

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
December 2, 2012

Meeting was called to order at 12:00 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: 29

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski

Executive Vice-President – Ray Novakoski

Recording Secretary – Michael Long

Treasurer – Linda Chandler

Clerk Craft Director – Roy Bailey

Maintenance Craft Director – James Smith

Motor Vehicle Craft Director – Tracy Fleming

Sergeant at Arms – Dan Quillin

Associate Office Director – Jack Fryling

Review of previous meeting's minutes: To accept the November's 2012 General Membership Meeting Minutes. Motion by: Michael Long, Seconded by: Cyndi Delafeute. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): None

Bills: None

Officer's Report

Treasurer's Report: Report ending November 30, 2012 was read. Motion by: Roy Bailey, Seconded by: Ray Novakoski to accept the Treasurer's Report. Carried

President's Report:

Kid's Christmas Party is next Sunday (12/9). Newsletters should be out this week, but as of today, we have only had five people RSVP as of now. If we don't have twenty/twenty-five people by Tuesday, may be cancelled.

Overtime at P-1. Christmas Holidays. Same thing as last year. Management has not approached us to allow sign-ups for people to come out to P-Campus. We assume that they are going to be covering with PSEs as they did last year.

Prime Choice / Prime Time Issues in the Clerk Craft – Grievances have been filed. Plant Manager is looking at possibility allowing more career employees off due to the amount of PSEs. In Customer Service, they are treating the employees like they do with the carriers (citywide). This was addressed with the Postmaster. Each station is their own section and tour. The only recourse we have it the grievance procedure.

Retirement - Should hear by Tuesday for the number of people retiring from the Postal Service. We don't know how many we are going to have retire as of today.

Reversions. On the clerk side...90% of the jobs that become vacant are be reverted. It is not contractual, but their thought is that they don't want any residuals in the plant. Appropriate grievances are being filed. Motor Vehicle side we have one. In Holland, a grievance has been filed due to the reversion of a Maintenance position. Under the new contract, management is supposed to take all available duty hours and create desirable duty assignments.

Budget Committee. We have cut the budget by \$24,000. . With the upcoming retirement, we have looked at every possible area that we can cut, without affecting representation

Christmas. Karen volunteered to put the Christmas feast after the meeting.

Merry Christmas and Happy New Year

Vice-President's Report:

If anyone has any questions or need any assistance, please let me know. I work out of the office from Tuesday through Friday but am around most of time and am available on cell phone.

Recording Secretary's Report:

Thank you to everyone that voted. While some of the people the union backed were not successful locally, some were. Even one election is still be re-tabulated (Michael Johnson) for Kent County Commissioner. It was only separated by a few hundred votes. The really good news is that we retained the Senate and the Presidency. Just remember one thing; we might not agree or like what happened, but the majority of those who voted, voted for this candidate or another; and as a democracy, the majority voice is what is heard. If you didn't vote, and the candidate you wanted didn't win, next time, make your voice heard.

FYI. The deadlines for the Health, Dental, and Vision is FAST approaching. If you haven't already done so, you might want to check your coverage and see if what you have now meets your needs. Remember if you have children under the age of 26, you should be covering them under yours or one of the parent's plan (unless they meet one of the qualification that exempt them from coverage). Dental and Vision coverage is only up to age 22.

FSA coverage has changed this year. They have capped Health Care Expenses under the Flex Spending Account to \$2,500. Health Savings Accounts remained unchanged. Dependent Care Account is capped at \$5,000. Just make sure you are aware of these changes.

Clerk Craft Report

Thank everyone who came out today.

Annual Leave - I know we have a lot of issues regarding the Annual Leave policy in the LMOU. It is being addressed. I am trying to set up a meeting with the Postmaster regarding Customer Service. Management is trying to treat us like the carriers (who do leave city-wide). We have more than enough PSE in Customer Service to cover any vacancies.

Residuals in Customer Service. We have one residual downtown and eight at East Paris. The Postmaster has directed Garth to sit down with the Clerk Craft Director to start assigning the unassigned regulars and placing them into these jobs.

Health Plan. Transitional (TE) Carriers are eligible for the Consumers Driven Health Plan just as in the PSEs. Cost is \$41.94 for self, and \$96.24 for family for Consumers Driven per pay period. Personal Care Account has not changed. It is \$1,200 for self, and \$2,400 for family. If you have any TEs or PSE in your station and would like this coverage, please have them contact me with any questions.

Maintenance Craft Report

4776 – If you are not using them, make sure you do. Especially with the snow coming

VERAs. We are losing a lot of good people. It has been great to serve you. Wish each you the best of luck in your new endeavors.

We challenge every job reversion. With this VERA, management is rumored to do away with six positions with mechanized staffing. We don't know which tour or what facility; however, each steward will be handling these and will be handled on its merits. Mike, Scott, and Tammy will be handling them at P-Campus; Joe, Jim, and I will be handling them downtown.

Looking forward to a big fight dealing with Snow Plowing in the city. In the old days, we used to do it in the city from downtown. We have the trucks, and we went from downtown and plowed the city. In the past, this disappeared. In the new contract, this has allowed us the opportunity to possibly regain it back.

Happy Holidays to everyone. Have a great one and a safe new year.

We have a new transfer to the Custodial craft – Bill Brunni. Please welcome him into the craft. We also have a new transfer – Martin Braman from Salt Lake City, Utah.

John Collison and Joe Hall are doing great with some discipline cases at the GMF on Tour 1. Mike at the P-Campus with ACE 3, and PSE usage.

Motor Vehicle Craft Report

With Christmas coming up, if you see management transporting mail, please see Chris Fisher or myself. Any and all transporting of the mail between facilities in town is suppose to be done by MVS.

It should be the same old thing with Christmas. We have had a couple of people retire, and one went to the VMF. We have one PSE that is looking at being converted to career.

They are trying to revert one job. This will be grieved.

Associate Office Report

I apologize that I was unable to make it last meeting, had a family issue come

Those in the Associate Offices who are retiring, I wish you the best of luck and good luck on your future endeavors.

With the influx of Christmas mailing, the Postmasters will probably freak and try to get carriers to help. If you see any of this, please get ahold of me and file.

Wish each of you a Happy Holiday Season.

Committee Reports:

Budget Committee Reported:

Motion by: Committee(Ray Novakoski): Seconded by: Cyndi Delafunte: The WMAL General Membership Meeting of December 2, 2012 approve as an authorization for the expenditure of funds from the local treasury, the report and budget presented by the Budget Committee, dated 12/2/12. Furthermore, the Budget Committee of the WMAL has the authorization to shift monies, if needed, between categories as long as the overall disbursement amount does not exceed the overall income, including additional income. Motion carried.

Building Committee. We are receiving more rentals. We already have rentals for next June and July. We are going to be getting new Tables and Chairs for the hall. The ones currently at the hall will be offered to the membership for purchase. Keep your eyes looking for a notice. First come, first serve.

Correspondence: None

Old/Unfinished Business: None

New Business:

E-Board Recommendations:

- To suspend the Policy of the Western Michigan Area Local regarding the gift cards to the stewards and officers, that all stewards and officers that attended the one training will receive gift cards for 2012. Carried.
- Motion to change the policy: No craft employee will be appointed by the WMAL to a committee or team with Union and management that has a 991 on file (for EAS positions/EAS details) or is in a 204B status. Carried
- Motion to change the policy of: To pay the Webmaster the monthly cost of Internet access of \$30.00 per month. Carried
- To change the policy: To pay mileage for local training or committee meetings to Associate Office stewards who work and live in the area that they represent. Carried
- To delete the policy: To establish a committee for the purpose of coming up with a proposal for child care during Union meetings. Carried
- To approve payment of \$1,500 per month by the WMAL to the WMPW, Inc. for rent of the property at 2554 Burlingame Ave SW, Wyoming, MI 49509. Carried

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 Director 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. Shawn Sandee (If he was at this meeting, he would have won)

COPA: 50/50 Drawing: \$97.00 total collected. \$48.50 to the winner - #958617 – Jennifer Gilbert

Voice of Employee Surveys: Five Drawings of \$100

- #1 – Kathleen Bowler
- #2 – Kimberly Streeter
- #3 – Dale Hinkley
- #4 – Jamie Arranguren
- #5 – Therry Dyksterhouse

Ten (10) - Twenty-Five (\$25.00) Dollar Checks for Christmas/Holidays:

1. #17 – Cyndi Delafuente
2. #15 – Christina Ibarra
3. #4 – Karol Imanse
4. #9 – Michelle Wilson
5. #30 – James Smith
6. #36 – Carolyn Manion
7. #12 – Amy Puhalski
8. #29 – Karen Hodges
9. #35 – Chris Fisher
10. #19 – Tracy Fleming

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. #11 – Spencer Gilbert
2. #26 – Roy Bailey
3. #8 – Robin Nelson
4. #23 – Michael Long
5. #7 – Irene Erickson
6. #5 – Tammy Byrnes

Meeting adjourned at 1:10 p.m.

Respectfully Submitted,
Yours in Solidarity,



Michael A. Long
Recording Secretary