

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
September 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	Maintenance Craft Director- Mike Long
Treasurer- Linda Chandler	Motor Vehicle Craft Director-Chris Fisher
Clerk Craft Director-Jeff Schellinger	Clerk Craft Director B-David Janes
Sergeant at Arms-Lisa Borchardt	

The following Officers were absent: Recording Secretary- Suzi Boyd; Executive Vice President-Josh Gray.

Review of previous meeting's minutes: To accept the June 1, 2019 General Membership Meeting Minutes Motion by: Lisa Borchardt, Seconded by Jeff Schellinger. Carried

Challenge of the Chair by Michael Long due to previous minutes missing some items. Membership ruled in favor of the chair and Meeting Minutes were voted on.

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

Barbara Elmblad – PSE Grand Rapids - Clerk
Mila Webb – Grand Rapids Clerk
James Kropaczewski – Zeeland Clerk
Gia Ladomato – PSE Grand Rapids – Clerk
Robert Grove – PSE Grand Rapids – Clerk
Joseph Martuch – PSE Grand Rapids – Clerk
Douglas Heide – Holland – Maintenance

Bills: None

Officer's Reports

Treasurer's Report: Report ending August 31, 2019 read. Motion to accept report by Jeff Schellinger, seconded by Kathy Stout. Carried

President's Report:

September 4th was the Opening Day of Contract Arbitration. Window Clerks are not allowed to wear the stickers on their uniforms, so we have bracelets. Wear your Gear! Once we settle the contract, there will be a timeline to open negotiations. All LMOU's are on the locals website. If you would like to see something change, let Amy know. National Election for Officers are coming out. Ballots are going out on September 10th. Get out the vote motion will be forthcoming in this meeting. Multiple Labor Charges have been filed this summer. Unilateral actions – Management believes they should not provide September 2019 General Membership

information on Retirements or Separations. The union uses this information so we can track jobs and provide retirement gifts. There have been issues with the occupational health nurse administrator and limited/light duty. Management is pulling in employees who appear to have a disability and trying to intimidate them. Notify your steward. When calling in sick for more than 3-days, you may be required to bring in documentation per the ELM. If you don't provide documentation, management CAN NOT send you home. The worse they can do is LWOP/AWOL you for the dates. Steward Shopping – We have a lot of people who may not like what one steward says, so they go to another steward to get the answer they want. In the meantime, your grievance can go untimely. Senior Plant Manager – Rick is in the Lakeland District – with Chris Carrol filling in for Rick and with Raemillee Robbins filling in as the Senior MDO position. 204Bs and 1723s. We are not receiving them, if you have 204B's in your area let your steward know. Employee Engagement – Management is trying to engage employee's because they aren't receiving the responses they want in the Postal Pulse. Conversions – We have had a lot of transfers coming in. Depending on the size of your office it is either 1 in 4 or 1 in six. Constitution Changes submitted at this meeting will be voted on in November. If you have a question, ask. If you are unsure and don't know, say so. Addie received two nice awards at the latest National Postal Press Association Convention in August. Congratulations! Thank you for the stewards and officers who continue to work tirelessly to represent our members. Thank you to each of the members who come to the union meetings. I appreciate you. Automated Guidance Vehicle – This piece eliminates Tug Drivers and Hilo-Drivers. Wyoming Carrier Annex – new way of sorting, casing, and delivering the mail. Steve Austin's Memorial Potluck – September 22, 2019 from 1:00 – 4:00 p.m. Next month will be nominations for local Officers.

Clerk Craft (A) Director Report:

Last Vacancy Announcement was not posted properly. The GRCA and NW didn't post them properly. We agreed to allow those two stations do an extended manual bid. On Reversions, management isn't settling them locally. Holiday Grievances, it is the employee with the needed skills. If you are a clerk in a station, you could be brought in to work automation. We are one installation per our LMOU. Just settled 4th of July and will be meeting on the Labor Day grievances. Associate Offices – management is taking the stance that if you don't have a lead clerk then they don't have to abide by the 14 – 90 day requirement for the 204B. They are wrong. Grievances are being filed. If you have having this issue, please let us know. If you have any questions, be sure to ask for your steward, and that meeting is off-the-floor.

Clerk Craft (B) Director Report:

When you see someone in your office filling a 204B/aOIC position, please let us know. Magic clerks – seems that management has found a way to get work done by clerks when there aren't any clerks there, and they are saying that management isn't doing the work. If the office is closed, that is one thing.

Maintenance Craft Director Report:

LMOU – Be careful what you ask. We can't just open up one part of the LMOU. Changes to the GR City Stations – Custodians. Grievance has been remanded – Management has proposed changing all but two jobs to weekends off, 4 – Sat/Sun; 3 – Sun/Mon; with 2 split shifts. However, this will require those on Sat & Mon to go to different stations to cover police routes. New eWHEP staffing package has been presented to the union by management that includes changes with the new MS-1 for the Building mechanics. New staffing package shows a reduction of another ET position, MPE position, and five MM positions, and with these cuts come allied cuts in MOS. The building side is also looking at

reductions; however, we don't have an accurate count as of yet. Under the new MS-1, there are not MM-7s on the building side. We are in the process of reviewing this and will inform you at the next meeting.

Motor Vehicle Craft Report: We are hiring again in Grand Rapids. TTOs right now. Starting as a PTF in MVS. Lorreta wanted to downgrade a VMF job down to a level 7. Full-Time Regular Job – back up to 25. Cross Craft. Make sure to let us know if you see mail being run around by non-MVS personnel, please let Chris know so the appropriate grievances can be filled.

Sergeant at Arms Report:

Health Plan Open Season – November 11 – December 9th.

Health Plan Fair in Grand Rapids on November 7th. Watch for Postings.

OWCP – They are attempting to train supervisors how to fill out the forms. I will be putting out the correct information in the newsletter, etc.

Committee Reports: None

Correspondence:

Thank you card from Robert Murphy's family

Thank you card from Sharon Grygiel

Thank you card from Purple Community

Old/Unfinished Business: None

New Business:

E-Board Recommendations:

To expend funds to purchase Twenty - \$25 Gift Cards for the Get out the Vote campaign (Full-Dues Paying members only) for the upcoming National APWU Election. Carried

To appoint Rickey Jackson, Lisa Stockdale, Jennifer Rizzon, Melissa Castillo, Geraldine Davis, and Sarah Keena as the 2019 Local Election committee.

To donate \$545 to Kent-Ionia Labor Council for Feeding America - Food Truck for a month. Carried.

National Elections – The Membership endorses:

National President: Mark Dimondstein

National Executive Vice-President: Jonathan Smith

National Secretary-Treasurer: Elizabeth "Liz" Powell

Industrial Relations Director: Vance Zimmerman

Legislative/Political Director: Courtney Jenkins

Organization Director: Anna Smith

Research and Education Director: Dena Briscoe

Human Relations Director: No Endorsement

Health Plan Director: Sarah Jane Rodriguez

Central Region Coordinator: Roscoe Woods

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Clerk Craft Director: Lamont Brooks
Asst. Clerk Craft Director (A): Michael Macho
Asst. Clerk Craft Director (B): Lynn Pallas-Barber
NBA – Clerk Craft (B): Devendra “D” Rathore
Maintenance Craft Director: Idowu Balogun
Asst Maint Craft Director (A): Jimmie Waldon
Asst. Maint Craft Director (B): Terry Martinez
Retirees Department Director: No Endorsement

Constitution Change: Article 20 APWU-WMAL Sponsored 401(k) Plan. Proposed change was read aloud at the meeting and will be posted.

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: Stacy Hawkins (*If she was at this meeting, she would have won!*)

COPA: 50/50 Drawing: \$116 collected. \$58 to the winner – Addie Vandrumel

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. Michael Greene
2. Dan Quillin
3. Lisa Borchardt*
4. Michelle Mack
5. Linda Chandler*
6. Jeff Schellinger*
7. Leanne Merrils
8. David Janes*
9. Laurie Barszewski

Motion to adjourn by Lisa Borchardt, Seconded by: David Janes. Carried

Meeting adjourned at 8:56 pm

Respectfully Submitted,



Suzi Boyd
Recording Secretary

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