

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

General Membership Meeting Minutes
December 5th, 2015

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski	Clerk Craft Director – Absent
Executive Vice-President – Mike Long	Maintenance Craft Director – Absent
Treasurer – Linda Chandler	Sergeant at Arms – John Hansma
Associate Office Director – Jack Fryling	Recording Secretary – Jennifer Gilbert
Motor Vehicle Craft Director – Chris Fisher	

The following officers were absent: **Clerk Craft Director-Jeff Schellinger, Maintenance Craft Director – Joe Hall**

Motion to change the order of business to allow the ABA representatives to speak. By Mike Long Seconded by Suzy Boyd. Carried.

ABA representatives made presentation on life insurance/disability products available to APWU members and their families. Brochures available from WMAL Executive Board officers and stewards of the local. They will be in the plant, the P-campus, and the VMF during the next week on all tours for employees who want to find out what the benefits are that are offered.

Review of previous meeting's minutes: To accept the November General Membership Meeting minutes.
Motion by: Mike Long Seconded by: David Janes Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Motion by Michael Long to accept applications for new membership in the WMAL Seconded By: Linda Chandler. Carried. Welcome new members of the WMAL:

Dustin Tibbs PSE Clerk GMF Grand Rapids	Catherine Williams PSE Clerk GMF Grand Rapids
Michelle Mack PSE Clerk GMF Grand Rapids	Susan Rosloniec PSE Clerk GMF Grand Rapids
Michael Maze PSE Clerk GMF Grand Rapids	Samantha Kaleta PSE Clerk GMF Grand Rapids
Jackie Barber PSE Clerk GMF Grand Rapids	

Bills: NONE

Officer's Report

Treasurer's Report: Treasurer's report was read at the meeting. Copies of report are available from treasurer. Accepted.

President's Report: Holiday scheduling in Grand Rapids as well as AOs. Seeing a lot of folks being forced. If you are forced to work and you call in, management is taking your holiday pay away. If you call in, nine times out of ten they are going to take your holiday pay away from you and they will AWOL you. Overtime as related to PSEs and the OTDL. Language only says PSEs working over 8 hours, the overtime work belongs to the OTDL first. Working on your non-scheduled days is not included in that language. OTDL should be maxed before overtime given to PSEs. Running machines alone, this is a problem. Some are even volunteering to do it. You are not supposed to be

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running a machine by yourself. Ask for your steward. Deems Desirable when you call in: They are flagging employees for a period of time and then if someone calls in they are asking for documentation. They are not allowed to do this. If you are sick and they ask for documentation ask for your steward. Offices larger than level 18..NO SUPERVISORS SHOULD BE DOING BARGAINING UNIT WORK including maintenance work, transporting mail/MVS work, or clerk work. Please let a steward know if this is happening. In Level 18 it is only 15 hours of work per week that is allowed to be performed by EAS employees (supervisors). In offices Level 15 and 16 it is 25 hours per week. Do not allow supervisors to do bargaining unit work where they are not supposed to. Let the union know if they are violating these restrictions. The Article 1.6b award is supposed to be paid by Christmas but please don't count on that money until you see it. Hoping that management is going to get that remedy paid by Christmas.

Nominations for the state and national conventions are next month. You have had to be at at least three meetings to be a delegate to the national convention. The state convention does not have that requirement. Please be sure you attend the January meeting if you are interested and eligible to go to the national convention or have someone nominate you to be voted as a delegate.

Executive Vice-President's Report: 19 stewards in attendance at stewards' training last week. Still have 3 more stewards that need to be trained but we still need more stewards. Please step up if you are interested. Penalty exception period started today. If you are driving between buildings for work DO NOT USE YOUR OWN VEHICLE. Managers are still trying to force employees to use their own vehicle for transportation between buildings. Open season for health benefits and FSA is here. For the Consumer Driven Health Plan for the APWU for self is bi-weekly \$43.11, \$94.84 for Self Plus One, and \$103.26 for Family coverage. After you have been in it for a year, doesn't matter what category, it drops down to \$10.39 for Self Only, \$22.85 for Self Plus One, and \$24.93 for Family coverage bi-weekly. The WMAL website was down for a while, apologize for that. It is in the process of coming back up. Roy Bailey is the APWU Health Plan Director if you have any questions.

Recording Secretary Report A couple of Republican Presidential candidates have dropped out of the race. Primaries coming up, hope everyone is registered to vote. Hope you asked all of your family and friends to vote. Education is the key. If someone is apprehensive about voting, take them with you so they can learn how to do it. Not intimidating to vote, very easy to do. A lot of issues clouding the Presidential race right now with the events here and overseas. Candidates are spewing rhetoric about gun control laws and other things taking advantage of the series of tragic events. Senate just passed the budget bill and voted to defund Planned Parenthood as part of it, and to repeal Obamacare. Trying to say things that are happening because of Obama and Democrats. Don't believe it. If you had children who lost health care at the age of 22 before Obama-care happened, they can now be covered until the age of 26 now. Your kids if over the age of 26 can get affordable health care and receive subsidies from the federal government if they fall into certain income brackets. Please pay attention to the issues and not the hype. We really have to support those candidates who will not pull the postal service apart.

Clerk Craft Director Report: Absent

Maintenance Craft Director Report Absent

Motor Vehicle Craft Director Report: Congratulations to Rick James and Jim Parrish who were recently converted. Working on more. Managers are calling each other and saying they have

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"missed mail" or "missent mail" and are transporting mail between stations in their own or postal vehicles. Please report any transporting of mail between stations or offices by managers or others who are not MVS drivers. Pay attention to who is transporting the mail, if they are leaving with mail and coming back with mail you know that they are transporting between facilities and that is MVS work. Please bring it to the MVS craft stewards' and officers' attention.

Associate Office Director Report- Would like to wish everyone Happy Holidays. If you are a PTF and you are working at least four hours a day five days a week you are entitled to a clothing allowance. If you are PSE and are converted, you have to wait at least until your probationary period is up before you can get your clothing allowance. If you are working 30 hours a week you are entitled to a clothing allowance. Language in the ELM states in part: "A career retail employee should receive a clothing allowance if they meet the 4 hours a day for five days a week or 30 hours a week rules". "POSTplan 4 and 6 hour offices meet the 4 hour rule to receive a clothing allowance". All requirements for the Uniform Program may be found in the ELM, section 931 and 932. Emails shared with me about the uniform allowance rules state that "steps are being taken to revise the ELM. In the meantime, anyone who is denied a uniform allowance should contact their District Labor Relations Office and it can be fixed". My number will be posted in the minutes (616-723-3978) so that you can more easily contact me or email me at wmaljackfryling@aol.com.

Committee Reports

Budget Committee meeting later this month.

Budget committee met on Monday November 23rd at 9 am. Members of the Budget Committee were Lisa Borchardt, Mike Long, Linda Chandler, Amy Puhalski, and Pam Bohn. We were able to add an additional \$30,000.00 plus to the budget for 2016 due to an increase in membership. This will allow us more room for budget allotments in certain areas. Copies of the budget are available.

Motion by: Ann-Hill Graves Seconded by Mike Long: That the WMAL at the General Membership Meeting of December 5th, 2015 approve as an authorization for the expenditure of funds from the Local treasury, the budget reported by the budget committee on December 5th, 2015. Furthermore, the Budget Committee of the WMAL has the authorization to shift monies, if needed, between categories as long as the overall disbursement amount does not exceed the overall income, including additional income.

A & E

We were going to have an adult Christmas party and a kids Christmas party this year. Kid's party is always a hit, adult party not so much. Didn't have one last year and people were upset so we planned one this year. Only had 18 people RSVP for the adult party so the adult party is canceled. There will be a board recommendation to expend the funds for that planned party in a way that benefits members.

Correspondence Letter from Feeding American West Michigan Food Bank thanking the WMAL for their recent donation.

Old/Unfinished Business: None

New Business:

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E-Board Recommendations. To spend \$3000.00 (three thousand dollars) for the purchase of \$25.00 gift cards for the membership, to be drawn from the names on the dues check off list. Discussion. Carried.

Labor Management: If there are issues please let stewards and/or officers know so that they can be discussed.

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.)

POSTAL PULSE SURVEY DRAWING: 5- \$100.00 DRAWINGS

1. #117 Marchell Latin
2. #100 Shane Reynolds
3. #42 Terry Uhen
4. #29 Joe Schneider
5. #7 Tammy Byrnes

\$250.00 Attending the Meeting Drawing #132 Sue Gordon (*If she was at this meeting, she would have won!*)

COPA: 50/50 Drawing: \$115 total collected. \$57.50 to the winner – #4684555 Bob Haag

Four (4) - Ten (\$10.00) Dollar Door Prizes:

1. #24 Natasha Johnson
2. #15 Melissa Castillo
3. #18 Ann Hill-Graves
4. #1 Dana McLean

Ten (10) 25.00 Gift card drawing:

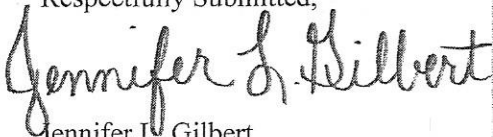
1. #2 David Janes
2. #9 Mick Wilson
3. #7 Lynette Sturgill
4. #14 Linda Chandler
5. #10 Hattie James
6. #13 Jodie Minda
7. #29 Chris Fisher
8. #25 Josh Gray
9. #19 Cathy Strunk
10. #21 Jennifer Gilbert

(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).

Motion to adjourn: Mike Long Seconded by: Chris Fisher. Carried.

Meeting adjourned at 7:57 PM

Respectfully Submitted,



Jennifer L. Gilbert
Recording Secretary

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