

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

General Membership Meeting Minutes
April 6, 2013

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 in Attendance: 26

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski

Executive Vice-President – Ray Novakoski

Recording Secretary – Michael Long

Treasurer – Linda Chandler;

Maintenance Craft Director – James Smith

Motor Vehicle Craft Director – Tracy Fleming

Associate Office Director – Jack Fryling

The following officers were absent: **Clerk Craft Director** – Roy Bailey; **Sergeant at Arms** – Dan Quillin

Review of previous meeting's minutes: To accept the March 2013 General Membership Meeting Minutes. Motion by: Michael Long, Seconded by: Cindy Delafunte. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Welcome new members of the WMAL!

Chad Hammack (Clerk PSE – GR)

Adam Peterson (Clerk PSE – GR)

Timothy Roche (Clerk PSE – Holland)

Amanda Doubblestien (Clerk PSE – Holland)

Skyler Cinco (Clerk PSE – GR)

Rosalinda Rosas (Clerk PSE – GR)

Melissa Castillo (Clerk PSE – GR)

Janet Young (Clerk PSE – GR)

Christopher Mooney (Clerk PSE – GR)

Toni Blais (Clerk PSE – GR)

Travis Wells (Clerk PSE – GR)

Maria Mendez (Clerk PSE – GR)

Nicole Berry (Clerk PSE – GR)

Ryleigh Landstra (Clerk PSE – GR)

Jenetta Epps (Clerk PSE – GR)

Dylan Bender (Clerk PSE – GR)

Jazmin Gore (Clerk PSE – GR)

Bills: None

Officer's Report

Treasurer's Report: Report ending March 31, 2013 was read. Motion by: Cindy Delafuente, Seconded by: Ray Novakoski to accept the Treasurer's Report as read. Carried

President's Report:

We are over the district cap for Function 1 PSEs. Coming from May 1st, there is a possibility to move or separate some PSEs. We don't know the exact number yet.

Last two weeks, we have been meeting with Customer Service management to create duty assignments. On the Customer Service side of the house, there aren't enough duty assignments and those employees that are working there are being forced to work in an environment that is not conducive for a productive

environment, by not having any time off, hostile work environment, etc. Our customers are suffering with long lines; and a lot of the stations and offices are failing Mystery Shops. We are in the process of trying to create some desirable duty assignments. The current posting is a result of the meetings with mgmt. Not all of them are what we call desirable but they are a move in the right direction.

Non-Traditional Full-Time Duty Assignments. You need to be made aware of what it is prior to bidding. It is not a person, it is a duty assignment. If you have any questions, please contact your steward or officer prior to bidding.

Looking for stewards at the P-Campus! If you would like to become a steward and work at the P-Campus on Tour 3 and Tour 1, let Amy and/or Roy know.

AFSM 100. They have moved the dates back 30 days to May 6th for abolishment of Tour 2 FSM jobs.

Management is looking at Level 6 Manual jobs on Tour 3 and Tour 1 at the GMF and P-Campus. We are suppose to meet with management this week.

Associate Offices. How much Bargaining Unit work that the Postmaster can do in an Associate Offices? Management was under the misunderstanding that they only counted the actual time they spent with customers on the window...not the time that the window was staffed. This was grieved locally and it was a National Dispute. This was won at National and is a huge win for the clerks in the Associate Offices

Contractors performing Custodial duties in Associate Offices. Management continues to use Contractors to perform custodial duties at the AOs, against the contract. If your office has one of these contractors, please let us know.

PSEs in Associate Offices. If you have a PSE in an Associate Office, please let us know. There are percentages per the contract for PSEs to work window.

Reversions of Jobs at the Plant and Customer Service due to the retirement. As you probably noticed management reverted the jobs and replaced them with PSEs. We have filed the grievances for these in the Plant and the Customer Service; but if you know of this happening in the Associate offices, please let us know.

PostPlan. This is another Associate Office issue where the Postal Service moved to reduce the number of hours in the Associate Offices (2,4,6). This was disputed and grieved. National has disputed this; hopefully this will be another win for us.

Window Clerks. One of the biggest issues that management is going through is the earned hours. We know the lines are out the doors, but management keeps saying that this is how many hours you have earned. When you are working on the windows, make sure you are on the right operation on your POS system.

New Agreement for PSEs in Discipline. Management believes that PSEs are casuals and they can remove them without any just cause or progressive discipline. We had a meeting with Labor last week regarding those who have been removed. Hopefully we will have some resolve and get our PSEs back to work.

Box Mail Up-Time. If management is telling you to scan the box mail is up and it is actually not done; contact the union. This is falsification.

Non-Desirable Duty Assignments. We are below our compliment for Full-Time positions. Management has created ten plus non-desirable duty assignments and posted on this bid cycle. If they go residual; then

they go up on 21 day e-Reassign (those folks impacted have a priority status first then those from other offices (to include PTFs) If those jobs are not filled through the normal bidding process or through e-reassign then we will request that some PSE's are converted to full time. We are disputing the fact that they are non-desirable since the hours are available for desirable duty assignments.

Parking at the Main Office. Our Local memo allows the PSEs to park on Postal Property. Parking at the Main Office Plant is strictly by seniority. If you don't have a parking permit and want one, make sure to put in for it. They will start looking at and enforcing who has access to the basement and restricting those who don't have a parking permit.

General Expeditor Bid Jobs and Principle Assignment Areas. At the P-Campus, the principle assignment area have been established by the comments on their bid job. Their first comment is their PAA, with subsequent jobs listed as the reliefs.

Christmas Grievances – will do a follow up of the status of the Christmas Grievances for 2011 and 2012 at the next meeting.

Maintenance Craft Report

We have a lot of jobs left vacant because of the VERA. We have two new MPEs that have transferred in on e-Reassign as Priority Transfers. We have another MPE who just downgraded from an ET position.

Three new PSEs are coming in. One is going to East Paris, not sure where the other two are going yet. Between the occupational group, we will have still 10 vacancies.

Improperly being passed over to be brought over

Prime Time Selections are pretty much finished up. If you want something else, go ask for it now.

Clerks who want to transfer in. Should get preference before they hire PSEs in.

MSM1 staffing. This deals with BEMs, MMs, Building Side Maintenance. Want to make sure that no jobs go by.

PSEs in Maintenance are specifically there to fill vacancies. This is different than the clerk craft. If you see management using them like a PTF or an old casual, contact your steward.

Later this year, management is looking at moving the Carriers to another building. Where the old CFS area is, all the walls will be knocked down and new machines will be going in.

MOS Grievance. John Collison should have met at Step 2 last week regarding a MOS grievance.

Realignments possibly coming down the pike later this year.

Subcontracting Grievances throughout the city for snow removal. Grievances have been filed. We are supposed to be meeting on these.

Motor Vehicle Craft Report

VMF – Done the interviews for the mechanics.

People running mail around. There is an increase of clerks and management running mail to other stations, offices, plants, etc. This is becoming a regular occurrence.

Big Win – Subcontracting. The APWU won a grievance regarding contracting out work at the National Level.

Associate Office Report

Amount of work that the Postmaster can do in the Associate Offices. This encompasses the whole spectrum of work when the office is open. In a Level 18 offices, for example, the Postmaster can only do 15 hours of work within the week. If the office is open for ten hours a day (whether sorting mail and/or window operations), there are a lot of hours to be had now with the award.

PTF HUB clerks to work in other offices and pay mileage. If you volunteer to work in another associate office to increase their hours. Some Postmasters would pay, some wouldn't. If the distance is greater than the amount that you would have driven to your home office, you are entitled to the difference.

Retirement and Withholding. Due to all the retirements, we are no longer under withholding in the Grand Rapids installation and Holland.

Withholding – There are a couple of offices that used to be under withholding in the 493 and have residuals. We have been successful in converting one PTF to full-time and trying to get others converted.

21 Day e-Reassign. If you have interest in coming to the plant, you can go on to eReassign and putting your name to come to Grand Rapids.

Correspondence:

1. Thank You Card from Crystal Kimble for Retirement gift.

Old/Unfinished Business: None

New Business:

E-Board Recommendations:

- To sponsor the Spirit of Solidarity Monument Campaign – Spring Golf Outing, May 18, 2013 at the Bronze Level of \$250. Carried.
- To send the Three Craft Directors (or their designee) and the ~~President~~ Vice President (or designee) to the 2013 Multi-Craft Conference (November 4 -6, 2013) in Las Vegas, Nevada to include Air, Hotel, Per Diem, Lost Time, Registration, Ground Transportation and applicable taxes. Motion (as amended) Carried.
 - Motion by: Steve Austin, Seconded by: Jeff Schellinger to strike President, and make it Vice-President (or his designee). Discussion. Division 12 for; 10 against. Amendment Carried

The floor was opened up for new business: None

Labor Management: If you have anything for Labor Management please let your Craft Directors or President Puhalski 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: Sarah Green (If she were at this meeting, she would have won)

COPA: 50/50 Drawing: \$61.00 total collected. \$30.50 to the winner - #958870 – Linda Yarnott

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. #8 – Linda Yarnott
2. #30 – Robert Britt
3. #9 – Irene Erickson
4. #4 – Dessa Long

Ten (10) – Twenty-Five Dollar Gift Cards for Easter:

1. #20 – Ray Novakoski
2. #18 – John Niswonger
3. #16 – Scott Achterhoff
4. #31 – Jack Fryling
5. #25 – Steve Austin
6. #7 – Jim Smith
7. #11 – Shaundrea Thomas
8. #3 – Dave Baker
9. #23 – Michael Long
10. #19 – Kathy Strunk

Meeting adjourned at 8:30 p.m.

Respectfully Submitted, Yours in Solidarity,



Michael A. Long
Recording Secretary