



AMERICAN POSTAL WORKERS UNION, AFL-CIO

Providence Rhode Island Area Local 387

Regular Union Meeting - April 28, 2019

President Jay Marrero called the meeting to order @ 10:05 a.m.

Pledge of Allegiance

Moment of Silence

Roll Call of Officers: All APWU Representatives are in Attendance, apart from the following excused representatives:

Carolyn Butler, Recording Secretary
Derek Calabro, Director of Organization
Tom Negus, Outlook Editor
Jim O'Brien, Clerk Steward
Jason Rubeira, Sargent at Arms
Nick Matera, Building Manager
Anthony Gesauldi, Steward
Gerry Mayerhofer, Safety Director
Steve Waxman,

Reading of the Minutes

Reports of Officers:

Secretary Treasure – Jim August

- The financial line report is on all tables for your perusal.
- A written report submitted by August as required is available in the APWU office (see attached).

President – Jay Marrero

- Jay Marrero thanked the membership for sending him to the New England States Convention in New Hampshire.
- Report that the 2004 grievance initiated by Steve Poole was settled, estimated clerks affected 646. Jay also reported, that the sum of \$100,000.00 will be held in abeyance for any former members, retirees, or any clerk(s) affected in any way at the time of the infraction who would still be able to collect monies, if they are entitled to do so.
- The Matrix will be instituted later this year, currently there are no plans to abolish any positions nor change any current jobs more than the allotted hour allowed by the Collected Bargaining Agreement still in effect.

- A Labor Management Meeting is scheduled for May 3, 2019. Uppermost in the discussion is the failure of management to follow protocol in the reporting of employee accidents and the serious violation(s) that this causes, as well as the contribution to future mishaps.
- Jay also reminded everyone of the upcoming May Breakfast scheduled May 11, 2019 at the APWU hall. This is a catered affair and all Union members, and their families are encouraged to participate.

Vice President – Vinney Crespo

- Reports that the cleaning up, and out of the APWU office(s) is going very well, and much of the clutter, and unnecessary items have been either removed or reorganized, allowing a more conducive workspace for everyone.
- Also, the implementation of a continued effort of both President Marrero, and Vice President Crespo to maintain the practice of visiting outlying offices continues. Both leaders feel that this regular contact will let members with less accessibility, have a better chance to voice their concerns directly to the leadership.
- The APWU welcomes Members Ben Eberle, Victor Burke, and Jason Rubeira who have stepped up for training to become APWU stewards. We wish them great success!

Craft Director – Kim Howarth

- Announcement making the membership aware of supervisors crunching overtime by telling clerks to go to break at certain times and return by certain times.
- Also, Kim informed the membership that through the efforts of Jimmy August's grievance, Debbie Smith's job was reverted.

Motor Vehicle Craft Director – Brandon Main

- Brandon thanked the membership for sending him to the New England States Convention.
- MVS is currently experiencing issues with new supervisors and past practices.
- This craft is in a good place right now and continues to move forward in more positive ways than in previous years as of late.

Maintenance Craft Director – Mark Walker

- Crossing of occupational groups is on the rise. Management is continually crossing occupational groups belonging to this craft. In an ongoing struggle to correct this problem the Union remains vigilant on calling management to task.
- Overtime bypasses continue and with the reduction in workforce will continue to increase.
- Safety awareness is critical! All of us need to be aware of our own safety because the supervisors are not.
- Subcontracting is becoming a major issue with some of these problems. Continuing to make management fall in line with the correction of ongoing contract violations by filing timely grievance is an ongoing process.

- A written report is available for your view in the APWU office.

Chief Steward – Adam Souza

- After an up-hill battle Adam reports that a Line H settlement of \$168,000.00 has been reached in 2019.
- Payment for the above-mentioned settlement will be issued within 6 months for Providence custodians.
- A list of eligible members receiving settlement monies will be available shortly in the APWU office. See Adam Souza or Mark Walker for more information.

Clerk Craft Director 028

- Divina reports that a new Postmaster has been installed in her facility.

Safety Director – Will Sardelli

- A report that the mats for the DB's are being replaced, the last time they were replaced was between 10 to 15 years ago.
- The DIOS mats are also receiving the same treatment.
- There are new chairs coming in for the
- Good job to all the clerks who are culling the mail! The practice of continuing to cull the mail has gone a long way to reducing damages to the machines as well as the mail. Keep up the good work!
- More safety issues are being addressed on form 1767. These forms are being filled out and submitted. Kudos to everyone who is participating.
- Thank you to the leaders of the Union for their continued effort to get the safety information out to all crafts and I encouraged them to keep up the good work!
- OSHA safety issues are on the rise. The Post Office is not providing the proper equipment to maintenance employees, with injuries resulting.
- Post Office is not following protocol when accidents happen this is being addressed and will be dealt with, with the strictest form of compliance possible. Repeated violations of the law will not be accepted. Regular reports will be given monthly.
- Written report available to view in APWU office.

Trustees Report – John McKithen, Janice Pagliaro

- An inventory of the APWU holdings was done on April 18, 2019 - results show that everything is good.
- All insurances and taxes for the APWU organization are current.
- Members are reminded to use the vouchers that were instituted a couple of meetings ago, for any loss time request.
- A 50/50 club tune-up was done by the trustees and all bad numbers, data and repeats have been corrected. The list is currently up to date.
- There is also a balance in the Sunshine Fund. The amount was not reported.

- Motion that the Secretary-Treasurer contact our lawyer, within fourteen (14) days to gain access to the Fidelity account and a report be made at the next regular membership meeting.
- Janice reported that all cell phones paid for by the Union have been eliminated.
- The trustees are researching the costs of obtaining a new contract pertaining to the copy machines, one located in the APWU office the second in the Union hall.
- A written report is available for view in APWU office

OLD BUSINESS

- The minutes for February meeting were adjusted (modified) by Recording Secretary Carolyn Butler.
- The motion initiated last month to have the maintenance election of a Maintenance Craft Director be by mail ballots was accepted by the maintenance craft members.
- The motion for the Secretary-Treasurer to produce a written liner item report at every monthly meeting forward was passed by the membership.

NEW BUSINESS

- A motion to send President Jay Marrero and Vice President Vinney Crespo to the President's Convention held June 30, 2019 thru July 5, 2019 with all necessary expenses included. Motion passes.
- Motion for the Secretary-Treasurer Jim August to get Fidelity account information and report the status of that account at the next meeting. Motion passed.
- A motion for the monthly chosen postal pulse survey be disposed of, after being pulled as the winner of the drawing(s).
- May Breakfast scheduled May 11, 2019.
- Motion for nominations of Maintenance Craft Director
 1. Janice Pagliaro nominates Lloyd Brazzie.
 2. Sue Lamphere nominates Mark Walker.
 3. John Senical nominates Anthony Figueroa.
- Adam Souza motions to cease nomination, seconded and passes.
- Motion to send up to 10 people including automatics to Las Vegas for the Craft Conference, and/or MPC Secretary-Treasurer training in October 25 thru October 30, 2019.
- Motion Amended – A motion to send automatics plus 10 people to Las Vegas for the Clerk Craft Conference, MPC Secretary-Treasurer training in October 25 thru November 1, 2019 with all necessary expenses.
- Amended motion passes.
- Motion to hold summer barbecue on July 20, 2019 at the Union hall with all necessary expenses. Motion passes.

Good and Welfare of the Union

- No good and welfare

Postal Pulse Winners \$100.00

1. Non-member pulled; prize rescinded for “member not in good standing.”
2. John E. DeRosa \$100.00

50/50 Winners \$100.00

1. Dan Souza #268
2. Eugene Fernandez #60
3. Paul Blanchette #335
4. Richard Blackmere #95
5. Tom Coolish #293
6. Stedroy Green #128

50/50 Donations Winners \$200.00

- 1 Young Women’s Panessi Club - Janice Pagliaro
- 2 Museum of Black Artifacts - Chery Duarte
- 3 Rhode Island Food Bank - Terrese L. Sylvia-Abdullah
- 4 Johnnycake Center Peace dale - Divina Eagleson

Door Prize – Kim Howarth \$30.00

Motion to Adjourn; Seconded; Passed

Meeting Adjourned @ 12:15 p.m.

Terrese L. Sylvia-Abdullah, Recording Secretary (Acting)
Providence Rhode Island Area Local 387