

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
January 7, 2012

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: 27

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski

Vice-President – Ray Novakoski

Treasurer – Linda Chandler,

Recording Secretary – Michael Long

Motor Vehicle Craft Director – Tracy Fleming

The following officers were absent at this month's meeting: **Clerk Craft Director** – Roy Bailey, **Maintenance Craft Director** – James Smith, **Sergeant at Arms** – Dan Quillin, **Associate Office Director** – Jack Fryling

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

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

Meghan Harris (PSE)

Cindy Merlington (PSE)

Robert Stratton (PSE)

Cale Rogers (PSE)

Lisa Robson (PSE)

Yvonne Chaney (PSE)

Denise Baldwin (PSE)

Theodora Harris (PSE)

Robert Gray (PSE)

Heather Fielstra (PSE)

Tammy Jones (PSE)

Bills: None

Officer's Report

Treasurer's Report: Report ending December 31, 2011 was read. Motion by: Michael Long, Seconded by: Ray Novakoski to accept the Treasurer's Report. Carried

President's Report:

After the last meeting we received an impact statement. As of yesterday, the impact has been reduced to 26 for Grand Rapids. In December we argued their numbers were flawed. Management sent out the letters, without any input or communication with the union, on January 5th. These were messed up and improper. The Compliment Coordinator went through the attrition process. If you look at her graph, some of the people who were listed were not even part of the office impacted. Management's numbers do not add up. We are aware that as of yesterday the letters did go out. Our whole district is being impacted. The new contractual language states that we can not be exceeded more than 50 miles. Every P&DC in Michigan is impacted. Management has to come up with positions within 50 miles for those impacted. We have to ensure that the numbers are right and the contract is followed. With every large

P&D being impacted, there isn't anywhere to go. Until we obtain more information, then we will go around and talk to everyone impacted. If you have any questions or concerns, please be feel free to ask.

There is a moratorium until May 15 regarding closures/consolidations. However management is still moving forward with their studies. So as of right now, no one is going anywhere or coming here due to closures or consolidations. The intent of that date of was to give Congress time to help the Postal Service. But will it happen?

Audit Committee has been established. Tammy Byrnes, Barb Tubbs, and Jennifer Amos will be on this committee.

Impasse items. The two items that were submitted regarding the holidays (PSE before those being forced) and the Holiday Schedule posting. Management has started to utilize the PSE now on the holidays before using the non-volunteers. We have a grievance at Step 2.

We have met with management regarding PSE Seniority when they should be on the rolls and when they actually started working. I have a meeting with management to clear this up.

Station Realignment. We still haven't seen the jobs so not sure if this will occur. The next bid cycle is January 13th and we must review these jobs/bids first.

Q – They are going to impact us and keep PSEs? Management stated that they were going impact 29 in Grand Rapids and keep 21 PSE. The contractual language states that they are to minimize the PSE before they impact any employee.

The PRC has challenged the Retail Excess Maximization program. We have a challenged this through Congress and now their own Postal Regulatory Commission says it is wrong. We are hoping that during this moratorium that something comes out of it for the better.

Christmas Party. It was a good turn out and everyone had fun. It was a good idea. We ended up donating \$100 to the Santa Claus Girls during this evening.

Griffin Game is March 3rd for Union Night.

National just put out a COPA contest through Postal Ease. You are entered into a contest to various items. You have to be signed up by June 30th. There are many different prizes. Go to APWU.org for more information.

Annual Leave – if you are in Customer Service in Grand Rapids, the Postmaster has taken the stance that all leave must be approved through her office. Because of this, employees are receiving their 3971s back with “Resubmit at a Later time” on them. This is improper. If you are receiving these, please contact Amy, Ray, or Roy.

Recording Secretary's Report:

Great to see everyone tonight. Hope everyone had a great holiday season and ready for the struggle we have for the new year.

You need to keep contact with your legislator. Postal reform legislation could move quickly in both chambers when lawmakers return to work later this month. The House Oversight and Government Reform Committee plans to file its report on H.R. 2309 in a matter of days.

Motor Vehicle Craft Report:

Through the Christmas rush. There were a lot of people transporting mail. Please let Tracy or MVS steward know so the appropriate grievances can be filed. If you get told to do it, do it...just let us know.

Q – What was it with collectors picking up the collection mail. A – Management told us it was a Density Check.

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

Retiree President's Report:

Contact your Congress representative. If you haven't already done so, do it before it is too late.

Senate 1789 is a copy of HR 2309 and has passed the Senate. Make sure to contact your Senator to let them know your views.

1853 on the Senate Side and 1351 on the House. Try to pursue your representative to support these motions.

Entitlements – After five years Congressional service is given 80% of their salary for the rest of their lives.

Tab for Tots through the Michigan Legion – Across the state of Michigan - \$319,864; they have purchased 173 pieces of Medical Equipment since 1989. Make sure to donate your aluminum (not foil).

Committee Reports: None

Correspondence: None

Old/Unfinished Business: None

New Business:

E-Board Recommendations:

- ⤴ To send 12 delegates to the MPWU Constitutional Convention, May 31 – June 2, 2012 in Traverse City, Michigan with Hotel (3 nights), Registration, Mileage, Per Diem (or meals), and applicable taxes. Carried
- ⤴ To send 10 delegates to the APWU National Constitutional Convention (to include their respective Craft Conferences), August 18 – 24, 2012 in Los Angeles, California with Lodging, Registration, Ground Transportation (to and from the hotel and the airport in LA), Airfare, Per Diem, and applicable taxes. Motion by: Karen Hodges, Seconded by: Tammy Byrnes to send 12 delegates. Amendment carried. Motion as amended (to send 12 paid delegates) Carried.
- ⤴ All those individuals listed as attending the three General Membership Meetings in the past year to be nominated for delegates to the National and State Convention. Carried.
For the record: These individuals are: Scott Achterhoff; Jennifer Amos; Steve Austin; Roy Bailey; Pam Bohn; Tammy Byrnes; Thomas Calkins; Linda Chandler; John Collison; Jessica Dewit; Nancy Emelander; Irene Erickson; Tracy Fleming; George Folk; Jack Fryling; Carol Grysen; Joe Hall; George Hendricks; Ann Hill-Graves; Karen Hodges; Karol Imanse;

David Janes; Beverly Jarrett; Shaundrea Lampkin; Dessa Long; Michael Long; Ray Novakoski; Donna O'Brien; Richard Page; Sandy Page; Jodie Pellerito; Amy Puhalski; Dan Quillin; Sane Reynolds; Linda Richards; Jim Ruark; Bernard Schimke; Lori Schmike; James Smith; Jim Stoddard; Cathy Strunk; Lynette Sturgill; Doug Warren

- ⤴ To establish a policy that the \$50.00 sign-up incentive will be continued; but will be paid only after the 1187 is submitted by the Treasurer to the National Office. Discussion. Carried
- ⤴ To establish a policy to have five \$100 drawings for the Voice of the Employee Surveys and the drawing be held at the December General Membership Meeting. Carried
- ⤴ The current policies regarding Jackets be combined and changed to read: To give only one jacket to members once (whether a new hire or transfer, or when they join the Local for their first time and only after their 1187 has been submitted to the National Office by the local Treasurer). Discussion. Carried
- ⤴ To change the current policy regarding affiliation to the Michigan AFL-CIO to read: To affiliate directly with the Michigan AFL-CIO. WMAL will pay based on full membership of this local with the exception of Associate and Retained members. Discussion. Carried

The floor was opened up for new business:

POI – When you request Donated Leave for your spouse and your child. You have to put on the form the spouse and/or child's name. If you use Donated Leave for your spouse or child, you must use it for that leave

- ⤴ Motion by: Karen Hodges, Seconded by: Cindy DeLaFuentes, that any funds remaining from the monthly refreshment budget be set aside each month and at the end of the year that we have a nice buffet provided for those attending the General Membership meeting in December. Discussion. Carried
- ⤴ Motion by: Tracy Fleming, Seconded by: Michael Long to nominate/include Chris Fisher as a delegate to the MPWU Constitutional Convention.

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

1. Is there anything we can do about them utilizing Gaylords at the Stations for bundles
2. Can we do anything about the Express Mail and Red Mail being up front instead of towards the back.

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. Jennifer Gilbert (If she was at this meeting, she would have won!)

COPA: 50/50 Drawing: \$91 total collected. \$45.50 to the winner - #7837886 – 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).

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1. #2 – Lynette Sturgill
2. #14 – Linda Chandler
3. #8 – George Folk
4. #18 – Ann Hill-Graves
5. #20 – Kay Griffin

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.

Michael A. Long
Recording Secretary