

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
November 3, 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 A-Jeff Schellinger

Sergeant of Arms- John Hansma

The following officers were absent: **Recording Secretary**-Suzi Boyd **Treasurer**-Linda Chandler
Motor Vehicle Craft Director-Chris Fisher **Craft Director B**-David Janes

Review of previous meeting's minutes: Motion by Michael Long, seconded by: Jeff Schelling to accept the September 9, 2018 General Membership Meeting Minutes. Carried

Applications for Membership (Accepted by Voice Vote of Membership): Jackie VanBelle
Welcome New Members of the WMAL!

Bills: None

Officer's Reports

Treasurer's Report: None

President's Report:

I recently attended the Presidents Conference and the Health Plan Seminar. The National APWU President spoke and informed us that we are on our second extension for contract negotiations. It is probably heading towards Interest Arbitration, and the contract remains as is until it is resolved, except for COLA and Raises. Management wants to do away with the COLA, make a three-tier wage list, do away with No-Lay-off, and eliminate steward's duty time on the clock, to name a few. Upcoming elections – Get out and vote. Remember to vote for who has your best interest and that of the Postal Service. Elections have consequences. There are issues out there right now regarding the privatization of the Postal Service. Even though the public stated they wanted to hear from the employees at the Postal Service (78% of the returns). We don't use taxes to pay USPS. The APWU and NALC will be putting on commercials that the Postal Service is the People's Service. Sarah Nelson from the National Flight Attendants Association; who spoke at the National Convention put together a video regarding how the airlines and the Postal Service go hand-in-hand. New RI-399 process (regarding Jurisdictional issues between the Clerks and Mail Handlers). The Postal Service is doing a nationwide training. Lisa Borchardt and Amy will be attending. There will be a new/updated inventory in the Plant. Most of the cases we had were done away with. If you have a 204B in your area, reach out to the union, we are not getting 1723s ahead of time.

December 1 to December 28 is the exemption period. Next month we will be voting on a budget. There have been continual violations of Article 1. Management continues to do our work. If you see it, make sure you write a statement. We have one retirement – Richard McMichael from the VMF. Congratulations.

Executive Vice-President's Report:

Open Season is coming up. November 12-December 10. Elections are coming up. Do your research. Don't go in there blind. Also, again if there are 204B's in your area please, let me know.

Recording Secretary's Report:

I would like to remind everyone that next Tuesday, November 6th is Election Day. Please get out to the polls and vote. If you know of someone who may not be able to get to the polls due to a disability or maybe doesn't have a ride; such as neighbor or grandparent, I encourage you to step up and offer to take them. This is an election that can make a change. Hope to see you at the polls. As always, please remember to give to COPA.

Clerk Craft Director A Report:

Issues have been going on when an employee is asking to see a Union steward. Normally, they should be allowed to see them immediately, but not later than 2 hours. When you need a steward, ask your supervisor, and write down the time you asked. You need to be afforded the opportunity to speak to a steward. Even if your steward isn't available, you can at least talk to someone and the information can be forwarded to the primary steward. There are many numbers that management can call.

If you are called in for an Investigative Interview, ask for your steward! Management isn't going to offer you one. If you are being asked questions, ask for your steward. If it is a discussion only, when they are telling you something directly without questions, then a steward isn't necessitated. Service Safety talks. These are not when management is just handing out a paper. Management is required to give you a Safety talk. Management has been notified that they are required to provide/give the Service Safety talk.

Maintenance Craft Report:

Have six new grievances regarding the current conditions at the Grand Rapids Installation regarding the new CTC Staffing Packages in Grand Rapids and reduction in cleaning times and the harassment the custodians are receiving. Even though the hours were increased the cleaning seems to be reduced. Also, regarding the staffing levels and keeping and maintaining a current roster. Issue also regarding the higher level for counting rags and such each week. TL-5 Line H grievances for 2017 are progressing. In the Grand Rapids installation we have met with the counterparts in Management, and have met in the Associate Offices as well (still waiting to meet with two offices). Filed a grievance to get a custodian in Big Rapids. We'll wait to see what transpires. With the National Dispute regarding RMPOs and APOs will see if this gets resolved or held in abeyance. New Custodian position in Grand Haven is progressing. Should be up on eReassign this month or next. Can't state severely enough. Do NOT falsify your documents. If you are a MM-7, you don't complete routes, you are only doing a part of them. If there are ET tasks on your routes, then they are not complete until the ET finishes his/her part. It isn't just your part that is on the eMARS that you are completing, when you state that you have completed the route, you are saying the entire thing. Also, when it comes to Custodians, accurately reflect your time. If it takes you 15 minutes to do a 5 minute route, then write down 15. If it takes you an hour to do the same route, make sure to let management know the reason, and mark the correct time. You are letting management know for

two reasons: 1.To save you from having to explain later, and 2. Having the time correctly updated in the following 4852 next year. Remember to VOTE this upcoming Tuesday.

Sergeant at Arms Report: None

Committee Reports:

Health Plan Fair: Rates are going up. There has been several things passed in Congress where large health plans don't get taxed. APWU get taxed. Large companies don't have to pay as much for employee's health plans. Pamphlets are here. Combined Federal Campaign. Make sure to give to the Postal Employees Relief Fund when you are giving. We have that fund for our fellow Postal Employees. We had our own union brother that benefited from this fund in the past.

A&E – Shopping / Casino Trip is coming up on the 11th.

Children's Christmas Party on December 8th. RSVP with the name, ages, sex of the child, and name of member.

Adult Christmas Party – December 29th – with the Mail Handlers

Correspondence: None

Old/Unfinished Business: None

New Business: Amy Recognized the Veterans and Thanked them for their Service.

E-Board Recommendation: None

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

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

COPA: 50/50 Drawing: \$109.00 collected, \$54.50 to the winner-Dana Mclean

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).

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|---------------|-------------------|------------------|
| 1.Lisa Wilson | 2.Michelle Mack | 3.Rebecca Bowman |
| 4.Kathy Oracz | 5.Geraldine Davis | |

Ten (10)-Twenty-five (25.00) Gift Cards for Thanksgiving:

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|--------------------|------------------------|------------------|
| 1.Jeff Larabel | 2.Bernadette Barbatano | 3.John Hansma |
| 4.Jeff Schellinger | 5.Amy Puhalski | 6.Rickey Jackson |
| 7.Todd Hodges | 8.Cathy Strunk | 9.Sam Kunst |
| 10.Jodie Minda | | |

Four **(4)-Twenty-five (25.00)** Gift Cards for Veterans:

1.Jeff Schellinger

2.Bernadette Barbatano

3.Mike Shanks

4.Jeff Larabel

Motioned to adjourn the meeting at 8:12 pm. Carried.

Respectfully Submitted,



Recording Secretary