

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
October 5, 2024

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 –Michael Long	Clerk Craft Director A– Suzi Boyd
Executive Vice-President –Vacant	Maintenance Craft Director – Jennifer McKinnon
Treasurer – Linda Chandler	Motor Vehicle Craft Director - Chris Fisher
Recording Secretary-Awanda Jennings	Clerk Craft Director B – Absent
Sergeant at Arms-Todd Hodges	

The following officers were absent: Treasurer – Linda Chandler, Clerk Craft Director B – Ameka Jones

Review of previous meeting’s minutes: Motion to accept the September 7, 2024, General Membership Meeting Minutes. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Todd Zamarripa, Kane Schippers, Andre Ashley, Amy Lynn McConnell, Frank Heeringa, Robert Konczal
Welcome new members of the WMAL!

Bills: None

Officer’s Report

Treasurer’s Report: Report ending September 30, 2024, was read. Motion to accept David Janes, Seconded by Suzi Boyd. Carried.

President’s Report:

Thank you for allowing me to serve as President for the remaining of the term. Michelle Mack (as stated in the previous meeting minutes did resign as President of the Western Michigan Area Local.

Vice President solicitation has been posted. I would like them back by October 18th (and the board will vote on it after I get back from the President’s conference).

If you have not already received your new union T-shirt, please see me at the end of the meeting and we will see if we have one in your size here at the hall. (NOTE: If you are reading this and haven’t received your shirt yet, please look on the website for more information and the designs available and let me know.

SIPS/SDUS has been moved to the P-3. We are still meeting on it; however, management decided to change how NMOs are done, so now they are being put into containers on the SIPS. And with even the heavier ones DO NOT hurt yourself trying to put things into the gaylords. If you cannot lift it or put it in the gaylord, put it down. DO NOT RISK injury to yourself or others trying to lift something that you can not safely lift. Hopefully, we will be able to report in the next meeting any updates (e.g. bid jobs being established, OTDL, etc.).

Mixed Gaylords and Hampers -with this change and such are now going to offices mixed. Those offices with multiple zones have probably already noticed how before it was separated and now, they are merged. This is one of the issues.

Christmas party-I want a consensus from the body on this one. Do you want one? One for kids only or one for both kids and parents? If you want it then you must step up and help out the more hands make it run smoother we will meet with the A&E committee.

We are still looking for an Editor. When I was appointed as the Editor in June, it was before all this change... so if you want to do the newsletter, please send me your information.

No Lunches- Grievance has been filed. The just of the grievance is the change to the past practice of allowing no lunches for years. This is not coming from local management (just for the record), it is coming from Gary Tetras (Operations' Director) – all other offices in Michigan are having the same issues.

Bill Rowe is going to Minneapolis. Robert Ivie is coming to customer service as Postmaster and Leann Inosencio is going to POOM D (493/4 offices). This is supposed to be for 90 days at least.

Clerk Matrix- Still showing we are over in the plant; however, I don't see how and where they pull their numbers out of, but they are converting PSEs, so we will see.

PSE conversion remember 2 years automatic is 2 years plus 3 full pay periods, per the Clerk Craft Residual MOU (only in larger offices)

PSEs I can't stress this enough, for those in the plant, you are advanced 40 hours of annual leave after your first year, (a pse in a level 18 and below office that is advanced in your second year. (When you are in an RMPO (level 4) you are also given an additional hour of leave.) What I need you to be mindful of: If you are advanced this leave, you have NOT earned it. If you take leave and then resign or after the second year are converted in between you taking your leave and conversion, you will be billed for any leave above what you have used and what you have earned.

Thank you, Brittany, for stepping up and taking over the Associate Offices that were previously represented by Michelle. I truly appreciate it,

Brittany & Dana (both went from the State) and I were at the Day of Action Rally that was held in Detroit. Rashida Tlaib gave a wonderful speech about dignity. We want a new contract, but we also want to be treated with respect and dignity while at work. Day of Action was called for at the last convention and was held around the country.

New Contract- Nothing new. Two weeks ago, management and the union were sequestered in a hotel in DC for a week to try to hash out their differences.... Guess what.... Still differences. However, the current contract is still in effect and in full force until we get a new one signed. The only thing is there are no more contractual pay increases until we do. The last COLA for this contract we are in was September 6th paycheck.

PSA-The building contract is still in force for another year. They are now using it again to process COVID kits and have them shipped out. They have hired PSEs (per the MOU) to process them.

PTRs (Maintenance) in the Associate Offices- \$15 million-dollar National Grievance award. If you were on the rolls as a PTR between January 1, 2018, and December 31, 2023, you will receive some of the payment. However, PTRs must fill out Questionnaire on the website to ensure the union has the correct information for the payout. There is also going to be conversions; however, this is all being handled at the National level. They will be deciding on who is converted.

GR Social Rec committee – Griffins Outing on November 14. Information will be coming out and posted in our office (in Grand Rapids).

Maintenance- Make sure you check your PAR & PER and if needed, make sure your rejection is up to date. We had people put into jobs they didn't want because they forgot to update their PER and PAR. This is YOUR responsibility.

OWCP and 1 year- Just to let you know, if you are off on LWOP, even if it is for an OWCP injury, after 365 days, you will lose your health insurance. You could also be moved off the postal rolls. If you are close to this, contact the union.

Overtime Desire List New Quarter: I put in a request for all the lists in the Grand Rapids Installation. There are some sections that do not have OTDL. This will be grieved. The LMOU is specific.

In closing, I want to thank you all for allowing me to serve in this capacity. I am not going to tell you that it is something I wanted. Most of you know that I have been trying to phase out of union activity (that is why I gave up my state office in April). However, I do plan on staying on until the next election. I have already sent an email to all the stewards saying that I am NOT running again for any office in the local during the next election cycle. We need you all to step up, especially those who still have a long time to go. There are at least three people on the board who would/could retire at any time. I am not asking you to make a jump into a board position or something like that, but serve on a committee, helping with activities (such as the Christmas party or such). However, I cannot stress enough that with the elections being 14 months away and the new board taking effect in 15 months (on January 1, 2026), we need people to start now. If you don't want to step up, maybe you know someone who would be perfect for it, but they just need some encouragement. Let me know.

Executive Vice-President's Report: Vacant

Recording Secretary: We encourage our members-and all eligible voters- to Register and get out and make their voices heard in the upcoming election.

While every individual has their own choice of who they choose to vote for in the election the two candidates Donald Trump and Kamala Harris the APWU National Board endorses Kamala Harris for President –

Do your research know before you go to the polls.

Clerk Craft Report A: Discipline for attendance has been on the rise. The union has 14 days to file a grievance. Not 14 days when you bring it to us. It makes it difficult for us to file when it is brought to us on day 13. We don't have the information from management to help build our case. You also could risk the fact that the steward is not at work and it being untimely. When you are aware of a

possible grievance, that is when you ask for your steward. There is a new machine at the P-3 called the Sips. The dumping of the mail and sweeping/removal of containers belongs to the mail handler craft. The facing/feeding of the mail onto the belt, is the clerk craft. We have had several PSEs converted, with approximately 20 more to be converted by the end of year. PSE's completing 24 months will be converted by the first Saturday of the third pay period after they hit 24 months. The election is just 4 weeks away. Make sure you get out and vote! Thank you to those that came out tonight.

Maintenance Craft Report: *Having Issues in the AO's and AMT's emails are being sent out to the stations bypassing article 32, I need to know if there are any contractors there so I can get a heads up the person that is the manager of the FMO's is just bypassing us altogether.*

Clerk Craft Director B: None

Motor Vehicle Craft Report: *I have grievances are for the PTF's due to them being maximized working 26 weeks which put them in an unassigned regular spot and now they are not getting their holiday pay due to not being converted, that is in the process of being grieved. Job bidding is going on for the runs 101 and 103 as we speak.*

Sergeant at Arms Report: None

Committee Reports:

Health Plan: Information will be forthcoming. PSHB and FEHB plans went up in excess of 15% this year (one of the highest in history); however, some APWU plans actually went down.

Retirement: Ray Novakoski spoke on what the retiree chapter is doing and is open to helping out. If you are planning to retire, make sure you sign up for the retirement chapter. It is not automatic and it is only \$36 a year.

Correspondence: None

Old/Unfinished Business: None

E-Board Recommendations: None

New Business:

Motion to replace ceiling tiles and flooring in the Union Hall Kitchen by Ann Hill-Graves second by Tasha Patterson. Carried.

Motion by Suzi Boyd, Seconded by Jennifer Rizzon; that Western Michigan Area Local will offer the retirees who are part of the retiree chapter a union t-shirt. Carried

Labor Management: If you have anything for Labor Management, please let the President and/or Craft Directors know.

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 Jessica Terry-Mete (*If she was at this meeting, she would have won!*)

COPA: 50/50 Drawing: \$158.00 total collected. \$79.00 to the winner – Jennifer Rizzon

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. If 40 or more are present, there is one additional drawing per ten members).

1. #07 Dana McLean
2. #11 Cory Fox
3. #19 Lisa Stockdale
4. #15 Jeff Schellinger
5. #14 Jeanne Davenport

Motioned to adjourn by Jeff Schellinger seconded David Janes. Carried

Meeting adjourned at 8:38 p.m.

Respectfully Submitted and as always,

Yours in Solidarity,



Recording Secretary