

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

General Membership Meeting Minutes  
January 5, 2008

Meeting was called to order at 7:05 p.m. at 918 Benjamin NE, Grand Rapids, MI 49503 with the Pledge of Allegiance and a Short Invocation.

Number of Members in Attendance: 34

The following officers were present:

**President** – Richard Page

**Vice-President** – Amy Puhalski

**Recording Secretary** – Michael Long

**Treasurer** – Linda Chandler

**Sergeant at Arms** – Jackie Pike

**Clerk Craft Director** – Bill Scutt

**Maintenance Craft Director** – James Smith

**Motor Vehicle Craft Director** – Mike Hill

**Associate Office Director** – Jack Fryling

Motion by Steve Austin, Seconded by Dessa Long to Change the Order of Business to recognize Michigan Postal Workers Union State President, Gary VanHoogstraten, to Swear-in the New Officers/Board. **MSC**

December Executive Board Meeting minutes were accepted as written.

**Applications for Membership:**

Larry Lane – Maintenance (Grand Rapids)

David Ferland – Maintenance (Grand Rapids)

Carrie Herp – Clerk (Wayland)

Christine Ibarra – Clerk (Hudsonville)

**Officer's Report**

Treasurer's Report was read and accepted for December 2007.

President's Reports: Thank You for coming. Roberts Rules will be enforced. Please direct all questions to the chair and be recognized prior to speaking. Met the Postmaster and the Plant Manager regarding Dignity and Respect for all members. Will be policing the Bids quite closely. Keeping a close eye on schemes and drivers licenses requirements. Will be enforcing the eight-hour requirement for holidays. Hopefully this will clean up the overstaffing during the holiday periods. Will be enforcing out-of-schedule premiums. If you work out of schedule, you should be paid out of schedule premium. Michelle Gregory has been appointed as the new RI-399 representative for the local. Thanks to Jack Fryling for his work during his time as the 399 representative. Jennifer Amos will remain as the OWCP Representative. Michelle Gregory will remain as the FMLA representative. I have asked the A&E Committee to check into the possibility of a bus trip to a Tigers game sometime this summer. We will be hosting the MPWU State Convention in May. If you would like to volunteer or put in a resolution for changing the National or State Constitution, please see an officer or a steward. The coveted portrait of Ceasar Chavez is missing from the Union office. Hopefully it will be returned soon. Also, if a Board Member chooses to speak on a subject, the Board member will be asked to step down from the podium and be recognized.

Vice-President: Happy New Year. December was uneventful except for A LOT of Overtime. Stewards' training is being scheduled for later this month. We are still experiencing problems with getting National to rectify the problems about our Non-Members. National has members on the non-members list, along with people who are no longer employed at the Post Office, etc. I have asked the Editor to put a 2008 Bid

Schedule in the next edition of the newsletter. Labor Management is being scheduled in a couple weeks. Bill and I went to the Job Summit. There are still errors. One big issue is that no building is placed on the bid job sheet (e.g. P1, Main, etc.)

Recording Secretary: No Report

Clerk Craft Director: Thanks for Showing Up. Happy New Year. Agreement has been reached that if any employee is on Light Duty on Tour 3 or Tour 1 will remain at their normal Start Times. Two new jobs in the Manual section sorting Flats. We also got another job in the manual section to be reposted. Tour 3 Automation Grievance for the Thanksgiving Holiday has been settled. 16 people will receive \$100 a piece for violation of staffing if they were required to come in on the holiday. Haven't seen an Arbitration schedule, so don't know what grievance is next to be heard. The Review Clerk job that is currently posted is incorrect. It is not a Review clerk job. It Manual Clerk/Nixie Clerk job. It is a Level 5 and it will be corrected soon. Junior people at the stations will be trained, so that the next time a holiday rolls around, the most junior employee will be used instead of senior ones.

Maintenance Craft Director: Happy Holidays. Thank you for voting in the last election. Congratulations to the new board officers. Thanks to the Previous board and a special thanks to Steve Lang for all he did. I am very pro-Veteran. Went to the local armory and went out to dinner with 20 military guys going over to Iraq. Most of them did not know that through the Hoover Act that jobs are set aside for them in Maintenance when they get back. Gave out my information to them to ensure that when they get home, we can do something about finding them employment. Issues regarding staffing in the city is a constant contention. Two grievances have been filed regarding staffing in 2006 & 2007. Both are worth around \$33,000 each. Mechanized Staffing is being addressed. Will be addressing occupational groups. Will hopefully have new stewards in place very soon. Have addressed some issues with current stewards and expressed to them about being more proactive. Please give them your support and if you have any concerns, please let me know.

Motor Vehicle Craft Director: Thanks for coming to the meeting. Contracting out is a real problem. Shuttling at the P1 Campus between building, we are trying to get that back into our hands. All vehicles now have 2-way radios. All transporting of mail within offices, cities, A.O.s is the responsibility of the Motor Vehicle craft. If you are asked to transport mail anywhere, please let a steward know.

Sergeant at Arms Report: None

Associate Office Director: Thanks for Showing up. Rapidly learning to appreciate what David Janes had. Recently met with Sylvia Taylor (POOM) and expressed concerns which the AOs are having. She is under the impression that the Postmaster should be putting in 8 – 9 hours days and be performing more work, and clerks less; which we are in strong disagreement with. There are more issues at Lowell, Big Rapids and Holland. Still working with David Janes regarding grievances being appealed or pending at Step 2s.

### Committee Reports:

A&E: January 20 Casino Trip is almost full. If you still want to go, let Amy know ASAP.

COPA: We well exceeded our goal for 2007 by over \$900 (we have donated approximately \$6,900 locally). Thanks to all those who bought COPA Raffle Tickets and contributed throughout the year.

POWER: Wish-Upon-A Star: Catherine Beemblooms, Lola & Marv Verboom and Karen Hodges delivered three car-loads of presents and groceries to Cely Lozada and her boys. The tree was just full with presents. She was overwhelmed. The boys were so excited with all their gifts. They received Portable Play Stations and Portable DVDs and gifts, which the P1 provided for them with the money they collected. A special thank you goes to Lola for taking care of P-1 for us. Special thanks go to Tour 1 at the Main Office for the money raised from the Chili-Cook off -- \$310 was raised. We also gave Cely approximately \$1,000 in cash and several hundred dollars in gift cards. On Tour One, the 12- days of Christmas gift exchange, we provided many gifts for Cely and a Van full of groceries. Also the check from the local was given to her at

the beginning of the month, which she used for her house payment. I would also like to acknowledge the support the Mail Handlers gave Cely. She was also one of their adopted Christmas families. Thanks to all who gave. You made Cely and her boys' Christmas much brighter.

- Jim Stoddard recommended that we check with management on getting a Hot Dog Sale to be used for Celly.

Veterans Report: State Convention for the Purple Heart start the same time of the MPWU Convention. We have been requested to post the colors at the Convention. We are honored to state that we will be posting the colors at the convention; and then going to the Purple Heart Convention. Thanks for asking.

Correspondence: Card from Sandy Rich. Letter of Request for Sponsorship from the Gilda's Club and the 2008 United Labor Charity Bowl to benefit Special Olympics.

### **Board Recommendations:**

- To send/authorize the Maximum number of Delegates to the MPWU State Convention with Per Diem and Registration. Discussed. **MSC**
- Reserve and authorize two (2) rooms for Wednesday night and up to seven (7) rooms for Thursday and Friday night to be assigned by the President for the State Convention. Discussion: **MSC**
- Send up to 13 delegates to the National Convention with Travel, Per Diem, Lodging, Registration and Applicable taxes. Discussion.
- Point of Information – Karen Hodges: How many Stewards and Officers went to the 2007 Educational Convention in Sault Ste Marie and what was the costs?
- Motion to Table (Steve Austin, Seconded by Karen Hodges) until the membership receives information regarding the number of people who attended the 2007 Educational Convention and the costs. **MSC**.
- Members with three or more meetings during 2007 to be automatic nominees to the conventions. Discussion. **MSC**
- To increase the Credit Card Limit from \$7,500 to \$10,000. Discussion. **MSC**
- To send the President and Vice President to Jacksonville Florida for the Secretary/Treasurer Training and Pre-conference Quick Books Training with: Lost time, Travel, Lodging, Per Diem, Registration, and applicable taxes. Discussion: **MSC**

### **Old Business:**

No Old Business to Report.

### **New Business:**

- Motion by Steve Austin, Seconded by Dessa Long to: Direct the President to appoint a Parliamentarian for the General Membership meeting. Discussion. **MSC**
- Motion to un-table the Motion regarding the motion to send up to 13 delegates to the National Convention with Travel, Per Diem, Lodging, Registration and Applicable taxes. **MSC**.

- Information was provided as requested to the membership in attendance. Original motion is: "To send up to 13 delegates to the National Convention with Travel, Per Diem, Lodging, Registration and Applicable taxes." Motion to amend by Karen Hodges, Seconded by Steve Austin to increase the number to 15 delegates. Discussion. **MSC**.
- Back to the original motion as amended to: Send up to 15 delegates to the National Convention with Travel, Per Diem, Lodging, Registration and Applicable taxes. Discussion **MSC**
- Motion by Karen Hodges, Seconded by Steve Austin: To make it a policy that: "When voting by secret ballot for the delegates to the State and National Convention, you must vote for the full compliment (number voted on) as designated and anything less than the full compliment will result in a Voided ballot." Discussion. Motion to Table by Bill Scutt, Seconded by James Smith. **MST**

The following members had three or more meetings during 2007 and already considered nominees for delegates to the State and National Conventions per the previously adopted motion. (\*denotes those who are automatic delegates per the constitution):

Scott Achterhoff	Jennifer Amos	Steve Austin
Roy Bailey	Catherine Beemblossom	Tim Burke
Tamara Byrnes	Linda Chandler	Richard Fletcher
Jack Fryling	Jennifer Gilbert	George Hendricks
Mike Hill*	Karen Hodges	Carol Imanse
David Janes	Rose Jeralis	Don Kramer
Joe Kresnak	Scott Larabel	Steve Lang
Ed Lesiewicz	Sally Lesiewicz	Dessa Long
Michael Long	Phil Maddox	Amy Marcus-Puhalski
Alvin Matkovich	Jim Myszka	John Niswonger
Ray Novakoski	Richard Page*	Jackie Pike
William Scutt*	Jim Smith*	Jim Stoddard
Lola Verboom	Doug Warren	

The floor is open for additional nominees for the Delegates to the State Convention not mentioned above:

- The following names were nominated from the floor for attendance at the State Convention

<u>Nominated Member</u>	<u>Motion Made by</u> /	<u>Seconded by</u>
George Folk	Steve Austin	Al Matkovich
Brian Ratigan	Jim Stoddard	Gordy Meridith
William Brunni	Roy Bailey	Cindy DeLaFuente
Sophia Savas	Jim Smith	Brian Ratigan
Jeff Schellinger	Tim Burke	Bill Scutt
Sandy Page	Sophia Savas	Karen Hodges

- Point of Information by George Hendricks: How many meetings did we have during the 2007 year?  
Answer: Ten scheduled. Eight (8) meetings held\*. One didn't have a quorum. One was called due to the weather. (\*Note: At the meeting, it was stated that nine meetings were held. That was in error. Only eight actual meeting were held during 2007)
- Motion by Bill Scutt, Seconded by Jim Smith: To Direct the President to Reserve Four (4) rooms from the seven at the State Convention for the Automatic Delegates. Chair ruled this motion out of order. Chair was challenged by Bill, Seconded by Jim Smith. Discussion. Membership upheld the chair. **Original motion ruled out of Order.**

- Motion by Steve Austin, Seconded by Bill Scutt to: Reconsider the Motion “Reserve and authorize two (2) rooms for Wednesday night and up to seven (7) rooms for Thursday and Friday night to be assigned by the President for the State Convention.” Discussion. **MSD**
- Motion by Barb Tubbs, Seconded by Steve Austin to: Announce Retirees since the Last General Membership meeting at the next/present Membership meeting and ensure they are included in the minutes. Discussion. Motion to amend by George Hendricks to include Ill, Sick. Motion to table entire motion. Division. 14 in favor of Tabling, 12 Against. **MST**

**Labor Management:**

Contact your steward or Officers if you have any items for Labor Management.

**Drawings:**

COPA: \$90 Totally Collected. \$45 to COPA; \$45 to Al Matkovich (Donated back to COPA).

\$250.00 Attending the Meeting Drawing. Phil Edwards would have won if he was in attendance.

Ten (\$10.00) Dollar Door Prizes:


Gordy Meridith  
Sally Lesiewicz

Natalie Ziton  
Barb Tubbs

Meeting adjourned at 8:55 p.m.

Respectfully Submitted,

Yours in Solidarity,



Michael A. Long  
Recording Secretary

**LEGEND:**

*MSC = Moved, Seconded and Carried (This motion was adopted)*

*MSD = Moved, Seconded, and Defeated (This motion was rejected)*

*MST = Moved, Seconded, and Tabled (This motion will be revisited at another time when another motion is made to “un-table” it during Old Business.)*

➤ - denotes a motion or discussion from the floor/membership.

• - denotes a motion from the Executive Board