

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
March 7, 2020

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 Short Invocation.

Roll Call of Officers:

The following officers were present:

President - Amy Puhalski	Clerk Craft Director (A) – Lisa Borchardt
Recording Secretary-Suzi Boyd	Maintenance Craft Director – Position Currently Vacant
Treasurer - Linda Chandler	Clerk Craft Director (B) – David Janes
Sergeant at Arms – Todd Hodges	

The following Officers were absent: Vice President-Michelle Mack and Motor Vehicle Craft Director- Chris Fisher

Review of previous meeting's minutes: Motion by David Janes, seconded by Linda Borchardt to accept the February 1, 2019 General Membership Meetings. Carried

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

Bills: None

Officer's Reports

Treasurer's Report: Report ending February 29, 2020 read. Motion to accept report. Carried

President's Report: We are still waiting for a contract and hoping to hear something by the end of this week. The Presidents conference is in 2 weeks and we have a lot to talk about. The realignment meeting was on Friday and everything is being put on hold. The Postal Service has come up with a new process of transporting the mail. It will take effect on April 13th across the country. Surface Transfer Centers will be set up around the country and states will transfer the mail into that center. Management states this will not delay the standards. The centers are supposed to accept mail within an 8hour area out from the centers. They are trying to limit the amount of trucks running that don't have enough mail in them. Management is to re-visit this plan at least 3 weeks after it goes into effect to see whether they are going to stay with it. The realignment will be revisited after they determine if this idea works. At the GMF management is moving forward with changes in automation, removing 2 DB's, and are moving some machines around to add another stacker module on the end of them. Service talks are to be given to automation clerks. Do not participate in employee surveys, interviews or focus groups. Postal Service management needs 5,000 employees to participate in the VEA validation process. The information found will be used against us and result in the loss of jobs. These programs are part of the lean 6 sigma and are aimed at reducing staffing. I will be informing local management that the Unions position is that the Postal Service cannot involve APWU represented employees as it pertains to interviews, surveys and or focus groups. It is unfair labor practices for the employer to deal directly with APWU represented employees involving issues directly related to wages, hours and working conditions. The Postal Service

has put out new custodial guidelines to protect us against the coronavirus. Clorox wipes, antibacterial soaps, sanitizers, and N95 mask are to be made available to keep you safe and the building clean. We have a pre-arb settlement that management is to be giving service talks weekly and documented. There is a new bargaining unit position posted for a support services position as a nurse. Line H has been finalized at the GMF. I would like to Thank Greg. Issues on the customer service side; if you call in and ask for sick leave and you do not have any, management is going to take your annual. Keep track of your leave so you can ask for the correct leave you have and ask for your 3971 when you return to work. Management is arguing no full day of Lwop is allowed, this is untrue per article 10. We had posted for a maintenance craft director. No one submitted for the position. If you know of any maintenance craft employees that want to step up, let me know. National Presidential election is coming up, the census is coming up, just because we have additional mailings; this does not allow management to do our work. The only mail that can be delivered by any employee to any home is Express mail. Congrats to Tim Hagan on his retirement! There have been a lot of reversions on the customer service side. We are filing on these. The 60 hour limitation is just that; you work no more than 60 hours in a week. It makes it hard for us to fight for jobs when you are willing to work over the amount allowed per the contract. The GMF is handing out discipline; if your late, your late. They will document this. Be to work on time. If you qualify for FMLA, then get certified for it. Management is watching for cell phones on the workroom floor so be aware. The abolished 2017 automation grievance is coming up to be heard at the end of April. The Parcel Select grievance that had been filed at the p-1; we had our position papers at step 2 and the mail handlers did not have theirs. This has been appealed up.

Vice President's Report: Absent

Recording Secretary's Report: Just want to remind everyone that next Tuesday March 10th is the Presidential Primary Election. I am sure you are aware that the current administration is leaning towards Postal Privatization and if they could succeed they would dismantle the unions as well. The APWU National Executive board mailed out a letter letting you know which candidate they're supporting. I encourage you to read it. It doesn't matter which party you represent, please get out Tuesday to vote. Make sure you're voting for the candidate that you feel shares your visions and goals in taking our country forward. Also ,if you know of someone who needs assistance in getting to the polls, consider taking them so they can make their voices heard as well.

Clerk Craft (A) Director Report: Discipline; management is coming down on swearing on the workroom floor. The TSA scanners are being used on the APPS, although not properly. We are grieving this thru the RI 399 process. This week they might begin using them on the SPBS. Annual leave scheduled for prime time should be posted. Holiday grievances are being completed; we have one more to work on still. Safety issues have been a concern for the dock area. The dispatchers are supposed to open and close the bay doors, not the truck drivers.

Clerk Craft (B) Director Report: On the customer service side management had a CSV report they were using that liked to show the amount of hours which is less than what the hours really are. We have asked management to fix this report, but they are not responding, so this is going up to step 2. In the smaller offices, or anywhere else; **do not** mention to management any changes you would like to see to the LMOU. You need to contact Amy to discuss any concerns that you may have. If you need to see a steward, ask your supervisor. Please do not come and knock on our doors, as we may have another member that we are already with. You are entitled to your time off the floor with your steward as well. Have your supervisor notify us so you will be allowed the proper amount of time.

Maintenance Craft Director Report: Position is currently Vacant

Motor Vehicle Craft Report: Absent

Sergeant at Arms Report: None

Committee Reports: The Resolution Committee will meet later this month. If you have anything, please bring it to your steward or clerk craft director so they can help you with it.

Correspondence: Sympathy card sent from the 480-481 local to our local on the loss of previous WMAL president Jennifer Amos.

Old/Unfinished Business: None

E-Board Recommendations:

Motion to expend up to \$2,000.00 for the state convention. Carried

Motion to send all stewards that are elected delegates to the post-convention workshops at the National Convention Aug 28th to include lost wages, registration, per diem an- hotel. Carried

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: Todd Hodges! Congratulations!
COPA: 50/50 Drawing: \$130.00 collected. \$65.00 to the winner, David Janes.

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. #27 Lisa Stockdale | 2. #6 Michael Greene |
| 3. # 5 Lisa Wilson | 4. #28 Heather Giardina |
| 5. #18 Jennifer Rizzon | |

Meeting adjourned at 8:07 pm seconded, Carried
Respectfully Submitted,

Suzi Boyd
Recording Secretary

The WMPW Inc. shareholders meeting met after the general membership meeting.
The new Board of Directors are Amy Puhalski, Todd Hodges, Linda Chandler and Michelle Mack.