

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

Roll Call of Officers:

The following officers were present:

President – Amy Puhalski
Executive Vice-President – Absent
Treasurer – Linda Chandler
Associate Office Director – Jack Fryling
Motor Vehicle Craft Director – Chris Fisher

Clerk Craft Director – Jeff Schellinger
Maintenance Craft Director – Joe Hall
Sergeant at Arms – John Hansma
Recording Secretary – Jennifer Gilbert

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

Review of previous meeting's minutes: To accept the April General Membership Meeting minutes
Motion by: Jack Fryling Seconded by: Jeff Schellinger 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:

Stephanie Phillips PSE Clerk P-Campus
Krystal Luna PSE Clerk GMF
Steven Wisner PSE Clerk GMF
Brittney Stewart PSE Clerk GMF
Sharon Ernst PSE Clerk GMF
Jaixone McPeak PSE Clerk GMF
Josh Edmundson PSE Clerk GMF
Makayla Shoner PSE Clerk GMF
Steven Phillips PSE Clerk GMF
Shane Boyink PSE Clerk GMF
Geseka Simmons PSE Clerk GMF
Mark Holbrook PSE Maintenance GMF
John Drake PSE Clerk Hopkins
Zachary Morway PSE Maintenance GMF
James Mitchell PSE Clerk GMF
Rebecca Craig PSE Clerk GMF
Tyshanica Patterson PSE Clerk P-Campus
Breon Carter PSE Clerk P-Campus
Jorge Roman-Cortez PSE Clerk P-Campus
Johanna Norman PSE Clerk P-Campus
Jaclyn Salzwedel PSE Clerk P-Campus
Lasheena Kirk PSE Clerk P-Campus
Kayla Andres PSE Clerk GMF
Sherrie Veneklas PSE Clerk GMF
Brittney McIntosh PSE Clerk P-Campus
Imovgay Elmedhi FTR Clerk Spring Lake

Mark VanHeck PSE Clerk GMF
Veronica Castro PSE Clerk GMF
Travis Lapp PSE Clerk P-Campus
Alejandra Caldera PSE Clerk P-Campus
Marquis Nathan FTR Clerk P-Campus
Nguyet Phan FTR Maintenance GMF
Melanie Fish PSE Clerk Trufant
Sungmi Gil PSE Clerk GMF
Jacob Hammerstrom FTR Clerk P-Campus
Kristi Harnish PSE Clerk P-Campus
Billie Jean Barnes PSE Clerk Big Rapids
Jeanette Carpenter PSE Clerk Big Rapids
Edward Kelly PSE Clerk GMF
Samuel Jones PSE Clerk P-Campus
LaRon Ware PSE Clerk P-Campus
Hussein Haji PSE Clerk P-Campus
Jamee Wrightsman PSE Clerk P-Campus
Stylon Seawood PSE Clerk P-Campus
Hussain Harwick PSE Clerk P-Campus
Veronica Castro PSE Clerk P-Campus
Adam Javor PSE Clerk P-Campus
Decharat Sopita PSE Clerk Kentwood
Ryan Deshaw PSE Clerk P-Campus
Antoine Weaver FTR Clerk GMF
Michelle Turner FTR Clerk GMF

Bills:

Officer's Report

October 2015 General Membership

Treasurer's Report: Treasurer's report was read at the meeting. Copies of report are available from treasurer. Accepted. Carried.

President's Report:

No quorum last month. Public Pulse are the new VOEs. Still doing the contest. Contract updates, national is quiet. Talked to Liz Powell and she said we are going to go to arbitration. Are still under the current CBA until contract is arbitrated and ratified. USPS wanted to do an additional tier. More money for our health care and towards our retirement. National hasn't said much about it. E-board is going to multi-craft conference so we will relay any additional information. 12 Eboard members going and 1 from each craft, plus two more additional stewards. Asking for a steward: Crazy on the floor on Tour 2, if you need to see your steward please ask to see a steward. You MUST request a steward so that you can get one on one time with your steward to see if you have a grievance. That is the process.

Customer service in the GR installation, having problems. Theresa Mullins not willing to communicate with the APWU, doing whatever she wants. Bid cycles are screwed up and jobs are being posted incorrectly. Been a big mess with the postings. AL in stations and branches is an issue with both customer service stations and branches and maintenance. Talked with Chuck Howe about it. Chuck Howe said leave slips have to be addressed. That's what managers and supervisors are for.

Prime Choice grievance, postmaster stopped allowing anyone off in customer service during prime choice. Case is moved to the front of the docket for arbitration. We have 11 years of documentation. Will pull in as many witnesses as necessary to show past practice. Will ask her how she plans on addressing those leave applications before the time approaches.

Training letters were sent out to employees in Grand Rapids. Communications about training are an issue, so letters were sent out explaining the process on how to go about getting set up for training, etc. Our procedures are different so transfers might not know the process here.

Management assigned the unencumbered employees in the plant. We agreed to give employees a couple bid cycles to bid and many did not bid. Ronda submitted a request for conversions but we had so many residual vacancies and unencumbered employees that they had to assign the employees before Area would approve any more conversions. Some employees were placed in plant jobs according to the rules. We want to see more conversions but the assignments had to be done first. There was a new request for conversions submitted to Area to convert PSEs to FTR.

Looking for people to be on Safety and Health committees on all tours, and for the Evacuation teams. They are starting from scratch. There is a three-page packet that the supervisors have to go through with the new employees when they begin work. Trying to get better safety and health management at the GR installation.

We now have 70 associate offices under the new RMP, so we have an additional 28 offices to represent.

Executive Vice-President's Report: Absent

Clerk Craft Director Report: Last time we went to arbitration it took 13 months to get settled. Please do not stop stewards on the work room floor. Ask to see your steward. When you catch a steward when they are walking by and don't ask them to see you one on one, then you are missing

the opportunity to properly file a grievance. For the benefit of all, please ASK to see your steward off of the workroom floor. Don't stop your steward as they walk by, don't knock on the union office door and say "I want to file a grievance". Ask your supervisor so you can have the proper time in the union office with your steward. The prime choice issue is coming up with the plant, hopefully it will be resolved. The supervisors in customer service are more comfortable with being allowed to approve leave when submitted. The postage due clerk job has been posted,, re-posted, etc. it is being addressed. The postage due clerk job needs to be posted properly and when it IS posted properly then the job may be filled. In the plant, when you punch on an operation make sure it is the proper one. It makes it difficult to grieve with clock ring proof when you are not punching properly. Everyone is supposed to be taking a lunch according to management. There are still a ton of issues with the no-lunch policy. The policy should be across the board. The union's position is everyone should be taking advantage of our negotiated benefit by taking a lunch. Every request for no-lunch should be on a 3971, there should be no 1-click lunches.

Press release from APWU website. Hauling of the mail....Private contractors want an exemption from safety rules for hauling mail and restrictions on time limits on the clock for driving mail to and from post offices. The exemption will allow these haulers to keep drivers on the clock longer than 14 hours, making roads unsafe because the drivers don't have adequate rest.

Maintenance Craft Director Report

At the p-campus management has implemented the new provisions of the new MS47. Received some protections in the maintenance craft. Received new staffing packages. The handbook was intended to reduce jobs and management intends to do so. 6 jobs at the GMF and 8 at the P-campus are slated to be reduced. Unions' question is where are employees going to be excessed to if excessing occurs? Line H, management is required to staff 90% of hours according to line H. Last year they lumped all the hours together and handed it to the union saying they met the criteria.

This year they have a breakdown of the hours, but the hours worked are not reflected on Line H. Used to be able to grieve incomplete routes on a daily basis but now it's done yearly. Wanted to put on posted jobs "may perform duties at other stations and branches". Work done at other stations and branches should be on overtime, not on straight time as a "pool" position.

Reviewing the three staffing packages. NBAs have been working on things this summer. Got a large settlement for approximately 30,000 dollars for routes not staffed properly. Grievance was filed at the annex. Another grievance settled for 15k by NBA Curtis Walker.

Have several positions that are open, ET positions, MM positions. When they canceled the consolidation of Lansing, the transfers changed their minds and stayed in the offices where they were coming from.

Pam Bohn and Doug Hoople were promoted to maintenance mechanic, congratulations to them. Management changes at the P and DC. Joe Beiter taking over for Mar Schultz, Lenny Cole taking over Sally at the P-Campus, and Ramilee Robbins is Tour 2 supervisor, Ray Cloutre is field maintenance. Biggest challenge is the changes in MS47, cuts hours in the staffing packages. Every staffing package in the city is in dispute.

Motor Vehicle Craft Director Report:

Contractors don't pay the contract drivers overtime, the motivation for them to keep drivers on the roads longer is so that they can keep their contract bids cheap. So they don't pay overtime and keep

the drivers on the routes longer. New grievances are settled with transporting of mail, moving mail around by 204-bs, other crafts, etc.

Associate Office Director Report- Supposed to get rid of contract custodians in associate offices. Work went to clerk craft. A lot of the PM and supv started having the clerks perform custodial duties in addition to their clerk duties. Letter from Lamont Brooks, dispute initiated by Industrial Relations. Letters states that they contest management's failure to grant clerks additional time to perform custodial duties when added to their clerk duties during their shift. They are in a discussion on the dispute and hopefully they will be given additional hours to perform these duties in the offices without a custodial position.

Committee Reports

December 12th is the children's during the day, adults is at night, Christmas party.

Old/Unfinished Business: None

New Business:

E-Board Recommendations. To send those executive board members who wish to attend the Area 10,11, and 12 District Meeting in Traverse City Michigan with travel, per diem, hotel, registration, and lost time. Carried.

Labor Management: Bring Labor/Mgmt issues to Amy or craft directors.

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: #273 Jesse Ochoa (If she was at this meeting, she would have won!)

COPA: 50/50 Drawing: \$92 total collected. \$46 to the winner – #381834 Linda Chandler

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

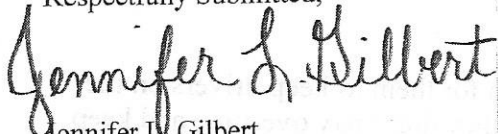
#15 Jennifer Gilbert
#19 Joe Hall
#8 Debbie Ohaniesian
#6 Paula Scheid
#16 John Hansma
#26 Tom Calkins
#23 Michael Greene

(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: Jack Fryling Seconded by: Joe Hall 8:18pm Carried.

Meeting adjourned at

Respectfully Submitted,



Jennifer L. Gilbert
Recording Secretary

October 2015 General Membership