

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
September 7, 2013

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.

Number of Members in Attendance: 27 (Guests: 8)

Without objections of the membership, allow all the candidates for National office in attendance at this meeting to address the members:

1. Linda Turney (Current/Seeking NBA Clerk Craft (A))
2. Michael O'Hearn (Current/Seeking NBA Clerk Craft (B))
3. David Baskin (Seeking NBA Clerk Craft (B))
4. Christopher Ulmer (Seeking NBA Clerk Craft (A))
5. Curtis Walker (Seeking NBA Maintenance Craft (C))
6. John Marcotte (Seeking National Legislative/Political Director)

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski	Clerk Craft Director – Roy Bailey
Recording Secretary – Michael Long	Maintenance Craft Director – James Smith
Treasurer – Linda Chandler	Motor Vehicle Craft Director – Chris Fisher
Sergeant at Arms – Dan Quillin	

The following officers were absent: **Executive Vice-President** – Ray Novakoski; **Associate Office Director** – Jack Fryling

Review of previous meeting's minutes: To accept the April 2013 General Membership Meeting Minutes. Motion by: Michael Long, Seconded by: Jodi Pellerito. Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Welcome new members of the WMAL!

Victoria Osburn (PSE – Clerk – GR)	Kendall Nelson (PSE – Clerk - Holland)
Kimberly DeKraker (PSE – Clerk – GR)	Bethany Ferguson (PSE – Clerk – GR)
Lahu Egzon (PSE – Clerk – GR)	Larry McKay (PSE – MVS – GR)
Raymond Sander (PSE – Maintenance – Hudsonville)	Brianne Crofoot (PSE – Clerk – GR)
Ronald Nelson (PSE – MVS – GR)	David Hill (PSE – MVS – GR)
Ken Herington (PSE – MVS – GR)	Lydia Montfort-Greene (PSE – Clerk – GR)
Monique Wilkinson (PSE – Clerk – GR)	Tina Irons (PSE – Clerk – GR)
Izabella Davison (PSE – Clerk – GR)	Lawrence Bayer (Maintenance – GR)
Lida Slota (PSE – Clerk – Ada)	Barry Allen (Clerk – PSE – GR)
Joseph Makarewicz (Motor Vehicle – GR)	Joseph White (MVS – GR)
Mark Ratay (MVS – GR)	Kyeong Kristan (Maintenance – GR)
Kimberly Jones (PSE – Clerk – Jenison)	Laura Storm (PSE – Clerk – GR)
Sandy Garcia (PSE – Clerk – GR)	Jennifer Lazarus (PSE – Clerk – Mecosta)

Bills: None

Officer's Report

Treasurer's Report: Report ending August 31, 2013 was read. Motion by: George Hendricks, Seconded by: Jodi Pellerito

President's Report:

Recently I filed a grievance regarding converting PSEs in the Grand Rapids Installation. We have 31 Residual vacancies, 24 of which have gone through eReassign. I met with the Senior MDO (which was subsequently denied) and will be moving it up to Step 2. Hopefully at some time we can get some of these employees converted, this is how they become career.

New Clarification regarding Reappointment of PSEs. Language states PSEs work 360 days and have five days off and then they come back, if there is work available. If there isn't any work, the junior person is let go. Management interpreted this to mean that if there wasn't any mail (or if they didn't like you), they didn't have to bring you back, even if you were senior. It is now clarified that you are brought back, and if there isn't any work, management must release the junior PSE. I have approached management in Labor to revisit the cases of those who have been separated previously under their old interpretation.

Last year we sold some of the land at the hall to Wheeler Auto. This has lowered our taxes by \$1,580.

Constitution Changes. This is the month to bring them forward if you have any changes for the constitution.

National Elections – the ballots go out on Tuesday from Washington. In last election, only 30% of our local voted. Make sure to vote and return them right away.

Local Elections – Next month is nominations. If you or someone would like to run for any office in the local, now is the time.

Associate Office violations - We have been able to bring PTFs into the plant to make them Regular. This has shorted some of the Associate Offices, management and carriers are now doing the work. Please call and let us know if this is happening in your office.

We are voting on Shelbyville this evening to allow them to merge into our local. Currently Shelbyville is a Member-at Large (represented by the state).

Rockford – Custodians. We have figured out that there is enough hours for two full-time regulars. Currently there is one PSEs.

Recording Secretary's Report:

The stewards that attended the recent MPWU Educational Assembly – I hope you came away with some new knowledge and made some contact with and networked with others in the state and at National. From the feedback I received, it was a really good conference this year.

As of May 2nd, both of our Senators from Michigan (Stabenow and Levin) have co-sponsored S.316; while only three of our Representatives from the State (Representative Gary Peters (who represents

Pontiac/Farmington Hills/Southfield area)) Representatives Dan Kildee (represents Flint area) and (Sandy Levin (who represents Southeast (Oakland county region))) have co-sponsored HR 630.

In a nutshell both of these bills (The Postal Service Protection Act) would:

- Fix the Postal Service's immediate financial crisis by ending the mandate that requires the USPS to pre-fund healthcare benefits for future retirees — a burden no other government agency or private company bears;
- Allow the Postal Service to recover overpayments the USPS made to federal pension plans;
- Re-establish overnight delivery standards for first-class mail, which would ensure the timely delivery of mail, help keep mail processing facilities open, and protect jobs;
- Protect six-day delivery;
- Allow the USPS to develop new products and services that would generate new sources of revenue, and
- Protect post offices by giving the Postal Regulatory Commission binding authority to prevent post offices from being closed based on the effect on the community and the effect on the employees.

HR-1010 - Fair Minimum Wage Act of 2013 - Amends the Fair Labor Standards Act of 1938 (FLSA) to increase the federal minimum wage for employees to: (1) \$8.20 an hour on the first day of the third month after the enactment of this Act; (2) \$9.15 an hour after one year; (3) \$10.10 an hour after two years; and (4) the amount determined by the Secretary of Labor (based on increases in the Consumer Price Index) after three years, and annually thereafter. Increases the federal minimum wage for tipped employees to \$3.00 an hour for one year on the first day of the third month after the enactment of this Act. Provides a formula for subsequent annual adjustments of the wage increase to ensure that it remains equal to 70% of the wage in effect under FLSA for other employees. Directs the Secretary of Labor, 60 days before any increase in the minimum wage, to publish it in the Federal Register and on the Department of Labor's website. Currently, No Representatives from this side of the state have signed on as co-sponsors of this legislation. Conyers, Dingell, Kildee, Levin, and Peters have.

Clerk Craft Report:

APBS – Once it went to six seats – we filed a grievance. It was referred to RI-399. Currently, provided all the information. We have not heard anything from management yet.

Filed grievances regarding the Express Sacks, Parcel Post, and Kalamazoo Racks – management referred all this to RI-399.

Residuals – when I left for vacation, we had a total of 42 residuals (24 of which was in 21day eReassign), prior to the last bid cycle. Once we get the awards and those not bid. We will hold those in in residual and Management will then notify us which ones are going up on 21 day reassign.

Election years of our National Officers. This is an important election year. Last APWU National election, only 33% voted. Make sure to vote this year.

Prime Choice Vacation being denied on Customer Service side of the house. Management is allowing items periodically.

PSEs in Automation – Weekends – Put in for annual, getting denied, but PSEs have the weekends off. Will address with management regarding this. PSEs are Postal Support Employees.

Maintenance Craft Report

Rockford – Thank you for Roy for helping me do the measurements in Rockford. It is appreciated to have someone there to help with the numbers. I did the complete package and came up with two full-time people out there.

They are opening a new annex on Division for the carriers, the ones downtown are going out. Management still hasn't done a staffing package yet. This is going to happen sometime in the spring.

Wyoming – We just won Wyoming back and have a full-time custodian there.

We have new people coming into the craft. Please welcome them and make them feel welcome and at home.

Pre-Arbs. We take stack of cases and go through them super fast to try to get through the grievance workload. We are looking at probably 120 – 140 cases. A lot of these are tough cases.

We signed an agreement to repost Residuals recently. What happened was a gentleman out of a losing facility preferenced a residual vacancy as priority transfer. After we have gone through the bids, he changed his mind.

Individuals being appointed to MPE. The contract is clear. People have to have an eligible rating and brought over in score order.

Stewards time. Article 17 is Stewards time and it is covered by the Labor Standards. People who have stepped up are working on your behalf.

Western Area Lock Box case. This is a headquarters case. This will be addressed to affect everyone.

Recently signed an agreement to bring clerks over. This grievance was dealing with improper PSE usage. These people are receiving offers to come over. We have now offered to everyone with test scores.

Jobs. Management doesn't convert. We have done over 30 staffing packages. In 2009, management exceeded Ets. Thank goodness in 2008 we gained. After 2009, we were still ahead by 4.

Motor Vehicle Craft Report

Transportation of mail. We are the only craft that transports mail between facilities. Thank you for letting us know. Keep the info/tips coming.

Sergeant at Arms Report: Make sure you sign the books.

Retiree President – Chapter Report

Retiree chapter is doing very well. We have 18 new retirees, for a total of about 153 members in the chapter.

In conjunction with the local election – the Retiree chapter is having elections as well.

Committee Reports

A&E – Casino trip coming up on November 10th. Watch the Bulletin Boards for information and sign-up.

Correspondence:

1. Thank You letter from the Labor Heritage Society for our donation.
2. Thank you card for the retirement gift for Rita Anderson
3. Thank you card and letter from Bernadette Barbatano.

Old/Unfinished Business:

New Business:

E-Board Recommendations:

To sponsor a hole at the NALC MDA Golf Outing at a cost of \$100. Carried

Vote by the members in attendance for the following:

- National President – Mark Dimonstein (Carried)
- National Executive Vice-President – Greg Bell (Carried)
- National Secretary-Treasurer – Liz Powell (Carried)
- National Industrial Relations Director – Mike Morris (Carried)
- National Legislative/Political Director – John Marcotte (Carried)
- National Organization Director – Anna Smith (Carried)
- National APWU Health Plan Director – Robert Furbush (Carried)
- National Maintenance Director – Assistant Director (B) – Greg See (Carried)
- Maintenance Director – National Business Agent (C) – Curtis Walker (Carried)
- National Clerk Craft Director – Clint Burelson (Carried)
- Clerk Craft Director – National Business Agent (A) – Christopher Ulmer (Carried)
- Clerk Craft Director – National Business Agent (B) - Dave Baskin (Carried)

The floor was opened up for new business:

Vote to allow Shelbyville to merge into the Western Michigan Area Local. Secret vote occurred. 27 votes counted. Vote was 26 yes (to merge), 1 no

Constitutional Changes:

- Article 6, Section 3
- Article 10, Section 3b

Labor Management: If you have anything for Labor Management please let 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: Dan Bourassa (If he were at this meeting, he would have won)

COPA: 50/50 Drawing: \$112.00 total collected. \$56 to the winner - #796881 – Chris Fisher

Four (4) - Ten (\$10.00) 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 than are present, there is one additional drawing per ten members).

1. #11 – Geraldine Davis

2. #12 – Amy Puhalski
3. #13 – Dessa Long
4. #19 – Jodi Pellerito
5. #5 – Karol Imanse

Meeting adjourned at 9:03 p.m.

Respectfully Submitted,

Yours in Solidarity,

A handwritten signature in cursive script that reads "Michael A. Long". The signature is written in black ink and is positioned above the printed name.

Michael A. Long
Recording Secretary