

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

General Membership Meeting Minutes

April 2, 2016

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

Executive Vice-President – Mike Long

Treasurer – Linda Chandler

Associate Office Director – Jack Fryling

Motor Vehicle Craft Director – Chris Fisher

Clerk Craft Director – Jeff Schellinger

Maintenance Craft Director – Joe Hall

Sergeant at Arms – John Hansma

The following officers were absent: **Recording Secretary** – Jennifer Gilbert

Review of previous meeting's minutes: Motion By: Michael Long Seconded By: Jeff Schellinger To Accept: March 2016 General Membership Meeting minutes. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Motion By: Michael Long; Seconded By: David Janes to accept applications for new membership into the local. Carried. Welcome new members of the WMAL: We are finally back over 700 members.

Barbara Hughes (GR PSE)

Linda Neville (GR PSE)

Erica Cydzik (GR PSE)

Shavonia Mayes (PSE GR)

Judith Gleco (PSE GR)

Bills: NONE

Officer's Reports

Treasurer's Report: Checking account ending March 31, 2016. Motion by: Joe Hall, Seconded by: Jeff Schellinger to accept the Treasurer's Report.

President's Report:

Contract update. Negotiations (Arbitration) is set to resume on April 5th.

Parties did agree that the agreement is going to be a three-year contract only. It will start on May 15, 2015 and go through May 20, 2018.

Local Negotiations– Once we get an award from the arbitrator on the new contract. Management and the union then will have the option of opening up the LMOU. If there is something you would like to see changed in your local, please let your Craft Director and/or President know. Your LMOU is listed on the local's website @ wmal.org.

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Postal Pulse survey. Formally the Voice of the Employee survey. We are still boycotting this. We still have the drawing in December for Five 100 dollar awards.

Realignment in Automation has been moved back 28 days. The reason that was given is that headquarters in forcing local mgmt. to give up 2 DBCS. The matrix on Tour 2 hasn't changed; however, the numbers for Tour 3 has reduced due to this reduction of two machines. The jobs will come out on the April 29th bid cycle and be awarded and placed at the end of May (Memorial day weekend). With this, this will change the parking as well. Keep lookout for talks coming out.

Fans at the GMF. A while back, the Senior Plant Manager decided to pull the fans from the floor. John Hansma has been going around the auditing where the fans are located on the pillars. There should be two fans on each machine. Amy received notification from the Senior Plant Manager that the fans will be installed by the end of this week.

Address Changes. It is election year. Make sure you update your mailing address with the local. When we sent out the Christmas Gift cards, we received many back. Please send Amy an e-Mail or give your change to your steward and/or officer.

Current Attack on the Local Union – We have Four (plus) NLRB charges currently. Two of them were filed at the Chicago office/level. Phones in the union office; traveling between the buildings in the installation; Delay of Information; Denial of Leave (Retaliation). Hopefully these will be rectified in the near future.

VMF Installation. The Postal Service has deemed that the VMF is now Headquarters employees. They are still part of the Grand Rapids Installation and defined in our LMOU

Getting Involved. We need people involved in the union. If you have any suggestions on how to get more people involved and interested, please let me know. We are all the union. We all need to be proactive. If you have any suggestions, get with me. Our future depends on new people becoming involved. Nationally we have over 17,000 new members who are 35 and under.

Associate Offices with new PTF positions. You will notice that management is posting new PTF positions in the Associate Offices. Management's intent is to utilize these PTFs in the other offices; however, it is possible that if no other offices need help, those PTFs could possibly not get any hours that week and be starved out; there is not work-hour guarantee. So PSEs going from one office to be converted to another may not get any hours in these offices. Management needs to be very transparent with this action.

Executive Vice-President Report:

AS-353 Revision – USPS Health Connect. Keep watch for this, if you provide the USPS with any information, you can usually count on it coming back to you.

Clerk Craft Director Report:

Newer employees - Trying to get them motivated. I know it is difficult to get people motivated. I want to thank everyone who has stayed as a steward and have stepped up.

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Amazon Sundays – PSEs are in the offices to get the carriers out; however, there aren't any clerks when they returned, to receive their keys and accountable back. While grievances are in the works. A management official has stated verbally to Jeff that the Arrow Keys are not accountable. (Might be time to get the Inspection service involved due to this).

204Bs over 90 days. If there are any 204Bs going over 90 days, please let me know. Remember, this is about the position, not necessarily the actual person. (e.g. If a vacancy occurs on September 1, 2015, and is filled by a 204B, that position then violates the National award and contract as of December 1st; and any subsequent person being put in that person is an automatic violation, NOT after another 90 days). This is for any position that supervises a clerk and is not filled by a Form 50 supervisor.

P-3 Automation and Fans. We will be monitoring this too for those DBCS at the P-3 too.

Post Office is losing money on its closure. According to the national website, the USPS is not seeing any financial benefit from its' closures. They are actually losing money.

Maintenance Craft Director Report

In the beginning of March, management wanted the local union to be part of the site survey/ inventory for the new MS-1. We have chosen not to participate. This is also due to the union has filed a / grievance regarding the implementation of the MS-1. We foresee that the MS-1 handbook will probably have the same ramifications as the MS-47 did on the custodians.

Snow removal for the stations and the sidewalks for the contractor's salting. We don't want to allow management to reduce staffing by redoing staffing packages and attempt to take this out.

Realignment affecting maintenance. Have not been notified how the changes in Automation will affect the maintenance staffing.

Even after all the loses due to the closure, the Postal Service still turned an operating profit in February.

Motor Vehicle Craft Director Report:

RFI was put in on the VMF and was denied. When National APWU Director Michael Foster requested information, I put in a Request for Information and was subsequently denied. We received the information after the steward put in for it; however, this is what precipitated and how the union found out regarding the change of status of the VMF. However, this has now been fixed/rectified.

One more open vacancy in PVS due to a transfer (Ken went to an ODIS job); hopefully we will get a conversion soon, due to the residuals jobs.

Associate Office Director Report

Update on the 56 million settlement for the Associate Offices. May 2011 – May 2015 for PTFs and NTFT for Level 15 – 18 offices who were on the rolls during this timeframe. Some of the initial payments were incorrect. The corrected payments will be in the April 22 paycheck. If you do not receive the correct amount by this date, you have only until April 29th to submit.

Sergeant at Arms Report

Grievances and violations. We need you to start stepping up and reporting violations when you see it. As stated before, we are all the union.

Committee Reports

Resolution Committee who was the Craft Directors and chaired by the Recording Secretary. We only received one resolution from the membership. Motion by: Lisa Borchardt; Seconded by: Michael Long that the resolutions adopted by the Resolution Committee be submitted to the state organization for discussion and action. Carried. (NOTE: A copy of these resolutions will be sent out with the minutes)

A&E Committee – Getting together on April 14th. If there is anything you would like to see or volunteer to be on the committee.

Spring Cleanup of the Union Hall – May 7th – 11a.m. – 2 p.m. – Refreshments will be available. Come out and show your support and help clean up your union hall.

Correspondence: Thank You Card from Pam Bohn for the local sponsoring a Family at Christmas.

Old/Unfinished Business: None

New Business:

E-Board Recommendations.

To send Michael Long & Micah Zarazeki to the APWU Arbitration Advocate School with Lost Time, Mileage, Lodging, Registration, Per Diem and Applicable Taxes. Carried

To send the Stewards who are attending the National APWU Convention to the Pre-Convention Training Workshops with Lost Time, Registration, per Diem, Lodging, and Applicable Taxes. Carried.

Labor Management: Please bring your concerns to an officer or stewards for Labor Management to be addressed.

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 - Kathy Bowler If she was at this meeting, she would have won!)

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COPA: 50/50 Drawing: \$ 90 total collected. \$45 to the winner – Geraldine Davis.

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

1. Kathy Strunk
2. Nathasha Johnson
3. Geraldine Davis
4. Jeff Schellinger
5. Suzi Boyd

(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).

Scholarships

1. Alisa Boersema – Brenda Boersma (member)
2. Matthew Young – Janet Young (member)
3. Austin Reynolds – Shane Reynolds (member)
4. Sabian Costa – Yolanda Smith (member)
5. Morgan McGlothlin – Linda Chandler (members)

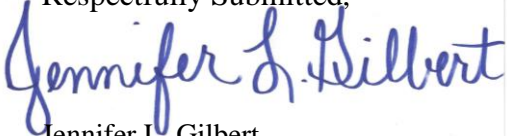
Alternates

1. Andrea Norman – Linda Richards (member)
2. Kristen Richards – Linda Richards (member)
3. Aaron Spruit – Paul Spruit (member)
4. Valerie Wright – Lee Wright (member)
5. Bin Ly (member)

Motion to adjourn: Michael Long Seconded by Joe Hall Carried.

Meeting adjourned at 8:05 PM

Respectfully Submitted,



Jennifer L. Gilbert
Recording Secretary