

**Western Michigan Area Local #281**  
**American Postal Workers Union, AFL-CIO**  
General Membership Meeting Minutes  
March 4, 2017

Meeting was called to order at 7:02 pm 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 (A)</b> – Jeff Schellinger
<b>Executive Vice-President</b> – Joshua Gray	<b>Maintenance Craft Director</b> – Michael Long
<b>Recording Secretary</b> - Suzi Boyd	<b>Motor Vehicle Craft Director</b> - Chris Fisher
<b>Treasurer</b> -Linda Chandler	<b>Clerk Craft Director (B)</b> - David Janes
	<b>Sergeant at Arms</b> – John Hansma

**Review of previous meeting's minutes:** Motion by: Mike Long, seconded by: Jeff Schellinger to accept the February 5, 2017 General Membership Meeting Minutes. Carried

**Applications for Membership (Accepted by Voice Vote of Membership):**

Charles Lundstead	Michael West	Desiree West	Breyound Haywood
Kelly Evans	Kevin Wulff	Patrick Haggarty	
Mitchell Zemites	Kenneth Conklin	Tiffany Richmond	

Welcome New Members of the WMAL!

**Bills:** None

**Officer's Report**

**Executive Treasurer's Report:** Report ending February 28, 2017 read. Motion by Suzi Boyd, seconded by David Janes. Carried

**Executive President's Report:** NLRB hearing filed because we could no longer travel within the installation on postal clock, the hearing that was scheduled in February was deferred to the grievance arbitration procedure.

Prime choice grievance payments have been determined.

Employee appreciation month in March, customer service reached out to the NALC and the APWU, they received breakfast. Plant side is waiting for Rick Morton to decide what is being done for them.

I will be attending the President's Conference in Washington DC. We will be lobbying to speak to our representatives about postal issues. Our national officers are meeting us there.

Met with custodians about custodial team cleaning program (CTC). Concerns from the custodians was that they didn't have the tools to do the job properly.

Representation in the associate office's is turning out good, we are getting positive feedback.

Applications for the James Sweeney Memorial Scholarships, deadline has been extended until April 20, 2017.

**Executive Vice-President's Report:** We've been working on settling 204b grievances. Nothing downtown yet, but successful at p-1. This has led to new EAS conversions and will cut down on the 204b's. New stewards training last month went well. I also had the experience of participating in staffing alignments at associates offices. The Post Office has been doing orientation's on a regular basis, it is going successful as well, we have been signing up new members.

**Recording Secretary's Report:-** Career employees received a COLA increase of .16 cents per hour, it will appear on paycheck dated 3/24/17.

The house oversight and government reform committee introduced bill HR 756. Two key issues it covers are the prefunding retiree's healthcare mandate and increased postal revenue. More information is available on our website at [www.APWU.org](http://www.APWU.org), I encourage everyone to check it out.

**Clerk Craft - A Report:** Holiday issues, if you volunteer to work, you are not guaranteed your bid job, if you have the needed skill you may be required in other areas, or buildings. We have been working on holiday grievances. When you need come to see your steward to fill out complaint forms, fill it out completely. We would like email addresses as well, if we need to get in touch with you it is very helpful. At the stations or plants if custodians are not getting to your trash, ask for a steward to fill out complaint form. If you see issues go to supervisor, not the custodians. We have some new stewards, please welcome them.

**Clerk Craft -B Report:** Management cannot retaliate on pse's who file a grievance. If you feel this is happening see your steward. We need you to punch over to the proper operations number so we can track hours. Issues in Jenison, getting 2 new positions created. We are working on tracking customer service jobs. On another note, watch the back of Oreo cookies to make sure you are buying the ones made in the USA. Thank you to Amy for NLRB participation and giving up some of your personal time for the membership. It is much appreciated!

**Maintenance Craft Report:-** Line H at the P campus is done. Approximately 4500 short, that is at step 1. Line H at GMF is done, they are also short. That is at step 2. Processing and distribution staffing package for custodians has been appealed to step 2. Line H at the stations and branches has been extended until the end of March. In the next couple of weeks, you will be going over to TL-5. Please fill out and report your actual work on the 4776's and make sure it is clear and legible in ink and add up your hours. Relief custodians are to fill in vacation, it is not for vacancies. There have been 7 new MM positions, we are still down on MM's. However, we are still 6 ET's over in the WHEP staffing. If you are an MM or MPE, do not perform work at a higher level. Thank you to Amy, for the custodial meeting last week.

**Motor Vehicle Craft Report** – Scanning is being pushed, supervisors have been trained on scanning. If you are missing scanning due to battery issues or faulty scanners, you cannot be disciplined for this. We have settled 10 recent grievances, mostly cross craft.

**Sergeant at Arms Report:** None

**Committee Reports:** A and E- 8 Redwing tickets are left. Let Amy know if interested

**Correspondence:** None

**Old/Unfinished Business:** None

**New Business:** New Constitution Proposals-

ABA-

Health Plan Director-

Human Relation Representative- (added OWCP rep to this) appointed position

Committees- recognize young members, the president appoints this committee

**E-Board Recommendations-**

To donate \$500.00 to Child Inc., an international nonprofit organization to provide children living in poverty with the basic needs and education they would otherwise go without. Carried.

To donate \$500.00 to the hospitality room at the MPWU Educational Conference. Carried

To donate up to \$150.00 to purchase an item to be raffled off for COPA at the MPWU Educational Conference. Carried

**Labor Management:** If you have anything for Labor Management please let your President or Craft Directors know.

**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: Stephen Newton-*** (if he was at this meeting, he would have won!)

***COPA:*** 50/50 Drawing: \$116.00 total collected. \$58.00-to the winner – Michael Greene

**Five (5) - Twenty (20.00) Dollar Door Prizes:** (NOTE: According to local policy, when an Executive Board member receives one of the door prizes, another drawing is done. If 40 or more than are present, there is one additional drawing per ten members).

1. Jennifer Rizzon,
2. Mica Browning
3. Bernie Schmike
4. Michael Greene
5. Rickey Jackson

Motioned to adjourned the meeting at 8:15 motion, seconded, carried.

Respectfully Submitted,



Suzi Q. Boyd  
Recording Secretary



The following pages represent the Constitution Changes that were submitted at the March 2017 General Membership Meeting.

Per the Constitution of the Western Michigan Area Local, these changes will be reviewed and acted upon by the Constitution Committee and will be presented for a vote of the membership at the May 6, 2017 General Membership meeting.

Please take a moment to look over these changes and make plans to be at the May meeting to vote/voice your concerns regarding these changes.



Western Michigan Area Local Constitution Article 16-Committees

Current Language

ARTICLE 16 COMMITTEES

Section 1: This Local shall have a standing Audit Committee which shall audit the books of the Treasurer and Accident Benefit Association Representative when so ordered by this Local or the President and at the close of each business year, this committee shall be appointed by the President.

Section 2: This Local shall have a Grievance Committee. In the event of a disagreement as to whether a grievance should be appealed to a higher step, or arbitration, the issue may be appealed to the Grievance Committee which shall decide what action will be taken. The committee shall consist of the President, Executive Vice President, and the Director of the craft involved.

Section 3: The local shall have an Organization Committee, which shall encourage employees of any craft represented by the APWU, which are not members of this local to become members of the Local. The president shall appoint the committee and the Executive Vice President shall be its chairperson.

Section 4: The local shall have a Resolution committee, which shall study and recommend action on all resolutions referred to it. It shall have the power to change the wording of any resolution so as to make its meaning more clear or its form more orderly, but it cannot change the intent of a resolution without the permission of the author. It, can however recommend any amendment it sees fit. The committee will be appointed by the President and will have the Recording Secretary as its chairperson.

Section 5: The local will have a Legislative Committee which shall be responsible for Correspondence with our National Legislators in matters concerning Postal Workers: shall regularly provide material for the Western Michigan Postal Worker and the general news media in regards to legislative matters both State and National, that concern Postal Workers, and shall provide a monthly Legislative Report at the General Membership Meeting.

The committee shall be responsible for collecting any COPA money contributed by anyone and shall forward onto the National APWU COPA fund, shall provide an end of the year report of COPA activities and contributions within the Local at the General Membership Meeting in December of each year. The President will appoint the committee and the Recording Secretary shall serve as its chairperson.

Section 6: The Local shall have a Budget Committee which shall devise ways and means of raising money aside from that raised through dues and assessments of this Local. The President will appoint the committee and the Treasurer will be the chairperson.

Section 7: The budget committee will refer to Article 20 of this Constitution.

Section 8: The Local shall have committees as needed, appointed by the President with the approval of the Executive Board. The committees will report recommendations to the Executive Board.

Section 9: All sports teams sponsored by the Local must present their programs in writing to the Executive Board for approval or disapproval.

## Proposed Change (Bold)

### ARTICLE 16 COMMITTEES

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Section 7: The budget committee will refer to Article 20 of this Constitution.

Section 8: The Local shall have a Young Members Committee which will devise ways and means of educating the membership on the history of the APWU and getting the new members involved in sustaining the APWU. The President will appoint the committee.

Section 9: The Local shall have committees as needed, appointed by the President with the approval of the Executive Board. The committees will report recommendations to the Executive Board.

Section 10: All sports teams sponsored by the Local must present their programs in writing to the Executive Board for approval or disapproval.

J. Gray

C.A. [unclear]

David Jones

Amy Boyd

[unclear signature]

Linda Chandler

[unclear signature]

Amy Lunsky

GREGORY A. CARLSON



Western Michigan Area Local Constitution

Current Language:

ARTICLE 17  
HEALTH PLAN REPRESENTATIVE

Section 1: This Local shall have a Health Plan Representative, as needed. They shall be appointed by the President, with the approval of the Executive Board. The Health Plan Representative can be removed with a 2/3 vote of the Executive Board.

Section 2: The Health Plan Representative shall be responsible for all information pertaining to the Health Plan, be familiar with all phases of the plan, and shall assist the membership in the proper processing of claims. They shall be responsible for maintaining an up-to-date roster for all members of the Health Plan of the APWU.

Section 3: Health Plan Representatives shall receive a salary of \$500.00 per year, paid quarterly in the months of March, June, September and December.

# Proposed Language:

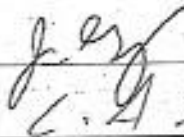
## ARTICLE 17

### Human Relations Representative

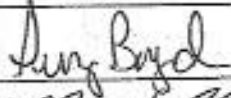
Section 1: This Local shall have a Human Relations Representative. (S)He shall be appointed by the President, with the approval of the majority of the Executive Board.

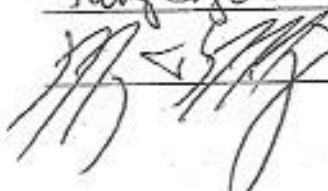
Section 2: The Human Relations Representative shall be responsible for all information pertaining to the APWU Health Plan, be familiar with all phases of the plan, assist in educating the members on the plan and encouraging them to join. (S)He shall further be responsible for assisting members with Workman's Compensation problems. (S)He shall become knowledgeable on OWCP regulations, and shall act as a liaison with management in the respective Injury Compensation Departments. (S)He shall be an advisor, and troubleshooter for injured members of our Local. An article must be submitted in at least 3 newsletters per year.

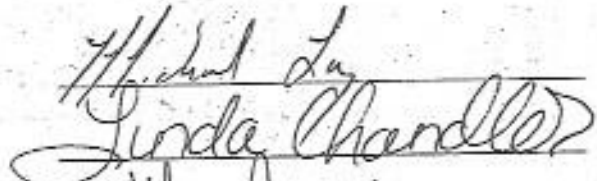
Section 3: His/her salary shall be \$600.00 per year, payable quarterly in the months of March, June, September and December, plus necessary lost time and expenses, as approved by the President.

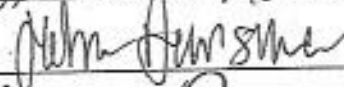


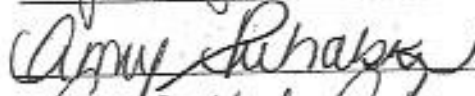
David Jones











GREGORY A. CARLSON

Western Michigan Area Local Constitution

**Current Language:**

ARTICLE 18 ACCIDENT BENEFIT ASSOCIATION

Section 1: This Local shall have an Accident Benefit Association Representative, who shall be appointed by the President, with the approval of the Executive Board. The Accident Benefit Association Representative can be removed with a 2/3 vote of the Executive Board.

Section 2: The Accident Benefit Association Representative shall keep a record of the names and addresses of all members of the association; he/she shall collect all dues from the members and submit them to the Secretary-Treasurer of the Accident Benefit Association; shall assist the members in the proper preparation of claim or inquiries to the association. He/she should conduct a continuous program of information for the members 18 of this Local to promote membership in the Accident Benefit Association. He/she shall submit a financial report quarterly, at a regular membership meeting.

Section 3: The Accident Benefit Association Representative shall have his annual dues in the association paid and receive a salary of \$500.00 per year, paid quarterly in the months of March, June, September and December.

**Proposed: Delete Article 18**

<u>J. Gray (Josh Gray)</u>	<u>[Signature]</u>
<u>C.A. [Signature]</u>	<u>Linda Chandler</u>
<u>David Jones</u>	<u>Amy [Signature]</u>
<u>Amy Boyd</u>	<u>John [Signature]</u>
<u>[Signature] (Wolf Schellinger)</u>	<u>GREGORY A. CARLSON</u>