

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

General Membership Meeting Minutes  
May 10, 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:

**President** – Amy Puhalski

**Executive Vice-President** – Michael Long

**Recording Secretary** – Jennifer Gilbert

**Treasurer** – Absent

**Maintenance Craft Director** – Joe Hall

**Motor Vehicle Craft Director** - Chris Fisher

**Clerk Craft Director** – Jeff Schellinger

**Sergeant at Arms** – John Hansma

**Associate Office Director** – Absent

The following officers were absent: **Associate Office Director-Jack Fryling, Treasurer-Linda Chandler**

**Review of previous meeting's minutes:** To accept the April General Membership Meeting Minutes  
Motion by: Ray Novakoski Seconded by: Jeff Schellinger Carried.

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

Andra Balla Clerk PSE

Angela Thomas Clerk PSE

Vickey Annable Clerk PSE

Ryan Maggitt Clerk PSE

Angelita Hyde Clerk PSE

Nicasio Torres Clerk PSE

**Bills:** None

**Officer's Report**

**Treasurer's Report:** Treasurer's report for the month of April will be read at the June membership meeting.

**President's Report:** Two members we would like the members to keep in their thoughts and prayers, Lee Fennema and Aaron Biolette.

State convention is coming up. 12 Delegates are going. We should have some updates after the state convention on resolutions that we presented. 11 PSE clerks are converted to unencumbered Full Time Regulars. Now, we are waiting for the 21 day-posting to be complete before we convert more of the PSEs but expect that they will be converted soon after this process. They are going through the process of posting right now on Ereassign for the 21 day posting. Don't know how many that will be until after that is done. Maintenance mgmt did not have their residuals ready for the 21 day posting. Not sure what is going to be the result of the conversions for maintenance. Have to wait and see how many.

AO stewards, we need stewards in the associate offices, Rockford and Holland both need stewards. We only have 4 stewards in our associate offices and 47 AOs. We need more stewards as well as the plant in all the crafts.

Eight people showed up today for the spring clean-up at the hall. Jennifer Gilbert, John Canfield, myself, Mike, Linda Yarnott, Ray and Glenda, and Robin Nielson all showed up to help. Thank you very much. Looks 100% better. Will be voting on one constitution change this meeting under old business.

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

Thanks to all the stewards who showed up for stewards training on Thursday, I thought it went well. My first time doing it so I hope it went ok for the stewards. Organizing Department came out with new material for new members. We have some new PSEs and we have new information to hand out for new members. Many benefits of joining the union include a discount card that you can use for many things, you carry it with you. Mike has some cards and he will get some more to hand out.

Resolutions are typed up and sent to the state. Have 49 resolutions that we will be voting on at the State Convention.

New SPBS is installed from Lansing and the new machine will be up and running by July at the annex.

Congratulations to Micah Zakarzecki who passed the bar and is now a lawyer. He is a steward in the maintenance craft out at the annex.

**Recording Secretary Report:** Was going to bring some candidate information with me but I will include it in the report next month. Terri Lynn Land has made some interesting statements in the press lately. Does not support the women's movement for equal pay for equal rights. Says that she thinks things are fine. There is also a movement to increase the minimum wage. Took down the old posting at the post office about the minimum wage and it said \$5.15 per hour. Current minimum wage is now \$7.25 per hour. Congress is delaying votes on bills that directly affect postal workers (Postal Reform Bill). Will bring more info on candidates and their issues.

COPA is important. We need to have more contributions for COPA. There is a form in your Postal Worker newsletter that you can fill out and send it, they will take it right out of your check. Amy states you can get the form online as well and sign up for auto-deduct. If people across the country contributed even a small amount we would have more to support labor friendly candidates in the upcoming major elections. Easy thing to do and once you do it you don't even miss it.

#### **Clerk Craft Director Report:**

Happy that there were so many stewards who showed up for stewards training. Had a real good turnout. Was impressed. Added new stewards. Please be patient with new stewards, they have a lot to learn. Fill out a complaint form if you have an issue, if stewards have questions they can contact us. To all of the mothers out there Happy Mother's Day.

#### **Maintenance Craft Director Report:**

Happy that there are more stewards in the maintenance craft. Pam Bohn working hard on custodial issues at the main office. Want to recognize all of the stewards that are representing now. Mainte-

nance craft issues are complex and appreciate all the hard work. We have Jim Ruark at the main, Scott Achterhoff and Tammy Byrnes at the Annex, Micah Zakarzecki was just picked up as a steward at the annex. Mike Hill has stepped up to be an alternate steward as well. New people continuing to get involved and happy with that.

Doug Warren noticed employees doing sub-contracting work at the Northwest station. Let Joe know that he thought they were contract painters. They did not use maintenance personnel for this. Grievance has been filed and waiting on Step One answer from Rich Brown. If you see people doing bargaining unit work please let someone know. The work is supposed to be able to be performed in the bargaining unit, not by contract personnel. Contractors coming from Detroit and other areas from the other side of the state and there is no way they could be doing it for less. National arbitration that if a decision has been made to sub-contract locally they have to let the union know, presumably ahead of time before the work is being done. He would have never known if Doug had not called him. They come in and do the work and management doesn't let the union know. Doesn't know how the post office is saving money by having contractors come from outside areas (ie; other side of the state...).

Maintenance personnel should not be completing higher level work at the request of management. If it is not in your skill level you should not be doing it.

Grieving the staffing package for the carrier annex. Awaiting a Step One answer. Mgmt thinks that one is sufficient. Maintenance craft says that the building needs at least two people working out there. Hoping that it will be sustained.

Recently settled a Step One on the no-lunch policy. Settlement states that it will be on a case-by-case basis if employee submits a 3971 in advance for a no-lunch. Management is saying that there will be no "no lunches". Joe is addressing this. They already have a settlement with language addressing this issue in the past. Everything is on a case-by-case basis.

Rudy Smith has been excessed off of tour 1, management is saying that his job will be better suited for days. Trying to get him back on Tour 1. They assigned him to the P-1. Union does not agree that this work should be done on another tour. They still have residual vacancies in the maintenance craft. They should be offering overtime to those on the list if the routes are not being done. Route work still needs to be done regularly.

Member asking about maintenance employees going to different stations and branches and the Annex. Wondering about where the employees are going and what are the assignments going to be. Management is saying that overtime is being cut out but the work still needs to be done and the positions are not being filled? Centerpointe an issue. Things needs to be done at the annex if they are sending the employees out to the stations and branches. Members asking aren't they supposed to be filling the residual vacancies instead of using the relief employees for full time replacements at the stations and branches. One is constantly being utilized in another position when they should be able to work their own bid assignment. Joe will get with Sally to find out why the relief employees are being utilized to do the work of the residual duty assignment vacancies.

### **Motor Vehicle Craft Report**

Conversion process is still in limbo. Sent up to step 3 and was remanded. Memo came out and he went to look to see if the residual vacancies were posted in Ereassign but they were not in accord-

ance with the memo. Management says that the jobs are posted on e-reassign and they are not up as of two weeks ago. Should have been up by May 1st. Management keeps telling him that they want to convert.

PSEs that started before 2012, and they have not been increased the way they were supposed to be in 2013. Will get with Amy about the increases on the PSE pay for MVS craft. There is a case from the National that there is an award on, it was a National Dispute so maybe they can apply that award to the Local's case.

#### **Associate Office Director Report-** Absent

**Sargent-At-Arms Report** – Has cards to fill out about Staples. Please grab a card and fill it out so we can mail them.

#### **Committee Reports**

**A & E Report** - Tigers bus trip this year. Will be in the paper. 30.00 for a ticket, ride on the bus, snacks and drinks there and back. Mike will be putting out a flyer. Trip is Sunday, September 7<sup>th</sup>, this is in lieu of the Whitecaps outing this year. It is a 1:00PM game.

**P.O.W.E.R. committee:** Thinking about having a community garage sale here with table rental, you can come and sell all of your junk/treasure that you want to get rid of by renting a table at the union hall. More information to come after the P.O.W.E.R. committee meeting. This will be a fund raiser for the P.O.W.E.R. committee Christmas project. Kind of like a community garage sale. Table rental money would go to the P.O.W.E.R. committee Christmas project fund. Would be a good way to get a lot of people to come to a sale if everyone got involved, people like to come to a multi-family sale.

**Building report:** Having a lot of member rentals. We are also renting to a church every Sunday so we have a regular monthly income from their rentals. Next door company wants to buy more land, we have a swamp area and they wanted that....we sold them that parcel of land because we are not using that land. It was 1.6 acres. We wanted to take care of the erosion from the rain so we wanted to put up gutters around the building and things to take care of the rain runoff. We still have 2.1 acres of land left around us. Never used the swampy land anyway, nothing really back there. Contracted the gutter work done and they will be working on that in the next couple of weeks. Amy didn't think that having a member do gutter work would be the good way to go. She wanted to make sure work is licensed and guaranteed and issue of workmen's comp if something happens to a member so they hired someone to do the work. Will lower the taxes on our property as well. Weller Auto has improved on the first parcel of land we sold them and it looks nice so they are a good neighbor. They appreciate it and it benefits us.

**Retirees:** None

**Correspondence:** Linda Richards sent a thank you note for the scholarship awarded to her daughter.

**Old/Unfinished Business:** Constitution change: Committee members are Tammy Byrnes, John Hansma, Lisa Borchardt, Mike Long, and Amy as the chair. Sent an email out and they had a group discussion online.

Current language says that "the president shall preside at all meetings of this local..."(current language was read).

Proposed language would insert in Section 1: ... "he or she shall contribute a minimum of two articles per year to the local newsletter". This language is under the President, Vice-President, Craft Directors, and Associate Office Director. Committee concurred with this constitution change for the language to be inserted into the local constitution. Discussion. Carried.

### **New Business:**

**E-Board Recommendations:** To send MVS Craft Director, Clerk Craft Director, and Executive Vice President to the pre-convention workshops before the APWU National Convention , to include registration, lost time, lodging, per diem and applicable taxes. Discussion. Carried.

To send Maintenance Craft Director Joe Hall to the pre-convention workshops before the APWU National Convention with registration, 2 days of lost time, one night of hotel, per diem, mileage, and applicable taxes. Discussion. Carried.

**Labor Management:** Amy is going to set up a labor management meeting. Please bring issues forward for labor management.

**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: Cheryl Golladay (If she was at this meeting, she would have won!)***

***COPA:*** 50/50 Drawing: \$88 total collected. \$44 to the winner -#380928 Amy Puhalski

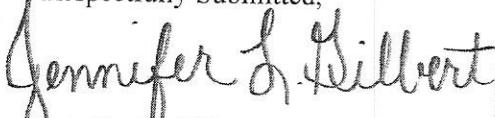
***Four (4) - Ten (\$10.00) Dollar Door Prizes:*** (NOTE: According to local policies. When an Executive Board member receives one of the door prizes, another drawing is done. If 40 or more are present, there is one additional drawing per ten members).

1. #19 Joe Hall
2. #6 Karol Imanse
3. #15 Geraldine Davis
4. #18 Ann Hill-Graves
5. #14 John Hansma
6. #17 Ray Novakoski

Motion to adjourn: by: Mike Long, Seconded by: Jennifer Gilbert Carried.

Meeting adjourned at 7:55p.m.

Respectfully Submitted,



Jennifer L. Gilbert  
Recording Secretary