

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
November 2, 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:

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| President-Amy Puhalski | Clerk Craft Director B-David Janes |
| Vice President-Josh Gray | Motor Vehicle Craft Director-Chris Fisher |
| Recording Secretary-Suzi Boyd | Sergeant at Arms- Lisa Borchardt |

The following Officers were absent: Clerk Craft Director A- Jeff Schellinger; Maintenance Craft Director- Mike Long; Treasurer- Linda Chandler

Review of previous meeting's minutes: To accept the October 5, 2019 General Membership Meeting Minutes with corrections. Motion by: David Janes, seconded by Chris Fisher. Carried

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

Erika Mullins, Clifton Hawkins, Mark Walquist, Cyntrilia Jones, Jonathan Willea, Natagia Murray India Carter, Kevin Almonte, Victor Toledo, Jessica Holtz, and MaryAnn Woods
Welcome to the WMAL!

Bills: None

Officer's Reports

Treasurer's Report: None

President's Report: One of the things I want to discuss is the amount of members that voted in the National election. It will also be in my report in the newsletter. Only 19 percent of the members voted. This is discouraging. These people that we elect, are negotiating our contract and benefits. We need to be more involved, get the younger members involved. I hope we have a better participation in our local election. We have a young workers committee, if you would like info on this, contact Josh Gray. We got the new lighting installed at the hall, it looks nice. The new sign out front of the hall is ordered and will be installed soon. The 20 names drawn for the Get out the Vote contest were: Jeanne Davenport, Tim Ozinga, Lisa Robson Charles Earley, Suzi Boyd, John Myszka, Dana Mclean, Ben Fish, Michelle Leach, Bernie Schimke, Lisa Wilson, Shonteka Smith, Elmehdi Imougay, Nicole Lynch, Smitha Varghese, Brandi Siggers, Addie Vandreumel, John Rinvelt, Kathy Bowler, James Ruark, Congratulations! The postal service has gone to a new hiring process. They are no longer interviewing. The old list was somehow discarded. So, if you know of anybody that feels they were on that list. Let me know. Children's Christmas Party will be December 14th. Reversions- we have been filing on these. We have a step 3 settlement and we will be getting 6 jobs back in Grand Rapids. Local Officers-the only position that was contested is Sergeant at Arms. Running for that position are Ann Hill-Graves, Todd Hodges and Jennifer Rizzon. Look for your ballots in the mail. Congratulations to the uncontested positions of the

November 2019 General Membership

WMAL: President-Amy Puhalski, Vice President-Michelle Mack, Treasurer-Linda, Clerk Craft Director A-Lisa Borchardt, Recording Secretary-Suzi Boyd, Clerk Craft Director B- David Janes, Motor Vehicle Craft Director-Chris Fisher. The Maintenance Craft Director is vacant. I look forward to having you on the board.

Vice President's Report: The holiday season is around the corner, be prepared to be working a lot of hours if you work in the plant. As Amy mentioned, we just got back from the all craft. The lead clerk jobs were a big topic of conversation. If you have 204 b in your office let us know. We cannot file a grievance if we don't know that you have one in your area. Locally, lets beat the 19 percent of voters that we had in the national level. If you would like to sign up a new member, you can now sign them up at APWU.org.

Recording Secretary's Report: I want to say Thank you to the membership for the opportunity to attend the Multi craft Conference. It is amazing some of the things you learn from the National Officers. Management has put into place on liteblue; eLRA it is a link you can use to request unscheduled leave, instead of using the 1-800 number. At the conference, we were advised by the Assistant Clerk Craft director not to use it. They feel that if you are using your cell phone to log into eLRA, management will be able to track your whereabouts. Also, I would like to see more stewards and members come to the union meetings. It is not just the few of us that regularly attend the meetings that make up this union. We all need to be informed on what is going on around us, locally and nationally. If you are not attending the meetings and are not informed on the issue's we are dealing with and they directly affect you in some way, you have no one to blame but yourself if you are not aware.

Clerk Craft (A) Director Report: *None*

Clerk Craft (B) Director Report: If you see a 204b in your office and they are giving directions to clerks, Let us know. We need to have statements. We don't care if its only 5 minutes. If they are beyond the 90 days allowed, then it is a grievance. If there is not a supervisor vacancy, then the grievance starts at day 1. We have a Step 2 resolve for breaks. You do not have to take your break and lunch back to back, they should be every 2 hours. When you are working on the window. Do not touch the CDU, it is the customer responsibility to touch and answer the questions on the display.

Maintenance Craft Director Report: No one was nominated for the Maintenance Craft Director next term so if you are interested, let Amy know. Thank you for sending me to the Multi Craft. Spoke with Terry Martinez, Jimmie Waldon and our NBA Curtis on some issues. Line H for this year, as it stands today: P-campus is good. According to Greg, downtown looks short. Haven't heard about city stations or AO's yet. The new eWHEP staffing is at step 2, meeting with Missy next week. I will keep you informed on the implementation of the FMO's and the change with building maintenance employee's downtown. I am still waiting to hear who got the Grand Haven job. Congrats to Pat Gleason on her retirement. If you haven't done so already, make sure your PAR is updated.

On a side note, while researching for an article/issue: Came across Management instruction EL 860-2009-3, which specifically states: Violations of Postal Laws under ELM 665.14 **that must be reported to the OIG:** Allegations of conduct that would constitute a federal, state or local crime, but including mail theft, but not including threats or assaults discussed in serious misconduct. Allegations of serious misconduct should always be referred to the OIG. Included but not limited to the following: theft, **misuse or gross waste of postal funds; gross mismanagement, abuse of authority,** actions that create

danger to public health or safety, fraud or falsification, willful misuse of a government vehicle, violations of the standards of ethical conduct for employees of the executive branch, whistleblower retaliation (any of those ring of bell of someone in your office?)

Motor Vehicle Craft Report: We have a couple of Arbs coming up. One is sub-contracting the VMF. I feel good going into these. The other one is the transportation going into East Paris. Scanners will be programmed properly and in working condition. If there is an issue with scanning come and see me.

Sergeant at Arms Report: Thursday is the Health Fair at P- 3, from 6am to 10am and then 3pm -6 pm. Plenty of info will be available.

Committee Reports: Children's Christmas party will be Dec 14th from Noon to 3; Santa will arrive around 1:00.

Correspondence: Thank you note from Debbie Ohanesian. Thank you letter from Feeding America West Michigan.

Old/Unfinished Business: *Constitution Change Article 20 - WMAL Retirement Benefit.*
Proposed Change has been posted per the constitution since the September 2019 meeting, where it was read.

Motion by Lisa Borchardt, seconded by Suzi Boyd to amend the proposed constitution change to read:

1. The Western Michigan Area Local shall compensate each elected or appointed officer and additional 20% of their total lost time they incurred for the year. Salaries are not to be included.
2. It shall be the responsibility of the Treasurer to administer the payment and the payment shall be made to the elected officers no later January 31 of the following year of when the lost time was incurred.
3. This payment is solely to replace the loss of Thrift Savings Plan Contributions and Retirement Contributions had the officer been in a pay status.

Amendment as read – Carried. Motion (Constitutional Change) as amended. Carried.

E-Board Recommendation None

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: Kelly Maguire (*If she was at this meeting, she would have won!*)

COPA: 50/50 Drawing: \$ 101.00 collected. \$ 50.50 to the winner –Ann Hill Graves

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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).

1. #07 Hattie Mitchell
2. #17 Lexa Jasman
3. #03 Lisa Borchardt*
4. #15 Geraldine Davis
5. #22 Todd Hodges
6. #11 Debbie Ohanasien

Ten (10)-Twenty-Five (\$25.00) Gift Cards for Thanksgiving:

1. #08 Ann Hill-Graves
2. #29 Melissa Castillo
3. #13 David Janes
4. #30 Leann Merrills
5. #16 Samatha Kunst
6. #04 Laurie Barszewski
7. #23 Chris Fisher
8. #02 Suzi Boyd
9. #21 Jodie Minda
10. #20 Sarah Keena

Meeting adjourned at 8:15 pm seconded, Carried
Respectfully Submitted,

Suzi Boyd
Recording Secretary