

November 17, 2019

****Minutes to the Meeting****

10:03am- Meeting called to order by Vice President Vinny Crespo. Please shut off all phones,anyones' phone that rings \$10 is to be donated to COPA.

After a moment of silence and salute to the flag,roll call of officers was taken. All Veterans were asked to stand up, received ribbons , were thanked for their services by Carolyn Butler.

*****MOTION - to accept Octobers minutes- Passed*****

Vice President -Vinny Crespo - Good Morning everyone! Jay is out sick today at his house. Devina Eagleson is no longer a steward, so we will be needing a steward for her location.. On the 25th I'll be getting all the craft directors together to go and talk with management. All locations including stations- anyone needing a steward must request One. We can't show up unannounced , management must call for your request. MHA Showed up in Warwick without request not good. Damage now is done in warwick with MHA and Clerks with management.

Janice Pagliaro- On sat wrong person was handling the salt- requested a steward...

Vinny Crespo- In that case you write a statement and give it to your craft director, they will grieve it. Maintenance craft director has friday , Saturday off. We are still looking for more maintenance stewards.

Secretary Treasurer- Jimmy August- Good Morning ! Detailed report is on the table.

- Business license expires May 2020
- Charitable gambling permit , on the way
- Thank you for sending me to Vegas for training, won 800\$ slot jackpot and Jay and I used it to take everyone out to dinner.
- Auditor is wrapping up things
- (no idea check)- was for food for September meeting.
- Nicks - 2K was forgiven- rom stolen credit card

Cheryl Duarte - Questions \$6561.44 net lost for Oct.- Thank you

Clerk Craft Director - Kim Howarth- Good Morning Everyone! Thank you for sending me to Vegas. Ride back was from hell...but we made it safe.

- E -reassign- 3 window
- 3 pses at window school
- Conversion- James Howard to bulk mail , 1 transfer to bulk mail
- Call for a steward if needed.
- PEOPLE JUST CAN'T BE WALKING OVER TO THE UNION OFFICE-must request a steward. Management must be aware a steward is needed.

Brian Avila- when going to another area , make sure your making moves with your clock rings.

Tony Figueroa- questioning abolishment talk of jobs across the street,

Vinny Crespo- yes they want to abolish all clerk jobs except level 7.

Kim Howarth- yes it is legit.

Cheryl Duarte- Is it true there were 45 hires and 26 quit???

Kim Howarth- Not true

Management hired someone and then made a mistake , so they got rehired

Trustees- **John McKitchen-** Nothing to report

Brian Avila- nothing to report

Janice Pagliaro- nothing to report

Building manager- Nick Materra- HVAC on roof-.EVERYTHING GOOD!!!

Safety and Health- Will Sardelli- Morning!

- APPS Spill recorded by management as how serious
- DBCS Mats slowly all being replaced
- 1767s -have slowed downed-please notelegitable response requested and who you gave it to !!?!!
- Emergency response protocol not being posted as required by the ELM.
- ABA is a valuable benefit
- Postal Packs - False Bottoms should be at the bottom-BLUE JACKS ARE FOR CLERKS AT THE MACHINES If dealing with postal packs on machines , tell

management a blue jack is needed. BLUE JACKS WERE PURCHASED FOR CLERKS IN AUTOMATION ONLY.

Sunshine Committee- Calendar raffles are out- had a lot of winners so far. Sold all 200 calendars. We have wine with Christmas glasses for the Christmas party . Flyers are all sent out to all stations. Don't forget to purchase a ticket for the raffle of a hotel room at the OMNI for the night of the party.

Vinny Crespo- People are asking about the menu, can the menu be posted.

Kathy Doloff- will do.

Cheryl Duarte- What's left with the Sunshine fund?

Kathy Doloff- made 5000\$ - \$2500 / \$2500 split.

Cheryl Duarte- Good Job

Brian Avila- **Childrens' Christmas party deadline to sign up December 6th.**

DECEMBER 14TH 12PM-4PM CHILDRENS PARTY

OLD BUSINESS

Jimmy August-No scabs policy to be brought back up.

Kevin- speaks on how we lost a member already behind it.

Tony figueroa-speaks in favor of it, agreeing with jimmy.

Carolyn- questions if you know why they are scabs. Are they financially strapped,

Did they have a bad experience with the union. Are they living from paycheck to paycheck??? Suggest to send out a survey to try and find out why, and try to get them to join..

Kim- if they don't want to be a part of our union why should we let them in our house.

Jimmy- First of all, it's been in effect just updating.

Tony, Kim , Ms. Cheryl all agree to keep scabs out of the union hall.

Cheryl -agrees to keep them out due to you don't want to influence dues payers to stop paying dues. Also agrees on a survey to go out to ask why????

Feedback is needed to better understand the reasons why we have SCABS.

Vinny Crespo- Have you checked with a lawyer first???? Also if i rent the hall, you gonna tell me who i can invite from who i can't ?? I think you should check with a lawyer first !

*****MOTION- All in favor of adopting the policy as written- NO SCABS ARE ALLOWED IN UNION HALL AT ANY GIVEN REASON.

2/Passed

NEW BUSINESS

*****MOTION- To survey non dues payers to find out why they are scabs.

Vinny Crespo- I think that this is Dereks' job.

*****MOTION- to table the survey until the next meeting.

2/passed

Janice Pagliaro- There was no representing at the health care fair.

Cheryl Duarte- I saw Jay there!!!

Vinny Crespo - someone there needs to be more informed about the healthcare. Next time we will send someone to the training to have better knowledge on the health plan. Will talk about it at up and coming meetings..

GOOD AND WELFARE

It's that time of year again, make sure new pses are getting the proper training. The proper training will better help the flow of the mail.

Vinny Crespo- started taking action against management for touching the machines. I found out that a level 7 asked for help.

Carolyn Butler- 1767s will continue to be written up for all safety hazards on tour1

Sue Tillison-Questions on pse moves,then they send them to maintenance jobs.

Tony Figueroa-custodians have to be maxed out-it's important to make moves. I will be there tues @ 11..

Sue Tillison- Does the union have to be notified when pses are hired? Cause they don't tell us. Also schemes- 2 people are trained for schemes. Another comes along and bumps the pse thats trained for it.

Vinny Crespo- the training was on the computer with a few papers to go with it.

Sue Tillison -Can he file a grievance for being moved? Article 37k

Kim Howrth- This really shouldn't be discussed it's a private office.

Sue Tillison - well were dealing with your office all the time. I've listened to everything about your office. Everytime i go to ask a question I'm told to bring it up in Good and Welfare.

Vinny Crespo- let me tell you something-she's the most helpful in that office, now she's training him to be a steward. We can't be everywhere. You text me i try to get back asap. I want to thank both of you for your efforts.

Jimmy August- I support her to bring up an issues, she just sat through the plant stuff. Discussed Warwick 3 out of 20 people shows up at the meetings compared to 18 out of 800 at the plant.

Sue-Bid jobs- no number on it., if it only says distribution can things be added in by mgmt writing it in.

Kim-no they can't add on

Tim- i have a new bid , i need new training

Kim-they have 28 days to give you training

Vinny- 2 pieces of paper and to check the computer.

Tim- when i trained as pse i used flashcards

Jimmy- JCIM-article 37 tells you how you are given your hours of training.

Sue- One last thing..... They now know we have good grievances - thanks

Vinny-Management now doesn't want to allow union time for EEOs'

MARY KNAUER SCHOLARSHIP

John Tucker Fargnoli, Angelo State University- Kevin Fargnoli

Kenneth Card Jr., Johnson and Wales University- Linda and Kenneth Card

NOVEMBER DRAWINGS

POSTAL PULSE

Kim Howarth
Joel Puello

50/50

Bryan Curran
Raymond Chavette
Donna Marchetti
Vincent Florio
Mark Bennet
Scott Wojcikiewicz

50/50 DONATIONS

Cranston East Women Soccer- Sean Fay
R.I. Nurses Institute Middle College- Cheryl Duarte
Bottom hole Golf- Cheryl Duarte
Eastern Maine LaCrosse- Kathy Doloff

DECEMBERS DRAWINGS

POSTAL PULSE

Marvin O. Morales
Robert Di Paolo

50/50

Dante Verardo
Teresa Torres
Lonny Johnson
Ruthann Duphily
Eugene Fernandes
Thomas Negus

50/50 DONATIONS

WPAL- Kim Howarth
St, Thomas turkey Good for the poor thanksgiving- Janice Pagliaro
Pet Refuge- Sue Tillison
Sojourner house- Cheryl Duarte

End of the year 50/50 drawings

Prize- \$150- Joe Tatalo
Donation- \$150- Hungry Fridays- Cheryl Duarte

Door Prize \$35

Cheryl Duarte

Meeting Adjourned at 12:13pm