

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

General Membership Meeting Minutes  
December 6, 2014

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:

<b>President</b> – Amy Puhalski	
<b>Executive Vice-President</b> – Absent	<b>Motor Vehicle Craft Director</b> - Chris Fisher
<b>Recording Secretary</b> – Jennifer Gilbert	<b>Clerk Craft Director</b> – Jeff Schellinger
<b>Treasurer</b> – Linda Chandler	<b>Sergeant at Arms</b> – John Hansma
<b>Maintenance Craft Director</b> – Joe Hall	<b>Associate Office Director</b> – Jack Fryling

The following officers were absent: **Executive Vice-President** – Mike Long

**Review of previous meeting's minutes:** To accept the General Membership Meeting Minutes as amended Motion by: Jennifer Gilbert Seconded by: Linda Chandler Carried.

**Applications for Membership (Accepted by Voice Vote of Membership):** Motion by Ray Novakoski to accept applications for new membership in the WMAL Seconded By: Joe Hall Carried. Welcome new members of the WMAL:

Sherie Richardson – FTR Maintenance – Grand Rapids  
Kathryn Calderon – PSE Clerk – Grand Rapids  
Dan Pierce – PSE MVS – Grand Rapids  
Richard James – PSE MVS – Grand Rapids  
Michael Marx – FTR Clerk – Holland  
LaToya Hall – PSE Clerk – Grand Rapids  
Shameka Patterson – PSE Clerk – Grand Rapids  
Starnescia Godbott – PSE Clerk – Grand Rapids  
Nathan Van Koevering – PSE Clerk – Grand Rapids  
Teyarra Nathan – PSE Clerk – Grand Rapids  
Duncan MacLachlan – PSE Clerk Grand Rapids  
James Parrish – PSE MVS – Grand Rapids  
Kathleen Powney – PSE Clerk – Grand Rapids  
Bree Willmore – PSE Clerk – Grand Rapids  
Jennifer Rizzon – PSE Clerk – Grand Rapids  
Jennifer Baadke – PSE Clerk – Grand Rapids  
Barbara Hahn – PSE Clerk - Holland

**Bills:** None

**Officer's Report**

**Treasurer's Report:** Treasurer's report read at the meeting – handouts available.

**President's Report:** The realignment. Jobs will be posted on December 12, will take effect on January 10, 2015. The day before Thanksgiving union was notified. Several matrixes since then  
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have been submitted to the union with more changes coming from management. Had a communication with management about the lack of communication between management and the employees. National initiative. Every installation with the exception of a very few are going through the same kind of realignment as in Grand Rapids.

In Ohio they had 74 pages of bids. Asked the postal service if they could have copies and the USPS in the Ohio installation refused to provide copies of the bid jobs to the employees so they could go through and study the bids. Our office will provide copies.

The P-1 has not had service talks yet on what is happening and letters were sent out, employees already received their letters and have not had service talks to answer questions. Management has been told that they WILL be present at every single service talk to the employees so that they can ask management questions. The union has voiced it's displeasure at management's lack of communication with the employees and their failure to disseminate information. Worst time of the year to move people around. Contacted Chuck Howe to complain about management's lack of responsibility. Expecting an answer sometime this week.

Management has sent out letters about retreat rights. The letters are improper. The actual bid jobs are not listed in the letters, just the number of jobs and what days off they are. Union has talked to management about the improper listing of jobs. Jobs are supposed to be properly posted for closed-section bidding and they are trying to just have the impacted employees with retreat rights "fax" a choice to In-plant. Jobs will be properly posted and the union will make sure this is done. Retreat rights are back to a section not to a particular job. So whomever had retreat rights they will be back to the section not to the former duty assignment they held.

Union member asked about questions and answers, didn't have enough time in the service talk meeting. Union will come back to another service talk this week and answer more questions the employees have. People on the floor believe that the union knew way in advance of the changes the fact is that the union was notified the day before Thanksgiving that changes were going to be implemented and many jobs impacted. That was the first day the matrix was presented to the union and the matrix is still being changed almost daily. The union tries to address actions that impact employees so adversely as soon as they are notified but management did not give the union the opportunity to intervene.

Associate Offices: DAS award gave work back to the clerk craft. The union filed a lawsuit against USPS, there is a monetary remedy that was not being complied with. USPS tried to throw the union a letter saying that the union had to come up with a monetary remedy in three days from the date of the letter, and this is for remedies that go back to 2011. The union sent in a monetary amount that they estimate is accurate and fair, management is balking at this figure. They are ongoing violations.

POSTplan. Jobs have been posted, PTFs are being converted, PSEs are being converted to career. Union is making sure that everything was done correctly.

Will be voting on Morley joining our Local, secret ballot will occur here at this meeting.

Will not be surprised if more employees retire due to this ~~realignment~~ and restructuring effort by USPS. Happy Retirement to Maureen Mondry, Betty Stokes, Dale Linson, Sheila White who are slated to retire at the end of this month.

We need new stewards, always. A lot going on right now and we need more volunteers to be stewards. Committees as well.

Additional PSEs converted to career. Filed for an additional 7 PSE clerks to be converted to career. A lot of the residual vacancies are in customer service with some in the plant as well.

Want to wish you all a Very Merry Christmas and an Happy and Prosperous New Year.

**Executive Vice-President's Report:** Absent

**Recording Secretary Report:**

Elections are over. Very disappointing. Predict major changes in USPS staffing and procedures, already beginning to happen. If we don't get these congresspeople to listen to us then when the new Congress is sworn in we have some very serious issues at hand. Next election we need to get more involved in getting out the vote and supporting those candidates who support postal employees and working families in general.

**Clerk Craft Director Report:** Welcome everyone tonight. As Amy as stated, we are opposed to it, they are trying to push it through too fast, they have no clue what they are doing, changes are being made daily so it's very disheartening that things are changing on a daily basis and they can't decide what they are going to do for sure. Apologize to the members at the Annex that they have not been getting information, the union is working to ensure they are getting the meetings that the GMF has been having. Employees at the stations need to let the union know that postings are not going up.

The P-2 is open now to process parcels. Have several safety issues with this building. Management has said they would take care of the issues but so far no action has been taken. Please fill out 1767 Report of Hazardous or Unsafe Working Conditions if you see safety issues. Some offices don't even have the forms available and they are required to have the forms on hand for employees to report issues. Fill it out and give it to your supervisor. A response is required from management before the end of your tour outlining their course of action. If they do not abate the hazard, a Step 2 grievance can and will be filed. Employee states there is a problem with icicles over the entry doors at the Annex buildings. There is a danger of falling ice. Management put signs up instead of abating the problem. Make sure you are notifying the union of every violation so they can follow up and file if necessary. You might not be affected but your co-worker could be affected. That way management cannot claim they didn't know of the issue. Make sure you get a copy of everything you get management.

Can always use more stewards. Please consider stepping up and being a steward. Appreciate the stewards that we have.

**Maintenance Craft Director Report**

1 ET, 1 MPE from the GMF are being moved from Tour 2 to Tour 1. As a result excessing is going to occur. There may be some changes in employees being affected by the changes. They are changing the tours so that their BTs are 0700, 1500, and 2300. Moving some employees' start times and

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jobs will be reposted as necessary. Investigating management's actions to find out if they are doing things properly.

Management is supposed to take work hours and compare them to the 90% for the work hour requirement. Management is doing this improperly. Trying to compile a list of where everyone works and how many hours they work. Sending grievances to Step 2. Sub-contracting issues, working with Jim Smith and snowplowing and other issues. Management let go three PSEs. They were let go improperly. Management let people from other crafts transfer into the maintenance craft instead of converting PSEs. A MH was transferred to the maintenance craft as a result of a grievance, still another residual vacancy left. Will look into the job that employees point out was never posted after someone vacated it.

### **Motor Vehicle Craft Report**

No information was given to the MVS director about transportation changes with this new plan. 28 drivers, 12 or 13 trucks, and they want 20 drivers on the road at any given time transporting mail. Goal is not to lose any jobs at this point. The PLAN for transportation is on hold at this point, management has to refigure how they are going to work this. Union is waiting for them to come up with information so they can examine and address issues. Throwing trucks at stuff because they don't know what is going on and can't get a solid plan in place.

**Associate Office Director Report-** If management asks you to come into the office make sure you ask for a steward. If postal inspectors are in there you have the right to have a STEWARD present. What happens if they show up at your house? The rules don't change. If you invite them into your house to conduct an interview, you still have the right to have a steward present. If they don't provide one then they have to wait until they provide you one.

### **Sergeant-At-Arms Report** – NONE

### **Committee Reports**

#### **Budget Committee**

Budget committee report handed out.....proposed budget handed out for 2015. Discussed increase in dues, and added income to the 2015 budget. The additional funds were added to certain categories. A report can be obtained from the budget committee.

Motion By: Lisa Borchardt Seconded By: Ray Novakoski to: Accept the proposed WMAL budget for 2015. Carried. Thanks to the committee for stepping up.

#### **P.O.W.E.R. –**

Two families benefitting this year, Melissa Castillo and Ben Oudbier. Will put up trees and send out posters to the AOs.

**A & E Report** Valentine's Day weekend Dinner dance to make up for the lack of a Christmas party. More info to come.



Retirees: None

Correspondence NONE

Old/Unfinished Business: Secret Ballot: Allowing the merger of the Morley post office into the chapter of the WMAL. Carried unanimously by votes submitted.

New Business:

E-Board Recommendations. To expend 1000.00 to the Wish Upon a Star Tree Project to benefit two APWU members in need this holiday season.

Discussion. Carried.

Motion By: Ray Novakoski Seconded By: Linda Chandler  
To delete the language under "Retirees" in the Western Michigan Area Local Policies: "To rebate the union dues of the Retiree Chapter President beginning in 2003" . Discussion. Carried.

Motion by: Ray Novakoski Seconded By: Linda Chandler : To issue a check to the National APWU for the entire amount in the Retirees account of the WMAL by December 31, 2014, and that the Retiree Chapter money will no longer be funneled through the Locals' treasury. . Discussion. Carried.

Labor Management:

Parking rep time off the floor. Get with your stewards.

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.)

VOE Drawings: 5- 100.00 checks for VOE surveys handed in to the union during the year.

# 32 – Dale Van Houten

#1 - Trisha Fassett

#18 – Nicasio Torres

#122 – Terry Shangle

#90 – John Collison

*\$250.00 Attending the Meeting Drawing: #361 Richard Taber (If he was at this meeting, she would have won!)*

10 – 25.00 Holiday Checks

#23 – Chris Fisher

#31 – Pam Bohn

#24 – Shane Reynolds

#30 – Mick Wilson

#25 – Kathy Strunk

#4 - David Baker

#8 – John Niswonger

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#27 - Bernie Schimke  
#35 - Ann Hill-Graves  
#16 - John Hansma

*COPA*: 50/50 Drawing: \$130.00 total collected. \$ 65.00 to the winner - Candace Giddings

**Four (4) - Ten (\$10.00) Dollar Door Prizes:**

#2 - Tammy Byrnes  
#7 - Karol Imanse  
#20 - Amy Puhalski  
#17 - Jack Fryling  
#3 - Rickey Jackson  
#21 - Nancy McCall

(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).

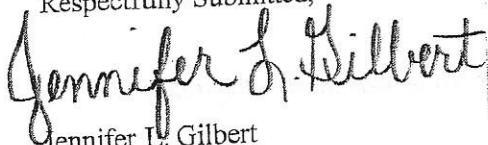
**Ten (10) 25.00 special gift card door prizes:**

Tammy Byrnes  
Jack Fryling  
Joe Hall  
John Niswonger  
Tom Calkins  
Jennifer Gilbert  
Lisa Borchardt  
Karol Imanse  
Dessa Long  
Amy Puhalski

Motion to adjourn: by: Chris Fisher Seconded by: Jack Fryling Carried.

Meeting adjourned at 8:38p.m.

Respectfully Submitted,



Jennifer L. Gilbert  
Recording Secretary