

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

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| President – Absent | Clerk Craft Director – Jeff Schellinger |
| Executive Vice-President – Mike Long | Maintenance Craft Director – Joe Hall |
| Treasurer – Absent | 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: President – Amy Puhalski, Treasurer – Linda Chandler

Review of previous meeting's minutes: Motion By: Jeff Schellinger Seconded By: Jack Fryling To Accept: February 2016 General Membership Meeting minutes. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Motion By: Joe Hall Seconded By: Jeff

Schellinger to accept applications for new membership into the local. Carried. Welcome new members of the WMAL:

| | |
|--------------------------------|---------------------------------------|
| Aaron Alexander Grand Rapids | Amanda Hacker Grand Rapids |
| Alina Sara Barron Grand Rapids | Daniel Janes Grand Rapids |
| Kara Bowler Grand Rapids | Samuel Jara Grand Rapids |
| Tanjia Bradley Grand Rapids | Margaret Loviska Grand Rapids |
| Ramond Broden Grand Rapids | Becos Mushenkye Grand Rapids |
| Kishna Brown Grand Rapids | Cameron Noel Grand Rapids |
| Celebrity Burks Grand Rapids | Cynthia Paniagua Grand Rapids |
| Christopher Carew Grand Rapids | Sabrina Polites Grand Rapids |
| Ruth Carvajal Grand Rapids | Mercedes Randolph-Coburn Grand Rapids |
| Kimberly Drake Grand Rapids | Mary Rynberg Newaygo |
| Patricia Garcia Grand Rapids | Lionelle Schnyders Grand Rapids |
| Brian Gittins Grand Rapids | Jeffrey Stults Grand Rapids |
| Sheila Grider Cedar Springs | Kelcii Tett Grand Rapids |
| Margaret Torralva Grand Rapids | Amber Tribble Grand Rapids |
| Joyce Washington Grand Rapids | Derrick Williams Grand Rapids |
| Markel Williams Grand Rapids | Kesha Wislon Grand Rapids |
| Lahasjah Woodward Grand Rapids | |

Bills: NONE

Officer's Reports

Treasurer's Report: Last month's financial statement was read at the meeting. Copies of report were available. However, since the Treasurer was not in attendance and unavailable to answer questions, report will be officially held off until next meeting.

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Executive Vice-President's Report:

Scholarships. WMAL due by March 15th. Get applications in by then. National has extended their deadline until April 15th, get those applications in if you have a graduating senior.

There is no statute of limitations for what you put in your OPF. They are going back many years to verify information you have provided for employment at the postal service. Employees should pull their hiring worksheet to keep in a file. Make sure you do this if you are close to converting so you can have accurate hiring dates, etc.

Wounded Warriors Federal Leave Act. On November 5th the Act was passed and grants 104 hours of paid leave for veterans who have at least a 30% service-related disability. Disabled Vets are eligible to take advantage of this benefit from their first day of employment. Refer to the Act for more info.

Clerk Craft division employee count went up over 6%.

Monday at noon, there will be a phone bank for Bernie Sanders here at the union hall. There is a script that has come out and everyone got the letter. You will make phone calls and follow the script talking to potential voters and trying to gain their vote for Bernie Sanders. Mike read the script for the phone message for cold-calling.

Tomorrow the Bernie bus will be at the Flint Local APWU union hall from 1:30-3pm. Not sure if Bernie will be on it or will stop by, sometimes he does.

If you go on the APWU website there is a petition. Has to do with the new overtime rule coming out this summer. If the Department of Labor does not act soon then Congress may kill the rule. Please go on the website and sign the petition.

Recording Secretary Report Primary is this Tuesday, March 8th. If you or someone you know does not know where their voting precinct is you can go online to wheresmyprecinct and it will tell you where you have to go to vote based on your address or location. Make sure you get to the polls. The Republican debate was again a side show. Hillary Clinton leads Bernie Sanders in delegate count as of today.

Clerk Craft Director Report: One thing has changed with management changes since the last meeting. Times have changed. Tour 2 is going to start at 6 am Tour 3 BT 2 pm tour 1 BT 10 pm. Matrix is the same, days off haven't changed, etc. March 18th labor mgmt meeting. Get the issues to your craft directors and stewards. Customer service meeting will be scheduled later on. Contract is in arbitration. Nobody knows how long it is going to take to arbitrate the contract, last time it took 13 months. A lot of rumors about a Mail Handler buyout. If you read the article, the article is from 2012. You can tell by the actual article if you read it that the article is old. There is no talk about buyouts for clerks or anyone else. On the issue of 204bs we just got a national settlement down. Hopeful we were going to resolve the issue of 204bs in excess of 90 days. Lead Clerks and T7s were supposed to take the place of 204bs. MH filed a grievance, clerks cannot directly supervise them. We have been filing grievances held in abeyance for the settlement that came down about the 204b/90 day rule, which basically says that it will be remanded back to the local levels for negotiation. We now have Lead Clerks in automation and on the SPBS on certain tours. As a result

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of the "settlement" at the national level, the 204b grievances will have to be re-addressed at the local level. Latest Costco connection came out and the survey results were 96% did NOT want to see the USPS privatized.

Maintenance Craft Director Report Maintenance craft has been under attack for the last year. The MS-47 handbook affecting custodian staffing was implemented here in GR and staffing was drastically reduced. Management has come out with a new MS-1 for building and equipment side. We do expect issues to arise on this and major problems; however, National has already chosen to take this issue to arbitration. Until this is settled we will have to deal with the new handbook and whatever it brings. They are going to be doing a staffing package here shortly for Grand Rapids. The theme of the MS-1 handbook is written in such a way so that the tasks/routes are doomed to fail. Custodial staffing, still waiting on answer for the P-1 and the MPO, when we hear we will let the bargaining unit know. Tried to call postmaster about shoveling the walks and she said she would address it but it is still an issue. Michele Leach is the primary steward for stations on days. We have had some retirement and changes since the last meeting: Rudy Smith and Martin Bramman retired. Dan Bourassa, Dale Scramlin, and Hidalgo DeLaCruz were promoted to EAS in maintenance. Good luck to all of them.

Motor Vehicle Craft Director Report: Congratulations to Greg Cook and Anthony Mills for getting converted to FTR. There is another open job to convert someone into. There is a safety issue with spotting, closing trailer doors, securing loads, etc. Make sure it is done and it is done right. Most of the time if it fails it is going to fall on you. Watch out for driverless cars and trucks.

Associate Office Director Report- 204bs and the settlement, Jack has a copy if you want to see it. On the 91st day and beyond, all work done by 204bs must be considered bargaining unit work and must be treated as such. Any work performed beyond the craft work allowed by 204bs after the workhour limitation, please inform the union so that they may file the appropriate grievances. There is a Q and A sheet on the smaller AOs about performing custodial work in between service customers at the customer service window. They are prohibited from being required to perform custodial duties between customers. Lead clerks have to be trained to perform TACS/Lead Clerk office role duties. Some offices consider the Lead clerks as T-7s still and they are not. They are Lead Clerks.

Committee Reports

If you have any resolutions for the upcoming conventions, bring them to Chair of the Resolutions Committee Jennifer Gilbert or the stewards/officers.

A & E Committee Report Correspondence None

Old/Unfinished Business: None

New Business: Proposed Constitution changes were read at this meeting. Constitution changes are included verbatim as attachments in this month's meeting minutes. Proposed language changes are indicated in bold type. Constitution changes must be approved by 2/3 vote of the members voted at the meeting specifying constitution changes be voted on. Proposed changes will be posted for at least thirty days and voted on at the MAY general membership meeting. There were five changes read aloud at the meeting.

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E-Board Recommendations.

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 #410** Norma Vachon *If she was at this meeting, she would have won!*)

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

Special Drawing – 10 (ten) 25.00 gift cards for the month of Easter

1. #20 Natasha Johnson
2. #16 Suzie Boyd
3. #2 Mary Thompson
4. #13 Kelly MacGuire
5. #28 Chris Fisher
6. #12 Jennifer Gilbert
7. #11 John Hansma
8. #24 Jennifer Rizzon
9. #29 Jodie Minda
10. #3 Dessa Long

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

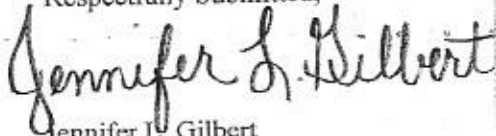
1. #8 Hattie James
2. #21 Cathy Strunk
3. #9 Lisa Borchardt
4. #Greg Carlson

(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: Jennifer Gilbert Seconded by: Suzie Boyd Carried.

Meeting adjourned at 8:13 PM

Respectfully Submitted,



Jennifer L. Gilbert
Recording Secretary