

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
September 9, 2023

Meeting was called to order at 7:00pm at the APWU Union Hall, located at 2554 Burlingame Ave SW; Wyoming, MI 49509 with the Pledge of Allegiance and a moment of silence for our Sister Rose Moore and Brother Steve Skorupski and family members of the membership who passed away over the summer.

Roll Call of Officers:

The following officers were present.

President- Michelle Mack

Recording Secretary-Awanda Jennings

Clerk Craft Director A- Suzi Boyd

Maintenance Craft Director-Jennifer McKinnon

Vice President- Michael Long

Treasurer-Linda Chandler

Clerk Craft Director B-Ameka Jones,

The Following Officers were Absent- Sergeant at Arms-Todd Hodges, Motor Vehicle Craft Director – Chris Fisher.

Review of previous meeting's minutes:

Motion by Michael Long, seconded by David Janes to accept the June 4, 2023, General Membership Meeting Minutes. Carried.

Applications for Membership (Accepted by Voice Vote of Membership):

Robert Glenn Ramsey, Lance Harmon, Noel Christopher Plaska.

Welcome New Members of the WMAL!

Officer's Reports

Treasurer's Report: Report ending August 31, 2023, was read. Motioned by David Janes, seconded by Michael Long. Carried.

President's Report:

I want to welcome everyone back from summer. I hope you all enjoyed your time with family and friends.

The Executive Board would like to welcome Mike Long as our new Executive Vice President who was appointed over the summer. We will get him sworn in at an upcoming meeting.

Suzi and I have been fighting many reversions over the summer. Bottom line is we need folks to come to work. We cannot prove the assignment if we cannot prove the hours. Most of the time we are pulling PSE hours to prove these jobs, but that is becoming challenging with their hours being reduced.

Reversions are hard to win they are vacated jobs that management decided they no longer need. Management provides the proposed reversions to the union; the union gives input prior to the reversion and normally management then continues to revert. We will file grievances if we can show the work hours under the language in the contract. Work hours matter and folks need to come to work to show the work hours. I foresee the reversions to continue coming.

The Union and Management recently met on August 30, 2023, for a labor Management meeting. There were some hot button topics to include Management inquiring about changing Dispatchers/Expeditors to General Expeditor positions and having everyone rebid. This would be a violation of Article 37 if it does not include their Principal Duty Assignment Area, time will tell, Suzi and I will keep an eye on this.

In addition, there were further issues discussed about MDO Kristi Harnish causing a hostile work environment with the Dispatchers/Expeditors. I will let Suzi go into further detail in her report. The Union also discussed Union stewards getting union time. Tour 3 downtown stewards struggle at times to get the time they need. This was discussed and Lead MDO Amy Kinney assured me that stewards were getting appropriate time. I have asked Tour 3 stewards to log how much time they are getting vs the workload. We can revisit this and possible labor charges if applicable.

I also discussed the safety issues of moving full bread carts downtown with only 1 person and that this needs to be done with 2 employees because it is a safety issue. I also briefly discussed that some of the bread carts need to be repaired and red tagged to be fixed.

Management had three items on the agenda that included: Food and Drink on the work room floor and management will be writing a policy up on this. Drinks would need to be in an enclosed container and not open. No food/coolers on the floor. The second was Management wanted the Union's support in reflective safety vests having to be worn on the dock. Safety is all of our responsibility and the union agreed. Management will be having service talks on this if they have not already. Lastly, Management reiterated that employees on light duty must update their restrictions every 30 days.

All stewards attending the All-Craft Conference will be getting their travel packets with their per diem in the next week to week ½.

In closing, Management has staffed EAS Flex Supervisors at the GR Installation. This is supposed to eliminate the 204B issue. I am just now settling a 204B for the GMF for a 204B that was up for the summer improperly. In addition, I have also filed a grievance to have her duty assignment declared vacant and posted on the next bid cycle since she was over the 90-day limit. She would then return to craft and become an unassigned clerk until she successfully bids. This grievance is at Step 1.

Vice President Report- Done orientation a few times the same number of jobs we are reverting are the same amount of PSE'S coming on board. Two new PTO, and 1 new ET for downtown. There are still openings for automotive mechanics. We need your eyes and ears in the associate offices because unfortunately with the 1260 that is self-reporting, they could put whatever they want the only thing we can verify is the RSS reports 1412's if the clerks are not there how are we going to know.

Recording Secretary's Report: Welcome back hope everyone had a good summer. Management has been hitting hard on breaks make sure you are taking the allotted time they are issuing pre-discipline. as well as suspensions. If you have issues with management don't sit there arguing with them to the point it gets you walked out, now you're fighting for your job and pay. At the annex we set up a file so you can write up your statements have a paper trail, and if you need to, file an EEO.

Clerk Craft - A Report: Management is beginning to issue discipline for employees that are missing from their work areas for more than 15 minute break times allowed. Also, they are issuing discipline for attendance as well. We are fighting for our jobs. There are 4 reversions up at step 3, with two more that I will meet this week. I was successful at getting one reposted due to an error on the decision to revert. When employees do not come to work for extended periods of time it makes it hard for us to keep jobs, we lose those work hours. There have been 7 new relief jobs in EAS for Grand Rapids Installation. If you see 204B's in your office or area let your steward know.

Clerk Craft – B Report: Management is still doing Tacs, and that's only for Lead Clerks. I am also looking into what clerks can do MYPO it doesn't have to be just a lead clerk. The 360 in a Function 4 is clerk work.

Maintenance Craft Director: There are employees that are not filling out their paperwork properly, or they are completing things and writing in less time than they should be.

We just started to get into Ms47 and Ms1 packages and we have been going over those. So far the Ms1 has not changed and the one for downtown is higher than last year.

New Business

Reading of Correspondence from Wings Home.

Month for Constitution Changes-Article 18 Stewards shall wear their steward's badge in plain sight, at all times, while representing a union member and while on duty unless in violation of uniform code. They shall organize the workers in their craft and on their tour, get members to attend union meetings, act as liaison between union officers and members, sell the union's program and investigate and adjust grievances. They must be familiar with the local and national contracts, legislation, regulations, and the people they represent. Stewards shall be reimbursed their union dues bi-annual; to be paid in the months of June and December; contingent upon the steward attending one meeting between January and June; and one meeting between July and December, as well as attending both local trainings yearly as scheduled, unless excused by the President.

Motion to Donate \$500 to Pennies for Parkinson. Motioned. Carried.

Motion to spend up to \$1000.00 for the Union Hall. Motioned. Carried.

Labor Management – If you have anything please let me know or your Craft Directors.

Drawings

\$250.00 Attending the Meeting Drawing: (If Madison Castle was at this meeting, she would have won!)

COPA: 50/50 Drawing: \$92.00 collected. \$46.00 to the winner Jennifer Mckinnon.

Five (5) - Twenty (20.00) Dollar Door Prizes: (NOTE: According to local policy, 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. # 9 Jennifer Mckinnon
2. # 4 Sara Schaefer
3. # 1 Dana Mclean
4. # 5 Kayla McKie
5. # 10 Ameka Jones
6. # 14 Linda Chandler
7. # 8 Ann Hill-Graves
8. # 13 Micah Zakarzecki

Motioned by David Janes, seconded Suzi Boyd to adjourn the meeting at. 8:05 pm Carried.

Respectfully Submitted,

Acanda Jenning