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WMAL VOICE



OFFICIAL PUBLICATION OF THE WESTERN MICHIGAN AREA LOCAL,
AMERICAN POSTAL WORKERS UNION, AFL-CIO



WMAL Voice

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776-1489

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Fax: 977-1020

977-1050

OFFICE OF PERSONNEL MANAGEMENT
retirement line

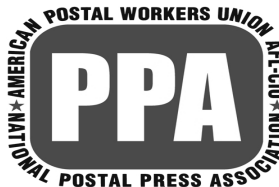
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Editorial Policy: Submissions are welcome from all APWU members, sent to the address or email listed above. In accordance with the local constitution, the editor reserves the right to determine if material submitted to this publication shall be printed, and reserves the right to edit as needed for space and clarity. The views and opinions expressed within are those of the individual authors and do not necessarily reflect the official policy or position of the editor, local officers, or the APWU. All material must be signed, though names may be withheld upon request. The WMAL Voice is published bimonthly.

As of March 2005, a policy was instated to publish member condolences, births, marriages, and anniversaries. Please let me know at wmalvoice@gmail.com of anything you would like included. Pictures are welcomed!

By Amy Puhalski
President

Greeting Brothers and Sisters

I apologize I have not reported via the newsletter the last months. I have been busy at work and in my home life. As many of you know my father passed away unexpectedly in August. So many of you reached out via text, phone calls, cards, flowers and gifts. I am so appreciative to you all. Everyday is a new day and I know it will get better, until then I take one day at a time.

In August there were seventeen of us that attended the National Convention, and many were new delegates which is wonderful. Attending the convention is an honor and humbling experience. The members of this great union get together and debate resolutions that affect our Collective Bargaining Agreement and National Constitution and By Laws. The members in attendance came from all over this country representing those members in their locals that could not attend. I was fortunate enough to have been chosen to co-chair the Clerk Craft committee. Being on a committee is an honor and truly a fulfilling experience. I want to personally thank the delegates from our local. They all attended daily and represented you all well.

Peak is coming and hopefully the Postal Service is equipped with the tools and staffing that is needed to properly service the American People. The Postal Service is continually hiring new employees so I am hoping that those not wishing to work overtime during peak will not be mandated like the last few years. Lets keep our fingers crossed.

The next few months there are quite a few holidays so please familiar yourself with your offices Local Memorandum of Understanding when it comes to staffing and the pecking order that management must abide by. All the LMOU's for the local can be found at wmal.org.

Back Pay-By the time you receive this edition of the newsletter you should have all received your back pay. If you did not, please reach out to your officer or steward.

Local Elections- In October at the General Membership meeting the Election Committee accepted nominations for the term of office of January 1, 2023, through December 31, 2025. I was nominated as local President and accepted another 3-year term. I look forward to working with the new Executive Board and wish those well that will no longer be serving with us. I am thankful for the past 3 years as the board has been wonderful to work with. We worked very well together. Thank You to Lisa Borchardt who has accepted a transfer closer to her hometown. Lisa has worked extremely hard for the membership over the past 3 years and for that we are all thankful. Thank You to David Janes who is closing in on retirement and decided to take a step back but will continue to represent the members as a steward, for that I am thankful.

Looking forward to working with Ameka Jones who will be serving as Clerk Craft Director B, Suzi Boyd who will be serving in a different roll as Clerk Craft Director A and Jennifer McKinnon who will be serving as the Maintenance Craft Director.

There is one Executive Board position that you all will be voting on and that is the Executive Secretary position. Please watch for your ballots and be sure to vote.

National Elections are over with and once again there was a very poor turn out. We must do better brothers and sister. Congratulations to all our National Officers that were either unopposed or won the election. I look forward to working with them for the better of the membership.

Children Christmas Party- We will be having a Children's Christmas Party once again. Save the date of December 10, 2022. The flier can be found in the newsletter.

Looking for ways to get involved? There are plenty of opportunities with the local from being a steward or being on a committee. If you are interested, please reach out to me via email at apuhalski@aol.com.

In Closing I would like to wish each and everyone of you a Happy Thanksgiving. We sure have a lot to be thankful for. This holiday season I know is going to be rough for me without my father, so I am looking to reflect and be thankful for all the time that I was fortunate enough to have with him. Cherish those memories with your family and friends and make new ones as often as possible.

In Solidarity
Amy



Children's Christmas Party

Saturday December 10, 2022

12:00PM-3PM

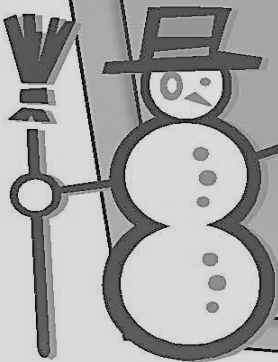
WMAL UNION HALL

2554 Burlingame Ave SW, Wyoming, MI 49509

FOOD & BEVERAGES-GAMES-GOODY BAGS FOR EVERY CHILD.
PRESENTS FOR CHILDREN 10 & UNDER

Open to all **APWU** full dues paying & retiree members of
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RSVP BY DECEMBER 2, 2022. RSVP TO ANY STEWARD OR
OFFICER OR VIA MAIL TO PO BOX 2706 OR VIA EMAIL TO
ADRIALSKI@AOL.COM INCLUDE YOUR NAME, CHILDRENS
NAMES, AGES AND GENDER. NO LATE RSVP'S!



TELL IT LIKE IT IS.....

Lisa Borchardt
Clerk Craft Director A



I have been actively involved in the APWU since 1997. I have held many different positions in IL and MI within the local and state unions. And I have volunteered for many other things within the unions. Here are some things I have learned along the way.....

1. Ask management to see your steward. Asking them stuff on the floor, does no one any good. First the steward may not remember anything. Second the employee needs to fill out a complaint form if they want a grievance filed. And third management gets the work done while you are discussing a grievance.
2. There are assigned stewards for a reason. Only those assigned to your work section are the ones who can file a grievance for you. So, you do not need to go up to every steward in the plant to tell them of your issues. (ie: steward shopping) I can't tell you the number of times where I am already working on an employee's issues, and another steward comes in and asks me about it. If you don't get along with 1 or 2 or all 3 of your steward choices, then maybe the stewards are not the problem. You still have to deal with those stewards if you want to file a grievance. Grievances take time. PATIENCE is needed.
3. You must fill out a complaint form to get a grievance filed. This may also mean you need to come into the union office to discuss the complaint form. Sometimes employees just hand us a complaint form. The stewards may have questions about what was written on that complaint form.
4. There are many things that go into running a union. It is not all about grievances. The union gives back to its members. The union needs many volunteers to do events like bus trips, kids Christmas parties, veteran dinners, etc. It seems that usually there are a handful of members who volunteer. This/Your union needs more members to step up and volunteer. This/Your union needs the younger members to step up and learn about what we do. The handful of members who volunteer now will not always be here.
5. There are many things that are not right, but if it is not in the contract, it is not a grievance. Not everything is fair in life. But the union does try and get involved even when there isn't a grievance just to make the workplace better.
6. Be a kind person. Understand someone may be having a bad day. If we could all treat each other with respect, then people would get along better. Everyone has stuff going on outside of work, you included.
7. Trashing the union on the floor. If you do not know what the APWU has done for you, read its history! If you have ever worked anywhere else where there is not a union, you would know what the APWU has done for you! Most of the grievances that the union deals with, would be a termination at any other workplace. Wages, COLA raises, cheapest Health care I have ever seen, holidays, AL, SL, seniority, I could go on and on and on, with what the APWU has done for you in the past, present and future!
8. If a grievance is not settled in your favor that doesn't mean you should get out of the union. You need to look at the big picture. The APWU doesn't always win. We work hard to win all grievances but sooner or later if you continually get Letters of Warnings or Suspensions, one is going to stick. You sometimes have to take accountability. Not everything is someone else's fault.
9. Come to work as scheduled. Attendance is one of the biggest issues the union deals with. Discipline because of lack of attendance. I know everyone has personal life issues once in a while! Look what Covid did to the world. If you have a medical condition, get it certified for FMLA.

Feedback On The National Convention

This was my first National convention and I'm thankful that I was chosen as a delegate to attend. The training given by some of the National Officers helped as a guide that we could utilize in our grievance process.

Being a part of the voting process on resolutions was definitely something to remember. To be in a room filled with other stewards from different states, knowing we are all there for the same reason. I'm glad I had the opportunity to attend.

Awanda Jennings

THIS IS WHAT DEMOCRACY LOOKS LIKE

"This is what democracy looks like." A great quote and one that is so relevant today! First, I want to thank the local for sending me to the National Convention in August. Conventions are always educational but none more than the National. Local unions from every state brought forth their resolutions and after some debate and discussion, they were voted on. These resolutions are what we, as a union, would like for our officers to fight for in the future. This is how you get your voice heard. When we weren't debating and voting...we had some amazing speakers. I was absolutely thrilled to get the chance to hear Congresswoman Alexandria Ocasio-Cortez speak. She is a powerhouse and a friend of the APWU!

This summer has proved to be a challenge when it comes to having clerk coverage in the small AO's. I have had to file grievances on postmasters for working over the 15-hour limit, having carriers do clerk work and even using a PSE on the window who hadn't even been to window training yet. We need to protect our work! Pay attention to WHO is doing your work!! Let your steward know if you see any violations. It could save your job.

We need more members from the AO's to get involved with our local. Come to the meetings, ask questions, and get involved! This union is your union!

This November we have a crucial vote. Its critical you use your rights and get out to the polls on November 8th. Elections have consequences!!

I hope everyone has a healthy and blessed holiday season. Remember to take time for yourself and your family.

**In Solidarity,
Dana McLean**

Learning to Lead

Thank you for allowing me to attend the APWU National Convention in National Harbor, MD this past August. I enjoyed learning how the union works; how we can get what is important to us up to the national level. Even if our ideas are not accepted, the Post Office knows what we want in our workplace.

The first 2 days we broke up into our respected crafts and went over the represented resolutions. I wasn't sure I would like the debating part of this process, as I tend to avoid conflict. But it was interesting to hear different people's side of a resolution and how it would affect them. The next 4 days we went over these resolutions as a whole. Some of the highlights were hearing from leaders of other unions, U.S. Representative Alexandria Ocasio-Cortez and a video from President Biden. President Dimondstein often spoke, invoking the honesty and dedication that I admire in him.

I enjoyed getting to know my union brothers, sisters and siblings. I find it inviting and encouraging to be working with such great people.

When I returned home, I decided I should be more involved with APWU. In the past I would have thought I was too quiet, too shy, or that I didn't know enough about the Post Office or the APWU. I can no longer think that way. During my 17 plus years with USPS (and just life in general) I have been pushed out of my comfort zones. I realize I enjoy challenges, learning, and growing. Everyday I try to be a better version of myself. So, I thought, "Why not me?" And so I ask, "Why not you?"

In Solidarity,

Lisa Wilson



(Via Pexels.com)

The Retiree's Corner

By Ray Novakowski
Retiree Chapter President

Greetings to all. I hope everyone is doing well as we transition from summer to fall. After three years, my wife and I contracted Covid. Thankfully, we had all our shots and boosters and our cases were mild. We need to be diligent and aware that Covid is still around and can hit anyone. So keep your guard up and stay healthy. Please get your vaccinations and mask up. I believe our cases were mild because we had our shots.

At the August APWU National Convention, the retirees were recognized and given the right to have delegates at the conventions in the future. We will be able to have one delegate from our chapter on the convention floor and participate in discussion and vote on issues. The new language will affect all local and state chapters.

I hope everyone had a chance to call their representative and encourage them to vote in support of H.R. 82, the Social Security Fairness Act. This bill eliminates the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) that has plagued CSRS retirees for years. The bill should pass the House, but the next big fight will be in the Senate. Stay tuned for more on this issue

If you haven't already voted in the National APWU election, please be sure to do so and if you have, thank you. Also, do not forget the national midterm elections in November. Be sure to exercise your right and vote. It is more important than ever to cast your vote.

As the mailing and email lists become available from headquarters, hopefully by mid-October, I hope to get be able to connect directly with you. I will be able to send information directly to you.

Our next meeting will be November 8th, 2022, at 11AM at the APWU Hall at 2554 Burlingame Ave SW, Wyoming MI. Light refreshments will be provided. I am looking forward to seeing all of you.

Yours in Union Solidarity,
Ray Novakowski
WMAL Retiree Chapter President



*****EVERY THURSDAY*****

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Shirts, hats, pins

SHOW YOUR UNION PRIDE!

SHOW OUR SOLIDARITY!

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Cigna Healthways
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enrollment code 471

Biweekly	Monthly
\$121.00	\$262.16



Self Plus One

enrollment code 473

Biweekly	Monthly
\$238.95	\$517.73



Self & Family

enrollment code 472

Biweekly	Monthly
\$302.26	\$654.90



In-network copays

- \$10 for virtual visits
- \$25 for office visits, including specialists
- \$30 for urgent care
- \$10 for retail non-specialty Tier 1 drugs
- Save on prescriptions by using the Express Scripts® Smart90® program

“She was very customer service oriented, very professional and very knowledgeable. It was a pleasure speaking with her. She answered all my questions. My main concern was that my questions were answered, and the best thing about it, she listened to my concerns, didn't rush me and you can tell she had a smile on her face!” - Health Plan member

Consumer Driven Option 100% covered services



- ✓ In January, the Health Plan funds a Personal Care Account (PCA) members can use for covered medical services. Members are covered 100% until the PCA is exhausted. The Plan funds the PCA at \$1,200 for Self Only and \$2,400 for Self Plus One and Self and Family.
- ✓ Preventive care and screenings
- ✓ Maternity care
- ✓ Well-woman care
- ✓ Tobacco cessation program

Consumer Driven Option 2023 premiums

UnitedHealthcare
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Self Only

enrollment code 474

Biweekly	Monthly
\$73.83	\$159.96



Self Plus One

enrollment code 476

Biweekly	Monthly
\$160.46	\$347.67



Self & Family

enrollment code 475

Biweekly	Monthly
\$175.05	\$379.28

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APWU career less than 1 year in FEHB	PSE	APWU career more than 1 year in FEHB
\$160.46	\$160.46	\$32.09

APWU career less than 1 year in FEHB	PSE	APWU career more than 1 year in FEHB
\$175.05	\$175.05	\$35.01



In-network copays

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“She was patient, she explained things to me and she was wonderful and she was very, very kind and I want to give her kudos! Thank you!” - Health Plan member



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Western Michigan Area Local American Postal Workers Union, AFL-CIO

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In accordance with the Constitution and By-Laws of the Western Michigan Area Local the Election Committee is hereby announcing the following candidates unopposed and declared the winners of the 2023-2025 Term of Office.

President: Amy Puhalski

Executive Vice President: Michelle Mack

Treasurer: Linda Chandler

Clerk Craft Director (A): Suzi Boyd

Clerk Craft Director (B): Ameka Jones

Maintenance Craft Director: Jennifer Mckinnon

Motor Vehicle Craft Director: Chris Fisher

Sergeant at Arms: Todd Hodges

The position for Recording Secretary will be elected by secret ballot sent to all members in good standing as of September 10, 2022. The ballots will go out November 15, 2022, and must be returned by 11:00 a.m. on December 2, 2022.

Submitted by,

A handwritten signature in black ink, which appears to read "Rickey Jackson", is written over a horizontal line.

Rickey Jackson

Western Michigan Area Local Election Committee Chair

Cc: file



My name is **Awanda Jennings**, most of you may know me from my Facebook page and maiden name **Wanda Johnson**.

I enjoy spending time with my family, gardening and traveling when possible.

I have worked for the post office for 8 ½ years. I started at the annex as a PSE {Christmas help} that following October I converted to career and went to the East Paris office, after that I came back to the annex where I am currently work now. I decided to become more active in the union by becoming a steward to enforce the contract.

I'm a Primary Union Steward for **Tour 3 FSM, SIPS**, and backup for **Tour 3 Manual**. I was recently selected as a State and National Delegate to attend the conventions.

I also serve on the following committees Audit; Sergeant at Arms Committee at the State convention; 2 years on the Election Mail Task Force; and the A & E.

In closing whether you Vote for me, or my opponent I urge all of our members to exercise your right and let your voice be heard, don't think your vote doesn't matter, because it does.

Thank you for considering me as your Recording Secretay for the WMAL.

Awanda Jennings

WHAT IS A MAMMOGRAM?

A mammogram is an X-ray picture of the breast. Doctors use a mammogram to look for early signs of breast cancer. Regular mammograms are the best tests doctors have to find breast cancer early, sometimes up to three years before it can be felt.

Tips for Getting a Mammogram:

- If you are due for a mammogram and have been recently vaccinated for COVID-19, ask your doctor how long you should wait after vaccination to get your mammogram.
- Try not to have your mammogram the week before you get your period or during your period. Your breasts may be tender or swollen then.
- On the day of your mammogram, don't wear deodorant, perfume, or powder. These products can show up as white spots on the X-ray.
- Some women prefer to wear a top with a skirt or pants, instead of a dress. You will need to undress from your waist up for the mammogram.

WHAT HAPPENS IF MY MAMMOGRAM IS NORMAL?

Continue to get mammograms according to recommended time intervals. Mammograms work best when they can be compared with previous ones. This allows the radiologist to compare them to look for changes in your breasts.

WHAT HAPPENS IF MY MAMMOGRAM IS ABNORMAL?

An abnormal mammogram does not always mean that there is cancer. But you will need to have additional mammograms, tests, or exams before the doctor can tell for sure. You may also be referred to a breast specialist or a surgeon. It does not necessarily mean you have cancer or need surgery. These doctors are experts in diagnosing breast problems. Doctors will do follow-up tests to diagnose breast cancer or to find that there is no cancer.

HOW CAN THE APWU HEALTH PLAN HELP?

Both the **High Option** and the **Consumer Driven Option** cover annual routine mammograms - including 3D mammograms - for women age 40 and older at 100% when you stay in-network.

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1-800-622-2511 (TTY)

8:30 a.m. – 6:30 p.m. ET

Monday – Friday

So don't hesitate and do your part to help detect cancer before it's too late. Talk to your healthcare provider to set up an appointment and get screened today!



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BETTER HEALTH.**

www.apwuhp.com
(800) 222-2798

Hello,

My name is Jennifer Rizzon and I am running for the position of Recording Secretary for the WMAL 281 Local.

I am a union steward at the P campus on Tour 3. I have been a steward for over 5 yrs. I am also a safety captain since 2016. A member of our A&E committee to help give back to our membership. And develop and teach the PSE academy since the program was created. And was on the election committee for the last Presidential election which I submitted ideas to help collect ballots that came to the P campus.

At our local meetings and conventions, I take notes. I want my notes so I can refer back to them to give out accurate information. And from conventions to learn from and share.

I have many ideas I would like to suggest if I am elected Secretary to help improve our local, help our stewards and especially our membership.

Communication is number 1. And respect is a close second.

I am willing to put in “my own time” to help our local and membership. I care about our local and want to make a difference. To improve how we are seen, what we can do as a local and get the word out.

We all need to be strong, stand together and fight for our rights.

In solidarity,

Jennifer Rizzon

VETERAN'S CRISIS LINE

If a veteran or service member you know is showing signs of crisis, such as hopelessness, anxiety, or withdrawal, call on the caring professionals at the VA's Veterans Crisis Line who are ready to listen and provide support.

The Veterans Crisis Line is a free, confidential resource. Veterans, service members, and their families can access the line anytime.

There are three ways to take advantage of this benefit:

- Call 1-800-273-8255 and choose option one
- Go to VeteransCrisisLine.net/Chat
- Text 838255

Each option has free, confidential support 24 hours a day, 7 days a week, 365 days a year.

You can start a conversation today! Visit VeteransCrisisLine.net to download free Veterans Crisis Line materials so you can tell others how to do it, too.



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Happy Retirement!!!!

(Congratulations & enjoy your next chapter in life!)

Rick Jackson
Andy Goedel

condolences to:



Deepest sympathy to our sister Roketa Whitley on the passing of her nephew.

Welcome To Our New Members!!

Brandon Griffin
Sheila Torres
Ashley Allen
Jean Rose Walker
Ona Jae Mcneely-el
Jennifer Cook
Pasionelle Malone
Jamie Raulston
Madigan Bachman
Lashawn Mccoy
Stephanie Lang
Ali Abdulkader
Shari Clark
Aeia Karim

Paul Levandowski
Delbert Minter
Tamara Machiele
Elizabeth Tecun
Zachary Parks
Tyneisha Triplett
Elliot Bates
Courtney Papes
Jokia Baldwin
Adam Stratton
Ronique Molette
Joe Hall
Sean Hoke
Cheryl Bailey

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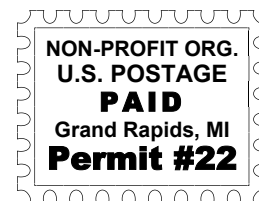
***Open Season for the APWU Health Plan
is
November 14- December 12***

***Looking for a location to hold an event? Check
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Members:	\$250.00	\$200.00	\$0
Non-Profit (meetings only)	\$125.00	\$0	\$0
Public	\$650.00	\$300.00	\$100.00

Western Michigan Area Local
American Postal Workers Union
PO Box 2706
Grand Rapids, MI 49501-2706



Address Service Requested

Next Union Meeting:
Saturday, November 5 @ 7 pm

*Looking for answers?
Make sure to check out:
www.wmal.org
*meeting minutes
*steward contact information
*job bids and awards
*upcoming events
and so much more!*

November 2022

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			