

**Western Michigan Area Local #281**  
**American Postal Workers Union, AFL-CIO**  
General Membership Meeting Minutes  
December 2, 2023

Meeting was called to order at 7:00pm 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.

Vice President- Michael Long

Treasurer-Linda Chandler

Clerk Craft Director B-Ameka Jones

Maintenance Craft Director-Jennifer McKinnon

Recording Secretary-Awanda Jennings

Clerk Craft Director A- Suzi Boyd

Motor Vehicle Craft Director – Chris Fisher

Sergeant at Arms-Todd Hodges

The Following Officers were Absent- President- Michelle Mack

**Review of previous meeting's minutes:**

Motion by David Janes, seconded by Jodi Minda to accept the November 4, 2023, General Membership Meeting Minutes. Carried.

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

Welcome New Members of the WMAL!

**Officer's Reports**

**Treasurer's Report:** Report ending November 30, 2023, was read. Motioned by David Janes seconded by Jodi Minda. Carried.

**Vice President Report:**

The Children's Christmas party is this coming Saturday from noon to 3at the union hall. There will be an Adult Christmas Party January 14, 2024, at Spectrum Entertainment Complex (Woody's) 6 – 9 pm toto include bowling, shoe rental, all you can eat pizza, breadsticks, taco bar, wings pasta salad unlimited drinks and 2 alcohol drinks. See the flyer or your union steward to reserve your spot. You must RSVP by December 29, 2023, you will receive your deposit back at the event.

We had steward training on Tuesday, we had 21 stewards in attendance. It turned out pretty good from the feedback I received back.

Discipline is on the rise for attendance, if you know of anyone being called in make sure you're asking for a steward. A steward doesn't need to be present when the discipline has been issued, but they need to be notified that one was received because otherwise we won't be told. Make sure when they are doing a investigative interview there is a union steward present.

The dues increase on November 18, 2023, and the Local made a decision to absorb the additional cost. Dues will remain the same, PSE-\$25.44 and FTR \$30.38.

Ground Advantage any mail is our mail from our understanding it is now our work so we must sort the mail. If you're being told by a supervisor to sort, then sort the mail.

If management comes up and says we had to call an emergency that's why the mail handlers had to sort the mail. Peak season happens every year and lack of training on your part doesn't constitute an emergency on ours.

PSA we currently do not have a union steward there, so if you are working there and see something going on let us know.

If you work in the associates' offices and there is no immediate supervisor or you're not being supervised, make sure you put in for level 7.

We are still looking to find someone to asphalt the parking lot. If you know of anyone, please let us know.

Editor this will be his last edition, a posting will go out in January.

I would like to thank Michael Greene, for being the Editor for the past few years, he will be stepping down at the end of December. If you know anyone that you know of who would like to do the job a posting will go out after December.

**Recording Secretary's Report:** Thank everyone for coming out. Wanted to thank Mike Long for the steward training earlier this week, he did an excellent job with providing us the necessary information, along with a flash drive so we can utilize that as well in fighting discipline and the importance of being timely when filing grievances.

The flats area has seen a big increase in volume, which we could hardly keep up over the past month.

**Clerk Craft - A Report:** Reversions are still coming 5-8 at a time, we're told there on hold for awhile there not. I'll still send them up to Step 3.

The Penalty overtime exclusion starts today, December 2-29, 2023. If you're working at the PSA and you have pse's staying overtime and you're not let us know.

Discipline is coming down for attendance issues amongst others.

All mail is clerk mail. If you're told to sort the mail do so, don't worry about if someone is going to file a grievance, if you don't you may be subject to failure to follow a direct order.

Thank everyone for coming out if I don't see you have a Happy holiday Season.

**Clerk Craft - B Report:** Before signing any paperwork from management that you're not sure of ask for your union steward.

Make sure you have a union steward available in person during your PDI, they have been trying to do them over the phone demand that you have them in person, this is to protect you in case another question is asked, and the steward is no longer on the phone.

**Maintenance Craft Director:** The line H for downtown is going up to step 3. I am still working on the branches so it will probably take a couple more meetings before it gets settled. This will probably go up to step 3 as well.

The Radar program doesn't plan on issuing into the plant. The AMT's are inputting the information for the custodians. Jennifer will take a look into this.

**Motor Vehicle Craft Director:** The Union has notified management that PVS is having their annual bid. It says annually but we can postpone it every two years contractually and that is where we bid for our entire board, some want it some don't. I notify them in time before prime time comes out. It's in the contract and JCIM to make them do the bid correctly and it states wasn't intended, nor shall it be used to abolished occupied duty assignments.

The union is the one that decides when the annual bid takes place and management cannot deny or initiate an annual bid when requested by the Union.

Don't let fake emergencies cause you to make a mistake, it's their emergency not yours.

**Sergeant at Arms Report:** Outside contractor driving our trucks will be filing a grievance against that one.

**Committee Reports:**

Budget committee met on November 16, 2023, to go over the previous year's budget and to propose a budget for the next year. The proposal was presented at this month's meeting for your review and vote. The committee consisted of Michelle Mack as chairperson, Michael Long, Linda Chandler, Cory Perez and Jahanna Norman. The budget income was reduced by 12,000 due to the local absorbing the fees increase that occurred with the recent contractual pay increase 1.3 for career and 2.3 for pse's. By absorbing this increase President Mack felt the local membership given our financial strength the local could absorb the increase without any severe financial difficulties and thus the membership would see more of their money in their check every pay period. Changes to expenditures was a reduction of \$1,000 to conferences for officers, \$2000 for conferences for others, \$500 for contributions, \$500 for in town travel for officers, \$1000 for bereavement, \$8000 membership public relations, \$2000 office supplies, \$1000 organizing expenses, \$1000 postage, and shipping. The only increase was \$5000 to payroll expenses.

Motion by Linda Chandler, seconded by David Janes that the WMAL at the General Membership meeting on December 2, 2023, approve as an authorization for the expenditure of funds from the Local Treasurer, the budget reported by the budget committee today. Furthermore, the Budget committee and/or Executive board of the WMAL has the authorization to shift monies, if needed between categories as long as the overall disbursement amount does not exceed the overall income, including any additional income. Carried

A and E Committee- Bus trip tentatively planned for February 10, 2024, to Red Wings game at 1:00pm more information coming soon.

**Reminder Open Season ends December 11, 2023.**

**Labor management**

**Drawings**

***\$250.00 Attending the Meeting Drawing:*** (If #491 Jessica Terry-Meet was at this meeting, she would have won!)

***COPA:*** 50/50 Drawing: \$152.00 collected \$76.00 to the winner Ronald Perrin

1. ***Five (5) - Twenty (20.00) Dollar Door Prizes:*** (NOTE: According to local policy, when an Executive Board member receives one of the door prizes, another drawing is done, if 40 or more are present, there is one additional drawing per ten members).

1. # 4 Faith Muhammad

2. # 13 Todd Hodges
3. # 6 Awanda Jennings
4. # 18 Micheal Greene
5. # 19 Jody Minda
- 6 # 17 Ronald Perrin
7. # 14 Linda Chandler
8. # 30 Lisa Stockdale

**Ten (10)-Twenty-Five (\$25.00) Checks for Christmas:**

1. # 3 Debra Dykeman
2. # 27 Michael Snyder
3. # 9 Jennifer Mckinnon
4. # 24 Jennifer Rizzon
5. # 20 Ameka Jones
6. # 22 Tonya Pasma
7. # 7 Beverly Alexander
8. # 16 Suzi Boyd
9. # 23 Michael Long
10. # 26 Dessa Long

**Five (5)-One Hundred Dollar (\$100.00) Checks for Postal Pulse**

1. # 270 Paul Brock
2. # 170 Tammy Byrnes
3. # 168 Phil Heinzelman
4. # 322 Jennifer Kovacs
5. # 2 Adam Stratton

Motioned by David Janes, seconded by Dessa Long to adjourn the meeting at 8:00pm Carried.

Respectfully Submitted,



Recording Secretary