



MINUTES TO MEETING SEPTEMBER 2023

Meeting call to order by **President Vicente Crespo (Vinny)**, on **Sunday September 17, 2023**, at **10am**. First The Pledge of Allegiance to the Flag takes place, after a Moment of Silence and then roll call of Officers will be taken. (a quorum was established).

- **June 2023 Minutes on table, Motion to accept Minutes?**
- **Answer from Body: Pass**

Officers Excused:

- Ayobola, Afolabi
- Adam Souza
- Anthony Gesualdi
- Brian Avila
- Jim Obrian
- Blythe Sylvia
- Cristen Linehan

Absent:

Secretary Treasurer: Charles Ellison (Tony)

- Main Account: \$329,968.24
- Sunshine Fund: \$8,188.20
- Fidelity Account: \$23,715.65, Down: \$406.25
- All bills currently up to date.
- Credit Card statement not yet completed.

President: Vicente Crespo (Vinny)

- Thanks to all who helped at the Summer BBQ Party, good reviews about food.
- PDI's are back for attendance and hazmat.
- Working on Halloween Party for October 27,2023 and Christmas Party date.
- Financial Review was done on 09/15/23.
- Bank account reconciliation.

- Credit Card reconciliation we are still working on, this has not been done since 12/2021.
- 50/50 was audit.
- The New COLA .48 or (\$998.00 a year) effective 9/15/23.
- PSE Now Eligible for Dental and Vision benefits.
- New England State will be in Providence, Hotel has been reserved.
- PGE Credit Union is merging with NAVIGANT Credit Union. All members of the PGE will become members of the Continuing Credit Union.
- Recently, maintenance NBA, Contract Compliance Specialist from Boston and President Crespo met to discuss almost 100 grievances from maintenance.
- Two (2) separate grievances were filed for Lead Clerk not performing TACS. One will receive \$1000.00 and another \$500.00.
- Two (2) employees in different offices were removed for conduct. Both returned after grievances were filed.
- Meeting with the Plant manager every Tuesday at 1pm.
- PSE Conversion to Full Time Flex (FTF), 10 on 09/09/23 and 17 on 09/23/23.
- Management announced, new buildings in different states are looking for DBCS or Flats to be moved there.
- There will be a minimum of PSE's being hired this year.
- Over Time (OT) will be granted, there will be force if necessary.
- Management complaints about the use of phones in DBCS area.
- Management also discussed the low volume feed on the DBCS.
A few DBCS are running at 11000 pieces per hour.

Vice President: Lloyd Brazee

- Roof caved in, at Chepachet Office.
- OSHA claims were filed for Glendale office.
- Montgomery Street Air Conditioner (AC) caught on fire.
- For any Maintenance issue(s) file Form 1767 for Lloyd Brazee to inspect office(s).
- Grievances for Maintenance were settled
(Subcontractors performing bargaining duties).
- Ten (10) Electronic Technician (ET) positions available.
- Upcoming: Line H Season.

Clerk Craft Director: Ayobola Afolabi (Ayo)

- Advising all members to report every unsafe practice(s) from management.
- **Stand Up Talks:** APWU is working with management to enforce Stand Up Talks about changes and work conditions.
- Union and Management have agreed to meet every Tuesday at 13:00 (1:00pm) to discuss changes and or improvement related to Clerks.
- **Light Duty:** Encouraging clerk(s) who get injured and are willing to work to fill out Light Duty Forms, forms can be obtained by stopping at Union Office. Provide Light Duty Form to management along with your restrictions the doctor has provided for you.
- Encouraging clerk(s) who get injured on the work floor to **Immediately** report injury. Once injury is reported to management they will provide form CA 16 to you and you will provide form to your choice of doctor. The first three (3) days out of work is on the employee and the rest days are on Continuation of Pay (COP).
- **Bids/Jobs Posting:** management are changing job assignment without notifying the appropriate Union Representative. Clerk Craft Director Ayobola Afolabi has filed a class action on management violating Collective Bargaining Agreement.
- **Conversion of Postal Support Employees (PSE's):** I would like to welcome all newly Full Time Career clerks!! Majority of newly converted are Full Time Flex. You will be provided with duties along with a schedule that has to be posted every Wednesday of each week. To be clear, "the schedule is not a bid assignment. The Local Union has agreed with management to keep a consistent schedule for Full Time Flexible clerks.
- **Attendance:** Encouraging all APWU clerks to try and avoid work absence. Absences exceeding three days or more management can ask for documentation upon employee return. Fill out Form 3971 for render of payment depending on type of leave used. APWU does not pay clerks, in any case where management refuses to insert payment for clerks then it is subject to the Grievance procedure.
- **Holiday/ Overtime:** There will be a few hiring of new PSE's. When offering overtime, management has to notify clerk 30 minutes or one (1) hour in advance. All available PSE's will be utilized before forcing clerk(s) who did not volunteer for overtime.
- I will like to thank everyone who appreciate the service APWU provides to the members. It is not an easy task but we continue to do the strive and do the unthinkable to help every member. I do the best towards helping members with obstacles that may try and break them down or discourage them in the work place.

WE STAND TOGETHER, WE STAY STRONG AS A BODY!!

MVS/VMF Craft Director: William Kline (Bill)

- Processing of Grievances thus far.
- Resigning at the end of September 2023.

Director of Organization: Adam Souza

- The BBQ Party was a success.
- Christmas Party on December 02,2023, buffet from Ralphs Catering.
- Insurance Shuffle, something to look forward to in 2024.
- If you are on the payroll January 01,2025, you will have to choose one of the new “similar” insurance plans during 2024 Open Season.
- Insurance in Retirement will be under “New Rules” in 2025.
- Enroll in Medicare Part B, when you retire, save for a few exceptions.
To learn more about Medicare and enroll, visit www.medicare.gov
- When injured on the job it is your choice where you receive Emergency Treatment, within a 25-mile radius, NOT management.
- Choose wisely.
- If you have questions about OWCP your union is here to help.

Union Hall Building Manager: Brandon Main

- Union Hall Flooring Laminate. (Sample of floor was showed to members attending)
- Parking Lot at Union Hall has a crack and needs repairing.

Trustee Report: Thomas Jones

- Independent trustee review.
- Audit for bank account is good.
- Sunshine fund tip 137.
- 50/50 has been audited and list has been updated.

Old Business:

- None.

New Business:

1. **Calling Motion:** Repair crack in parking lot at Union Hall with all necessary expenses included?

- **Body Response:** Motion passed.

2. **Calling Motion:** Increase fee for Union Hall Rental from \$100 to \$200, starting January 01,2024.

- **Body Response:** Motion passed.

Good and Welfare:

- Union Hall laminate flooring with all necessary expenses. (Motion pass)

Postal Pulse:

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| 1. Thomas P. Kulisch | 4. Nelson G. Rico |
| 2. John J. Peltier | 5. Michael F. Woods |
| 3. David C. Narciso | 6. Vincent P. Florio |

Charity Donations:

- Janice Scott:

Johnston Football, 9-10 years old

- Cheryl Duarte:

Cape Verdean Recognition Committee (\$150)

50/50:

- 253: Engley Donald
- 127: Bryan Curran
- 40: Peter Pereira
- 139: Vincent Florio
- 247: Grant Jr. James
- 30: Bergeron Deanna

Door Prize: \$1

- Janice Scott

Adjournment: 12:45pm