

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
November 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
Vice President- Michelle Mack	Maintenance Craft Director-Vacant
Recording Secretary-Suzi Boyd	Clerk Craft Director (B) David Janes
Treasurer - Linda Chandler	Motor Vehicle Craft Director-Chris Fisher
Sergeant at Arms – Todd Hodges	

The following Officers were absent: None

Review of previous meeting's minutes: Motion by Chris Fisher, seconded by David Janes to accept the September 13, 2020 General Membership Meetings. Carried

Applications for Membership (Accepted by Voice Vote of Membership): Welcome to the Western Michigan Area Local!

Jason Bauer, Jeffrey Pinkston, Jeffrey Throop, James Logie, Colette Mccalvin, Crysta Osburn and Carmen Guerrero. Carried

Bills: None

Officer's Reports

Treasurer's Report: Report ending October 31, 2020 read. Motion to accept report. Carried

President's Report: Covid cases are on the rise; I get emails every day of a positive test. Until the Postal Service takes the position that they are going to mandate masks, you need to wear your mask and social distance. The only person that is going to protect you is you. You cannot blame the post office and you cannot blame your co-worker's, if you are not wearing a mask. We have had an additional 30 cases in the last 2 weeks. Stay diligent and protect yourself. Senator Gary Peters won re-election. He is a friend of the Postal workers and he totally supports the postal service and everything we are about. With PMG DeJoy around, we are going to see some changes in the new year. We will be seeing start time changes in automation at the Grand Rapids Installation. There will not be any reposting's. The new acting plant manager, Rob Walker, has zero respect for this union and does not care about the workers and is disrespectful to them. He chooses to violate the contract. I need safety captains at the GMF and stations. If you are interested reach out to Amy. The penalty overtime exception period is November 28 thru December 25. Outside of the exception period, if you go over 60 hours in a week, you need to ask to see your steward to file a grievance. The department of labor is still auditing our books, we have not had them reach out to us with an outcome. I need more stewards at the annex and need stewards in other

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areas as well. The motion that was made to draw 3 names for \$250.00 each, to make up for the months we did not hold meetings due to Covid; The winners were Jon Frazier, Danielle Laskey and Dave Zerfas. Turn your postal pulse survey in, the drawing is in December. We have 2 new retirements Linda Yarnott and David Sexton. We had an election ballot committee, made up of the postal service and the other unions, to make sure we got the ballots out. Thank You to Heather Giardina, Jennifer Rizzon and Awanda Jennings for stepping up and being part of the committee. We had a health care seminar on zoom.(see Lisa's report). For those of you that are window clerks or represent window clerks. We have new retail monitors that have been ordered with cameras on them, similar to laptops and cell phones. I have had contact from Lamont Brooks that you may choose to cover the camera with a piece of tape if it makes you feel more comfortable. If you have any issues, reach out to your steward. (Amy will be following up on speaker capability). In the maintenance department: two meetings ago we had filed a grievance on supervisors and station managers doing lock box changes. Micah is waiting to meet at step 2 on this. We are looking into line H hours for Oct 2019 thru March 3rd 2020. Hours between March 3rd and the end of this year, we cannot argue, it's excluded due to Covid. We just had a remand on custodial jobs at the stations for consecutive days off. The timeline for this will take place in the beginning of January. We will be re-meeting in December, and I will have more information at the December meeting. I just want to remind you we need statements on management performing clerk work. We have the burden of proof. Statements are important. We as a union, need to write statements so that we have the proof. (Letter to the membership from APWU President Mark Dimondstein on the outcome of the election, was read by Amy, you can read it at APWU.org)

Vice President's Report: Lots of PSE orientations going on. There was an ET job downtown and an MPE at the annex job reverted, those were denied at step 2, they were sent up to step 3 last week. One person to a machine is improper, management has been running amuck with this. I'm working on a settlement with step 2. We need your help to get statements on the violation's and management working on the machine. Talk to your coworkers and let them know the importance of writing statements. Total disregard for our jobs by management. More in my article in the local newsletter.

Recording Secretary's Report: Thank You to everyone who got out and voted. This has been one of the most exciting election we have had. The Penalty overtime exclusion period is November 28th thru December 25th. Just a reminder, I know its easy to get caught up in all the overtime hours during the holiday season, but remember, stay hydrated and get your rest. Running yourself ragged between work and home will only compromise your immune system. Stay healthy for yourself and your family.

Clerk Craft (A) Director Report: Health insurance open season is November 9 – December 14. There will not be a health fair held due to Covid. We will have information in the union office. We will be sending out a letter to all members that do not have the APWU health plan. The rates for the APWU plans have decreased for 2021. More information online at APWUhealthplan.com. We have 204b's that are coming up on their 90 days; I am keeping track of these. We have a grievance for EAS doing training of new employees. Grievances have been filed to create new duty assignments in manual and spbs. Still working on holiday grievances. Remember for the holiday, if you sign up, you may not necessarily work in your station you may go downtown.

Clerk Craft (B) Director Report: If you come in on your SDO, you need to work your full 8 hours. Do not allow management to use it against you, that there was not enough work, so you were not needed on your SDO.

Maintenance Craft Director Report: Position is currently Vacant

Motor Vehicle Craft Report: Our biggest issue right now is that the times are failing at the P-1 annex. Management is using contractors to get the mail from building to building. Let us know with statements. We have a new driver and we are interviewing to hire a new PTF. We still have 2 vacant positions at VMF.

Sergeant at Arms Report: We have a new mechanic that is supposed to start at the VMF.

Committee Reports:

A and E : There will be no Adult or Children's Christmas party. (See motion under E Board recommendation).

Constitution:

The constitution committee met on September 30, 2020. The committee members were Amy Puhalski, Michelle Mack, Cory Fox, Joe Makarewicz, Josh Gray and Jackie Salzwedel. The committee report was read. The committee voted to support the resolution as submitted. Motion by Chris Fisher to accept the committees report, seconded by Lisa Borchardt. Carried

Correspondence: None

Old/Unfinished Business: Constitution Change Article 18-*Duties of Stewards.*

The proposed change had been posted per the constitution since the September 2020 meeting, where it was read.

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

Steward's shall wear their stewards badge in plain sight at all times, while representing a union member and while on duty unless in violation of uniform code. They shall organize the workers in their craft and on their tour, get members to attend union meetings, act as liaison between union officers and members, sell the union's program and investigate and adjust grievances. They must be familiar with the local and national contracts, legislation, regulation and the people they represent. Stewards shall be reimbursed their union dues bi-annual; to be paid in the months of June and December; as long, as the steward attends one meeting between January and June; and one meeting between July and December.

Amendment as read-Carried. Motion(constitution change) as amended. Carried.

E-Board Recommendations: Motion to spend \$5,000.00 to purchase \$25.00 gift cards. Winner's will be drawn randomly by the membership. This will be in lieu of the Adult and Children's Christmas party.

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.)

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\$250.00 attending the Meeting Drawing: Kelly Maguire (If she was at the meeting she would have won).

COPA: 50/50 Drawing: \$200.00 collected. \$100.00 Jodie Minda to the winner.

Five \$20.00 Dollar Door Prizes: *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.#7 Michelle Mack	2.#14 Linda Chandler	3.#4 Jackie Salzwedel
4.#17 Debbie Ohanesian	5.#26 Geraldine Davis	6.#29 Chris Fisher
7.#13 Todd Hodges	8.#10 Michael Greene	9.#24 Jennifer Rizzon

Ten \$25.00 Gift Cards for Thanksgiving:

1.#16 Hattie Mitchell	2.#19 Jodie Minda	3.#3 Lisa Borchardt	4.#18 Lynda Pollins
5.#5 Lisa Wilson	6.# 22 David Janes	7.#6 Theresa Stewart	8.#21 Dana Mclean
9.#2 Suzi Boyd	10.#12 Amy Puhalski		

Meeting adjourned at 8:29pm seconded, Carried
Respectfully Submitted,



Suzi Boyd
Recording Secretary