

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
February 7, 2026

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:

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| President –David Hoyle | Clerk Craft Director A– Awanda Jennings |
| Executive Vice-President – Josh Gray | Maintenance Craft Director – Jennifer McKinnon |
| Treasurer—Steve Leach – (Absent) | Motor Vehicle Craft Director - Chris Fisher |
| Recording Secretary- Kayla McKie | Clerk Craft Director B – Kwynn Tillman |
| | Sergeant at Arms-Todd Hodges |

The following officers were absent: Treasurer – Steve Leech

Review of previous meeting’s minutes: Motion to accept the January 3, 2026, General Membership Meeting Minutes. Carried.

Applications for Membership (Accepted by Voice Vote of Membership)

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|-----------------|-----------------|
| Victoria Barren | Diyvasti Dowell |
| Dave Peiper | Moses Kill |

Welcome new members of the WMAL!

Bills: None

Officer’s Report

Treasurer’s Report: Report ending January 31, 2026, was read. Motion to accept by Brian Thompson, seconded by Kwynn Tillman . Carried.

President’s Report: I just got a notification that they’re trying to abolish a Lead Clerk job at Centerpointe so we will be filing on that. I am still dealing with a lot of TACS grievances of management trying to do our jobs so I have been taking care of that. I’m trying to learn all of this, I do have some great teachers, I am just trying to figure out what I don’t know. We are still having trouble getting Steward time, we are working on that. I know I am having trouble, same with Kwynn, any other Stewards having trouble reach out and let us know so that we can try and fix that situation.

Executive Vice-President’s Report: I’m Josh, I was VP about 7 years ago, happy to be back. Stepped aside for a couple years, life issues, stuff like that. But like I said I am happy to be back. Some of you might know me, some not yet, but you’ll be hearing a lot from me, I’m sure. Some of the issues we have been seeing especially downtown management is reducing the amount of duty assignments at 10am on automation and then mandating overtime for all of the people that still work on that shift. Then they’re giving people AOT whether or not they’re turning in a 3971 or not. So, I am collecting statements from those people. That is one of my top priorities things that I want

to work on. Management is also going absolutely wild with discipline. Not just with the AOT's but in general. They kind of seem like they've got a blanket policy where anything over 3 occurrences over 90 days is an automatic discipline. So, if people are getting discipline and you're reading this and you have discipline make sure you get with your Steward and file a grievance. A big problem is a lot of people are not grieving their discipline.

Another thing I am working on is an automation rotation for downtown; they are not following a rotation. There is a recent Step 2 settlement where they agreed that they would go back doing the rotation the way it was a year ago before they unilaterally stopped. I am also trying to collect statements on that; however, people are not wanting to write statements. We need your help to be successful.

Recording Secretary: None

Clerk Craft Report A: Were still working on the Christmas grievance where management was working over at the PSA, right now that's at Step-1. The other one I had was discipline for attendance which you guys already talked about. Also were working on the overtime for equalization for all three of the tours basically for APBS and manual section. We also just settled the grievance for New Year and Martin Luther King Day, and that's it for right now.

Clerk Craft Director B: I have a couple grievances for management taking our work. I get we have issues with some call-ins but that doesn't excuse management doing our work at all. So, if you see management doing clerk work make sure you are filing grievances regardless if you're in automation and you see a Supervisor throwing mail in the P.O. Box section or vice versa if you're in the P.O. Box section and you see someone on a machine, please fill the grievances out and ask for a Steward. Also, TACS is a big issue right now, T-7's are being displaced and not doing their admin stuff which includes TACS and eRMS entries. So, T-7's if you're not doing your admin stuff, if you're not doing TACS we need to know about it, if you see Supervisors doing TACS or inputs, we need to know about it.

Maintenance Craft Report: The Line H for 2025 was settled for downtown. Also, I have been made aware that they are going to start hitting maintenance both downtown and at the Annex and the PSA for attendance and no lunches, just a heads up. I would suggest strongly that you turn in 3971's declining lunch if you don't want to take a lunch and if they refuse, they have to put a response on why they're denying it so make sure you get that.

Motor Vehicle Craft Report: So, I'll start with grievances, seems to be getting heavier and heavier. Displacement, forced in wrong, they seem to think they can force a non-lister in before paying penalty, that's expensive. We've got a couple big ones in at Step-3 for transfers for getting military buy back as a rule we follow the department of transportation rules in the book and they don't seem to think so but we got settlements on it so that's another issue. There seems to be a lot more lately. There's a lot of rumors lately about a re-bid management doesn't have the right to force a re-bid, only the Union can initiate a re-bid. So, if they're going to do it, they're probably going to do it wrong and were ready. We don't have RI399's in the motor vehicle craft so they seem to think that they can just take some work here off from this one, and this one, and then this one disappears, no that's abolishment. If you're going to abolish that job you can't do a majority of the work. So, if they want to abolish a route, a majority of that work they're not going to do it anymore, they can't move it. If they're taking 3 downtown trips off that run that means they don't need them, not that they can move them. That's in the book and they can't understand that either. That's the best part

making them follow those rules. The last thing, we talked about being displaced off your run, if they come to you and say do route 102 and your route 103 and you say ok, say I don't want to say do you want me to? I want to do my run, and if they say I want you to do it anyway, then your being displaced. If you have a run, and they want you to do something else and you don't want to, that's displacement and we will file on it. But don't just say ok ill do it and file later, no you have to make it clear that you don't want to.

Sergeant at Arms Report: None

Committee Report: If anyone wants to join the A&E committee let David Hoyle know.

Editor: Extended the Articles to February 11th for the paper.

Correspondence: None

Old/Unfinished Business: None

E-Board Recommendations: None

New Business:

Motion made by Cory Fox to reconsider the vote to send up to 25 members to the National Convention in Los Angeles. Seconded by David Janes. – Carried

Motion by Cory Fox, Seconded by David Janes: to reduce the number from 25 to 18 to go to the National Convention. Thus the motion is: To send up to 18 people to the APWU National Convention from August 15-21 to Los Angeles, CA to include air fare, hotel, per diem, registration, parking (long term lot), transportation to and from airport and applicable taxes. -Carried

Vote took place for State and National Convention. NOTE: per the Local Constitution “The President and Craft Directors of this Local shall be elected a delegate to State and National Conventions of the APWU at the time of election to office” within the established number of delegates.

MPWU Convention Delegates are: Linda Chandler, Jennifer Cook, Ann Hill-Graves, Todd Hodges, Ricky Jackson, David Janes, Ameka Jones, Steve Leech, Kayla McKie, Tasha Patterson, Jennifer Rizzon, Aaron Simmons, Brittany Thompson, Lisa Wilson, Brian Thompson, Alfonso Bolson, Faith Muhammad, Aaron Harvey, Jeff Cowley. Alternates: Natasha Johnson, and Dana McLean. Alternates within the quota: Amy Puhalski, Michael Long

National APWU Convention Delegates: Cory Fox, Ann Hill-Graves, Todd Hodges, Ricky Jackson, Ameka Jones, Kayla McKie, Dana McLean, Tasha Patterson, Brittany Thompson, Rebecca Craig, Michael Long, Michael Greene . Alternates: Aaron Simmons, Jennifer Rizzon, Linda Chandler, and Amy Puhalski.

Labor Management: If you have anything for Labor Management, please let the President, your Steward, 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.)

COPA: 50/50 Drawing: \$200.00 total collected. \$100 to the winner – Lisa Wilson

\$250.00 Attending the Meeting Drawing: #286- Cassandra Moore (If she was at this meeting, she would have won!)

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 #7 Josh Gray*
2. #11 Aaron Harvey
3. #17 David Hoyle*
4. #10 Greg Carlson
5. #3 Jennifer McKinnon*
6. #1 Cory Fox
7. #8 Lisa Wilson
8. #29. Darnell Johnson

Motioned to adjourn by Greg Carlson at 8:52pm; seconded by Cory Fox - Carried

Respectfully Submitted,

{Signed}

Kayla McKie
Recording Secretary