

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
February 6, 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	Clerk Craft Director – Jeff Schellinger
Executive Vice-President – Mike Long	Maintenance Craft Director – Joe Hall
Treasurer – Linda Chandler	Sergeant at Arms – John Hansma
Associate Office Director – Absent	Recording Secretary – Jennifer Gilbert
Motor Vehicle Craft Director – Absent	

The following officers were absent: Motor Vehicle Craft Director–Chris Fisher, Associate Office Director – Jack Fryling

Motion by: Mike Long to Transpose order of business for nominations/elections for delegates to the 2016 MPWU Constitutional Convention and election for delegates to the 2016 national APWU Constitutional convention.
Seconded by Dave Baker.

Members in attendance whom were not nominated to either convention volunteered to be on the election committee and nominations for the 2016 MPWU State Constitutional Convention took place.

A previous motion adopted by the WMAL Executive board in at the January Eboard meeting provided that those individuals who attended 3 (three) or more meetings would all be considered nominees to be placed on the ballots for both the MPWU and APWU Constitutional Convention delegate election ballots.

Additional Nominees for the 2016 MPWU State Constitutional Convention were as follows:

Susie Boyd Spencer Gilbert Theresa Harvey Jennifer Rizzo Micah Zakarzecki Greg Carlson
Joshua Gray

The following Delegates were elected to the 2016 MPWU State Constitutional Convention:

John Hansma Mike Long Linda Chandler Ann Hill-Graves Lisa Bochart Suzi Boyd Michael Greene
Greg Carlson Theresa Harvey Micah Zakarzecki Hattie James-Mitchell Jennifer Gilbert Tammy Byrnes
Kathy Oracz Joshua Gray Cathy Strunk

1st Alternate: Spencer Gilbert 2nd Alternate: Jennifer Rizzon 3rd Alternate: Lisa Stockdale
4th Alternate: Debbie Ohanesian

The President of WMAL and the Clerk Craft Director, Maintenance Craft Director, and Motor Vehicle Craft Director are all automatic delegates to the State MPWU Constitutional Convention per the Local #281 Constitution.

The following Delegates were elected to the 2016 APWU National Constitutional Convention:

John Hansma Michael Long Linda Chandler Ann Hill-Graves Lisa Borchardt Michael Greene
Hattie James-Mitchell Jennifer Gilbert Kathy Oracz Cathy Strunk

February 2016 General Membership

1st Alternate: Tammy Byrnes 2nd Alternate: Lisa Stockdale 3rd Alternate: Debbie Ohanesian
The President of WMAL and the Clerk Craft Director, Maintenance Craft Director, and Motor Vehicle Craft Director
are all automatic delegates to the National APWU Constitutional Convention per the Local #281 Constitution.

Review of previous meeting's minutes: There was no quorum at the January General Membership meeting.

Motion By: Mike Long Seconded By: Jeff Schellinger To Accept: December General Membership Meeting minutes. 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:

Jennifer Hansen PSE Clerk ADA
Tiffany Anderson PSE Clerk Big Rapids
Jennifer McKinnon PSE Clerk Grand Rapids
Melissa Thomas PSE Clerk Grand Rapids
Amanda Davis PSE Clerk Rockford
Rocio Garcia PSE Clerk Wyoming
Debra Ward PTF Clerk Grant
David Vellenga FTR Clerk P-Campus
DeWayne Johnson PSE Clerk GMF
Sheneia Hunter PSE Clerk GMF
Shannon Averill PSE Clerk GMF
Michael McNeil Pse Clerk Grand Rapids

Casey Rauser PSE Clerk GMF
Tim Roche FTR Vehicle Maintenance VMF
DeWaun Bassett PSE Clerk GMF Grand Rapids
Mai Yang PSE Clerk Grand Rapids
Sarah Keena PSE Clerk P-Campus
Ammad Khan PSE Clerk Grand Rapids
Brandon Rewa PSE Clerk Grand Rapids
LaToya Lattimore PSE Clerk P-Campus
Courtney Kibby PSE Clerk Grand Rapids
Timothy Hood FTR Clerk P-Campus
Brianna Moore PSE Clerk 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. Motion by David Janes Seconded by Greg Carlson

President's Report: Jan 23rd 9 conversions. Supposed to have an additional seven. Due to no more schemes being added to duty assignments we filed a grievance. When it came time to convert, they wanted the residuals posted as new jobs without schemes. Additional conversions for 7 PSEs are effective February 6th. 7 or 8 duty assignments on Ereassign now, and hoping to get more conversions. Had conversions in associate offices as well.

Realignment: Don't know numbers yet and don't know names. USPS nationwide is going back to not processing DPS mail until Tour 3 at 1500. Target date is April 30th. Been told that the only section that is going to be impacted is automation. Maintenance supervisors have not been told anything. MVS will obviously be impacted but no information on that either. Union will go on each tour and address concerns with management and craft members. There are going to be at least 65 people at 1500 in automation. Jobs will be added to Tour 3 and posted. Found out from an employee on the floor who heard it from a Tour 1 supervisor. When it came time for the job summit, function 4 posted duty assignments in December and function 1 did not. Bill Rowe talked to CCD saying there may be a change in jobs. Beginning of last week Rhonda indicated a change was coming. Told MDO that employees need to know what is happening, so a service talk was done earlier this week.

February 2016 General Membership

All four 2 employees were there. Union explained the process of excessing and what happens when management excesses.

Town Hall meeting February 9th, contract update. Go to the website for more info. February 17th is opening of negotiations in arbitrations. Cannot wear the stickers on the windows if you are a window clerk. Every member got the stickers. Locals got extras. Cannot wear them if you are in the public eye. Window clerks, Bulk mail clerks, etc. We have to submit our resolutions for state and national. Mike Long and the three craft directors are on the committee and we are soliciting members to be on the committee. Bring your contract change ideas to the committee or a member of the board so that the committee can write up a proper resolution. Deadline is April 15th to submit to the state before the convention so we have to vote on any resolutions at the March General Membership meeting. Had ABA in the Grand Rapids Installation in December. It was hectic and trying to get members into the break room to see the representatives was a little difficult. They will come back in the future.

Filing grievances: Some new members of the workforce don't really understand the process. You have to ask to see your steward if you have an issue with management. You cannot just approach a steward on the floor and tell them you have a grievance. Proper procedure is ask for a steward, go into the union office and talk to them, and have them file the proper grievances. If you see a steward you do not have to meet with them on the floor, you have the right to get off the floor and into the office to talk to your steward privately. If your partner on a machine goes to see a union steward DO NOT RUN THE MACHINE BY YOURSELF WHILE THEY ARE GONE!!

When management asks you to come in for an investigative interview, do not say a word without your steward. Insist that a steward be present for any kind of interview. They will use what you say against you.

Working on getting fans back on the workroom floor. Recommendation from Safety that the floor fans be removed. Concern was a fan was parked on an APC and cords were on the floor. Should have been a topic for the Safety and Health committee to discuss and remedy. Both union presidents are on the S & H committee. Had a steward go on the floor and designate where fans could be installed on the workroom floor due to some machines not having fans and adequate ventilation.

Prime choice is being arbitrated April 15th.

Executive Vice-President's Report:

Go online and do the online survey for Costco and vote no in the survey to have the postal service privatized. Can go to FEHB and change your health insurance status from Family to Self-Plus-One. Open season for this option only, is February 1st through February 29th.

Recording Secretary Report

Important dates are coming up. Please let your friends and family know that deadline dates are coming up. The deadline to register to vote in the Presidential primary is February 8th. Presidential Primary in Michigan is March 8th. State primary registration is July 5th. Last day to register for the general election is October 11th. Election is November 8th. Hillary Clinton won the Iowa caucus as reported so far by .3%. The caucus is being reviewed and results will be finalized. Please stress the importance of your friends and family getting out to vote. We need to vote in candidates who are

supportive of the USPS and its workers. Debates are coming up, make sure you watch them if you can. The last Republican debate was a three-ring-circus.

Clerk Craft Director Report:

Realignment. Last realignment, numbers changed daily. This realignment the same thing is happening. Talked to Ronda and she is saying that not that many people are going to be affected. Don't believe this, many many more people are going to be affected by this change. Approximately 40 jobs expected to be affected after he and Ronda sat down and looked at all the jobs. Senior MDO was upset that the service talks were given. Senior MDO states nothing is for sure yet, management doesn't know and the union doesn't know exactly how many people are going to be affected and please do not believe rumors on the floor.

Clerks at the P-1: Had a p-2 annex during the holidays. Every night, management and EAS people were doing craft work at the p-2 for supervisors doing craft work. They would not let a lot of clerks out there to keep them from seeing this.

1723 details. Going to stations and seeing employees in supervisory positions and they are not giving 1723s to the union. Please let the union know if there are employees that are detailed to supervisory positions doing clerk work/craft work. All 1723s have to be cut and submitted to the union BEFORE the employee is placed into the detail. Lead Clerks and T-7s are supposed to be leading the work groups, not 204-bs. They can't replace one 204-b with another 204-b to circumvent the contractual language for detailing. Make sure you go in and do the survey for the Costco Connection, voting "no" where they are asking if the postal service should be privatized.

In more than a decade, the clerk craft is finally growing. We had been impacted with the retirements and the early outs, cutting of craft positions.

Maintenance Craft Director Report

Last week met with Joe and Rich. Reviewing staffing for the P-campus. Filed a grievance for them to redo it. Hoping to get some staffing back at the P & DC. Don't have any final numbers about what is going up, and area could still turn that down. Grievances has been filed. Making headway with jobs. The whole workroom floor downtown had two custodians. Think we can get the downtown building back to where it should be. Have to argue with them over every detail. Management thinks reasonable use is all machines are in operations. Stations were difficult to decipher. Every person at the stations in the Maintenance craft is in the same finance number. They are now doing 4776s which they were not doing until March of last year. They are supposed to do a comparison and they tried to combine stations for comparison studies. Last year they took all the stations and all the hours and lumped them together. Also did a new web staffing package. Reduced some of the jobs. Changed the levels on the jobs from 10s and 9s to level 7s. Don't sign off on routes that are above your pay grade. If you are doing custodial work and is not on a 4776 you need to note that you are doing the extra work so that the maintenance craft can get credit for it so staff properly. Starting to go over all of the 4776s to compile the data ahead of time and stay ahead of the game. Amazon delivery operations are still going on on Sundays, staffing needs to be re-figured because there are employees in the stations and branches now on Sundays, sorting and delivering mail. Cut the times allowed to do the work significantly to try and rush the custodians through their tasks. Had 130 hours of carpet cleaning work allotted and it was cut to 50 but the carpet cleaner still works at the same speed it did before so that doesn't make sense. Parking lots are contracted out every

year, however the contract workers are also doing craft work such as salting and shoveling walkways and other areas. Arbitrations coming up in March. P-campus staffing package that was re-done, and some other issues that are coming up for arbitration. Will keep you posted.

Motor Vehicle Craft Director Report: Absent

Associate Office Director Report- Jack is not here but some people got settlements. APWU is working on it at the national level, anyone who is supposed to get that money should have already received it.

Committee Reports

Audit Committee Report

The audit committee was made up of Tammy Byrnes, Lisa Borchardt, Jull Kuiper, and Barbara Tubbs. We met on January 21, 2016 to review the Local's books for calendar year 2015. Items reviewed included the Local's savings accounts, the ABA account, the LM report, and the meeting minutes to verify authorizations.

The treasurer maintains the records in files by month, and most months contained copies of the meeting minutes, but a couple did not. It is the committee's recommendation that the recording secretary maintain a separate file for the meeting minutes at the union hall, so they can be reviewed as needed.

The only issue found was that there were two \$500 checks in March for contributions to the National APWU Human Relations department for backpacks for Veterans without attached documentation of approval. Because there was no general membership meeting in March, these were authorized by Executive Board poll, which Treasurer Linda Chandler provided.

Everything else was found to be in order. Motion By: Mike Long Seconded By: Greg Carlson to accept the audit committee report as read. Carried.

A & E Committee Report Thinking about a Whitecaps game later in the spring. Christmas party for kids was a success. Have a nice committee for the A & E. Had to cancel the adult party. Did 126 gift cards for the membership and those members whose names were drawn got gift cards to various restaurants/stores in lieu of the Christmas party because people did not sign up for the party.

Correspondence None

Old/Unfinished Business: None

New Business:

E-Board Recommendations. To Donate 500.00 to the 2016 MPWU State Convention hospitality room to be held in May. Discussion. Carried.

To donate \$1000.00 to the Genesee County United Way for the Flint water crisis. Carried.

February 2016 General Membership

To donate 250.00 to the benefit for Lynda Kurdziel who has Stage 4 metastatic cancer, the benefit to be held on March 5th at West Catholic High School. Public is invited and tickets are available.

To adopt a resolution calling for Governor Rick Snyder's resignation and that the federal government pursue all appropriate legal and criminal action against all there were involved in poisoning the Flint water, including but not excluding Governor Snyder (full resolution attached).
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 David Venne (If he was at this meeting, he would have won!)

COPA: 50/50 Drawing: \$114.00 total collected. \$57.00 to the winner - 4623 Amy Puhalski .

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

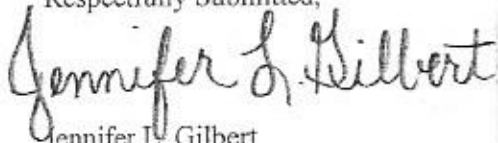
1. #1. Doug Warren
2. #29 Jodie Minda
3. #3 Lisa Borchardt
4. #32 Lou Aranguren

(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: Steve Austin Seconded by: Dave Baker Carried.

Meeting adjourned at 9:06 PM

Respectfully Submitted,



Jennifer L. Gilbert
Recording Secretary