

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
February 3, 2024

Meeting was called to order at 7:00 am 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-Michelle Mack

Clerk Craft Director A- Susi Boyd

Vice President Michael Long

Clerk Craft Director B-Ameka Jones

Recording Secretary-Awanda Jennings

Motor Vehicle Craft Director-Chris Fisher

Treasurer-Linda Chandler

Sergeant at Arms-Todd Hodges

The Following Officers were Absent- Maintenance Craft Director-Jennifer McKinnon

Review of previous meeting's minutes: Motion to accept the January 31, 2024, General Membership Meeting Minutes. Motioned. Carried

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

Ebony Hollis; Alex Thomas; Michael VanMeter; Elen Elanan-Thompson; Peter Frank; Andreen Wierenga; Ivy Grace Gerber; Rose Roberts; Charles Harman III; Shane Allen; Riley Vvong; Siulnaly Valerio; Karissa Smpson; Robert Wheeley; Carlos Bays; Benjamin Ivy; Qanetta Thomas-Dean; Gary Male; Mimi Chiu; Bradley Shattuck; Passion Lowe; Guillermo Rivera-Borbon;

Welcome New Members of the WMAL!

Bills: None

Officer's Reports

Treasurer's Report: Report ending January 31, 2024, was read. Motion to accept report as read by David Janes, seconded by Suzi Boyd. Carried.

President's Report: I want to start out by giving a special thank you to Executive Board Members, Linda Chandler, Michael Long, and Jennifer McKinnon for helping with the Adult Bowling Christmas Party. It was a huge success, and many have commented that they really enjoyed the bowling and the venue.

A lot of changes are coming down, a couple of things that have come through from National, there are 12 (RP&DCs) Regional Processing Distribution Centers throughout the nation, not sure if you have seen any of the pictures on social media, but it has also been all over the news in Houston, TX, about how they had mail backed up since before Thanksgiving.

They had seven facilities slated to open this year, but they have all been put on hold, due to the pushback they have received from local areas who are fed up with not receiving their mail in a timely manner. Postal workers are frustrated as well because it is reflecting on all of us poorly, and we all must continue to stand up as well.

There is a writing campaign for all Americans to speak out and send a letter or email to:

Send letter to:

Email:wewontbesilenced2024@gmail.com

WE WON'T BE SILENCED

PO Box 68

Hurley, NY 12443

Tell them what is happening in your community and standup for your jobs and the service we provide to the American public. A legal protest rally I planned for February 8th, 2024, at 2 pm at USPS HQ in Washington DC.

There was a pilot program that began January 8th. We were one of the first states along with Richmon, Va, and Wisconsin it is called the Local Transportation Optimization, it means once a day mail pickup and once a day mail drop off. The following week that this started the snowstorm hit so that slowed the process, but they're slowly getting it together. It is going to spread so be aware it is going to happen. So, if you see something say something.

Management continues to revert jobs. The newest is an HR-Clerk position. This position was part of Arbitrator Goldberg's award of 800 administrative and technical jobs nationwide that were to be filled by the bargaining unit. I have already filed a grievance on this job at Step 1.

We have a Joint JCIM training scheduled at the hall coming up February 27th, 28th, and 29th. As more information and a schedule becomes available, I will email all of the stewards.

At the recent Joint Labor Management Safety and Health meeting the following items were discussed.

- a. GR P&DC had 7 compared to 13 last year.
- b. The P&DF had 7 compared to 15 last year.
- c. PSA had 0
- d. Logistics had 0 compared to 4 the previous year.
- e. A total of 24 accidents through peak happy about the improvement but would like to see it come down further. There will be a push for training so that management is aware of how to properly fill out accident reports when someone is injured.
- f. The Union brought up they need training regarding the 1767' s that management are not doing what they are supposed to do when those are filled out.
- g. Cellphone policy and make sure earbuds are not in both ears unless you are stationary.
Management will be doing service talks, observing, employees during their walk throughs, so make sure you are following protocol.

Per the Constitution, next month (March), is when any proposed Constitution changes must be submitted.

Executive Vice-President's Report: We just went through our mailing list and updated it with what National has. One thing I noticed was that many people who have retired recently have not joined the retiree department.

I would like to thank Michael Greene for helping to keep it updated.

The upcoming Bus Trip to see the Red Wings game in Detroit, MI, April 7, 2024. Deadline is February 29, 2024.

Michelle Mack has been accepted into the APWU Leadership training program. There was only 30 people selected. She will be gone for a week at a time for the next couple of months. This is a new program that the APWU has put on to bring up new leaders in the APWU. Congratulations Michelle!

When you came in tonight you may have picked up the handout on The Fight for Winning “Better Staffing for Better Service” information

- a. You can get your fellow co-workers to sign the sheet.
- b. You can get your neighbors and family to sign up.
- c. If you need more sheets, please let us know, or you can download them from the APWU website.
- d. Once you get them signed, bring them to your union office and we will pay for the postage to mail them to headquarters.

We will be taking nominations tonight for the Michigan State Convention (April 2024) in Traverse City, MI and the National APWU Convention (July 2024) in Detroit, MI.

- a. You must have attended at least three meetings to be eligible to attend the National Convention, per the Constitution, in the preceding 12 months.
- b. There are no requirements for the MPWU convention, due to the elections taking place at the convention.

There is going to be a District Labor Management meeting coming up February 15th, if there is anything you would like to have addressed which effect mostly the Associate Offices in the area let Michelle or myself know.

We continue to hire PSEs, but yet management is still attempting to revert jobs. This happened before when Kalamazoo shuttered operations years ago, management tried this same tactic. They think if they get rid of jobs and they don't go residual, then there won't be any openings for people who are being excessed from offices going through reorganization/excessing.

Remember, PSE's get converted 24 months after they are hired except in RMPO.

Prime time selections- According to the LMOU for Grand Rapids, management has until February 29, 2024, to solicit everyone for Prime-Time. Each associate office is different, if they have an LMOU, you will need to check that if the office does not it would fall under the National LMOU, and that one had to be done by January 31st.

We are still looking for an Editor of the Western Michigan Voice Newsletter so if you know someone that would like to sign up, please let us know. Until then Mike Long has agreed to do it.

As Linda stated the audit committee met. However last month it was inadvertently left out that the books to the WMPW corporation are open if you wish to view said items.

Next training for stewards will be coming up at the district meeting in April. The local will put on training in the fall for our stewards.

Discipline is on the rise for attendance. Management is pyramiding discipline. While the union believes this can't be done management is still doing it. Avoid the hassle and just come to work!

Overtime in the stations and those on Detail from the PSA. Article 8 in the LMOU states that overtime for those detailed is in the section they are detailed to not from. When the PSA custodians are in the stations and branches, they are entitled to overtime.

FSA Feds is now using Login.gov to gain access to the website. Just letting you know if you haven't logged in this year; you will be required to set up a new account. Speaking of logging in, if you have not been to Lite blue recently, it has all pretty much changed. Now they are app based" and you have to go under HR to access most of the items you normally had on the main page.

As far as grievances are concerned the PSA line H is at Step 2 and so far, it's at 1,000 hours.

Check your paycheck stubs, for some reason local city taxes have been knocked out of the system so it's not taking the appropriate taxes. If you need the form for the City of Grand Rapids it is form 378.

Recording Secretary's Report: It's been pretty quiet so far management has been still doing PDI's for attendance as well as they are doing them for Creep Overtime even for 1 click over so beware of the time you're clocking in and make sure your out at that same time.

Clerk Craft - A Report: FYI at the P-campus management has been holding PDI's for creep overtime. Pay attention to what time you BT and make sure you ET on time. When you are signing up to work the holidays, make sure you are signing the correct signup sheet. The signup sheets come down at Noon on the Friday before the Tuesday it is to be posted.

Clerk Craft -B Report: Make sure you're clocking in on time, management is really cracking down on people that are using the 1260's and trying to falsify their times.

Maintenance Craft Report:

Motor Vehicle Craft Report: All of the grievances I had should be getting paid out this week. I am going to initiate a grievance for equipment maintenance violations. Some vehicles are 10,000 miles overdue for an oil change.

Sergeant at Arms Report:

Committee Reports:

Audit committee met on January 22, 2024, the committee consist of Cory Fox, Natasha Johnso Lisa Stockdale, and Linda Chandler. We were shown the bond, and we are insured up to 450, 000. In our findings:

- A voucher from 7/17/23 not signed, but this was corrected by Linda Chandler.
- Voucher not signed by Jennfer McKinnon.
- Reimbursement voucher, the expenditures authorizations box was not checked.

**Reminder that those vouchers need to be signed when submitting.

Motion to accept by Mike Long seconded by Suzi Boyd. Carried.

Retirees Chapter: None

Correspondence:

Old/Unfinished Business:

New Business: Motion by Mike Long that all members that have attended 3 meetings of the WMAL in 2023 to automatically be on the ballot as a nominee for the National Convention delegates. Seconded by David Janes. Carried

The floor was opened for additional nominees for the State Convention. Motioned, seconded, carried.

The additional names are Joe Gray Motioned by Suzi Boyd, seconded by David Janes.

Brittany Thompson motioned by Dana McLean, seconded by David Janes.

Policy changes to the Western Michigan Area Local -

Current language “Board members, who have cell phones paid for by the WMAL must pay the per minute charges for personal calls only when the plan minutes are exceeded.”

Proposed language “Board members, who have cell phones paid for by the WMAL, must pay for any charges for personal items/purchases, in excess to the plan.”

Motioned. Carried.

Current language “To make it a policy to send all retirees (who retired as craft employees) the newsletter when it is published and to invite retirees to all special events put on by the Local. This would exclude those who wish to decline.

Proposed language “To send all retirees (who retired as craft employees) the newsletter when it is published and to invite retirees to all special events put on by the Local. This is predicated on they join the retiree’s chapter/development.”

Current language “Solidarity for Charity has authorization to expend Local funds to purchase t-shirts and pay expenses. Funds will be paid back with proceeds. Funds deposited by committee in excess of expenses and t-shirts are authorized to be spent by the committee at their discretion.”

Proposed language Delete All Language.

Motioned by Mike Seconded by David Janes. Carried.

E-Board Recommendation:

Motion to spend \$7,000 for Adult Bowling Christmas Party Sunday January 14, 2024, at Spectrum Entertainment Lanes to include VIP room 12 lanes, bowling shoe rental, 3 hours, unlimited soft drinks, unlimited pizza, pasta and breadsticks, taco bar, wings 2 drink tickets (domestic beer, house liquor, house wine and seltzers (white claw, high noon, and Mike’s hard lemonade) is an extra \$900 for 100 people. A deposit amount of \$20/per person will be required to RSVP. Motioned. Carried.

Motion to spend \$6,200 to travel by Great Lakes Charter to the Red Wings Game at Little Caesars Arena in Detroit, MI at 1pm February 10, 2024. The bus will hold 56 people adults only first come first serve \$50 deposit per person ticket for lower bowl. Motioned. Carried.

Motion to send up to 20 delegates to the National Convention in Detroit, Mi July 14-18, 2024, to include hotel, registration, per diem, mileage, parking and applicable taxes. Motioned. Carried.

Labor Management: If you have anything for Labor Management, please let your President or Clerk Craft Directors know.

Drawings:

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

COPA: 50/50 Drawing: \$ 164.00 collected. \$ 82.00 congratulations to the winner, Ricky Jackson.

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.# 14 Linda Chandler
- 2.# 01 Ricky Jackson
- 4.# 18 David Janes
- 5.# 25 Natasha Johnson
- 6.# 12 Michael Greene
- 7.# 13 Todd Hodges
- 8.# 30 Lisa Stockdale

Motioned by Mike Long, seconded by Linda Chandler to adjourn the meeting at 8:03am. Carried.

Respectfully Submitted,

Awanda Jennings



Recording Secretary