

**Western Michigan Area Local #281**  
**American Postal Workers Union, AFL-CIO**  
General Membership Meeting Minutes  
March 2, 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 Moment of Silence.

**Roll Call of Officers:**

The following officers were present:

President - Amy Puhalski	Clerk Craft Director A - Jeff Schellinger
Executive Vice-President - Joshua 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
	Sergeant at Arms-Lisa Borchardt

**Review of previous meeting's minutes:** Motion by Mike Long, seconded by Chris Fisher to accept the February 2, 2019 General Membership Meeting Minutes. Carried

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

Matthew Jeknavorian, Daniel Kuiper, Wendi Lupton, Justin Schwietzer  
Welcome New Members of the WMAL!

**Bills:** None

**Officer's Reports:**

**Treasurer's Report:** Report ending February 28, 2019 read. Motion to accept report by Jeff Schellinger, seconded by Mike Long. Carried

**President's Report:** For those in the Grand Rapids Installation bid cycle, the jobs from Dec, Jan and Feb are up for bid. A grievance has been filed for remedy purposes. As for bid jobs in the AO's we are hearing rumors that you are submitting manual bid sheets. If you have electronic bidding you need to bid accordingly. If you have any questions, reach out to Jeff, David or Myself. The RI399 process is a process to determine which jobs belong to the clerk or mail handler craft. The new MOU wiped out the old process. An agreement has been reached between the USPS, APWU and NPMHU with a settlement of 14.5 million to each union. The rank and file committee voted down the tentative contract agreement that was offered and they are still trying to negotiate, but interest arbitration may still be forthcoming. The Grand Rapids seniority and relative standing rosters are being worked on with management and we will have this posted soon. Make sure you are using the call-in line if you are not reporting for work.

**Executive Vice-President's Report:** Most of the grievances that I have worked on lately have been for Tour 3 automation. I think we are caught up on over time violations. Keep an eye out for 204b's in your area, let us know if you have any in your office.

**Recording Secretary's Report:** One thing I want to bring up is lately I've been hearing a lot about clerks not asking for their steward. If you don't know when you can or cannot have a steward, always ask for one. Let management tell you you're not entitled to one. For the most part, management is

going to get you a steward if you are entitled to one. Make sure you ask for one after. If they violated your rights to have a steward, we aren't going to know if you don't come to us and tell us they wouldn't let you have one. There are still clerks out there that tell me they didn't know they needed a steward for a PDI or they didn't know they needed to fight a letter of warning. Anytime management is asking you questions, or asking you to sign something, (issuing discipline) ask for a copy and then ask to see your steward. We can't help you if you are not making us aware. You have 14 days to file a grievance. Please don't wait until the last day to come to us. When you are having an issue with management or being issued discipline, that is the time you ask to see one of us, don't put it off. Look for my article on Weingarten Rights in the newsletter. Please remember to give to COPA.

**Clerk Craft - A Report:** If you are issued discipline, don't wait to let your steward know. Help the other employees if you hear of anything on the workroom floor; tell them to see their steward. You are entitled to see a steward before a PDI (Weingarten Rights), but you have to ask. We have made some progress with the bid job postings. The grievances on the previous postings have been filed and are at step 2. We have grieved for 30 positions to get back. The holiday grievances are still being filed, they are at step one. If you or you know of anyone that was violated during the last holiday let Josh or Myself know.

**Clerk Craft -B Report:** UBBM mail, when you are going through UBBM mail at your office and you find items such as pens, samples, etc., these items are to be tossed. You may not keep them for use, the postal inspectors will be watching for this. We had 2 conversions in Holland. If you know of any vacant bid jobs in your AO, please let us know so we can keep track of them.

**Maintenance Craft Report:**

Welcome to our new mechanics and custodians that have transferred into or been hired into maintenance. You will start to see new faces within the next couple of weeks. Make sure to make them feel welcomed into maintenance. We are looking at a new way to sign-up for classes for NCED since the change from Area. Sort of along the same idea of our PAR registers, you will have a wish list for classes. We are working with management to get everyone on the same page for completion and partial and bypassing of routes - waiting on Raemilee to approve – stay tuned. Grand Haven is now being hired from the outside. Big Rapids is up for external hiring as well. Looks as if the Associate Office and Grand Rapids Stations Line H will be going to Step 3. Above all, EVERYONE is to be treated with dignity and respect. If management is attempting to harass you or attempting to force you into falsifying your documents make sure to ask for a steward.

**Motor Vehicle Craft Report:** The latest grievances have been settled, we are waiting for management to input the resolutions into the GATS system.

**Sergeant at Arms Report:** None

**Committee Reports:**

A&E: We are having an Easter egg hunt on April 6, look for the flyer on your office bulletin board. We have an idea about a day at Boulder Ridge Wild Animal Park as a union function. If you Have any ideas or want to be on the A&E committee, let us know.

**Correspondence:** None

**Old/Unfinished Business:** None

**New Business:**

**E-Board Recommendations:**

Motion to send 15 officers/stewards to attend the MPWU 2019 Educational Assembly (May 16-18, 2019) to include mileage (a flat rate of \$200.00 (if driving)), lodging, per diem, loss wages and registration. Carried

Motion to donate \$500.00 for the hospitality room at the MPWU 2019 Education Assembly. Carried

Motion to expend up to \$250.00 to purchase item(s) for the COPA raffle at the MPWU 2019 Educational Assembly. Carried

Motion to donate \$1250.00 to the APWU Auxiliary's The Fisher House project. Carried

Motion to expend up to \$500.00 each to purchase two (2) laptops for the WMAL. Carried

**Motions from the Floor for New Business:** None

**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:*** Adam Javor (If he was at this meeting, he would have won!)

***COPA:*** 50/50 Drawing: \$116.00 collected. \$58.00 to Natasha Johnson, the winner.

**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.# 13 Leann Merrills
- 2.# 11 Jeff Schellinger
- 3.# 02 David Janes
- 4.# 09 Josh Gray
- 5.# 24 Jennifer Rizzon
- 6.# 16 Jeanne Davenport
- 7.#15 Cynthia Carmichael
- 8.#04 Michelle Mack

Motioned to adjourn the meeting at 7:47pm. Carried.

Respectfully Submitted,



Recording Secretary