

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
December 7, 2019

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 Moment of Silence.

Roll Call of Officers:

The following officers were present:

President-Amy Puhalski	Clerk Craft Director A-Jeff Schellinger
Vice President-Josh Gray	Maintenance Craft Director-Mike Long
Recording Secretary-Suzi Boyd	Motor Vehicle Craft Director-Chris Fisher
Treasurer- Linda Chandler	Clerk Craft Director B-David Janes

The following Officers were absent: Sergeant at Arms-Lisa Borchardt

Review of previous meeting's minutes: To accept the November 2, 2019 General Membership Meeting Minutes with corrections. Motion by: Chris Fisher, seconded by Jeff Schellinger. Carried

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

Kevin Myers and Angela Hoover

Welcome to the WMAL!

Bills: None

Officer's Reports

Treasurer's Report: Report ending November 30, 2019 read. Motion to accept report by Jeff Schellinger seconded by Chris Fisher. Carried

President's Report: We have three out going Officers and I would like to recognize them; Mike Long, Jeff Schellinger and Josh Gray. Thank You for serving on the executive board. Article one issues:every year during the Christmas season, management is performing our work. Please reach out to your steward if you see this happening. Please file on this, don't ignore it. In the custodian area, we are dealing with issues. When management tells you that you need to following the time line on the 4776's you need to do it. If its unhealthy you need to file an article14 grievance. You need to hold management accountable. When you need to see a steward, you need to ask for your steward, it is your right to get off the floor. It is not fair to us to have our time with another member interrupted by you knocking on our door. Do it the right way and ask your supervisor to see your steward. Holiday sign up sheets; you need to sign up while it is up. You may not sign up on it after it comes down. Unless you are off on sick leave and/or totally incapacitated, you cannot sign up for the OTDL after it is taken down. For the adult Christmas party; if you don't have a dinner ticket you may come after dinner at 9:00pm and join us for the rest of the evening. If you are on the window, you are not to be hitting the buttons on the CDU for the customer. The hazmat questions are for them to respond to. Call your supervisor if needed with any customer issues. Remember to record non-revenue transaction no more than every 30 minutes; this helps us keep jobs.

Vice President's Report: I would like to say Thank You for letting me serve as your Vice President. Michelle will do a great job representing in my place. Three years went by so fast, I can't believe it. If you have 204b in your area let us know.

Recording Secretary's Report: I would like to say Thank You for coming out tonight. I would like to welcome Jackie and Eric who are attending their first union meeting. We are coming into a Presidential election year and I would like to remind everyone of the Hatch Act. The Hatch Act is a federal law that restricts the political activity of federal and postal service employees. It also prohibits candidates campaigning for election to public office on leased or owned postal property. Postal Service employees may not: use official authority or interfere with an election. You may not knowingly solicit or discourage the political activity of any person who is doing business with the agency. You are prohibited from engaging in political activity while on duty, wearing an official uniform or using a government vehicle. You may not be a candidate for public office in a partisan election and you are prohibited from wearing political buttons while on duty. Ignorance of the law is not an excuse. More info available at www.osc.gov/hatchact.

Clerk Craft (A) Director Report: Supervisors are not to be performing clerk work. You need to let us know if this is happening. This has been addressed with Chris Carroll. Write a statement, tell us who, what, where, when and how long. Please remember to be safe. Sometimes during the Christmas season we get busy and forget to pay attention. Look out for one another. We have a grievance for the LCTS when it was down. This work has historically been done by clerks when not performed on the LCTS. The lead clerks should be doing all the duties of their jobs. We are filing on getting the lead clerks to do all the duties of the job. Thank you to membership, the executive board and my stewards for putting up with me for 6 years. A special Thanks to Amy!

Clerk Craft (B) Director Report: Amazon Sunday's in the stations; do not let supervisors (article 1.7 violation) or carriers (article 7 violation) do our work. Be specific as to who, what, where, when and how long. This helps us keep jobs. If you bid a Tech 7 job with that said, you will be doing TACS inputs, it is part of your job. We have grieved for this work to be returned back to the clerk craft. MPOS is to be used by the T 7 on operation 352 in the lobby. We need to know when you have 204b out in the associate offices as well. Remember when closing out your drawer for end of day and when auditing stock switch to operation 558.

Maintenance Craft Director Report: Thank you for the past three years. Please give the next MCD the same support you have shown me. Staffing Changes in the Grand Rapids Installation – We are currently one ET over compliment. We have five residual MM positions, one which is held to make compliment neutral on the ET, and the other four positions for the excessed BEM Level 7 employees and the MOS Clerk (NOTE: per a grievance settlement, the MOS clerk position will remain until the next staffing package). One ET position from Tour 2 at the Campus will be going downtown, and one MPE position downtown on Tour 2 will be going to the Campus on Tour 1. Missy will be assisting in the scheduling of custodians in the stations. Line H for FY 2019 – P-Campus – no shortage; GMF- shortage; Stations – shortages; AOs – no shortage (looking into one office though). When you promote in Maintenance, remember, you are in a detail for the first year. During that time, you won't receive any step increases, or such until you either pass your training or are grand-fathered into the position. Even if you come over as an MM, you are still in a detail, and management has assigned you as a Custodian in the records.

If you want to be the next Maintenance Craft Director – let Amy know. The board will post and appoint next year. Until that time, the duties will be done by the Vice-President and President. If you want to be a steward – make sure you put in your name. Thank you to the stewards we have: Beverly Alexander & Scott Achterhoff at the Campus; Hoa Ha, Micah Z., Greg Carlson, and Michelle Mack at the GMF, and Lex Jasmine in the stations.

Motor Vehicle Craft Report: Remember to be safe on the dock and out on the street. You cannot let management hurry you off the dock or out on the road. Keep yourself safe. The transporting of mail between our stations and building's is MVS craft work. Let us know if clerks or supervisors are doing this.

Sergeant at Arms Report: None (absent)

Committee Reports:

Budget Committee: The Budget committee met on November 26, 2019. Members on the committee were Amy Puhalski, Linda Chandler and Lisa Borchardt; Josh Gray was absent. The budget report is available if you want to read it. The budget was \$250,000 for 2019, so we stayed with this amount for 2020. We moved monies out of the conference and other fund into membership and public relations fund.

Motion by Mike Long, seconded by David Janes that the WMAL at the General Membership meeting on December 7, 2019 approve as an authorization for the expenditure of funds from the Local treasurer, the budget reported by the budget committee on December 7, 2019. Furthermore, the Budget committee of the WMAL has the authorization to shift monies, if needed between categories as long as the overall disbursement amount does not exceed the overall income, including additional income. Carried

Election Committee: The Election committee mailed out about 700 ballots for the Sergeant at Arms position. Members on the committee were Rickey Jackson(chair) Lisa Stockdale, and Geraldine Davis; Melissa Castillo was absent. We had 160 ballots returned back to us. Of the envelopes that had a return address on them 33 ballots were cast for Ann Hill-Graves- and 25 for Todd Hodges. Of the envelopes that did not have a return address on them 52 ballots were cast for Ann Hill-Graves and 49 for Todd Hodges. Total ballots counted was 159. One ballot was not counted as it was not sealed in the secret ballot envelope. Rules of the election state that return address labels will be placed on the returning ballot envelopes. The election will be re-ran as the return addresses were not supplied on the return envelopes to be verified. Motion to accept committee report moved, seconded. Carried. Michael Greene and Hattie Mitchell were added to committee.

We need volunteers for the Christmas party. Let me know if you would like to help.

Correspondence: None

Old/Unfinished Business: None

E-Board Recommendations:

Motion by Mike Long, seconded by Suzi Boyd to amend the language for the Postal Pulse Survey to state: To have Five (5) One hundred-dollar drawings (\$100.00). The Postal Pulse survey drawing will be

held at the December General Membership meeting. Members may submit multiple Postal Pulse surveys but may only win once per year. Carried

New Business: None

Labor Management: Let Amy or your Craft Director know if you have anything.

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: Germaine Cook (*If he was at this meeting, he would have won!*)

COPA: 50/50 Drawing: \$ 134.00 collected. \$ 67.00 to the winner –Jeff Schellinger

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

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| 1. #24 Eric Lipski | 2. #9 Hattie Mitchell |
| 3. #19 Josh Gray* | 4. #21 Melissa Thomas |
| 5. #01 Rickey Jackson | 6. #08 Ann Hill- Graves |

Ten (10)-Twenty-Five (\$25.00) Checks for Christmas:

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|-------------------------|------------------------|
| 1. #12 Amy Puhalski | 2. #02 Dana Mclean |
| 3. #11 Chris Fisher | 4. #13 David Janes |
| 5. #07 Scott Achterhoff | 6. #23 Mike Long |
| 7. #27 Lisa Stockdale | 8. #06 Linda Yarnott |
| 9. #05 Jodie Minda | 10. #17 Michael Greene |

Five (5)-One Hundred Dollar (\$100.00) Checks for Postal Pulse

- 1.# 171 Cynthia Delefunte
- 2.# 121 Kara Bowler
- 3.# 048 Jennifer Rizzon
- 4.# 041 Bernie Schimke
- 5.# 054 Katie Sunken

Meeting adjourned at 8:25 pm seconded, Carried
Respectfully Submitted,

Suzi Boyd
Recording Secretary