

**Western Michigan Area Local #281**  
**American Postal Workers Union, AFL-CIO**  
General Membership Meeting Minutes  
November 1, 2014

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:

|   |  |
|---|--|
| <b>President</b> – Amy Puhalski                 | <b>Clerk Craft Director</b> – Absent               |
| <b>Executive Vice-President</b> – Michael Long  | <b>Maintenance Craft Director</b> – Joe Hall       |
| <b>Recording Secretary</b> – Jennifer Gilbert   | <b>Motor Vehicle Craft Director</b> - Chris Fisher |
| <b>Treasurer</b> – Linda Chandler               | <b>Sergeant at Arms</b> – Absent                   |
| <b>Associate Office Director</b> – Jack Fryling |  |

The following officers were absent: **Clerk Craft Director – Jeff Schellinger, Sergeant at Arms – John Hansma**

**Review of previous meeting's minutes:** To accept the May 2014 General Membership Meeting Minutes  
Motion by: Jack Fryling Seconded by: Linda Chandler Carried.

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

Alva Wells – PSE – Hudsonville – Clerk  
Anita Gaitan – PSE Macatawa – Clerk  
Erik Carroll – PSE – Grand Rapids – Clerk  
Sheila White – FTR – Grand Rapids – Clerk  
Mike Mulder – FTR – Grand Rapids – Maintenance  
Troy Crowner – FTR – Grand Rapids – Maintenance  
Lynzi Spore – PSE – Grand Rapids – Clerk  
Janice Mason – FTR – Grand Rapids – Maintenance  
Idrisa Carter-Cromwell – PSE – Grand Rapids – Clerk  
Brian Davis – PSE – Big Rapids – Clerk  
Kathrina Pierce – PSE – Lowell - Clerk  
Javarie Smith – PSE- Clerk – Grand Rapids  
Evan Russell – PSE – Clerk – Grand Rapids

**Bills:** None

**Officer's Report**

**Treasurer's Report:** Treasurer's report read ending October 31, 2014 at the meeting – handouts available.

**President's Report:**

POSTplan. National arbitration came out that in the associate offices, work that the postmasters were doing is being returned to the bargaining unit. Work will be assigned to the clerks in the associate offices instead of the PMRs and the postmasters doing the work. PSEs will staff Level 4

offices and career employees will staff Level 6 offices and now all Level 18 offices. The PMRs are going to have to re-apply for any positions that are created as a result of this arbitration award.

Reduction in delivery standards, closings and consolidations, Post Office is moving forward with their plan to close offices and re-design the mail processing matrix window. Will have three tours again instead of only two. DOV will be totally different. Tour 2 will have automation employees again, and there are employees when the day jobs were eliminated whom have retreat rights back to tour 2 in automation. Amy will make sure that anyone with questions will be able to ask questions as soon as she knows more, you will not have to go it alone through this huge change process.

Associate offices...impact with Kalamazoo and Lansing. Consolidations with Lansing has been delayed until July and Kalamazoo until April.

Request for a merger of the Morley post office to be included into the WMAL. We have to post it in accordance with guidelines and will be voting on it at the December meeting.

Retirement seminar interest is high. Amy contacted Joe Gordon to do a retirement seminar sometime in January or February. More info on this later.

Penalty exclusion period December 6<sup>th</sup> through January 1<sup>st</sup> for no penalty pay.

The Filling of Residual Vacancies memo has been extended past October 31<sup>st</sup> deadline.

**Executive Vice-President's Report:**

Attended an organization conference. Will be sending letters out to the membership trying to get more members involved in the union process and coming to the meetings.

Jeff March is now gone. Bill Irvine is going back up to Traverse City for a couple months and Pam Bronson is temporarily detailed to the Annex.

Welcome new stewards, please let us know if you know of anyone who wants to become a steward.

**Recording Secretary Report:** Elections are this Tuesday. Please get out and vote and make sure you remind your family, friends, neighbors, co-workers to vote for labor-friendly candidates this election. Absentee ballot voting has Snyder and Schauer running neck and neck at the moment. Last reported count that I read had Schauer ahead by 2 percentage points. Let's make sure we get the nerd out of office.

Mark Schauer has some good TV ads and is labor friendly. He has been endorsed by many labor organizations so far for governor of the State of Michigan. He is planning to work on the repeal of the income tax on public employees implemented by Rick Snyder, that includes retirees in federal public office that Snyder screwed by taking state taxes out of their postal retirement checks.

We need Mark Schauer in office. He is a labor-friendly candidate and a middle-class-friendly candidate. I have some material about endorsements and his goals as governor if elected on how to move Michigan forward and benefit our citizens.

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Gary Peters has an edge over Terri Lynn Land, she has been hurt by the very effective campaign about her war on women and her stance on equal pay for equal work. She is a supporter of privatizing state government work and will continue to dismantle our citizens' opportunities for decent paying jobs in our state.

Michigan Supreme Court judges the AFL-CIO and our union endorse are Deborah Thomas, William Murphy, and Richard Bernstein. On the bench they will offer fair and equitable representation without inserting the moral majority crap in their decisions.

### **Maintenance Craft Director Report:**

Grand Rapids Carrier Annex staffing package, Joe says that management didn't do it right. Didn't have so much a problem with the measurements as they did with the frequency and duties for the routes.

Trying to impress upon management that with the new MS47, when they say 90% of the work hours, it's 90% of work hours. Not all duties are in the staffing packages, raising the flag, salting walkways, etc. Work orders show the work necessary to be performed and so they need to be written up for requests so that we can show the work is being done. Recently had a settlement with Jim Smith to go out and measure the building in Spring Lake. Management says that they don't need staffing in there. Both the union and management's measurements show that the job does not qualify for contracting out work and a job needs to be posted for Spring Lake, Zeeland as well, and in Holland that they have been doing a lot of subcontracting. Mgmt is not notifying the union that they are subcontracting work out instead of having maintenance do it. Thanks to the employees in those offices for notifying the union that contractors are there because sometimes we are not aware because they don't tell us.

What management wants to do it take people off tour 2 and balance the workload between all three tours. Will have an effect on staffing, and with the new mail processing procedures planned there will be movement between the tours to adjust staffing.

Supposed to be getting some arb dates in January. Will make a big difference in how we are able to deal with issues because some of those arbitration cases are dealing with the same subjects.

MOS clerks are doing purchasing for the AMTs for the state and district. This takes away from what they have to do for their own plants and they don't have time to get things done. Supposed to add at least one more MOS clerk, Joe has to get more info and then address the workload.

**Motor Vehicle Craft Report** Did convert four PSE MVS people. Four more PSEs are hired. Now they have 28 drivers on the board. Job posted for MVS for parts clerk at the VMF. Couple of weeks ago he got a letter from national asking if there are enough MVS jobs. Chris is working on making sure staffing is adequate.

**Associate Office Director Report**- Arb award deals with the amount of bargaining unit work being done by postmasters. If offices levels are changed the postmasters cannot pick up the extra work hours.

## Committee Reports

**A & E Report:** Tiger game was huge success. We are always for new ideas. If you have any suggestions, contact a board member or a member of the committee.

## Correspondence

- Card of thanks from Glenda Novakoski on her retirement.
- Letter of acknowledgement and appreciation for donation to the Hospice of Holland for Norm Payne

## Old/Unfinished Business:

### New Business:

**E-Board Recommendations.** To authorize the expenditure of \$6000.00 for a retainer fee for legal services to defend the WMAL against an NRLB labor charge.

Discussion. Carried.

**Labor Management:** Parking spaces at the annex, not enough for the P-3 building. Too many handicap spaces. EBRs at the annex. Difficult for employees when there are only two EBRs for the whole building and they are in the same area of the building.

**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:*** Person drawn was not at the meeting. (If she was at this meeting, she would have won!)

***COPA:*** 50/50 Drawing: \$ 80.00 total collected. \$ 40.00 to the winner – Jennifer Gilbert

***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 are present, there is one additional drawing per ten members).

1. Mike Long
2. Dana Mclean
3. Linda Chandler
4. Kellie MacGuire
5. Jodi Pellerito
6. Paula Scheid

***Ten (10) 25.00 special gift card door prizes:***

1. Tammy Byrnes
2. Jack Fryling
3. Joe Hall
4. John Niswonger
5. Tom Calkins

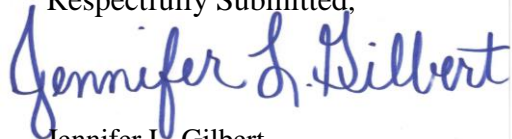
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6. Jennifer Gilbert
7. Lisa Borchardt
8. Karol Imanse
9. Dessa Long
10. Amy Puhalski

Motion to adjourn: by: Chris Fisher Seconded by: Jack Fryling Carried.

Meeting adjourned at 8:38p.m.

Respectfully Submitted,



Jennifer L. Gilbert  
Recording Secretary