

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
November 1, 2025

The 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 –Absent (at another union event)	Clerk Craft Director A– Suzi Boyd
Executive Vice-President –David Janes	Maintenance Craft Director – Jennifer McKinnon
Treasurer – Linda Chandler	Motor Vehicle Craft Director – Chris Fisher
Recording Secretary-Awanda Jennings	Clerk Craft Director B – Ameka Jones
Sergeant at Arms- Todd Hodges	

The following officers were absent: President –Michael Long

Review of previous meeting's minutes: Motion to accept the October 1, 2025, General Membership Meeting Minutes by Chris Fisher, seconded by Diep Huynh. Carried.

Applications for Membership (Accepted by Voice Vote of Membership)

Jennifer Gray	Marcy Harding	Shelley Smith	Stephen Gassman
Jayla McGee	Hari Pokhrel	Julian Cisneros	Nicole Pineiro-Carrasq

Welcome new members of the WMAL!

Bills: None

Executive Board Officer's Reports

Treasurer's Report: Report ending October 31, 2025, was read. Carried.

President's Report: (typed up prior to meeting and read by David Janes)

1. National Election- Congratulations to the Ten winners in the Get out the Vote contest. (Karol Imanse, Karie Thomas, Gregory Cook, Shonteka Smith, Shauna Wheeler, David Nelson, Cory Fox Adam Bryant, Judith Johnson, and Craig Berryman).

Only 17% of our local voted in this last election for our National Officers. Your vote is your voice in how the union is ran. By majority of the membership giving up their voice to only 17% is disheartening. Nationally, only 14% of the membership voted. It takes less than a minute to vote and doesn't cost you anything. I sincerely hope in the next local election, we can improve on those numbers drastically.

Congratulations to Jonathan Smith (National President), Debby Szeredy (National Vice- President), Torry Martinez (Assistant Maintenance Director), Ericka Williams (Clerk National Business Agent), Nigel Thomas (Motor Vehicle Service National Business Agent), and Patrick Chornoby (Central Region Retiree Delegate). If you would like to know how the local voted for these positions, you can contact Mike.

2. Maintenance-management is going through with the realignment of the mechanized staffing in the Grand Rapids Installation. They want everyone in place starting November 15th. While a grievance has been filed, unfortunately, we can only wait until it is adjudicated to see how it pans out.

3. With the Retirement of Scott Aetherhoff, we are looking for someone to step up and help those who are looking at retirement . Please let Mike or David Hoyle know if you are interested in helping out with the retirement planning.

4. Organizing- Just remember we give \$50 to every member (not to Executive Board members) who sign-up a new member. National is currently having an organizing event and giving away merchandise to organizers.

5. On November 15, 2025- our second contractual increase of 1.4% (2.4% for PSEs) goes into effect. This equates to approximately .50 cents an hour (or \$1,040 a year) raise for both career and non-career alike. For PSEs this will be close to about .90 cents You will see the raise in your December 5, 2025 check. The next COLA raise will occur based on the January numbers.

6. Back Pay- as of the last update, backpay is still on schedule for April 2026. While they are hoping it would be sooner, all we can do is hope but nationally they were told it would be paid out at least by April. If you retired or are planning to retire before we get the backpay, you will still get it. Backpay is calculated on any work/leave hours from September 21, 2024 through August 22, 2025.

Executive Vice-President's Report: October 20th was the day management had to notify the union/local if they wanted to open negotiations with the union. While management verbalized their intention previously, it was never solidified in writing. However, as Mike stated to management, the union is willing to do addendums o address some of the issues/concerns and to fix some of the items (e.g. correct the sections for OTDL and such). We hope to address these soon.

Customer Service if you volunteer for the holiday and they place you in the plant I urge you to go, and the reason we want to make sure you are getting those hours and they count on you and that is the reason why they plan and they write these schedules up because they are planning on you coming out there, a lot of them won't even try to do something like that.

Tacs-While I was at National Lamont Brooks came out and stated we now have the work for TACS/ERMS we have the documents he has everything to back that claim up. The solution for the ERMS grievance I had has been settled those funds will be going out soon to those involved in that settlement. For the "huge" four (4) million-dollar settlement for the lead clerks under the National grievance after he said how many lead clerks there were it maybe \$400 a person; however, due to we have been successful locally getting the grievances settled, we may not be a part of it.

Recording Secretary: We are still having issues with certain management officials creating a hostile working environment and have been addressing it through various means. However, we need your help. The more statements we receive regarding management causing a stressful and hostile working conditions give our grievances, labor charges, a stronger chance of succeeding. If you have any "uncomfortable" encounters with anyone, we encourage you to ask for your union steward and write a statement regarding their type of behavior. We are not going to continue to deal with these actions, which seem to be condoned by higher management instead of being addressed.

Management continues to pull employees in for PDI's for not taking their lunches. Until the grievance is adjudicated, we must follow the instructions given by management. By now we all know we have to take the half hour lunch, so just take it. If you have assigned lunch and break times, make sure you adhere to them. Don't put off your breaks and lunches either. Take them when you are scheduled.

Clerk Craft Report A: Management is cracking down on people who come in late and stay late and try to make up their hundredths that they are late. Be careful of that because if you are 12 clicks late and you stay 12 clicks late at the end, management has been going back and putting you in as LWOP counting up all of those unscheduled absences and bringing you in for a PDI for a Letter of Warning. The ELM states that you are able to request a revision to your schedule by using a 3971. Start requesting that if you are later than 5 minutes, but less than 30. Because may not be entitled to makeup your clicks to stay late, if you are you are late.

PSEs that are in their probationary period maybe afraid to say something or write a statement when they see something; however, please encourage them to come and write a statement or even if you are with them and you witness it you can write the statement even though it is not happening against you. An injustice to one is an injustice to all.

Clerk Craft Director B: The union has learned that the acting ACO, Jennifer Farquist has instructed management to go in and delete your FMLA leave and put either AWOL or LWOP. So, I'm asking that you pay attention to your virtual time cards. When you return from your absence, make sure you come in, fill out a 3971 with your FMLA information on it, and present it to management (with your confirmation number on it as well). If you use the eLRA system on Liteblue, make sure to screen shot your "call in" or print it out.

Maintenance Craft Director: Line H for stations and branches are going up to Step 2. If you notice contractors coming out to your stations let me know immediately.

Motor Vehicle Craft Director: Cross craft mail handlers have been running mail to stations thanks to Diep, who gave me a lot of information that helped with a grievance.

We still have some grievances at step 2, and right now the union filed a grievance for the East Paris express which was service by an HCR and that was settled so MVS transports starts that on November 11th.

If you see anyone that is not your normal driver bringing mail to your station, write a statement and give to your normal driver or you can email cafisher61@gmail.com

Annual bid this year the union notified management in October that the bidding will be in December and it be placed in your jobs in January. Keep in mind when you are looking at the board . When management is trying to pull you from your bid job to do something else say no thanks you want to do your run. Ask for your steward.

Sergeant at Arms: None

Committee Report: None

Correspondence: None

Old/Unfinished Business: None

New Business:

E-Board Recommendations:

Motion to have a Get out the Vote contest for the Local Elections . 10– \$50 checks to be awarded to ten (10) randomly drawn/selected members who vote in the local's election. Carried.

The December 6th meeting has been changed to December 3rd General membership at 6:00 pm.

Labor Management: If you have anything for Labor Management, please let the President or your 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:** # 336 Marlee Purcey (If she was at this meeting, she would have won!)*

***2nd chance* drawing winner \$250.00 - Alphonse Bowlson Jr.** (per the policies of the WMAL, in November a drawing is taken of those in attendance)*

COPA: 50/50 Drawing: \$136.00 total collected. \$68.00 to the winner – David Janes

Five - 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).

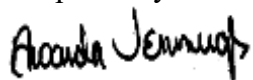
- 1 # 32 Sharicka Allen
- 2 # 29 Chris Fisher*
- 3 # 17 Jeanne Davenport
- 4 # 11 Aaron Simmons
- 5 # 06 Wanda Jennings*
- 6 # 07 Suzi Boyd*
- 7 # 05 Anne Hill-Graves
- 8 # 27 Steve Leech

Ten (10)- Twenty-Five (\$25.00) Dollar Thanksgiving Gift Cards

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|---------------------------|------------------------|
| 1. #13 Todd Hodges | 6. #31 Shonteka Smith |
| 2. #25 Rocio Garcia | 7. #18 Jennifer Rizzon |
| 3. #04 Rachael Hutchinson | 8. #19 Diep Huynh |
| 4. #24 Jennifer Cook | 9. #02 David Janes |
| 5. #14 Linda Chandler | 10. #22 Kayla McKie |

Motioned to adjourn at 8:30 pm by Todd Hodges, seconded by Suzi Boyd. Carried.

Respectfully Submitted,



Recording Secretary