

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
April 11, 2015

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. Moment of silence for Jake Brewer who passed away.

Roll Call of Officers:

The following officers were present.

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

The following officers were absent: **Jack Fryling**

Review of previous meeting's minutes: To accept the February meeting minutes to reflect February 7th, 2015 at the heading. Accept General Membership Meeting Minutes as amended. Motion by: Jeff Schellinger Seconded by: Mike Long Carried.

Applications for Membership (Accepted by Voice Vote of Membership): Motion by Michael Long to accept applications for new membership in the WMAL. Seconded By: Linda Chandler Carried. Welcome new members of the WMAL:

Rich Fonseca Maintenance PSE Wayland
Ernie Malnar Maintenance PSE Jenison
Jazema Gantz Clerk PSE Holland
Carrie McCauley Clerk PSE Rockford
Breyonna Broyles Clerk FTR Grand Rapids GMF
Marilyn Cummings Clerk FTR Grand Rapids
Samantha Kunst Clerk FTR Grand Rapids

Bills:

Officer's Report

Treasurer's Report: Treasurer's report read at the meeting; ending March 31st – handouts available. Motion to accept report by: Jennifer Gilbert Seconded by: Lisa Bochart Carried.

President's Report:

Want to go on record to thank Mark Ratay, who is transferring to the Royal Oak VMF. Todd Hodges will be taking his place as an MVS steward. Recently had 74 PSEs converted to FTR on April 4th. Congratulations to them. They have many questions, we are trying to answer as many questions as possible. Called back 21 PSES and will be hiring more PSEs. As the Lansing and Kzoo PSEs are

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laid off it opens up the district cap so that we can have more PSEs in Grand Rapids. Amy lets the PSEs know they can come to the meetings when the new employees attend orientation. Thank you for sending me to the Presidents' conference. Amy and President of 480/481 Local Roscoe Woods and Jesus Gonzalez out of Lansing hit 13 out of 17 congressman's office. Convinced several to co-sponsor HR 154. Members can link on a contract update, have to go to the members only link on the APW website. You will need your employee ID, the link explains what your password will be.

Mark Schepanik retired after 38 years-plus, and Rhonda Payne from Allendale, retired after 30-plus years. If you are in an AO and you know someone who is a member is retiring please let us know so we can acknowledge them and give them a gift and a presentation.

WMAL hired an attorney a while ago to defend against labor charges. Labor charges were dismissed, the attorney refunded 2600.00 to the local that we did not use for legal defense.

Need to drop the quorum down to 15 so we can have meetings and not have to have the Executive board decide everything when there is not a quorum. In September we will be considering dropping the quorum requirement to 15 when we can do constitutional changes.

USPS put out memo eliminating SONIKS. Jobs that go up will say a scheme and bidders will be awarded bids based on senior qualified, unless there is window training involved. National has filed a dispute on this, to protect our work in the clerk craft.

Two transfers from Kzoo and two transfers from Lansing. Was talking to one, she was happy to be able to come to Grand Rapids, all the others who did not come were put in the carrier craft. Impacted employees bring their seniority with them, but they do not have retreat rights.

VOE is now the Postal Pulse survey. We still have our drawing in December, please turn in your surveys to the local for the drawings.

Changes going on in Grand Rapids in management. Darlene Brenner is going to Illinois. Vance Dever moved into the MDO position downtown at the main office. Starting on Monday the 13th. Bill Rowe will be continue to work on the Green Belt program he was working on and will move into the Senior MDO position.

Amy and the other union officials visited the Congressional offices and talked about HR 54, to restore the postal service standards that were in effect before all of the changes in January.

Executive Vice-President's Report: PSE orientation for newly converted FTRs. So they can get information about health insurance and such. Gave flyer for VBP. Tax time, remind others we don't receive tax money to run the postal service. APWUNCC.ORG is the link to get on the telecons and get contract updates for members only.

Clerk Craft Director Report: 204-b's. Clear in the contract that the 204-bs are to be 14-90 days. Many are up as 204-bs. Got a settlement back that the 204-bs will not be supervising the clerks, two days later a PSE gets disciplined by the same 204-b. Filed grievance to have a Lead Clerk duty posted. Was told that vacancies will be filled. Have been successful getting Lead Mail Processing clerk posted in automation at the P-1. Prime choice at the stations, past practice should be 9%. Filed grievances on this because management will not comply.

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Maintenance Craft Director Report

Management posted reversions in stations and branches. Joe is filing grievances on these reversions and changes. Mgmt wants to add driver's license requirements to every job, never been done before. Want to change the hours and put on one hour lunches, plus language stating "may perform duties at other stations". Joe does not agree with this. Filed ten grievances last week. Will go from there. Excessing is very specific in the maintenance craft, language is different than that of the clerk craft. If you did not get anything saying your job is abolished or reposted then your job is not affected. They have to send a letter. Also supposed to fill vacancies in the stations with PSEs and they were supposed to convert them to FTR. Someone from Headquarters denied the request, local complement committee is appealing the decision.

Exceeded 3 MMs off Tour 2 to Tour 1. Moving the routes from days to nights. They need an operational necessity to move the jobs. Creating 7 more MM positions and 5 more ET positions, one downtown and 4 at the annex. Anticipating them re-doing the staffing package at the GMF.

After the first of the fiscal year they will apply the new language to the rest of the facilities, for now it's 100 facilities they are applying it to. A lot going on right now with maintenance. Are required to use 4776 forms to assign work. That is how we document work.

Motor Vehicle Craft Director Report:

Chris Fisher has been off for a while, back to work now. Just got back last week. Mike has been covering for him. Sunday premium has been an issue, now employees are in new routes and they are not getting theirs either. Grievances are filed.

Associate Office Director Report- Absent

Committee Reports

Hall clean-up day May 2nd from 10:00 am to 2:00 pm. Please come and help clean up the outside and hopefully with enough people the inside.

Will do another Tiger's trip on August 23rd. 40.00 includes your ticket, transportation, beverages and snacks.

Correspondence: Letter of thanks from Joyce E. Tanguay, Human Relations Chair of the APWU Auxiliary for the WMAL donation to the Feeding America Backpack Program, a program for feeding children who are hungry outside of school hours.

Letter of thanks from Susan M. Carney for the WMAL donation to the Support Our Troops and Veterans Programs.

Old/Unfinished Business: None

New Business:

E-Board Recommendations.

Motion: To change the language of the WMAL policies under Training/Education, to say "that
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attend stewards' training **put on by the WMAL** will receive \$15.00 per hour, if not receiving lost time, including initial certification training." Discussion. Carried.

Motion: Under Affiliation: to change the language to insert PSEs as follows: "...the local will pay dues to the state organization (MPWU) based on full membership of this Local with the exception of the Associate/Retained/PSE members." Discussion. Carried.

Motion: Under Auxiliary: To delete the language "To support the auxiliary by giving them \$300.00 to be paid in April of each year." Discussion. Carried.

Motion: To change the language under Drawings in the VOE drawing policy to strike the words "Voice Of the Employee" and replace with "Postal Pulse". Discussion. Carried.

To delete the policy under Member Incentives starting with "To give only one jacket to members....", and change the next policy to strike the words "Postal Support Employees" before the word "members". Discussion. Carried.

Motion: Under Retirees: To change the wording under Retirees pertaining to purchasing union jackets at a discount to say "Retirees may purchase **available union apparel from the WMAL at a 30% discount.**" Discussion. Carried.

Under Sale of Union Merchandise: Motion to change language in first policy to say "To sell all available union apparel at least 30% off through the WMAL to APWU members only". Discussion. Carried.

Under "Sale of Union Merchandise": To strike the second policy pertaining to casuals and non-members. Discussion. Carried.

Under "One Postal Union", to delete the second policy language beginning with the words "To establish a fund for....". Discussion. Carried.

Labor Management: Let your steward or Amy know if you have any issues to be addressed on the agenda for Labor Management meeting.

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: #345 Leticia Silva (If she was at this meeting, she would have won!)

COPA: 50/50 Drawing: \$ 81.00 total collected, \$ 40.50 to the winner – #414 Debbie Ohaniesian

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

1. Chris Fisher
2. Cindy DelaFuentes
3. Debbie Ohaniesian
4. Bernie Schimke
5. Laurie Schimke

(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).

Motion to adjourn: by: Seconded by: Carried.

Meeting adjourned at

Respectfully Submitted,

A handwritten signature in cursive script that reads "Jennifer I. Gilbert". The signature is written in dark ink and is positioned above the printed name.

Jennifer I. Gilbert

Recording Secretary