

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
January 5, 2019

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

Executive Vice-President – Joshua Gray

Recording Secretary - Suzi Boyd

Treasurer - Linda Chandler

Clerk Craft Director A - Jeff Schellinger

Maintenance Craft Director – Michael Long

Clerk Craft Director B – David Janes

The following officers were absent: **President** Amy Puhalski, **Sergeant at Arms** John Hansma, **Motor Vehicle Craft Director** Chris Fisher

Review of previous meeting's minutes: Motion by: Michael Long, seconded by Jeff Schellinger to accept the December 1, 2018 General Membership Meeting Minutes. Carried

Applications for Membership (Accepted by Voice Vote of Membership): None

Bills: None

Officer's Reports

Treasurer's Report: Report ending December 31, 2018 read. Motion to accept report by Jeff Schellinger, seconded by Michael Long. Carried

Executive Vice-President's Report: Thank you for being here. I am happy the Christmas season is over. It was kind of rough this year. There was a lot of overtime. The holiday PSEs are done working, of course we are hoping they are brought back soon. Working with Theresa Smith on holiday grievances. If you know of someone who was violated for the holiday period let me know.

Recording Secretary's Report: I'm sure everyone had a very busy December at work as well as at home and I hope you all enjoyed time with your family. I want to say Thank You for coming out tonight. If you haven't heard already, contact negotiations are at impasse and interest arbitration is the new challenge for the APWU in 2019. The Whitehouse Task Force is still pushing for Postal Privatization and we need to make our voices heard. Please continue to contact your members of congress at 1-844-402-1001 and let them know you are against the privatization. More information is available at APWU.org. Please continue to give to COPA.

Clerk Craft - A Report: Welcome everyone. Hope you all had a good Christmas. Management was again doing bargaining unit work at the p-2. We had mdo's, supervisors, management from inplant support and transportation helping us out this Christmas. We will be filing on this. We currently have an extension to deal with this. Christmas seems to always sneak up on them. The supervisors, were not very informed on using the scanners so we weren't getting the proper credit. There was not a December posting. Those jobs that were supposed to go up will be grieved when they are awarded. A grievance has been filed for the tour one automation jobs that were abolished. If we gain these jobs back, the employees that were originally in them would have retreat rights. We will

keep you posted when we have more information. We got a nice settlement at East Paris for an injured carrier performing clerk work. Thank You to Hattie for working on this. If you see supervisors performing clerk work, you need to let us know. I would like to wish Michelle the best as she is transferring to Maintenance. Thank you for all your hard work while you represented automation.

Clerk Craft -B Report: 204b's are being used and we are not getting notified in advance that they are being placed. We are filing on these. Please let us know when you have one in your area. Management has been writing up employees if they call in after their begin tour. You are to notify management that you are calling in as soon as possible. Bring a copy of your 3971 to your steward to grieve.

Maintenance Craft Report:

Happy New Year. Generally, the mail seems to dry up right before Christmas; however, this year it hasn't been the case. Management is still mandating overtime. Remember, non-listers can only be mandated up to 56 hours in a service week, or 60 for a lister (keep yourself informed, read your contract).

Contract Update – for those who did not hear, the new contract was rejected by the Rank and File committee due to issues with what was proposed. While I might be cynical regarding this, I always feel that when the contract goes to Arbitration, especially after there was an agreement at the table, management and the union will go and present to the arbitrator what they agreed upon, and then the arbitrator can just give us what was then voted down and they can say it was due to Arbitration.

External Hiring – management is in the process of doing the interviews for the three external hires for the MM process. There is now another MM position open. Speaking of openings, we currently have 4 custodian positions, with two more upcoming.

Line H Payments – FY 2018 settlements have been signed for the Grand Rapids Plants. Still waiting for the city stations and the associate offices. As soon as I have information will share. However, with this in mind, management is attempting to solicit volunteers to perform custodian work downtown. As I have stated already to management, it is a good thing that they are looking outside the box as to how to meet their numbers; however, management must solicit and follow the pecking order for overtime. Cross Occupational code solicitation is not allowed, when management has not used its overtime lists correctly. Additionally, it is because management has not filled the vacancies at hand that they are short, not due to any unforeseeable reasons.

Associate Office Custodial positions - Grand Haven Custodian position has went unfilled. As of now, it will be posted for an external hire. Big Rapids Custodian position – in the beginning stages of being posted. If you want to go to Big Rapids, make sure to look out for it.

Welcome to Maintenance – we have four people that started in maintenance today as new Maintenance Mechanics. We will have two more starting on the start of next pay period. This still leave the four positions I spoke about previously.

Completion of Routes – the codes (C)ompleted, (B)ypass, (P)artial, and (W)orking are all the codes for the completion of the routes. Check out MS63 if you have any questions. However, there will be a joint information letter coming out from the union and management on these. Suffice to say,

do NOT falsify your documentation. If you have to Bypass something, then Bypass it, if you partial it, because you only did a part, then Partial it. If you are still working on it, then W it. And if you completed the route, then C it. However, for junior employees, just because you completed a route on the eRMS, doesn't mean you completed the route, you completed your part, and it is still a partial. Complete closes out the route entirely. Furthermore, if management threatens you with discipline for accurately reflecting your duties, then I want to know about it. Custodians, MS-47 specifically states that management cannot issue discipline for not meeting the times. Management can attempt to say that you are not following instructions; however, it goes to the heart of the issue which is time, and management CANNOT discipline you for time-related issues when it comes to CTC. Management must also perform observations to see why you are not meeting your time. It is on management to perform actual observations of what you do. Not just sit in their office and come out from time to time to watch you. Observations are listed in the MS-47 as to how they are to be done, and it is a complete following and documenting. This way they can provide guidance and insight on how to get the job done, and if need be also input for an increase in time.

Veterans – are you 30% or more disabled? Do you use the VA or go to the doctors for your service-related disability? Do not use your own Annual or Sick to make these appointments. You are entitled to use the Wounded Warrior Leave. 104 hours of leave is provided to you each year. When the leave first came available in 2015, it was a one-time use; however, last year, Congress changed this to a yearly issue. If you have any questions, please feel free to see me.

Committee Reports: None

Correspondence: None

Old/Unfinished Business: None

E-Board Recommendation: None

New Business: Motion by Michael Long, seconded by David Janes to move the WMPW, Inc. Board of Director's Meeting to the February meeting. Carried

Motion by Michael Long, Seconded by Addie VanDruemel to expend up to \$150.00 to cover Medicare and Social Security taxes in conjunction with the LWOP usage during the August National Convention that were unable to be rectified. Carried

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

Drawings:

\$250.00 Attending the Meeting Drawing: Margaret Torralva (If she was at this meeting, she would have won!)

COPA: 50/50 Drawing: \$102.00 collected. \$51.00 to the winner - David Janes.

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. #23 Mike Long* | 3.#29 Jodie Minda | 5.#10 Samantha Kunst |
| 2. #11 Hattie Mitchell | 4.#20 Laurie Barszewski | 6.#13 Todd Hodges |

Motioned by Michael Long, seconded by Jeff Schellinger to adjourn the meeting at 8:01 pm. Carried.

Respectfully Submitted,



Recording Secretary