

Western Michigan Area Local #281
American Postal Workers Union, AFL-CIO
General Membership Meeting Minutes
January 4, 2025

The 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.

Roll Call of Officers:

The following officers were present:

President –Michael Long	Clerk Craft Director A– Suzi Boyd
Executive Vice-President –David Janes	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:

Review of previous meeting's minutes: Motion to accept the December 7, 2024, General Membership Meeting Minutes. Carried.

Applications for Membership (Accepted by Voice Vote of Membership)

Kristal Schafer – Clerk - GR	Larissa Jeffers – Clerk– GR
Chris Tower – Maintenance– GR	Silas Winter – Clerk – GR
John Prussuer – Clerk – GR	Tatiana Roman – Clerk – GR
Adam Ruhoff – Clerk – GR	Timothy Mallison – Clerk – GR
Jennifer Pardee – Clerk – GR	

Welcome new members of the WMAL!

Bills: None

Officer's Report

Treasurer's Report: Report ending December 31, 2024, was read. Motion to accept by David Janes, seconded by Diep Huynh . Carried.

President's Report:

Christmas and New Year holiday schedule was just horrible, management was bringing in senior employees instead of utilizing the junior employees; they were also adding additional people to the list. We have a ton of grievances that we are still trying working on, we are still going over those and figuring them out who's going to be paid and who's not, with the forcing of the 7/12's, supervisors that were doing our work, and cross craft.

National Day of Observance for the passing of President Jimmy Carter is January 9th, if you do work you get to utilize the 8 hours, or if you are in an AO, you can use it within 6 months or by the end of the fiscal year which is September 30, 2025. It does fall under the same provisions as annual leave and you do have to use it all at one time. If you don't use it, you will lose it. You would need to fill out a 3971 and request the time Admin leave.

Also, just in case you are not aware of this information, if you are on annual leave and you get sick, you can just call management and they can swap your annual leave for sick leave.

PTF'S if they normally work 4 hours then they will have (4 hours) to use. This Admin Leave is not for PSEs, MHAs, or CCAs. There will be no mail delivery on January 9th.

No lunches we were close to an agreement, we added the language that they wanted, we are still waiting to see what's going to happen.

Automation OT grievance, I'm still waiting to meet with the class action designee Joe Rand, he has just returned from vacation. I do have an extension until January 10th and more than likely will get another extension there is quite a few to meet on.

We are in desperate need of Union Stewards especially downtown Tour 2 and early Tour 3. Kayla and Jennifer, does a great job when they come in at 7:00pm but before that there is no coverage. Tasha Patterson stands to volunteers for her Tour.

Prime Time will also be starting up we will be getting with Management to get the numbers so be on the lookout for that.

ADD ON AFTER MEETING – they just released that they are offering a Voluntary Early Retirement Authorization (VERA) for employees with a 15k incentive. If you were close to retiring, now might be a good time. But above all, make sure you do your due diligence before you make a decision. Last time they offered this, people took it and found out afterwards it was too good to be true. Just make sure to talk to your family, friends, and financial advisors before you take this leap.

Executive Vice-President's Report:

Social Security Fairness Act -we are FERS employees we are allowed a certain amount of money for the number of years that we have vested at 1% for each year that we work until the day that we hit our minimum retirement age and retire. More often than not what will happen is we would file our social security and take a discount because we got something through FERS and we would lose part of that.

Social Security Fairness Act has now passed both the house and the senate and has been on President Biden's desk since December 31, 2024. I'm urging you to [whitehouse.gov](https://www.whitehouse.gov) to get on the contact list with President Biden and tell him to sign this bill. What this bill will do we will no longer get this discount we are going to start losing some of our social security. We are going to get full social security full FERS, this is money for when you retire, this is money for you, this directly affects each and every postal worker nationwide that we know.

An employee sent me an email and, I am so proud of that employee it stated for confronting management it stated: Management was moving some equipment around she said why are you taking our work? His reply was I'm doing it for safety. So, with that being said management will try anything but don't think for one second this wouldn't be a grievance, if you see something, ask for your steward so it can be addressed.

Recording Secretary: Discipline is still being handed out be sure to let your steward know as soon as you receive it. Also, if you see management or anyone else cross craft write a statement including who, when, where, and how long. If you need forms, you can go to the website WMAL to get the forms and submit them.

Clerk Craft Report A: Cross craft when you have someone from another craft come into your work area and start doing your job ask them what they are doing there. Don't stand there and let them work with you for 1-2 hours or until a steward walk by and we have to come in and ask what they are doing. Every employee should be willing to protect their jobs and they should be asking them what they are doing. I had a custodian sorting mail at the P-campus I went up to her and asked her what she was doing she stated sorting mail, and I said why? She stated because I don't have any trash to pick up. I then informed her not with me here it's not ok.

A lot of mail, a broken-down machine, these are things that happen every day. This is not a mail emergency; it is not ok for management to sort mail. If the mail handler machine breaks it is not ok for the mail handler to sort the mail manual, it is not going down the machine it is not their job. We need statements.

We have heard that during Christmas management was sorting mail at the GMF and PSA and we only had a few statements if you see something say something we don't need them taking our jobs.

When signing up for Holidays you are responsible for filling out your NAME, SENORITY DATE, TOUR, BEGIN TOUR, QUALIFICATIONS, AND SDO'S. This needs to be filled out completely do not sign your name where your initials are to be, write legibly do not just scribble.

Clerk Craft Director B: Just had a grievance at GRCA with management doing clerk work -so that the proper people are paid. this actually came from another supervisor

Maintenance Craft Report: Line h I have met a couple of times so far, we were supposed to meet on January 3rd. but she did not show up. so

Motor Vehicle Craft Report: We have hired more PTF's, we now have a total of 7. I have actually had supervision ask me to help with fixing new routes. Let's not have every driver get upset because things don't line up for the first 3 months. It's going to take a while, but we got to be better than the contractors. The Union stance is "We'll take all the work we can get".

Sergeant at Arms Report: Just received two new mechanics at the VMF.

Committee Report

Audit committee will report next Month.

A & E just had the Children's Christmas Party it went over really well, we will be meeting either this month or next month to establish the year out for any type of arts and entertainment.

If you want to be part of the committee or any other committee, please let me know.

We are still looking for an Editor for the Western Michigan Voice Newsletter so if you know someone that would be interested, please let me know.

In October, the nominations for the next 3 years for the local Executive Board will be coming out, it's never too early to start thinking ahead.

Correspondence: Christmas cards from the following D Rathore(NBA), APWU National Executive Board, APWU Health Plan, and the Volunteer Benefits Plan.

West Michigan United Labor Coalition 2025 United Labor Sportsman Wild Game and Deer Fundraiser Thursday April 17, 2025 6 – 10 pm for United Way of Lakeshore on Barclay St, Dinner tickets are starting at \$50 - \$150 early bird package price there will be silent auctions if you are interested, please let me know.

Old/Unfinished Business:

E-Board Recommendations: Motion to send Suzi Boyd, David Janes, and Michael Long to the Labor Arbitration Institute Conference -March 28, 2025 with 1 day lodging, up to 2 days Lost time, registration, mileage, up to 2 days of per diem, applicable taxes. Carried.

Motion to send the President to the Secretary Treasurer training in Miami, Fl, April 7-11, 2025 (Treasurer is an automatic per policies) with lost time, registration, lodging, flight and parking (economy lot), per diem, transportation (cheapest mode) roundtrip from hotel to airport (Miami): Mileage roundtrip to airport in GR. Carried.

Motion to send up to 20 active stewards of the local to the 2025 Educational Assembly in Gladstone (Escanaba) Michigan (April 30 travel) May 1-3 (classes) May 4 (travel) with lost time, registration, lodging, mileage, per diem and applicable taxes. Carried.

Motion to send the Executive Board and up to 10 stewards to the 2025 All- Craft Conference- October 6 - 8 (with travel on Oct 5/Oct 9) and (with 1 person 35 and under) to attend the Young Members Conference (October 3rd and 4th; and the Recording Secretary to the Legislative/Political Conference (October 5th) to include lost time, registration, lodging, flight and parking (economy lot), per diem, transportation (cheapest mode) roundtrip to and from hotel/airport (Vegas); mileage roundtrip to and from airport in GR. Carried.

Motion to send the HR/Injury Comp Director and the Executive Vice President to the 2025 Human Relations Educational Assembly – June 12-16, 2025 (travel on June 11 and 17th) with lost time, registration, lodging, flight and parking (economy lot), per diem, transportation (cheapest mode) roundtrip to and from hotel and airport (Houston, TX); mileage roundtrip to airport in GR. Carried.

New Business: Motion by Chris Fisher, Seconded by: Jennifer McKinnon to make next meeting a Pet Friendly meeting. Discussion. 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 # 483 Gary Male (If he was at this meeting, he would have won!)

COPA: 50/50 Drawing: \$ 196.00 total collected. 98 00 to the winner – Aaron Simmons.

Five (5) - Twenty (\$20.00) Dollar 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 # 6 Chris Fisher * | 6. # 3 David Janes* |
| 2. #32 Kywnn Tillman | 7. # 20 Mike Snyder |
| 3. #19 Jennifer Rizzon | |
| 4. # 3 Jodie Minda | |
| 5. #30 Tasha Patterson | |

Motioned to adjourn by 7:51p seconded by Jennifer McKinnon Carried

Respectfully Submitted,



Recording Secretary