

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

General Membership Meeting Minutes
May 2, 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	Clerk Craft Director A– Awanda Jennings
Executive Vice-President – Josh Gray	Maintenance Craft Director – Jennifer McKinnon
Treasurer – Steve Leech	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: Motor Vehicle Craft Director - Chris Fisher

Review of previous meeting's minutes: Motion to accept the April 4, 2026, General Membership Meeting Minutes made by Brittany Thompson, seconded by Jennifer McKinnon. Carried.

Applications for Membership (Accepted by Voice Vote of Membership)

Steven Herington
Wesley Howard
Thomas Lynch
Miles Burnley

Welcome new members of the WMAL!

Bills: None

Officer's Report

Treasurer's Report: Report ending March 31, 2026, was read. Motion to accept by Jennifer McKinnon seconded by Brittany Thompson . Carried.

President's Report: We have 5 reversions, 2 at the plant and 3 at the Annex. The two at the plant are for Automation, one is at 2pm and the other is 6pm. I don't know exactly what jobs they are yet, but when I figure it out, I will let you know. I know downtown there's a lot of management doing work, a lot of people pulled from manual to be put into automation jobs. Any statements of management working on machines down there would be greatly appreciated. I know we do have some from Kayla that we are going to use for it. Right now it is just a notice with intent to revert, they aren't reverting yet. This is our time to put in information to show that reversions are not necessary. The 3 at the Annex I believe are SPBS jobs I don't know what they are exactly I just got numbers, it says SPS but they're not SPS jobs. So, I don't know exactly what they are reverting there but the only thing is that it says automation. So, the only automation jobs are potentially SPBS jobs, but I don't know exactly what they are, so I got the numbers ill look into it. So, once I get more information on those I will let you guys know. And then the Stewards I will reach out to you guys to get information from you. Because I know if it is SPBS jobs I know on Tour 2, management is on there all the time I believe on Tour 3 roughly the same. We had a great convention, thank you guys for sending us. We went there learning how we actually get a voice in the contract. With the National

coming up, what the conventions are, if you see something in the contract that you wish to be changed this is what the constitutional conventions are. If you see something wrong, if you think it should be stated a different way, send me an email, give it to a Steward. So the resolution would be to have it come from, its stated this way and I would like it to be stated this way. If you need help with that I got help from Mike.

Executive Vice-President's Report: We got some new Stewards coming on this month I am doing new Stewards training on Wednesday. I think I got 3 or 4 depending on who shows up. I am excited to be getting new Stewards! As David stole my thunder on a little bit, we need statements for the supervisors working on the machines. This is mostly for the minutes if anybody reads these minutes: If you see management doing our work you need to write a statement! It doesn't matter what craft you are in, you can be manual writing for Automation, Automation, maintenance, custodian. Ill even write a statement for a mail handler, so if you're a mail handler reading this write us a statement, help us protect our jobs. They're actively reverting jobs, this is just the beginning its only going to get worse. As far as grievances, I have been getting a lot of discipline settled. Really hammering them on the discipline. They've been continuing to issue and issue and issue so if you are issued discipline make sure you get with your Steward. Still working on the overtime, still forcing the non-listers at 10am in Automation. This kind of goes towards the reversion thing. They are forcing non-listers to work overtime; they are taking manual clerks out of manual. The supervisors are supposedly running our machines every night but I have not seen any statements. Kayla says she has a few. If five people see supervisors on machines id rather see five statements. Because if I have one person writing statements everyday then the first thing Labor is going to do is say well they were on the floor working in front of 20 people why do you only have one person writing all the statements they're just trying to get paid. That's how they're going to deflect it, or it'll be one person writes the statement and the supervisor saying they didn't do it. So now its one person's word against one person's word and that gets messy too. So, if you see something, say something. Overtime, I have actually finally started seeing settlements on the overtime. Management has finally started coming to the table on this stuff, same with the 204B's, more statements. I am going to say it again if you have a 204B working in your area I need you to tell me who they are, and who they supervise. Because if they are supervising clerks at all I need to know. If it's a 204B that only supervises mail handlers that's fine there's no violation. But as soon as they come over to the clerk side even if its only for a half hour now they're supervising clerks too and I need to know this. Because management is just going to say oh that's a mail handler supervisor they don't ever supervise the clerks. Which I know never happens because there's usually only one or two supervisors on the floor that supervises everybody.

Recording Secretary: I just wanted to encourage more people to fill out 1767 forms for safety, or more grievances would be nice! I heard Antonio was forcing people to take alternate breaks. If you are on a machine for more than 5 to 10 minutes alone it's a safety hazard. That is 30 minutes that no one is sweeping the machine, so when the sweeper comes back that's more work and double the work on their body. So, if more people would do that I feel like it would help a lot. If we give any kind of push back and fill out these forms then maybe he will stop. And maybe in turn we can prove we need more people if they are needing to alternating breaks.

Clerk Craft Report A: Management does continue to hand out discipline on attendance. If you have enough hours for FMLA, come into the office and try to get the packet. Also, they're doing the universal package sampling, the clerks are saying its not their job, it isn't a bid job, but what we've tried to say, all work is clerk work. It's nothing but measuring the package, weighing it, and

scanning the barcode. Some of the clerks are saying they don't want to do it; it takes you less than 5 minutes to do it, keep track of the hours. Its part of the job, just go ahead and just do it.

Clerk Craft Director B: I am dealing with a couple safety grievances. Some are dealing with more so a hostile work environment yes that is safety, especially if you are feeling threatened, bullied, harassed. It's on management that we have a work environment that we feel safe in. Whether it's having correct equipment, the equipment isn't bootlegged. Yes, I know some of the hampers are bootlegged and the APC's, some of the machines too. It's also their responsibility that the friction is being taken care of. The friction between the workers that aren't being taken care of. I am just going to say if you have any issues, if you feel like someone is bullying yall/harassment any of that I need some statements at the stations, I don't know what's going on in the plant. Stations AO's let me get some statements because this is becoming a big issue. Also with safety, I just had to deal with something with GRCA with the tilters, just going back and forth with Labor about these tilters, beyond stupid. If there is something broke don't use it, if they say to use it don't use it. Tell them they can use it themselves so I can file that grievance. Just keep yourself safe. Also, I appreciate Ann taking over her station but I need more more more more help with these stations and AO's. I am literally getting maybe 2 hours at the max 3 a week to handle any grievances. If you know anybody who wants to be a Steward tell them to step up, I would appreciate it. Management is doing our work, they're doing that post, they're in those cages, they're doing P.O. Box mail. I don't care about call ins; I get call ins happen but that is part of daily operations for ANY company and I put that in every grievance. If there's such an issue where they have to get the mail out, you do have an overtime list, we do have pool clerks, we do have other people that can do this mail. But for them to do the mail and then be like well its call ins but they're really doing it and there's everybody there? Come on now. I need statements on that too. Don't just let them take our jobs. They are reverting. Lastly people aren't asking for Stewards, everybody has gotten our phone numbers and instead of asking for a Steward they will call. I don't mind answering any questions, call me if you got a question, I am good with that, but that does not stop the fact that you need to ask for a Steward. Another thing that Labor brought up is that people are complaining about not getting a Steward but not really asking so when you grieve it they'll be like well where is the proof that they asked? We have to start asking for Stewards yall, that's one way we can get these Stewards off of their job and focus on your issue. Whether it turns out to be a grievance or not, we got to start asking. Don't just call, we say ask for a Steward, ask for a Steward.

Maintenance Craft Report: I need to know about any AO's that are switching from TL3 to TL5. If they already have the CPC cleaning and they already got eagle scanners and they're only a TL3 that is a grievance right there. The eagle scanner is a TL5 and they don't have the proper measurements or information for the CTC and the eagle scanners. So, if you hear of any of the AO's using the eagle scanners with the TL5 I need to know. FMO is closing out work orders without the work being done. I am just recently finding out about this, I am trying to find out who is closing it, from what I'm hearing from management at stations and AO's, they're putting priority on HVAC only and closing all other orders. I am going to be on top of that. My other thing is no lunch policy. I talked to a few people at the convention like Amy Puhalski and from my understanding the Union is going to back the lunch policy because that is going to help hours as far as keeping jobs.

Motor Vehicle Craft Report: Absent

Sergeant at Arms Report: None

Committee Report: If anyone wants to join the A&E committee let David Hoyle know. If anyone wants to be in the Legislative meeting they hold a legislative zoom on the last Thursday of every month, if you would like to receive that invitation if you don't already let David Hoyle know. He can send them and they can add you to their mailing list to get on the zoom.

Correspondence:

Old/Unfinished Business: None

E-Board Recommendations: None

New Business:

James Sweeney Scholarship: Natalie Rabidoux, Zyrear Craig, Kaitlyn Kovacs, Jenna Lyn Nickelson, Annabelle Rabidoux. Alternate: Karylle Jordan, Kynlee Boomsma, Shannon Janes.

Motion made by Brittany Thompson for 16 hours of LWOP to enter into the facilities to promote young members within the next 90 days seconded by Jennifer McKinnon. Carried

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 #-369 Sarah Romer (If she was at this meeting, she would have won!)

\$250.00 Attending the Meeting Drawing #-8333409 Kayla McKie

COPA: 50/50 Drawing: \$170.00 total collected. \$85 to the winner – Steve Leech

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 Steve Leech*
2. #8 Ameka Jones
3. #3 Ricky Jackson
4. #18 Ann Hill-Graves
5. #29 Kwynn Tillman*
6. # 21 David Hoyle*
7. #20 Ramona Bogan
8. #16 Aaron Harvey

Motioned to adjourn by David Janes at 8:10pm seconded by Brittany Thompson. - Carried

Respectfully Submitted,



Kayla McKie
Recording Secretary