

Providence, RI Area Local 387
Meeting Minutes - March 25, 2018

President Ann Albro-Mathieu called the March meeting to order, at 10.03 a.m.

A moment of silence is observed to remember our members who have passed.

Members stand, face the flag, and recite the Pledge of Allegiance.

Attendance is called by Terrese L. Sylvia-Abdullah, temporarily substituting for Recording Secretary Carolyn Butler.

The minutes from the February 25, 2018 meeting are presented and a motion to accept is put fourth by President Albro-Mathieu. Various members' second the motion, and the call to accept the February minutes is passed.

OFFICER REPORTS

Secretary-Treasurer - Jim O'Brien

-February lost time report is presented with a motion to pay Steve Mardo in the report.

-Jim reports that the balance between our checking and payroll accounts show a total of \$152,363.24, the largest balance to date, putting PRIAL 387 in "great" shape.

-Referendum ballot results are as follows:

-199 were received, 1 voided, and 1 was blank. 197 ballots were counted

-164 members voted to revoke the Union membership of Michael Hall

-33 members voted not to revoke Mr. Hall's membership

-the 2/3's requirement was met with 83% voting to revoke

-58 maintenance ballots were received in a separate vote and count

-43 maintenance members voted to remove Michael Hall as Maintenance Craft Director, and deem Mr. Hall ineligible to hold any position in the local for a period of five years.

-15 maintenance members voted not to revoke Mr. Hall's membership

-the 2/3's requirement was met with 76% voting to revoke

-Results as were signed by Phil Cinquegrano, Election Administrator.

-Correspondence from national read to membership:

-Mike Hall's charges against Local 387- on March 6, 2018 the APWU National Executive Board voted to uphold the dismissal of Mr. Hall charges. This action by the board makes Mr. Hall's charges non-existent

-Secretary-Treasurer O'Brien informs the membership that Mr. Hall has the right to appeal the board's decision at the National Convention

-Secretary-Treasurer O'Brien reports on Mike Hall's appeal - referring to Mr. Hall's verdict in which he was found guilty on the charges from the referendum.

- On March 6, 2018 the APWU National Executive Board voted to dismiss Mr. Hall's appeal
- The board's dismissal of Mr. Hall's appeal means that the charges against Mr. Hall stand as is
- Questions on Secretary-Treasurer's report are called for, asked and answered.

President - Ann Albro-Mathieu

- The ABA Scholarship form is presented, and is a one time only \$4000.00 scholarship open to the children of APWU members.
- Deadline for application is May 15, 2018, application are available in APWU office and applications will be distributed to stations and branches as well.
- As a result of the Secretary-Treasurer's report, the Maintenance Craft Director position is deemed to be vacant, the next meeting it will be reported on how that position is to be filled.
- Line H grievances are completed:
 - all grievances were originally denied at step 1 with a rubber stamp denial
 - all appeals are at step 2
 - out of 15 offices in 029 where custodians work, 8 were found to be in violation scheduling requirements
 - in the eight offices in violation a total of 3400 hours were not scheduled
 - a meeting is being scheduled in the next week with Don Taylor, the step 2 designee, the results of that meeting will be reported on at the next meeting
- Incidental leave for clerks in the plant almost complete (should be done in the next few days), we are off to a late start because the list given to us by management was incorrect and has since been rectified, the final list will hopefully be completed April 3rd thru April 5th (all three tours).
- The Overtime-Scheduling program going live on April 1, 2018:
 - remember, if you are next in line for overtime, you will stay
 - if you cannot stay, you must submit a 3971 to your supervisor in advance of being informed that you are up next for overtime
- Questions on President's report are called for, asked and answered.

Vice President - Jimmy August

- The delay in the vacation board at the stations and branches occurred because there were too many jobs that had, "pool and relief" in the description.
- In the process of correcting the wording in the clerk bids, a serious discussion with management occurred, the Union has clarified this issue with upper management and the vacation board has been released, and is circulating.
- Member on member problems in the plant cannot be adjudicated by the Union, because both members pay dues to the Union, the Union cannot take a side against either member
- Questions on Vice President's report are called for, asked and answered.

Clerk Craft Director - Kim Howarth

- Kim Howarth announces Article Twelve is lifted!
- There should be conversions, there are 4 residual vacancies in customer service

- (should be filled immediately), and we are already owed 1 conversion.
- We've received a couple of e-reassign, which would guarantee more conversions.
 - A grievance is currently moving forward for 22 positions in automation that we are trying to get posted, which would create more conversions.
 - There are acting supervisors, who the Union requests be issued 1723s, having to make this request repeatedly only signifies that there is a need for more level 7 jobs in the clerk craft, we are grieving this situation.
 - Questions on Clerk Craft Director's report are called for, asked and answered.

Director of Motor Vehicles - Brandon Main

- Jobs-2 e-reassign positions, 1 from Boston, and a new supervisor from Framingham who did not accept the other e-reassign position.
- The unaccepted position of the two will be reposted thru e-reassign.
- There were 38 applicants for MVS, we are trying for a compliment of 71 to be fully staffed.
- Management has been dragging their feet, we diligently are pursuing this issue.
- We are currently finishing up vacation picks.
- Questions on Moto Vehicle Director's report are called for, no questions.

Director of Organization - Derek Calabro

- A couple of people signed up for Union membership.
- Change of address information is updated for anyone who has submitted the information to me.
- Questions on Director of Organization's report are called for, asked and answered.

Trustee's Report - John McKitchen

- Nothing to report.

Legislative Director - Anthony Gesauldi (excused)

- No report.

Building Manager - Nick Mattera

- On March 26, 2018 the commissioned work to the repair to the outside walls of the union hall will begin (barring snow), the estimated time of work is 10 days to 2 weeks, weather permitting.
- Once the walls are finished, the bathroom repairs will begin.
- Thank you to Tom Negus for the home made soda bread, and I encourage donations which are always appreciated.
- Questions on Building Manager's report are called for, asked and answered.

Christmas Party Committee - Tom Negus

- Nothing to report.

Safety and Health - Will Sardelli/Gerry Mayerhofer

- New Safety Ambassador Program (**the Union does not endorse this program**):
 - this a management program, and a manager's job that encourages

- (maybe forces) employees to take part
- puts members in a position to report to management on other members activities, that is not our job
- a grievance is in place to fight this program at the National level, and the insistence of management for employee involvement
- be aware that in smaller stations and branches management is trying to force members to take these positions, don't let management intimidate you into one of these jobs (not happening in Rhode Island yet)
- The Facility Safety Coordinator's who oversee safety issues in the larger plants, an \$80,000.00 a year position is trying to pass his responsibilities to clerk's who make \$20,000.00 less and would be volunteering to do more work (don't be fooled)
- please let the Union know if you are approached about this issue as soon as possible, the Union cannot grieve this without knowledge of its inception
- President Albro-Mathieu explains that the Postal Service rolled this program out without any discussion with the Union on a national level, some of the problems that National has with this program are:
 - the post office will pick the safety and health reps rather than the local
 - this program discourages employees from filing out 1767s, there by eliminating a paper trail when a safety hazard has occurred
 - Vice President Jimmy August reminds the members that this program flies in the face of the already established programs
 - currently the Union can mention safety and health issues to management, and no discipline may be issued
- 1767s - remember to fill them out, get your copy (the blue one) and look for your answer from your supervisor by the end of your shift (request in writing on the original: please provide a legible copy on my answer sheet)
 - when filling out a 1767, go by the Union office and make a copy before handing it in, so there is a record of the initiation
 - send a copy to Will Sardelli/Gerry Mayerhofer
 - 1767s keep a record of the things that are going on in the facility
 - 1767s also let upper management know what is going wrong in the facility when management haphazardly handles dangerous situations
 - these forms are supposed to correct incorrect safety and hazard issues
- Training of supervisors/management to handle 1767s issues
 - if your boss tells you to do something unsafe, get a steward
- Unsafe lifting procedures, not enough lifts on the floor
 - improper use of tilt lifts, should be vertical lifts
 - cut those postal packs to complete proper lifting procedures
- Questions on Safety & Health report are called for, asked and answered.

Old Business

- No old business.

New Business

- Brandon Main makes a motion to host the May Breakfast on Saturday May 12, 2018 at the union hall, with all necessary expenses.

- call for discussion or debate, none advanced
- call for the question, no opposition noted
- motion carries
- John McKitchen makes a motion to hold basic steward training on Saturday April 14, 2018 with all necessary expenses, to be open to all dues paying members.
 - call for discussion or debate, none advanced
 - call for the question, no opposition noted
 - motion carries
- John McKitchen makes a motion to hold advanced steward training on Saturday April 28, 2018 with all necessary expenses, subject to be determined.
 - call for discussion or debate, none advanced
 - call for the question, no opposition noted
 - motion carries
- Any more New Business, hearing no reply, New Business is concluded.

Good and Welfare

- Tom Negus brings up a concern about a huge sign in his office that say “Do your job” in big bold letters, are they creating a hostile work environment?
- Tom Negus asked about thank you notes some employees received.
- Terrese Sylvia-Abdullah mentions that the supervisor told the Chief Steward that the postal telephone number for contacting the Union rep was to be removed from the union bulletin board.
 - however, when pointed out that the supervisors use that number to call whenever someone asks for a steward, it was no longer an issue
- Terrese Sylvia-Abdullah mentions that the Lookout-Outlook newsletter is coming out pending approval of cost by the financial board, look for it by the end of April.
- The newsletter is a quarterly submission that gives everyone two months to submit information (the third month is needed for production) so have your submission for the next issue ready and in by the end of May for approval and publication.
 - Send your submissions to LookoutOutlook@apwupvd.org
- Sue Tillerson ask Jimmy to discuss with her the issues that they are having in the Warwick office after the meeting.
- Lloyd Brazee asked if the trustees audited and approved the secretary-treasurer’s books prior to annual meeting.
 - Albro-Mathieu answers no Brazee
- Lloyd Brazee asked if the yearly audit has been conducted
 - Albro-Mathieu answers no, because accountant has all the books and is doing the Union’s taxes
 - Brazee asks additional questions about yearly audit, Albro-Mathieu’s answers
- Lloyd Brazee asked about the cost of the two ballots mailings.
 - Secretary-Treasurer O’Brien responds by saying that he does not have that information at hand
 - Jim O’Brien informs Mr. Brazee that the information he requests is part of the Year-end accountability, any additional information that Mr. Brazee would like access to should be submitted in writing.

- Albro-Mathieu's clarifies that under the LMRDA, any member has the right to inspect the books if there is "just cause" to do so.
- So anybody who wishes to inspect the books, can send a request with an explanation of their "just cause" to inspect the books, and those books have to be provided for that purpose for whatever specific item it is they're looking for.
- Fishing expeditions are not allowed, so any letter, any requests, you have to explain your just cause, it can't just be I want to look at this, you have to explain your reason why, if your want to look at it.
- Mr. O'Brien makes the point that Mr. Brazee filed charges against members of the board, the trial was the previous Friday and Mr. Brazee did not show up and the membership had to pay for that hearing.
- Mr. Brazee responds to Mr. O'Brien by insisting that the charging officer Jimmy August has no right to be administer of those charges.
- Albro-Mathieu calls order, and informs Lloyd Brazee of his right to an appeal.
- Mr. Brazee states that more charges will be filed.
- Jimmy August reminds all parties that this discussion is irrelevant and should not be taking place, because the trial board was completed.
 - August informs Brazee that his opportunity to object to anything was during the trial board hearing at which Mr. Brazee had not appeared.
 - August informs Brazee that he will be notified by mail of the decision and that he may pursue his formal appeal at that time.
- Lloyd Brazee asks Ann Albro-Mathieu specific questions about a document in his hand. Albro-Mathieu asks to review the document then reads the date and title listed on the document to Brazee per his request.
- Lloyd Brazee again asks Ann Albro-Mathieu specific questions about another document in his hand. Albro-Mathieu asks to review that document then again reads the date and title listed on the document to Brazee per his request.
- Ann Albro-Mathieu reminds Lloyd Brazee that frivolously asking obvious questions about documents in his possession that do not require clarification is causing issues with lost time for union officials who are paid with members' dues to take time off from work to come to meetings.
- Any more Good & Welfare, hearing no more responses, Good & Welfare is concluded.

DRAWINGS

2 Postal Pulse Drawings - \$100.00 dollars (each)

1. Nick Mattera - \$100.00
2. Vinny Crespo - \$100.00

12 - 50/50 Club Drawings (numbers were not available at last meeting) February 2018

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|--------------------------|----------|
| 1. Richard Blackmer (66) | \$100.00 |
| 2. Sue George(178) | \$100.00 |
| 3. Gloria Aubee (150) | \$100.00 |

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| 4. Mark Walker (416) | \$100.00 |
| 5. Christina Brown (26) | \$100.00 |
| 6. Divina Eagleson (97) | \$100.00 |

March 2018

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|-------------------------|----------|
| 1. Jeanie Pollard (300) | \$100.00 |
| 2. Sue Lamphere (295) | \$100.00 |
| 3. Dennis Leahy (204) | \$100.00 |
| 4. Keith Webster (148) | \$100.00 |
| 5. Mike Austin (245) | \$100.00 |
| 6. Brian Avila (195) | \$100.00 |

50/50 Donation Drawings

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| 1. Reaching for the Fringe (Kim Howarth) | \$200.00 |
| 2. St. Jude's (Derek Calabro) | \$200.00 |
| 3. Sacred Exchange Fellowship (Kim Howarth) | \$200.00 |
| 4. Avon 39 Walk for Cancer (Nick Mattera) | \$200.00 |

Door Prize

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| Cheryl Duarte (887057) | \$59.00 |
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Meeting Adjourned @ 11:39 a.m.