

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
October 5, 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.

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski	Clerk Craft Director – Roy Bailey
Executive Vice-President – Ray Novakoski	Maintenance Craft Director – James Smith
Recording Secretary – Michael Long	Motor Vehicle Craft Director - Chris Fisher
Sergeant at Arms – Dan Quillin	

The following officers were absent: **Treasurer** – Linda Chandler; **Associate Office Director** – Jack Fryling;

Review of previous meeting's minutes: To accept the September 2013 General Membership Meeting Minutes as corrected: Ron Nelson (Full-Time Motor Vehicle) Lisa Slotta (PSE Clerk out of Ada); Motion by: Michael Long, Seconded by: Roy Bailey. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Welcome new members of the WMAL! Motion by: Cindy DeLaFuentes, Seconded by: Ray Novakoski. Carried
Micah Zakarzecki (Maintenance - GR) Candice Giddings (PSE – Newaygo - Clerk)
Jeff Murchison (PSE – Newaygo – Maintenance)

Bills: None

Officer's Report

Treasurer's Report: Report ending September 31, 2013 was read. Motion by: Michael Long, Seconded by: Cindi Delafuente

President's Report:

Monday the National Ballots will be counted. As of last week, only 46,000 had voted.

I have asked Jennifer Amos to post the Vacancies and Awards on the local's website.

At last meeting, I spoke about a grievance regarding converting PSEs in the Grand Rapids Installation. We have 31 Residual vacancies, 24 of which have gone through eReassign. I appealed this to Step 2; however, due to not having a Step 2 designee, it was then appealed to Step 3.

Recently there was a jurisdictional grievance filed at the GMF. I had a meeting the Senior Plant Manager, and we are in agreement. If you are on a machine, and need mail, you are allowed to go to get your mail.

One person on the machine. This should not happen. Make sure to bring this forward to your steward(s) or officers to make sure it doesn't happen. You should be filing a Safety Hazard and bring it forward. This also goes for the Postal Support Employees. Do not let management intimidate you into running the machine. If

you see this happen, report it. Don't let management try to weasel themselves into this; we have agreements locally that is two people on each machine.

If you see a Safety Violation, see your steward. We have the Safety Hazard form, grievance procedure and OSHA as well. Your immediate supervisor has one (1) day (by the end of your tour) to respond to your Safety Hazard form/report. They will then forward it up to Safety; however, they must give you back a copy.

Shakeouts – Clerk side of the house. We have been successful.

Stewards – We need stewards. All crafts. All buildings! Stewards, in conjunction with the entire membership are the eyes and ears of this local and the union.

Executive Vice-President's Report:

Shakeouts. Post Office contacted me regarding the Shakeouts. We were able to resolve some things.

RI-399. Had a meeting last night with Jeff March (Management) and Rita Tripp (Mail Handler). We have now established that we will be meeting on a regular basis. Some issues: AFCS 200; (A)SPBS; and the 130 area. Some of these issues have been going on for quite some time.

Holland and Riverview have had a couple of issues.

Deems Desirable. There is a process to put someone on Restricted Sick Leave; not Deems Desirable.

Recording Secretary's Report:

With the current shutdown of the Federal Government, even though we are working, just remember that this shutdown affects us as well. TSP, OPM (Health Insurance and Retirement), OWCP, and other agencies that we use that are/may be affected.

Clerk Craft Report:

I have been out tending to my Mother-in-Law. She is 90 and had a stint put in. Please keep her in your thoughts and prayers.

We have numerous grievances for PSEs working over eight hours in a day and over 40 hours in a week before career employees are being utilized. Lisa and Shaundra have done an outstanding job at East Paris and Centerpointe. We have had issues at Kentwood (just this week, we settled eight hours of overtime and thirteen hours of penalty). Assisting Ann Hill-Graves downtown (this is starting to dwindle as we get more employees over e-Reassign and filling those jobs.)

If it is happening in the plant, please let your stewards know.

Safety – I spoke with Inplant (John Gibbons). I gave him my concerns and he stated that it would have been fixed by yesterday (DIOSS 26 / 25 area). We will file appropriate grievances and OSHA/Safety Hazard reports.

Ray got a settlement for \$2,000 for when management was “assisting” by doing Lobby Director duties. There was 25 employees, each receiving \$80 dollars each.

RI-399 grievances – Jeff March has stated that there isn't any inventory at the P-Campus since the jobs came from downtown. It is a simple crossing craft. We will file the appropriate grievances to get people paid.

PSEs – You can be a steward. We will get you trained and support you. Stewards are needed.

Local Elections – Vote! If you don't vote, you can't complain about the outcome.

Q – Is the new bid job format just locally or nationwide? A – Nationwide.

Q – No Lunch and PSEs. A – According to the ELM, you have to be afforded the opportunity to take a lunch after six hours.

Q – Transportation of the Mail. 010 – When we got the AFCSs, we were originally told we could go get the mail, and now we were told we couldn't. Then we are told that Automation clerks can not. Why is it? A – I will address/discuss this with the Senior Plant Manager to get this resolved.

Q – Overtime. Tour 1 is being allowed to come in two/four hours early. Tour 3 overtime is not afforded to come in early. A – The steward needs to file an equalization grievance. There is one grievance on the docket to come up in November.

The PSEs do not have a set schedule. Management is attempting to working them various hours. PSEs have to work eight hours within 10, the same as career employees.

Maintenance Craft Report

Custodians get 4776 for their work. These are their written instructions.

Wyoming - We gained a full-time position. At NW – we have a full-time position. Make sure your paperwork is the way you want it. Fix your paperwork.

Testing and Registers – I just put in another requests. Once we fill the jobs that are vacant, we will have exhausted the current list. Keep watch for a posting to allow people to take the tests.

Maintenance of the Registers – Management has not been keep up the registers. The only way your test score goes away is when you use it.

We still have new people coming over. We have two custodian vacancies. We have two MPE vacancies. This is a constant fight. Welcome them.

Western Area Lock Box case. This is NOT a headquarters case. They are watching to see how it turns out.

Q – Custodians coming over are not being given two weeks of training. They are being placed on the job after only one week. A – Will check with management regarding this.

Motor Vehicle Craft Report

We have three positions that have been vacant for over six months. We have filed grievances to convert the PSEs.

Transportation of mail. We are the only craft that transports mail between facilities. Thank you for letting us know. Keep the info/tips coming. We are still grieving and winning.

Scheduling – We have 28 drivers, and management seems not to be able to get the schedule. We are now just grieving every violations and getting paid.

We have a new steward in Motor Vehicle – Mark Ratay is our new steward. We welcome Mark.

Sergeant at Arms Report: None

Retiree President – Chapter Report

I have been a member since 1973. I joined the Postal Service in 1965 and became active in the labor movement. At the Michigan AFL-CIO, I, along with MPWU President John Marcotte were the only two Postal employees. I think we got the message across to the delegates there.

Membership has the right to know what is going on. The first principle of unionism is to do no harm.

Had a heated discussion regarding reimbursement of expenses through the local by the retirement chapter. Expenses – at our 15th Anniversary celebrations - \$638. I initially received a check for \$401 back. I finally received \$237 check.

The USPS is the government agency that belongs to the American public.

November 5th, there will be a Retiree's Chapter meeting at Russ Restaurant at 11:30 a.m.

Committee Reports

A&E – Casino/Shopping trip coming up on November 10th. Make sure to sign up.

Christmas Party on December 14th at the union hall. This will be open this to other unions. Continue to look for information.

Correspondence: Thank you card for Union Fest 2013

Old/Unfinished Business: Constitution Changes from the September General Membership was read at this meeting (Current language and Proposed changes)

New Business:

E-Board Recommendations: None

The floor was opened up for new business: The Election committee: Thank you for volunteering. A list of the committee was at the September meeting minutes. Nominations of Officers for the Western Michigan Area Local: (for each office – Person Nominated – Nominated by / Seconded by)

President

George Folk – Roy Bailey / Cindy Delafunte
Amy Puhalski – Jennifer Gilbert / Dessa Long

Vice-President: Michael Long – Amy Puhalski/Jennifer Gilbert

Recording Secretary

Jennifer Gilbert – Amy Puhalski / Cindy Delafunte
Pam Bohn – James Smith / Roy Bailey

Treasurer

Linda Chandler – Shaundra Thomas / Cindy Delafunte
Greg Carlson – James Smith / George Folk

Clerk Craft Director

Roy Bailey – George Folk / Cindy Delafunte
Jeff Schellenger – Amy Puhalski / Jennifer Gilbert

Maintenance Craft Director: James Smith – George Folk / Cindy Delafunte

Motor Vehicle Craft Director: Chris Fisher – Amy Puhalski / Jennifer Gilbert

Sergeant at Arms

John Hansma – James Smith / Roy Bailey
Ann Hill-Graves – Shaundrea Thomas / Jennifer Gilbert
Tammy Byrnes – Amy Puhalski / Cindy Delafunte

Associate Office Director

Lynette Sturgil – George Folk / Roy Bailey
Jack Fryling – Amy Puhalski / Dessa Long

Labor Management: If you have anything for Labor Management please let your Craft 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: Shane Reynolds! He was at this meeting, he won!

COPA: 50/50 Drawing: \$112.00 total collected. \$56 to the winner - #796916 – Jodie Pellerito

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. #4 – Dave Baker
2. #30 – Jodie Pelerito
3. #19 – Michelle Turner
4. #23 – Michael Long
5. #29 – Chris Fisher
6. #20 – Dan Quillin
7. #9 – Shaundrea Thomas

Meeting adjourned at 8:55 p.m.

Respectfully Submitted,

Yours in Solidarity,



Michael A. Long
Recording Secretary