

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
March 3, 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: 25

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

Associate Office Director – Jack Fryling

Sergeant at Arms – Dan Quillin

Review of previous meeting's minutes: February's General Membership Meeting minutes were posted. Doug Warren motioned, George Folk, seconded to accept the minutes as posted. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Todd Hodges (MVS)

Bills: None

Officer's Report

Treasurer's Report: Report ending February 29, 2012 was read. Motion by: Michael Long, Seconded by: Ray Novakoski to accept the Treasurer's Report. Carried

President's Report:

At the last meeting to take out a ½ page ad in the 2012 Labor Notes Conference Book. The ad was read to the members in attendance.

Management is watching where you are going on the internet while you are on their computers. If you have access for the Postal Internet, make sure you use Postal computers for only postal work.

Vice-President's Report:

Bid Jobs – As many know management redid the jobs at the stations. As soon as the posting went up, it was a big mess from management once again. Management pulled the East Paris jobs right away. I filed over 16 grievances on the Main Office Windows; which management then finally pulled those. When management pulled these jobs, it may have had an impact on those who bid; we made an agreement that if those who got a bid, and it wasn't their first bid, had the option to withdraw. Management was going to reevaluate these jobs. Unfortunately, the Postmaster wanted these changes and was bound and determined to get these changes, whether right or wrong.

Training of Stewards. We have had another request for steward at P1. I will be conducting training of the new stewards in the near future.

Parking at the Main Office. Parking committee met and the regulations need to be updated (which is being worked on). Some changes are in the process. We aren't going to lose any spots, but changes are forthcoming. If you are on Tour 3 and 1 and would like to be on this committee, please let President Puhalski know.

ADRP - We have met with management regarding the NTFT assignments. I have met with Michelle Hagg (Management representative) and she had to do some more investigation.

Big Announcement from Management regarding Consolidations and Closures. We don't have any idea as of yet what kind of impact this will have or what will be occurring as of yet. What will happen to the Lansing and Kalamazoo employees; we don't know. Both of these offices are over 50 miles.

We have a couple of Arbitrations coming up. I have one on March 27th (Discipline), and on April 11th (on the LMOU).

Recording Secretary's Report:

The NTEU provided delegates meeting at the L'Enfant Plaza Hotel with a fact sheet listing about two dozen "[legislative proposals harmful to the federal workforce](#)," all of which are sponsored by Republicans. Some of the bills overlap.

Federal pay

- **H.R. 270** would impose a mandatory two-week unpaid furlough for federal employees.
- **H.R. 3835** would extend the pay freeze for another year.
- **H.R. 3844** would prohibit within-grade "step" increases.
- **H.R. 235** proposes cuts to the federal workforce and a three-year pay freeze.
- **S. 2079** would extend the pay freeze for another year.
- **S. 2065** would cut the workforce and extend the freeze through June 30, 2014.
- **S. 1476** would extend the freeze through 2014 and prohibit employee bonuses.
- **S. 178** and **H.R. 408** would extend the freeze through 2015 and limit the number of workers.
- **S. 1936** would extend the pay freeze from two years to five years and limit the number of staffers.
- **Pensions**
- **S. 644** would eliminate the defined benefit portion of the Federal Employees Retirement System (FERS) annuity.
- **H.R. 3813** would sharply increase pension contributions, eliminate the FERS supplement and raise pension contributions for new hires.

Federal workforce

- **H.R. 2114** would cut the federal workforce by 10 percent by 2015.
- **H.R. 657** says all agencies other than Defense, Veterans Affairs and Homeland Security — which account for 60 percent of the workforce — would be able to hire only one employee for every two who leave federal service.
- **H.R. 3029, H.R. 3487** and **S. 1476** would reduce staffing through attrition by permitting the hiring of only one employee for every three who leave government service.
- **H.R. 1779** would prohibit the head of any executive branch agency from hiring in any year in which the Office of Management and Budget projects a federal budget deficit.
- **S. 1611** would allow the hiring of one employee for every three who leave federal service.

- **H.R. 3494** would reduce the size of the federal workforce to no more than that of October 2007.
- **H.R. 3662** would allow the hiring of one employee for every three who leave federal service.
- **S. 178** would, among many other actions, limit the size of the federal workforce and extend the pay freeze through 2015.

Other issues

- **S. 261** would cut workers' compensation payments for older federal employees.
- **H.R. 87** and **S. 712** would repeal the Dodd-Frank financial regulatory reform law. Doing so would endanger some federal employee rights, according to NTEU.

Consolidations - NBA Lynn Pallas-Barber stated at the District Meeting today that what is happening in the Upper Peninsula that management has given all the employees a list of all businesses within 50 miles. It is my opinion that this is a scare tactic to get people to transfer in excess of 50 miles.

Clerk Craft Report

I went to the P-Campus meetings for the consolidations. Management was just reading off a script and had no answers when employees had questions. Their response was: "Don't know."

Bid Jobs – We don't know what management was doing. It is a big mess. Main Office will more than likely won't be going up next month. One job in Northeast will be going up. We are working to keeping windows off a scheme only job.

I recently received an interesting e-Mail regarding Senator Carl Levin. He has publically stated that he is going to support us and oppose the closings in Michigan. It is nice to have someone on our side.

Maintenance Craft Report

NAPS (Postal Supervisor's Associations) – Went to impasse with the Postal Service. They don't think we deserve a raise, but they believe they do.

Thank you for the donations from the local in memory of my sister.

4776 – Many may start to see 4776 that you haven't seen before. This is evidence of work that was done. If you don't get them contact your steward. Management loves when you don't use them, there is no proof that you did any work. Use them. It protects your work.

Staffing Packages – I have four staffing packages going on right now. I sent out Northwest. Station C was just sent out last week. I will be working on Northeast, East Paris and Kentwood. Management is arguing that 14 hours is a tour. We are still attacking utilizing past practice and putting things back in (e.g. Flag Raising and lowering, things management has taken out over the years).

Maintenance Operations Support (MOS) job reversion. We are filing the appropriate grievances and it will be filed this week. All of management's reasons were contract violations in of itself. We filed a Labor Charge regarding this action as well (we asked for the information regarding what management used to for this action when the action first happened, and management didn't have any)

HR – 7. This bill would require a two (2%) percent increase in our retirement over three years. Taking away the Social Security Supplement. If you need to know how to get a hold of any of your representatives please ask anyone on the board.

It is important that you work your schedule or have paperwork to show why you are not. If you are late, fill out a Revised Schedule (up to 30 minutes).

Discipline is on the rise. Don't get them any reason to discipline you. Don't take an ink pen home! Don't do anything that could possibility give them any reason.

Motor Vehicle Craft Report

East Paris has been put up for bid. We are in the process of collecting all the numbers. It is possible that we could save over 100k a year.

We all have schedules. If management comes up to you and asks you to run another part of the route, don't keep doing it on your own time. When you are shuttling trailers, make sure you follow procedures: locking the gate, chocking the wheels, etc.

Sergeant at Arms Report: None

Associate Office Report:

There have been quite a few issues with the scanning of Express Mail. There has been discipline issued. When you are scanning, make sure it takes. Make sure you are doing it right.

Committee Reports:

Building – We are seeing an increase in rentals, especially among members. When we purchase the building, VFW fixed a pipe and the boot is starting to leak. The building next door has been purchased. They are looking at buying some of our land.

If you want to be on a committee – please let President Puhalski know.

Correspondence:

Old/Unfinished Business: None

New Business:

E-Board Recommendations:

- For the local to purchase ten (10) tickets for Union Label Coalition breakfast on April 29 for \$6.00 each to be raffled off at the April General Membership meeting. Carried
- To donate \$100 to the APWU Auxiliary in support of the Labor Committee Services of LA. Carried.
- To donate \$150 for the MPWU Convention to be sent to the Traverse City Area Local. 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 Directors know.

- ✚ Every Thursday, we get four to five trays that are not cancelled.
- ✚ MOS Manager Mar Schultz are trying to harass employees with Pre-Scheduled Medical Appointments.
- ✚ P-Campus – VOE employee surveys.
- ✚ Express Mail on Trucks is not being tailgated.
- ✚ PSE Scheduling and Annual Leave. Employees are being denied leave when PSEs are being given the time off.
- ✚ Prime Time Selection is not complete at P-1.

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. Chris Wrbelis (If he was at this meeting, he would have won!)

COPA: 50/50 Drawing: \$100 total collected. \$50 to the winner - #796694 – Shaundrea Lampkin

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. #31 – Jack Fryling
2. #26 – Tracy Fleming
3. #24 – Michael Long
4. #23 – George Folk
5. #8 – Ann Hill-Graves
6. #5 – Tammy Byrnes
7. #27 – Bernard Schimke

Meeting adjourned at 8:30 p.m.

Respectfully Submitted,

Yours in Solidarity,



Michael A. Long
Recording Secretary