

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO

General Membership Meeting Minutes

March 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:

President –David Hoyle

~~Executive Vice President – Josh Gray~~

Treasurer – Steve Leach - Absent

Recording Secretary- Kayla McKie

Clerk Craft Director A– Awanda Jennings

Maintenance Craft Director – Jennifer McKinnon

Motor Vehicle Craft Director - Chris Fisher

Clerk Craft Director B – Kwynn Tillman

Sergeant at Arms-Todd Hodges

The following officers were absent: Executive Vice-President – Josh Gray

Review of previous meeting's minutes: Motion to accept the February 7, 2026, General Membership Meeting Minutes. Carried.

Applications for Membership (Accepted by Voice Vote of Membership)

Anthony Riley

Mason Patterson

Camia Tucker

Andrea Bryce

Erin Kurtz

Kaitlyn Kovacs

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 Brittany Thompson seconded by Jennifer McKinnon . Carried.

President's Report: The biggest issues we are having is management. There are some managers that are trying to figure things out, a lot of managers are not. I was on a safety meeting and I believe they are taking care of the issue at Kentwood. We had a meeting about the reversion at Centerpointe. They are not going to revert the Centerpoint job, but in the discussion for that they are probably going to revert six that is in Centerpointe; because they are putting in to change the hours for it. They put in the change so that is going to be a noon to five office. That was one of my big arguments about it, is that's why we needed two people because it was open from 9-7pm. So, it was more than the time so you needed two people there. So, they did put in a request to change it to 12-5pm. Whether or not that gets approved we don't know. Our stance would be if it does not get approved, then we will need two people there. So, because it is a stand-alone office that's why it requires a lead clerk, so that was one of the arguments we used to get the job back. We are taking care of the TACS grievances, so I have started to incorporate the TACS for all the stations, so I'm sure I'll be taking care of that, district as well. I pretty much have a handle on the plants, and now

were trying to expand out to the stations to help with the TACS and ERMS grievances for management doing our job. Other than that, just trying to make sure everything is taken care of. I do appreciate all of your guys' input and help for helping me with what I need to do, so I appreciate you guys.

Executive Vice-President's Report: Absent

Recording Secretary: I just wanted to say I know everyone knows to file a grievance within 14 days but if we could spread it to more people/new people. I am getting a lot on the 13th and 14th day and its harder on everybody. So, it would help a lot if everyone could spread the word to do it as soon as you can.

Clerk Craft Report A: Management continues to hand out discipline on attendance. On Monday I will be having a meeting regarding the Presidents Day Holiday Grievance. We are still looking for more Stewards at the Annex for Tour 1.

Clerk Craft Director B: Again, we do have management doing our work when it comes to TACS. If something isn't right make sure you ask for a Steward ASK, ASK, ASK! Also, injuries, work injuries, I have been dealing with a lot of work injuries. I need everyone to understand there is a process when you get hurt at work. You are supposed to tell your supervisor that you are injured, get them to send you to the doctor. Do not go to your own doctor, as soon as you go to your doctor before management approves you to go to a doctor you kind of shut that door, and you kind of mess up the process. Then you have to kind back track and try to get the department of labor to believe that your injury was a work-related injury. I don't know how many people I am talking to right now that have made this mistake. You need to go to management and you need to say "I was injured here, this is what I did, I need to stop and go to the doctor". If they do not send you to the doctor you need to now ask for a Steward. Also, you do have the right to choose which doctor to go to. If you do decide to go to your doctor you need to inform your doctor this is a work-related injury; because if you don't and they start doing it as if you just got injured. It's another thing that will back track it, they're trying to put it in the right category of whether its workers comp or it's an injury you had happen outside of work. So, make sure we're are following that to a "T" so we don't have any mistakes and you get your doctors bills paid, and if you have restrictions they are able to accommodate. Also, we are lacking Stewards at the Stations and it's a lot for me. Considering I am at a one-man station. I am talking to customers at the window while I am talking to the grievant'. If you all know anybody at these stations who wants to be a Steward, put a word out. I would appreciate it because right now it is me and David and it's a lot. I would appreciate anybody who knows anybody who would want to be a Steward at the Stations, let me know.

Maintenance Craft Report: They are starting to issue discipline for Maintenance people that are taking no lunches, and they are a little bit on the attendance issue at least for downtown; I'm not sure about the annex yet. So, if anybody does get any discipline please notify me immediately so I can get on it immediately.

Motor Vehicle Craft Report: All of a sudden, it's a lot of grievances, overtime, by-passing, forcing wrong, not filling RFI's, transfers. On the overtime ones alone we have to be a couple thousand dollars or more by now. They just keep doing it, I keep trying to train them, hang stuff, show them stuff but they just don't want to. Messing with the start times, messing with the 2 hours. There was all that talk about re-bid this, re-bid that, well there isn't any re-bids. When the Union went over it,

there was a couple of us in there, and there was one run that needed to be re-bid that was it. We all know why they want to keep messing with them because they overloaded regular MVO's instead of TTO's and they're trying to make up for it, and it's not our problem. Get the right kind of work for the right kind of drivers and we will be just fine. Had a lot of help from Steve, thanks to him. We have a new Steward, that'll help out.

Sergeant at Arms Report: None

Committee Report: If anyone wants to join the A&E committee let David Hoyle know. Ann Hill-Graves said she wanted to join.

Correspondence: : **If anyone has any resolutions for the State Convention, they have to be submitted this month. Anything you want to seek change in the contract; any resolutions need to be submitted this month.**

Sweeney Scholarship

APW ABA Scholarship is due by May 15th, 2026

Old/Unfinished Business: None

E-Board Recommendations: None

New Business:

Motion to spend \$750 for hospitality for the State Convention in Traverse city seconded by Brittany Thompson.- carried

Motion to spend up to \$250 to purchase items for the COPA raffle at the Traverse City State Convention seconded by Brittany Thompson. -carried

Motion to pay for \$510 for a printer seconded by Jennifer McKinnon- carried

Motion to fix the HVAC system for 3k seconded by Brian Thompson- carried

Motion to send 2 people to the health plan October 18-21 in Detroit, hotel, milage, registration, per diem, applicable taxes and fees seconded by Brittany Thompson.- carried

Announcements:

Moving April meeting from the 4th to the 1st at 7pm

Moving June meeting – To be determined

Moving September meeting from the 5th to the 12th at 7pm

We are having a safety and health meeting in mid- April. If you have anything plant wise in safety and or health send it to me or your Steward so we can address it.

Labor Management: If you have anything for Labor Management, please let the President, your Stewards, 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 #-626 Jason Longtime (If he was at this meeting, he would have won!)

COPA: 50/50 Drawing: \$162.00 total collected. \$81 to the winner – Brittany Thompson

Six (6) - 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 #16- Smitha Varghese
2. #19- Kwynn Tillman*
3. #10- Jeff Crowley
4. #18- Irene Erickson
5. #17- Michael Greene
6. #5- Lisa Wilson

Motioned to adjourn by Brittany Thompson 7:47pm seconded by Jennifer McKinnon - Carried

Respectfully Submitted,

Kayla McKie
Recording Secretary