

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
December 3, 2025

The meeting was called to order at 6:10 p.m. at the APWU Union Hall, located at 2554 Burlingame Ave SW; Wyoming, MI 49509 with the Pledge of Allegiance. (Quota was reached prior to 6:00 p.m.)

Roll Call of Officers:

The following officers were present:

President –Michael Long	Clerk Craft Director A– Suzi Boyd
Executive Vice-President –Absent	Maintenance Craft Director – Jennifer McKinnon
Treasurer – Linda Chandler	Motor Vehicle Craft Director – Chris Fisher
Recording Secretary-Awanda Jennings	Clerk Craft Director B – Ameka Jones
Sergeant at Arms- Todd Hodges	

The following officers were absent: David Janes (Vice President)

Review of previous meeting's minutes: November Meeting Minutes were sent to all offices and posted on-line. Motion by Cory Fox, Seconded by Brittany Thompson to accept the November 1, 2025, General Membership Meeting Minutes (as posted on-line). Carried.

Applications for Membership (Accepted by Voice Vote of Membership)

Lindsey Espinoza	Matthew Petersen	Michael Shaw	Tina Guyton
Abdulmalik Kimo	Monclairson Colas	Justin Litten	Glendy Pinzon-Solis
Ginger Bartlett	Lucas Baadke	Oscar Estranda-Pinzon	

Welcome new members of the WMAL!

Bills: None

Executive Board Officer's Reports:

Treasurer's Report: Report ending November 30, 2025 was read. Motion by Dana McLean, seconded by: Diep Huynh to accept the Treasurer's Report. Carried. (This is the last report to be done by and read by Linda Chandler.)

President's Report: Thank you for coming out on a snowy cold December evening.

Per Diem at NCED – Starting January 1, 2026, management made the unilateral decision to revert back to forcing employees to eat the cafeteria and only provide Per Diem on the weekends (like it used to be). This is being grieved at HQ level; however, if you are going to NCED and not given your full per diem, you need to let your steward locally know to have a grievance filed, pending the results of the national dispute.

Postal Service Health Benefits Plan: The health Fair is tomorrow December 4, 2025, from 7 a.m. until 10 a.m. at the P-Campus. They are not having one downtown. Per HR, they stated that there are enough virtual fairs. David Hoyle and Jennifer Rizzon will be on hand at the fair to answer questions. Open Season Sign-Ups are done as of December 8, 2025. Make sure you sign up or change your benefits if you need to for Health, FedVIP, & FSA.

APWU Consumer Driven Prices -there was an issue with cost of the APWU Health Plan Consumer Driven prices that was published previously. When they were originally published, the cap was not taken into account and the 95% paid by the employer, and 5% by the employee, is: The 2026 biweekly maximum government contribution for most employees and annuitants (72% of weighted average) is \$304.64 for Self Only, \$657.50 for Self Plus One, and \$712.30 for Self and Family. The monthly maximum government contribution (72% of the weighted average) is \$660.05 for Self Only, \$1,424.58 for Self Plus One and \$1, 543.32 for Self and Family.

PeMARS for Maintenance is coming. Was notified by our NBA that when it does roll out, it isn't like the laptop/computer where we had an option of getting one or not, but we will be issued one like our tools. The packet we received from National pretty much states that the new system will take over for eMARS system.

Election of Recording Secretary – Congratulations to Kayla McKie. Thank you, Aaron and Dana for stepping up and putting your name in as well.

The next meeting (Jan 3, 2026) the new board will take over. I want to publicly thank the current board. Suzi Boyd, David Janes, Linda Chandler, Ameka Jones and myself will be done as of the 31st of this month, but we have already told David and his new team that we will help out. Awanda, Jennifer, Chris, and Todd are remaining on the next board to help steady and keep continuity.

I would like to thank Arianna May, Kevin Almonte, Rebecca Craig, and Casey Rauser for stepping up to become a steward of the Local. We will get training scheduled for them as soon as possible. If you want to become a steward, please let an officer know.

An environmental study will be done at the Plant in the near future. This is part of the IMIP process due to hostile working conditions. David will probably have more on this at the next meeting or maybe even the results of the said study (depending on when it starts). I have placed the grievances I had regarding these issues into abeyance awaiting the outcome of this study and actions.

Lastly, while I am remaining as a steward of the local and a state officer, as my final report as an officer of this local (I say this like I said it before and look how that turned out), I want to thank each of you, the members. We need people to step up and become active in the local. Look at this election – 19% of our members voted. This is terrible and shows either a lack of caring or just apathy. All you had to do is open the envelope you received, put a check mark on the paper, put it in the envelope, and mail it (which is bringing it with you to work). However, 81% of the membership could not or didn't want to be bothered. Elections have consequences, maybe not like this one; however, as a Nation, or even in your city, and here in Michigan, they do. For those who don't want to vote or such, fine, that is your choice. Be complacent, but being you chose not to, you lost your right to complain about what happens next. No Armchair Quarterback if you don't at least put a little effort into making a difference. You had a voice; you had a vote – but you gave it away. Remember, politicians love it when people don't get out and question and/or challenge them. It gives them the green light to continue with the status quo. This New Years, I challenge you; instead of making a resolution going to the gym or being nicer to one another, you resolve making your voice heard.

Recording Secretary: Thank everyone for coming out. We have started our Peak season 12 hours are underway. Enjoy your Holidays!!!

Clerk Craft Report A: I received a settlement at Step 2 for a 204B violation for not receiving a 1723 on a 204B downtown, so the TOUR 3 automation listers will be getting part of that, so hopefully your name is on that roster.

I have had management previously go in and put in one of my resolutions for a holiday for the improper amount I have emailed my Class Actions Designee, and the supervisor that made the error and told him/her what was wrong, and there was no response. I will attempt again before filing noncompliance, but I will make sure everything is done before I leave at the end of the month.

Overtime at the P-Campus like Awanda said has been kicking in there have been some issues with management maxing out the list, and in the past, we have had an agreement to let non-listers, and out of section *volunteer* for peak to get the mail out. When management brings in people from out of section before tour and the OTDL does not get maxed out that day then that becomes an issue, or if management gives out of section overtime and then the mail dries up which has happen in our building, the OTDL gets to hour 10 and management comes around and revokes the overtime away from for the OTDL but the out of section has already stayed and they non-listers has already volunteered to stay 2 hours then that would be a violation for you to get those additional hours and you would need to file a grievance so ask for your steward. That is what happens sometimes when management jumps the gun, but employees should not be coming in out of section before Tour if the OTDL has not even been given their 12 hours for that day.

I hope everyone have a safe and Happy Holiday and a good year starting out in 2026. Hopefully, I will still see you around I really enjoyed my position while I've had it. It's kind of bittersweet to see it go but it's time for me to go do what I got to do for me. So good luck to everyone in 2026.

Clerk Craft Director B: *Thank you for putting up with me for all these years. Happy Holidays.*

Maintenance Craft Director: Line H cases have all gone up to Step 3, but are being remanded back to Step 2 because management locally did not meet with me so I'm going to be hopefully having a meeting within the next week for that.

I'm hearing a lot of complaints about the maintenance people having to work by themselves either out at the Annex or on the floor by themselves because there are not enough people due to this new realignment, I'm going to try investigate staffing package see what I can do to help that.

Motor Vehicle Craft Director: One grievance at Step 3, only because no response from our Step 2. Steve has been winning the displacement grievances.

We will be doing our annual mass rebid in about a week or two. This is done per the CBA.

Sergeant at Arms: None

Committee Report:

Election Committee Report: Diep Huynh, Rachel Hutchinson, Suzi Boyd, and Michael Long met on December 2, 2025, at 2:00 p.m. to open and count the ballots that were received in the PO Box 210 in Belding, Michigan and retrieved this morning. Since the Recording Secretary is a General Officer position, all Full-Dues paying bargaining unit members in the local were sent a ballot, a secret envelope, and a pre-paid return envelope. Lance Herman withdrew his nomination for

Maintenance Craft Director, so Jennifer McKinnon was declared unopposed, and thereby there was no need for a Maintenance Craft Ballot/election.

There were 716 members listed on the membership rolls. Of that, 703 members were mailed a ballot. (We did not have a current valid mailing address for 13 members; these were mailings that had been returned previously (via the newsletter). Even after checking the mailing list from National, they still had the same address on file). Thirty additional ballots were returned by the Postal Service for either a bad address, expired forwarding, and one was for insufficient postage.

The envelopes were opened and the secret ballot envelope was removed and placed into a pile to ensure anonymity. The secret ballot envelopes were then opened, and the ballots were placed into a pile. The pile was divided between Suzi, Diep, and Rachel and were counted. After the pile was counted and tallied, it was given to another person to verify. All the voting counts were verified.

Counts were and are as follows: Kayla McKie received 58 Votes; Dana McLean received 56 Votes; and Aaron Harvey received 23 votes. Congratulations to Kayla McKie.

Thank you to those who took time to vote. Unfortunately, only 19% of our membership voted in this election. Thank you to those who stepped up to run. Your actions show that the union is a place where all have a voice and a vote, you just have to choose to use it.

Thus, the 2026 – 2028 Executive Board term for the Western Michigan Area Local #281, effective January 1, 2026 through December 31, 2028 is as follows:

President David Hoyle
Executive Vice-President.....Currently Vacant (will be filled by solicitation of a candidate)
Recording Secretary Kayla McKie
TreasurerSteve Leech
Clerk Craft Director (A)..... Awanda Jennings
Clerk Craft Director (B)Kwynn Tillman
Maintenance Craft Director....Jennifer McKinnon
Motor Vehicle Craft Director ...Christopher Fisher
Sergeant at Arms Todd Hodges

This concludes the report of the Election Committee. Sincerely, Diep Huynh (Chairperson, Election Committee)

Motion by Cory Fox, seconded by Ricky Jackson to accept the Election Report and the Election Results as read. Motion Carried.

Budget Committee Report: David Hoyle Steve Leech, Linda Chandler, and Michael Long met on December 2, 2025 at 10:00 a.m. to review the 2025 (current) budget, expenditures, proposed projections and establish a budget for the 2026 Calendar Year for the local. The proposed budget was handed out at this meeting for you to review. Linda Chandler; Chairperson, Budget Committee

Motion by Chris Fisher, seconded by Brittany Thompson to accept the Budget Committee Report and approve the proposed 2026 WMAL Budget that was presented at this General Membership Meeting on December 3, 2025. This motion also approves as authorization for expenditure of funds in aggregate from the local treasury. Furthermore, the budget committee and/or Executive Board of

the WMAL has the authorization to shift monies, if needed, between categories as long as the overall disbursement amount does not exceed the overall income, including any additional income. Carried

Correspondence: None Received

Old/Unfinished Business: None

New Business: (Executive Board Recommendations are presented first, then open to the floor for membership motions)

E-Board Recommendations:

Motion to send up to five local stewards to the training being put on by NBA James Stevenson at the Detroit District Area Local's office on Saturday, December 6, 2025, with Lost Time (or training pay), Per Diem (if required (e.g. if no food is served at the training, or not fed while in transit), mileage (for one attendee/steward- will carpool). Motion Carried.

Motion to cover the expenditure overage in the 2025 Budget due in part unforeseen items: Insurance payment for the hall, Payroll (and applicable taxes) to retired officers while working on behalf of the union as stewards, etc. Motion Carried.

Motion(s) from the Floor:

Motion by David Hoyle, seconded by Chris Fisher to rescind the policy of paying the retirees \$30.00 per hour and go back to the \$20 language to align with the other committees, trainings, etc. Discussion. Motion Defeated.

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

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: # 177 David Hoyle (He was at the Meeting!!!)

COPA - 50/50 Drawing: \$190.00 total collected. \$95.00 to the winner – Dana McLean

Five - Twenty (\$20.00) Dollar Checks - 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).

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| 1 # 28 Ann Hill-Graves | 4. # 06 Awanda Jennings* |
| 2 # 01 Jeff Cowley | 5. # 20 Amy Puhalski |
| 3 # 30 Tyshanica Patterson | 6. # 22 Jason Mazure |

Ten (10)- Twenty-Five (\$25.00) Dollar Christmas Checks (Had to be at the meeting):

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|-------------------------|-------------------------|
| 1. #31 Cory Fox | 6. #07 Rosio Garcia |
| 2. #32 Jennifer Waldeck | 7. #08 Michael Greene |
| 3. #23 Michael Long | 8. #11 Steve Leech |
| 4. #24 Jennifer Cook | 9. #09 Ameka Jones |
| 5. #14 Linda Chandler | 10. #17 Smitha Varghese |

Postal Pulse Drawing – Five (5) - \$100 Checks. Drawn in December from those who, throughout the year, sent in their Postal Pulse survey into the union instead of filling it out. Next year, make sure you do the same.

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| 1. Madison Castle | 4. Greg Cook |
| 2. Phil Heintzleman | 5. Greg Carlson |
| 3. Michael Wilson | |

Get out the Vote Drawing - Ten (10) \$50 Checks - Local Election drawing winners

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| 1. Jennifer Rizzon | 6. Tiffany Schotter |
| 2. Jeff Cowley | 7. Janet Daniels |
| 3. Rachel Hutchinson | 8. Michelle Schuberg |
| 4. Nicole Lynch | 9. Kristine Johnson |
| 5. Rebecca Craig | 10. Jeffrey Murchison |

Motioned to adjourn at 7:20 pm by Todd Hodges, seconded by Suzi Boyd. Carried.

Respectfully Submitted,



Recording Secretary