



**AMERICAN POSTAL WORKERS  
UNION – PRIAL 387  
P.O. BOX 40430  
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## **MINUTES TO MEETING APRIL 2024**

Meeting call to order by **President Vicente Crespo** on **Saturday April 20, 2024, 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).

Number of Members in Attendance: Eighteen (18)

### **Motion:**

The Minutes from March 17, 2024, meeting is on the table and presented as is for acceptance.

**Local Union Member William Lacross** moves to accept the minutes as is.  
The motion is seconded and adopted.

### **Officers Excused:**

Adam Souza  
Brandon Main  
Blythe Sylvia  
Edward Soares  
Victor Burke

### **Officers Absent:**

Kim Howarth  
James Obrian Jr.  
Jessica Cook  
Andrea Chiaradio  
Michael Coughlin

### **Secretary Treasurer: Charles Ellison**

- All finance payments are up to date.
- Financial Report: Anyone who would like further information on report, see Union Official.
- LM 2 Report- was delayed due to account needing to be updated from old credit union “PGE” account to new credit union “NAVIGANT”. Accountant will have it completed by the end of the month.

### **President: Vicente Crespo**

-Thanks for sending me and VP to the NPC Minnesota

New England State Convention next week at Providence April 26 to April 28, 2024

- Issue on Express mail, protocol was not followed by Supervisor.
- Attendance issued continue.
- Proposing to meet with the stewards every 2 weeks at the Union Hall to discuss grievances and Union strategies.
- Issued with the New bid.
- we still have FTF we encourage to bid as soon as possible for a regular position.
- New equipment will be deployed, Providence is on that list.
- Brookton will be updated the building. Will be LDC. Outgoing will be sent to Providence.
- 8 steward will be attending Postal Labor Summer School in West Virginia from 04/21/24 to 04/026/24

### **Vice President: Lloyd Brazee**

- No report was submitted by L. Brazee.

### **Clerk Craft Director: Ayobola Afolabi**

- Management has agreed to assign the unassigned full-time flexible into a fixed schedule for six months because they violated the contract. Management will assign the unassigned into a fixed schedule for 180 days.
- Management is going around with P.S. FORM 3971, for employees to sign regarding attendance.
- I would like to advise all unassigned employees to bid on any posted job(s).
- I advise everyone to work safe, and follow all safety protocols.
- I would like to talk about our member(s) getting injured on the workroom floor, if you get hurt on the workroom floor make sure you file a worker complaint with the immediate supervisor and make sure the supervisor provides a signed CA16. The APWU steward will provide a booklet to help in assisting our members on filing an online claim for their injury.
- I express appreciation to all APWU stewards, the President, and the Vice President for their assistance.
- I am open to answering any questions related to clerks. Have a wonderful day, and thank you to all the supportive members.

### **MVS/VMF Craft Director: Wesley Carpenter**

Good morning brothers and sisters.

On April 17th I became aware of the potential to take back at least 2 runs which are currently being performed by contractors. The Union has begun an investigation to determine if taking back this work is feasible. If it is found to be feasible, we will work with management to bring the work back to the craft.

On April 16th I received notice from local management they are implementing a new safety campaign which they are referring to as “APRIL SAFETY CAMPAIGN – DRIVER ENGAGEMENT SKILLS COURSE. The Union has begun an investigation into this change in working conditions to determine if any of the changes violate our CBA. If any violations are found, appropriate action will be taken in a timely manner.

On April 28th Local President Vinny Crespo appointed VMF Steward Bill Kline as Alternate Tour 2 MVS Steward. When I am not available, Mr. Kline will be available to provide representation as required, do not allow your supervisor to tell you there are no other stewards available.

The alignment machine at the VMF, which failed back in November of 2023, has still not been addressed by management. A grievance had been filed in a timely manner, and after several extensions and denial at Step 1 the Union mover the grievance to Step 2 and a meeting has been scheduled.

The Union is currently filling a new grievance on this continuing violation every 14 days. Steward Kline remains hopeful that an equitable resolution can be reached after holding the Step 2 meeting.

As MVS Craft Director I want to ensure that all are aware of their most basic, and potentially most important right granted under our CBA (Collective Bargaining Agreement). To do this I would like to share an article written by Charlie Cash, Industrial Relations Director, and published in the March 16, 2023 edition of American Postal Worker Magazine.

“One of the basic rights you have in the Postal Service is the right to meet with a steward if your contractual rights have been violated. You have the right to representation by a steward in any meeting that could lead to discipline, and the right to meet with a steward to file a grievance.

I recently saw a letter given to a member informing them of an upcoming investigative interview that could potentially lead to discipline. The letter informed them of their right to a steward. However, the letter stated it was the employee’s obligation to contact their steward to be present at the interview.

I spoke to leaders in various parts of the country and this seems to be a recurring issue. There may be many members who think this is the rule. This is not the rule! It is management’s responsibility to contact and arrange for your steward to be present in one of these meetings when you request it!

I sometimes forget that what I take as common knowledge is not known by everyone we represent. The Postal Service workforce has seen an influx of tens of thousands of new employees. We all need a refresher and reminder of our rights occasionally.

Every APWU-represented employee needs to remember their Weingarten Rights, which are the rights to request a representative. Management does not have to tell you that you have Weingarten rights. You have to know and invoke them.

It is important to always have a steward present in any meeting that could lead to discipline. Your steward is your witness, and can advise you on how to answer questions, prevent

badgering, help clarify questions and answers, and they can meet with you privately prior to the meeting. Your steward is not a “silent witness” but rather a full participant.

Always remember to say these words when management calls you in for a meeting:

“If this meeting can result in me being disciplined in any way, I request that my union representative be provided and be present. I will not answer any questions until my union representative is provided.”

Repeat this until your steward is provided. If they say you need to find your own steward, the meeting cannot continue and the contract has been violated.

The Postal Service requires that a steward ask for permission to be released from work duties in order to perform union duties. How can any employee go find their own steward when the employee would need permission to leave the work area to find a steward or make a call to a steward? It is ridiculous to think that a member has to get a steward on their own since they have no authority to release a steward from work to perform union duties. Only management can do that.

It is vital that you ask management for a steward when you need representation for either an investigative interview, to meet with you to see if you have a grievance, or to file a grievance. If you go looking on your own, you could face additional discipline for being out of a work area or not working. The steward could also be at risk if they were not on official steward time as well.

Asking management to arrange for a meeting is a requirement under the contract. Asking management protects you, protects the union, and puts the burden squarely on management. These meetings are to be “on-the clock”— not before work, after work, or on breaks. You must insist on this and stand up for your rights!

As information I will be heading to West Virginia tomorrow, April 21st and will be returning Friday April 26th. If any issues arise during that time I am away, representation will be available.

Stay safe in your travels brothers and sisters. Thank you.

**Director of Organization: Adam Souza**

- Excused.

**Union Hall Building Manager: Brandon Main**

- Excused.

**Trustee Report:**

- Nothing to report.

**Old Business:**

- A committee has been established for Union Liability Insurance, comprising Vicente Crespo, Charles Ellison, Sabriela Rosendo, Rayshelle Gaiter and Thomas Jones.

## **New Business:**

1. The Membership was presented with information about sending the Local President and Vice President to National President's Conference from June 14th-17th,2024, in Baltimore, MD, with all covered expenses.

**Motion:** Local Union Trustee/Steward Brian Avila motioned to send Local President V.Crespo and Vice President L. Brazee to NATIONAL PRESIDENT'S CONFERENCE on June 14th-17th,2024 in Baltimore, MD with all covered expenses.

This motion was seconded by the members present at Local Union Meeting.

Local President Vicente Crespo repeats motion: "All in favor of sending Local President V. Crespo and Vice President L. Brazee to the National President's Conference from June 14th to 17th, 2024, with all expenses covered, say 'Aye'; those opposed, say 'No'."

The Ayes have it, and the motion is passed.

Presideent also informed that every 2 weeks all stewards will be meeting at the Union Hall to discuss grievances and union strategies with necessary expenses.

## **Installation of Officer:**

- As of April 1<sup>st</sup> 2024, Local President V. Crespo has designated Dejarbrina Howard a full time steward for 029- Customer Service, TOUR Two.

- The newly sworn-in officers are Dejarbrina Howard and Anjali Sinha.

## **Good and Welfare:**

- Member Committee for the Sunshine Funds: Amanda Giglio, Janice Pagliaro and William Lacross.

## **Postal Pulse:**

1. Justin J Mauricio
2. Raymond Bence

## **Charity Donations:**

1. Johnston Football, Nine Years Old: (Janice Pagliaro)
2. Rhode Island Special Olympics: (Frank Fontes)

**50/50:**

67: Kim Howarth

58: Diane Rubio

124: Marissa Spirito

**Door Prize:**

- None.

**Motion:** Local Union member William Lacross motioned to adjourn meeting. The motion was seconded and adopted.

**Adjournment: 11:40am**

*Respectfully Submitted,*

Sabriela Rosendo  
Recording Secretary  
APWU – Local 387