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski

Vice-President – Ray Novakoski

Recording Secretary – Michael Long

Associate Office Director – Jack Fryling

Clerk Craft Director – Roy Bailey

Maintenance Craft Director – James Smith

Motor Vehicle Craft Director – Tracy Fleming

The following officers were absent at this month's meeting: **Treasurer** – Linda Chandler, **Sergeant at Arms** – Dan Quillin

Review of previous meeting's minutes: November's General Membership Meeting minutes were posted. Michael Long motioned, Doug Warren, seconded to accept the minutes as posted as printed. Carried.

Applications for Membership (Accepted by Voice Vote of Membership):

Kelly McGuire – Maintenance (Grand Rapids)

Bills: None

Officer's Report

Treasurer's Report: Report ending November 30, 2011 was read. Motion by: Michael Long, Seconded by: Roy Bailey to accept the Treasurer's Report. Carried

President's Report:

Welcome. Everything is set up for the holiday party and the lights will be kept up from now on for our renters to use.

Christmas Sign-Up – In the past, there has been a sign-up for those to go to the P-Campus for Christmas. I initiated a conversation with management, but was told by Senior MDO that they feel there is enough staffing at the P-Campus, so there will not be a sign-up sheet this year. Management will have to abide by what the local and the National agreement states in regards to overtime.

Station Realignment – Theresa Mullins (New Postmaster) has been going through the stations and doing realignments within the city. We have been told that this is a nationwide push for the Non-Traditional jobs.. This is on hold now until at least January.

We have recently received impact statements – 29 Level 6 clerks out of Grand Rapids; Holland, Jenison, and Alto for 2 each, and Hamilton for 1. Every office within the district is under excessing. I have sent a copy of our Residuals to Sharyn Stone (Central Region Coordinator). Based on our entire district being under withholding/impact, there is no jobs for anyone to go to. We will be having a Regional meeting in a couple of weeks to discuss this.

Residuals –With the new language, they can only move employees up to 50 miles and once a quarter. Since we are under impact, there are no jobs to move to. Once we have the regional meeting, we should have more information. Management is looking at Full-time Level 6 clerks. It is NOT the fault of PSEs that we are under impact. This is nationwide. This is management attacking employees. Management is trying to get rid of employees every possible way.

Rumors of Kalamazoo and Lansing people coming to Grand Rapids. Both offices are beyond the 50 miles radius. President Guffey would have to lift the 50 mile requirement. President Guffey stated to the presidents at the last National President's Conference that he will not agree to this until we receive all of our work back. Those in the Associate Office know that management has not given any of work back.

EEO Lawsuit – There are a couple of lawsuits out there if you were out due to NRP or if you were permanently injured and received a Rehab Job Offer. If you receive anything regarding these lawsuits, make sure to fill out the information and submit by the deadlines. We won't fill out this for you, but if you have any questions, we will help you with this.

Delivery Standards – Management had to submit all information in by December 5th, and information should be available by January/February. My personal opinion is that management will be unable to do any consolidations without these changes.

Christmas Party – Tomorrow is the Children's Christmas Party and the Adult Party is next Saturday (with the Mail Handler Union). There is \$10 to reserve your spot, but you receive this money back when you show up.

President Puhalski went over what a Union means and the goal/objective of the union.

Thanks for coming and hope you spend and have a blessed holiday. Spend time with your family.

Executive Vice-President Report:

Article 1.6 in the Associate Offices – We have been going forward with this. We are awaiting for decisions from Labor Relations.

We have also been addressing the Contract Postal Units (CPUs) that have PO Boxes in them. We have one in Holland, Cannonsburg, and Stanwood. We are grieving that they should be staffed by Clerk Craft employees because of what they do.

Staffing of the stations – While we probably won't hear anything after the 1st of the Year for what management will be doing, we are trying to ensure that the impact is minimized.

Hall – the Floor has been redone. Thank you to Mike Hill for coming down and putting up the lights. Rentals for the building is increasing for next year.

RI-399 Appeal on the AFCS – With the new retro-fit of the AFCS (010), we have filed the appropriate grievance/RI-399 appeal on this item and will have to await a decision from National.

Recording Secretary's Report:

Thank you to everyone for showing up tonight.

APWU Backed Workers Compensation Bill Passes U.S. House of Representatives

This week the bi-partisan H.R. 2465 passed the House by a voice vote. This bill would increase benefits for funeral expenses and facial disfigurement, something that has not been done since 1949. It would also streamline the claims process for those injured in an armed conflict zone.

More Calls to “Privatize the Nation’s Mail Delivery”

This week, George Will wrote an article advocating the privatization of our nation’s mail delivery. In his article he writes how the Postal Service is “en route to three-days-a-week delivery” and should be privatized. Rants and articles like this are why it is imperative that you take time to make sure your member of Congress hears your voice loud and clear. Call your member of Congress today and tell them to vote no on Congressman Issa’s (R-CA) H.R. 2309.

NLRB Rule Changes

This week the National Labor Relations Board (NLRB) voted 2-1 to end delays in the timeframe between when employees file for a vote to unionize and when that vote actually takes place. In the past these votes could be prolonged due to management’s tactics. This is a step in the right direction in a country where an overwhelming majority of citizens say they would join a union if they had the opportunity to do so.

PRC and Post Offices

The Postal Regulatory Commission (PRC) issued a decision to deny a complaint by NAPUS and the League of Postmasters to renew an expedited complaint or a request a stay to prevent the Postal Service’s Final Rule from going into effect on December 1, 2011. The PRC did grant the Postmaster associations the right to re-file a complaint.

The Postal Regulatory Commission Issues Order Denying Motion for Renewal and Alternative Request for a Stay of the Effective Date.

Effective December 1, 2011, this change will allow the Postal Service to convert a Post Office into, or replace it with, another type of USPS-operated retail facility (including changing it to a station or branch) without following the discontinuance process. The change would also make it possible to change the staffing of a Post Office such that it is staffed only part-time by a Postmaster, or not staffed by a Postmaster at all, but rather by another type of USPS employee, and it would not be a discontinuance action.

According to Postalreporter.com, the U.S. Postal Service on Monday will announce a cost-savings proposal that would no longer guarantee next-day delivery of first-class mail.

COPA totals as of the November meetings from only the General Membership: 401.20.

Clerk Craft Report:

Big Job – Management has not been posting jobs within/beyond 28 days. There will be ten jobs posted on the next posting (Eight at the GMF (6 on Tour 1, 1 on Tour 3, 1 on Tour 2 (GMF); and 1 on Tour 2 & 1 on Tour 3 at the P-Campus).

P3 Gaylord City – They have two different types of setups – but nothing has been decided. We have been informed that management will not be utilizing the Propane High-Los & Tugs until 3 am. – 4 am

and only to load the trucks. Management said they will be using the Electric High-Lows as much as possible. Management stated they have 12 Carbon Dioxide detectors on the dock and will be utilizing fans.

Automated Parcel Bundle Sorter (APBS) formally the SPBS – They are having difficulties operating this since the retro-fit.

Overtime at the P-Campus regarding the PSE – before utilizing the PSE, the OTDL must be maximized.

Motor Vehicle Craft Report:

VMF – We have filed a grievance to have jobs to go up for bid. There was suppose to be 3, but only 2 have gone up

20 people put in for the testing to become a Mechanic. Two, so far, have failed the test. We are attempting to fill the positions.

MVS - Notice was given to management to put the runs up for bid, and was given 28 days, which was November 28th. These still have not been done. The Christmas runs still are not even posted.

East Paris Management is running mail around that has been missent. We have numerous grievances that say this is our work and we will be filing the appropriate grievances when this happens.

Sergeant at Arms Report: Thanks to Dessa for filling in.

Associate Office Report:

Management is finally beginning to make concessions that Level 20 and above offices postmasters are not allowed to do any work in according with Article 1.6.

Changing the Postmaster. There is a possibility that the Postmaster may be required to be a Postmaster for more than one office. If there is only one clerk, make sure they are being paid Level 7 or the senior clerk is being paid higher level (Level 7).

Hope everyone

Congratulations to Linda Richards for the Settlement of over \$1,600 grievance in the Grand Haven office.

December 12 & 13th – the case is going forward on the Non-Traditional Full-Time assignments in Arbitration for those offices that were not posted with 40 hours. In these offices, management is utilizing Non-Traditional less than 40 hours, while Regulars are being utilized in excess of 40.

Committee Reports:

Budget Committee: the Budget Committee consisted of Amy Puhalski, Ray Novakoski, Roy Bailey, Dick Page and Linda Chandler and met to review the past expenditures and previous budgets. A proposed budget was presented to the membership at this meeting.

- Motion by: Michael Long, Seconded by: Linda Richards, to accept the Budget Committee Report and that this budget is authorization to expend funds from the Western Michigan Area Local treasury from January 1, 2012 through December 31, 2012; and also that the budget committee of the WMAL

has the authority to shift funds, if needed, between categories as long as the overall disbursement and/or income amount is not exceeded. Discussion. Carried

Correspondence: Thank You card from Labor Fest Committee for Donation

Old/Unfinished Business: None

New Business:

E-Board Recommendations: None

The floor was opened up for new business: None

Labor Management: If you have anything for Labor Management please let President Puhalski, Craft Directors or Associate Office Directors know.

Drawings: (The # preceding the name is either the ticket number or raffle number at the meeting it was drawn at and may change at each meeting.)

\$250.00 Attending the Meeting Drawing. Sue DeHaan (If she was at this meeting, she would have won!)

Voice of the Employee Drawing (181 submitted this year). Five - \$100 drawing

1. #155 – Marian (Mike) Kalinowski
2. #166 - David Baker
3. #35 - Cyndee Croschere
4. #11 - Kathy Deleon
5. #137 – Mark Szczepanek

COPA: 50/50 Drawing: \$82 total collected. \$41.00 to the winner - #7837787 – John Niswonger

Ten (10) - \$25.00 Checks for Christmas.

1. #4 – Linda Yarnott
2. #1 – Doug Warren
3. #34 – Jack Fryling
4. #23 – Michael Long
5. #10 – Roy Bailey
6. #25 – Carol Grysen
7. #2 – Tammy Byrnes
8. #17 – Ray Novakoski
9. #9 – Jodie Pellerito
10. #27 – Jennifer Amos

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 40 or more than are present, there is one additional drawing per ten members).

1. #15 – Steve Austin
2. #22 – Linda Richards
3. #5 – Elaine Schipper
4. #20 – Sandy Page

Meeting adjourned at 8:20 p.m.

Respectfully Submitted,

Yours in Solidarity,

A handwritten signature in cursive script that reads "Michael A. Long". The signature is written in black ink and is positioned above the printed name and title.

Michael A. Long
Recording Secretary