

**Western Michigan Area Local #281**  
**American Postal Workers Union, AFL-CIO**  
General Membership Meeting Minutes  
June 2, 2018

Meeting was called to order at 7:00pm 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** – Joshua Gray

**Maintenance Craft Director**-Mike Long

**Clerk Craft Director B**-David Janes

**Sergeant of Arms**-John Hansma

The following officers were absent: Recording Secretary-Suzi Boyd; Treasurer-Linda Chandler; Motor Vehicle Craft Director-Chris Fisher; Clerk Craft Director A-Jeff Schellinger

**Review of previous meeting's minutes:** Motion by Michael Long, seconded by: David Janes by to accept the May 6, 2018 General Membership Meeting Minutes. Carried

**Applications for Membership (Accepted by Voice Vote of Membership):** None  
Welcome New Members of the WMAL!

**Bills:** None

**Officer's Reports:**

**Treasurer's Report:** Will report in September. The Treasurer was absent at this meeting.

**President's Report:**

Management has been quiet on the realignment. We are attending the job summits and are still dealing with the reversions. Conversions in Grand Rapids – five more coming. The last ones were from the district being over the cap. The new ones will be from a one-time agreement at the national level. They will be creating new jobs. The next job summit will be looking at these new jobs for posting.

All available work hours is what we use to fight to keep jobs. When someone is not working a full 40 hour week, it makes it hard for us to prove the need for more jobs. Do not run machines by yourself. We have people that run machines by themselves for whatever reason. You are not hurting anyone but yourself by doing this. This is a constant battle. It is bad enough that we have to battle management to save our jobs, but we have to fight with our members to save jobs. So please help each other out and make sure management staffs properly by staffing two people on the machine.

We had stewards training a couple of weeks ago. We tried a new format where everyone participated and helped in the training of each other. When you come to stewards training,

sometimes it becomes a little boring. When you interact with each other, it helps promote camaraderie between the stewards.

Asking for stewards during Pre-Disciplinary meeting. Management is not going to provide you one. You need to ask for a steward if you are brought in for an Investigative Interview. Do not answer any questions before you get a steward. If you ask for a steward and you are not given one within 2 hours of asking you need to ask again. You should be allowed to see your steward within the tour you are working. You have 14 days to file a grievance, do not wait. We have a good local here that has been built up over time. If you work in a hostile working environment, ask for a steward. Make sure to let your steward/officer know. You have the grievance avenue, along with EEO, EAP. You need to step up and let us know if this is happening. Also keep a record of what is going on.

Whitecaps – the game is the 16<sup>th</sup> of this month. Everyone that signed up has already been sent the tickets and we will all meet there. The shopping/casino trip is not until November 11<sup>th</sup>, but people have already signed up. We are only getting one bus.

### **Executive Vice-President's Report:**

New Stewards will be coming on board. There was a lot of grievances from the last holiday, If you were or think you were violated from the holiday, please contact your steward, or Josh, and or David Janes to make sure you were included. Grievance settlement - \$8,000 paid for 204B usage. If you are in maintenance, Motor Vehicle or in the Associate Offices – management is required to send the 1723 to the Local President. Management generally does not send them to Amy. If you have an OIC/204B in your office/ section, please let your steward or officer know.

### **Clerk Craft -B Report:**

I have been dealing with discipline grievances. You have to show up on time. There are multiple awards regarding the 5-minute leeway, that is only for clock congestion (unless you have a past practice established). I did get some resolutions for some PSEs that should have been converted previously. If you feel you have been violated, please contact your steward. PSE Canvassing – Question was asked if the union receives a copy of the canvassing notice when management post. Amy will follow up with HR and the Compliment committee. If anyone has received a denial for annual leave due to needs of Service, however, management has no problem releasing someone to becoming a supervisor from the same area, see you steward.

### **Maintenance Craft Report:**

Elections have consequences. The new Executive Action that the President has signed in the past month is to review the Postal Service and to outright challenge the government unions.

OPMS – It is not reactive maintenance. If you have a call during OPMS, that is another line on your paperwork. Grievance settlement of \$10,000 for an Injured Carrier doing Custodian work. Grievance regarding the CTC in the stations is still ongoing. Welcome Beverly Alexander, Timothy Hornsby, and Richard James and Terry Smith into the maintenance craft.

### **Sergeant at Arms Report:** None

**Committee Reports:** None

**Correspondence:** None

**Old/Unfinished Business:** None

**New Business:** None

**E-Board Recommendation:** No meetings in July & August for Prime Time.

Motion to change the policy: “Members serving on committees appointed by the President will be paid \$20.00 per hour or lost time.” Carried

Motion to change the policy: “All stewards whether they are Board members or not, that attend stewards’ training put on by the Local will receive \$20 per hour, if not receiving lost time, including initial certification training. Carried

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

**Drawings: \$250.00 Attending the Meeting Drawing:** Greg Carlson (If he was at this meeting, he would have won!)

**COPA:** 50/50 Drawing: \$85 collected. \$42.50 to the winner – Michael Long

**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 are present, there is one additional drawing per ten members).

1. #6 Christina Saenz
- 2.#13 Pam Bohn
- 3.#17 Samatha Kunst
- 4.#12 Amy Puhalski
- 5.#10 Hattie Mitchell
6. #1 Rickie Jackson

Motioned by David Janes, Seconded by: Michael Long, second to adjourn the meeting at 7:58 pm. Carried.

Respectfully Submitted,

  
Recording Secretary