

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
September 13, 2020

Meeting was called to order at 12:00 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	Sergeant at Arms – Todd Hodges
Recording Secretary-Suzi Boyd	Maintenance Craft Director – Position Currently Vacant
Treasurer - Linda Chandler	Clerk Craft Director (B) – David Janes
Clerk Craft Director (A) – Lisa Borchardt	Motor Vehicle Craft Director-Chris Fisher

The following Officers were absent: Vice President-Michelle Mack

Review of previous meeting's minutes: Motion by David Janes, seconded by Lisa Borchardt to accept the March 7, 2020 General Membership Meetings. Carried

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

Maurice Bourne, Morgan White, Holly Wahr, Kimberly Stewart, Kacee Lamange, Dakota Haan, Conner Roman, Christine Brinks, Claudia Jasso, Deona Lamarr, Cleades Allen-Taylor, Linda Villanueva, Peyton Jackson, Ryan Tuttle, Susan Busch, Hollyann Powers, Quincy Ware, Jose Cruz-Romas, Imari Lamarr, Anthony Mentalwicz, Andrew Godsey, Larry Bonter, Kizzy Hatten, Mikayla Hayes, Kathryn Reynolds, Vivian Soules, April Johnson, Heather Kah, Cynthia Beneche, Robert Persamanos, Mohamadou Sarjo, Shaikeem Rollins.

Bills: None

Officer's Reports

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

President's Report: Last pay period was when the retro pay was received. Approximately 10,000 employees did not receive their pay. Eagan is working hard to correct this. If you are one of them or know of someone, notify Amy. The new contract has been mailed out in a flimsy condensed version; if you would like a fullsize copy contact your steward, a limited amount is available. Management has had zero meetings with the union on the realignment for the GMF, this has been put on hold. Elections season is coming along with peak. The OTDL as well as non-listers should be expected to be given OT. We have employees that are not coming to work, and we need to keep management from doing our jobs. You can be pulled from your section, to work in another operation if the section you are moving to is maxed. If you have a medical reason that prohibits from working OT or to not work in a specific area where you cannot perform the job duties, you need to provide medical documentation. This is a request for light duty and must go to the installation head. When you sign the OTDL, you are only a lister for your tour and section. A lot of changes in management, all the way to the PMG. Some of changes made

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are no early overtime and no late trucks. They have removed two DBCS machines plus another one is on casters downtown and an FSM at the P-3. Local changes in management include Chris Carroll leaving to go to the Metro Plex on a detail and we now have A/senior plant manager Rob Walker. The new senior MDO is Mary, however she has not reached out to the union, so I have not met her. Our leadership team is awful. Tour 1 and Tour 3 at the GMF has no clue. We are coming into election and peak season and it's probably only going to get worse. Transportation of the mail is an issue. Let us know if you see management doing this, it seems to be going on every day. Postal Pulse surveys have been sent out. Do not fill them out. Turn them in to your steward and be entered into a drawing in December. We are getting ready to go into National Contract Negotiations and management uses these against us. You are done working when you work 60 hours for the week. When you hit this, you walk; you will get paid for the rest of your day or the last day of the week. Arbitrations, there have been none held between March to now. The arbitration for tour one automation still needs to be held, it was postponed due to Covid. The National Convention was canceled and is going to be combine with the Multi Craft in 2021. The State Convention was also canceled, and it is an election year. They are going to accept nominations on the 15th via zoom so let Amy know Tuesday by 2:00pm if you would like to be nominated for a state position. Constitutional changes submitted will be voted on at the November meeting. We have been very busy from the headquarter level on down. This has been an exhausting year; and this is my last term. Some of the others, are probably on their way out as well. We need to get new members involved. I am open to suggestions and ideas on how we can do this. Our books, are being audited by the department of labor; although we do not know the reason. It may be a disgruntled member, or simply that a report could have been filed incorrectly, or it could be a random audit. The proper documents have been turned over to them for review. As of now, we have not heard back from them. The Health Plan seminar was canceled. It will be held by zoom this year.

Vice President's Report: Absent

Recording Secretary's Report: I am sure you are all aware of all the news surrounding the Postal Service. The Family First Coronavirus Relief Act has put the Postal Service in a financial crisis. The current administration we have in the Whitehouse and Senate are coming for our jobs. They have made no commitment to include the Postal Service in the stimulus packages put before Congress, yet they have given billions of dollars to private business. The US Postal Service as well as all union workers need a change. It's your choice to vote by mail or vote at the polls. We cannot make a change if we don't get out and Vote on November 3rd. There is more info on voting at apwu.org; visit the labor 2020 link. Please remember to give to COPA

Clerk Craft (A) Director Report: The stations are a hot mess right now. We have met with Bill Rowe, Management is denying 3971's for additional time off during prime time, cleaning of the stations is not being done properly. In the plant, management is performing clerk work. Let us know if you see this. The rumors on the floor are rampant. We as stewards do not address rumors that have nothing to do with the contract. Holiday grievances are being worked on. We currently have been filing for 50% more if you were forced in improperly and management had been paying these. Well now we are stepping it up and asking for more as a settlement and management won't settle at step 1 so these are being sent up to step 2. The contract is not meant for management to just pay and keep on violating the contract.

Clerk Craft (B) Director Report: We have management violating the contract in the stations. We are asking for cease and desist; management had been signing these, but they keep doing our work. Now we

are asking management to cease and desist in a time frame and they do not want to sign these because they want to keep doing our work. If you have management or carriers doing clerk work in the stations you need to let us know. We are checking for over 60 hour violations; management needs to know how to do proper staffing. You cannot come in on your sdo and not work 8 hours. That is not what the contract states. Job reversion grievances have been filed. We need to keep these jobs.

Maintenance Craft Director Report: Position is currently Vacant

Motor Vehicle Craft Report: On the transporting issue of mail, thank you for letting me know about this I appreciate it. When you work your sdo, you need to work for the whole 8 hours. Someone else could have had the opportunity; if you can't work the 8 hours you need to decline. Check your OPF and see if you have old discipline that should not be in there. You cannot be discipline for a late trip. We have 2 new techs at the VMF and still 2 more jobs available.

Sergeant at Arms Report: None

Committee Reports: A &E will be meeting soon to discuss options of giving back to the membership for the holidays. Constitution Committee will be meeting to discuss the proposed change.

Correspondence: Retirement Thank You card and letter received from Tim Hagan. Congratulations!

Old/Unfinished Business: None

E-Board Recommendations:

Motion to donate \$1000.00 to Pennies for Parkinson's. Carried

Motion/s to draw three (3) \$125.00 drawings was amended by Lisa Borchardt, seconded by Linda Chandler to have three (3) \$250.00 drawings to make up for the April, May and June meetings that were not held, with no one winning more than once. The winner must be a member in good standing for the month of the drawing. Amendment carried. Motion as amended carried.

Constitution Change: Article 18 WMAL-Duties of Stewards. The proposed change was read aloud at the meeting and will be posted. The proposed change will be voted on at the November General Membership meeting.

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: Adam Robinson (if he would have been at the meeting he would have won).

COPA: 50/50 Drawing: #905773: \$118.00 collected. \$59.00 to the winner. Amy Puhalski

Cont.

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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. #30 Rickey Jackson 2. #26 Geraldine Davis 3. #5 Michael Long
4. #14 Linda Chandler 5. #9 Michael Greene 6. #15 Heather Giardina

Meeting adjourned at 1:40pm seconded, Carried
Respectfully Submitted,



Suzi Boyd
Recording Secretary