

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
March 2, 2024

Meeting was called to order at 7:00 pm 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-Michelle Mack	Clerk Craft Director A- Susi Boyd
Vice President Michael Long	Clerk Craft Director B-Ameka Jones
Recording Secretary-Awanda Jennings	Motor Vehicle Craft Director-Chris Fisher
Treasurer-Linda Chandler	Sergeant at Arms-Todd Hodges
Maintenance Craft Director-Jennifer McKinnon	

Review of previous meeting's minutes: Motion by David Janes, Seconded by: Linda Chandler to accept the February 3, 2024, General Membership Meeting Minutes. Carried

Applications for Membership (Accepted by Voice Vote of Membership): Isiah Newson; Mari Suarez
Welcome New Members of the WMAL!

Motion by Michael Long, Seconded by David Janes to transpose the order of business to allow for the casting of votes for State convention delegates. Carried. (Membership voted for 15 delegates)

Bills: None

Officer's Reports

Treasurer's Report: Report ending February 29, 2024, was read. Motion to accept report as read by David Janes, seconded by Jodie Minda. Carried.

President's Report: A reminder the James Sweeney Scholarship applications are due and must be postmarked by March 15, 2024.

Implementing badge control beginning April 1, 2024, the notice was mailed to the Union from Shawn Serezeroz. They will start locking up time badges.

Ground Advantage Grand Rapids installation Labor Representative Wanda Clark awarded Ground Advantage to the mail handlers (temporarily I might add). She would not listen to management, nor the union when they tried to tell her distribution of priority and first class has always been performed by clerks and when ground advantage is intermingled with first class and priority this is to be performed by the clerks. The appropriate grievances will be filed, and a dispute initiated at the LDRC, and it will also be addressed at the next RI-399 meeting at the end of the month. What a mess Labor has created.

I attended the National Labor conference in February. This was not only a postal conference, but it was all of the Unions across the nation. Everyone from the UAW, Electrical building trades, transportation, transit authority, airlines, etc. There were many congressional speakers. One speaker that resounded greatly with me was Shawn Obrien, the teamster president. He spoke on many topics including the great contract that was negotiated for UPS with not one concession from the Union. As President Dimondstein has stated previously, them getting that great of a contract, bodes well for us and our contract negotiations upcoming this year. The Teamster President went on to say they formulated a strategy well over a year in advance. This included:

- Engaging the membership daily via social media, they hired a marketing/pr firm to utilize the latest technology and marketing to maximize its effectiveness.
- Local media appearances regularly in the largest cities in every state keeping the importance of the issues in front of the membership and the public.
- Rallies were held, and Union members engaged during these media events that helped fuel involvement.
- Weekly zoom meetings with a rotation of stewards across the nation engaging them in reaching strategic goals and getting the rest of the membership and their involvement in sending a clear message that UPS was not giving any concessions.

What was made clear at this conference was that the challenges we face here within the APWU are the same challenges others are facing across the nation. Such as how to engage the younger generation and encourage their participation in the Union. Many are transitioning to Zoom Union meetings and apps for instant access. Some of the other challenges we all face is Hostile work environment that is fueled by doing more work with less people. Lastly future job reductions with Management using robots or automating jobs with quantum technology.

I met at Step 2 on the reversion of the HR Clerk position. It was denied and it is moving to Step 3.

Joint JCIM training was held February 27th and 28th. There were a couple of corrections that need to be communicated to the Stewards to avoid confusion: JCIM training errors regarding the concurrence he stated there was no need for a concurring official at all for discipline which is incorrect. JCIM 16.8 is clear that before a suspension or a removal is issued, there must be a concurrence by a higher level than the supervisor who initiated it.

The Appendix in the ELM pg. 870, states official discussions are disposed of in 1 year if there has been no disciplinary action initiated against the employee during that period.

Executive Vice-President's Report:

JCIM Article 10 states that when you return to work you must sign the 3971 for leave that you requested for. We have always held before you didn't have to sign anything. So, there is a possible conflict there.

The district meeting is coming up next month, I am still waiting for some stewards to reply. The union has been notified that management is conducting Career conversion training. This 4-hour session/training is on hero. We are still trying to see what it entails.

Four resolutions were presented for the upcoming convention if you have anything else let Mike know.

Open season for Maintenance is right now. Recommend you sign up right away, so your test location can be local otherwise the later you wait you might end up going to Lansing, or Kalamazoo, etc.

Still looking for a new editor if you know of anyone let Michelle or myself know.

District safety and health meeting the question was asked whenever someone has a safety violation what could you have done differently, instead it should be asked: "what could have been done differently to avoid this?" because it's not always the employee's fault. It seems that management is under the assumption that it is always the employee's fault when an accident occurs.

Joint district labor meeting management is under the impression that for customer service side of it Legacy thinking is what they call it, express mail that is misdelivered, it must go back to the plant and counted as a failure.

Line H for the PSA is being sent to Step 3. Both parties agree they are short, but we can't agree on how short they are.

Recording Secretary's Report: It has been quiet this month, not too much going on.

Maintenance Craft Report: The line H has been settled for Big Rapids, Rodney, Paris post offices. I haven't received the information as of yet, I'm also still waiting to hear back on the grievances for stations and branches.

Motor Vehicle Craft Report: Not too much has been happening. Prime time should be completed if you had your prime time denied please let him know. Mail handlers are basically running the show.

New Business:

Proposed Constitution changes for the local for this month if anyone has anything let us know.

E-Board Recommendation: Motion to donate \$500 to Sleep in Heavenly Peace. Carried.

Motion to donate \$500 to Sarae Daggett, in memory of her son Giovanni for a memorial bench for his gravesite. Carried.

Beginning on March 15, full dues paying members will be allowed to bring additional guests for the Red Wings Hockey game April 7, at a cost of \$50 each. By Mike Long seconded, by David Janes. Carried.

State convention delegates are as follows: Linda Chandler, Cory Fox, Michael Greene, Ann Hill-Graves, Todd Hodges, Rachel Hutchinson, Diep Huynh, Ricky Jackson, David Janes, Awanda Jennings, Dana Mclean, Tasha Patterson, Jennifer Rizzon, Jeff Schellinger, Lisa Wilson (Alternates:: Aaron Simmons, Rebecca Craig, Brittany Thompson)

Motion by Mike Long to accept the results of the vote for delegates to the MPWU Convention, seconded by David Janes. Carried.

Motion by Mike Long to cast 1 vote for Amy Puhalski and Mike Long for the Michigan Postal Workers convention. Seconded by David Janes. Carried. (Have to be a delegate from the local but is there working and being paid by the state).

Motion to cast 1 vote for the delegates who accepted nomination to the National convention by Mike Long, seconded by Ameka Jones. Carried. (No actual voting required since it was within the quota)

Delegates for the National Convention are Linda Chandler, Cory Fox, Rebecca Craig, Michael Greene Ann Hill-Graves, Ricky Jackson, Awanda Jennings, Michael Long, Tasha Patterson, Dana Maclean, Jennifer Rizzon, Amy Puhalski, Aaron Simmons, Kwynn Tillman, Lisa Wilson

Motion by Michael Long, Seconded by David Janes to accept and forward to the state convention the four resolutions presented at the meeting. Carried

Labor Management: If you have anything for Labor Management, please let your President or Clerk Craft Directors know.

Drawings:

\$250.00 Attending the Meeting Drawing: Linda Pollins (If she was at this meeting, she would have won!)

COPA: 50/50 Drawing: \$ 170.00 collected. \$ 85.00 congratulations to the winner, Phil Heintzelman.

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).

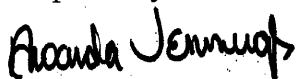
- | | |
|--------------------------|-----------------------|
| 1.# 28 Danyal Laskey | |
| 2.# 13 Todd Hodges* | 6. #18 Michael Greene |
| 3.# 14 Linda Chandler | 7. #07 Michelle Mack* |
| 4.# 27 Brittany Thompson | 8. #02 David Janes |
| 5.# 21 Hattie Mitchell | 9. # 23 Michael Long* |

Ten (10) \$25.00 Gift Cards for Easter

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|--------------------------|------------------------|
| 1. #30 Tasha Patterson | 6. #19 Jodie Minda |
| 2. #01 Ricky Jackson | 7. #08 Ann Hill-Graves |
| 3. #24 Jennifer Rizzon | 8. #04 Awanda Jennings |
| 4. #09 Jennifer McKinnon | 9. #12 Suzi Boyd |
| 5. #11 Chris Fisher | 10. #10 Cory Fox |

Motioned by Mike Long, seconded by Linda Chandler to adjourn the meeting at 8:16pm. Carried.

Respectfully Submitted,



Awanda Jennings
Recording Secretary

NOTE: Next meeting is Sunday, April 14, 2024 at 12:00 p.m.