



**AMERICAN POSTAL WORKERS
UNION – PRIAL 387
P.O. BOX 40430
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ANNUAL MINUTES TO MEETING JANUARY 19,2025

Meeting call to order by **PRESIDENT VICENTE CRESPO** on **SUNDAY JANUARY 19,2024**, 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: **Twenty-two (22)**

OFFICERS EXCUSED:

ADAM SOUZA
VICTOR BURKE
ANDREA CHIARADIO

ABSENT:

ANJALI SINHA
KIM HOWARTH
MICHAEL COUGHLIN

Local President Vicente Crespo informed the members in attendance that the Minutes from NOVEMBER 2024, meeting was available on the table for review.

MOTION:

A motion was presented to accept the Minutes from November 2024, meeting as is.

DISCUSSION:

Local TRUSTEE THOMAS JONES noted that the November 2024 minutes needed revision, as both he and **029-Customer Service Steward DEJARBRINA HOWARD** were not in attendance at that meeting.

Local President Vicente Crespo acknowledged the correction and stated that the revised minutes would be presented at the next meeting, scheduled for **SUNDAY, FEBRUARY 23, 2025**.

The motion to revise the November 2024 minutes was seconded by the members in attendance and passed.

SECRETARY TREASURER: CHARLES ELLISON

- All finance payments are up to date.
- All accounts are in good standing.
- Any member interested in reviewing the financial report is welcome to do so.

Local Secretary-Treasurer Charles Ellison informed the members in attendance that the **Union Financial Report** was available on the table for review.

MOTION:

A motion was made to accept the **Union Financial Report** as presented.

Seconded by: Local members in attendance.

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'."

The Ayes have it, and the motion was passed.

PRESIDENT: VICENTE CRESPO

- Voluntary Early Retirement (VER): USPS and APWU agreed to a January 2025 VER incentive offering \$15,000 to eligible full-time retirees and prorated amounts to part-time employees.
- Social Security Fairness Act, signed into law by 46th President, Joe Biden, on January 05,2025, stating, “this victory is a cumulation of a 40-year fight to provide security for workers who dedicate their lives to their communities.”
- Postal Board of Governors: On November 14,2024, the Postal Board of Governors elected Amber F. McReynolds as the chair of Board. She also serves as the chair for the Boards Election Mail Committee. Derek Kan was elected as vice-chairman.
- APWU Contract Negotiations: Negotiations between APWU and USPS are ongoing. Certain language in the proposed agreements remains unresolved. APWU is offering a Zoom meeting on January 23,2025 at 6:00pm.
- Scanner and GEOTab Device Notifications: Updates will be provided on this from the Vehicle Maintenance Facility (VMF), Craft Director Wesley Carpenter.
- January Bid Cycle begins on January 17,2025.
- Function 4 Assessment: Warwick, RI, will perform its second Function 4 assessment to evaluate operational efficiency and staffing.
- Staffing shortages continue to impact window operations.
- Attendance Discipline: Providence P&DC will begin disciplining for attendance. Please submit your 3971 upon return to work.

- New Scab Hiring: Members will receive \$25 for each new member signed up. Signing up four new members earns an additional \$50 bonus.
- Christmas Party: Thanks to everyone who helped with the 2024 Christmas Party. For 2025, the children's and adult parties will be held on separate dates.
- APWU Leadership Institute: I was selected to attend in Maryland.
- APWU Election Committee: I was selected to serve on APWU 2025 Election Committee for the second time.
- Office Visitations: I will begin to revisit all offices covered by PRIAL 387.
- Thanks for your cooperation.

VICE PRESIDENT: LLOYD BRAZEE

- Attendance is being monitored at Providence P&DC. Do your best to report to work as scheduled.
- Maintenance: Management is providing "Welcome Back" package to employee(s) upon their return to work after an unscheduled absence.

MAINTENANCE CRAFT DIRECTOR: EDWARD SORES

- We need to work together to show and record all the work we are doing. Similarly, we need to document all the work we are unable to complete due to being short-staffed.
- Management continues to claim we are overstaffed and is attempting to revert jobs.
- We have two new MPEs and a new ET. Let's make sure they feel welcomed and supported for success.
- Eagle Clean, a new system for recording custodian work through a scanner, is being rolled out nationwide. Let's ensure all custodians work together to master this system and ensure our work is recorded correctly.
- A big thank you to every member of the Maintenance Craft for all the hard work you do.
- REMEMBER TO ALWAYS PROTECT OUR WORK!

CLERK CRAFT DIRECTOR: AYOBOLA AFOLABI

- Attendance and Welcome Back Packets Management has been distributing "Welcome Back" packets to employees. To clarify, these packets are not disciplinary actions and cannot be used as such. If there are any concerns or confusion regarding these documents, please do not hesitate to reach out for clarification.
- Updates from Meeting with Plant Manager I had a brief discussion with Plant Manager Martha Stgermaine: Brockton outgoing mail will now be processed at our facility. Additional topics of discussion were deferred as we are waiting for Union President Vinny Crespo to be present. A meeting to address these matters has been scheduled but was postponed due to scheduling conflicts.
- Safety and Attendance The importance of attendance and workplace safety was reiterated during discussions. Members are reminded to report to work as scheduled and prioritize safe practices at all times.
- Limited Duty and Light Duty Assignments Members requiring accommodations are advised to ensure they are using the correct forms for light or limited duty assignments. If you encounter any issues or believe your rights have been violated, please: Submit a detailed written statement outlining the issue. Bring the matter to the attention of a union representative promptly.
- Ongoing Efforts There have been minimal operational changes recently. However, the APWU is actively working to gather more detailed information from management to keep members informed.

MVS/VMF CRAFT DIRECTOR: WESLEY CARPENTER

- Discussion on the implementation of monitors on trucks, using GEOtab and telematics.
- Updates on changes in runs and adjustments to existing routes.

DIRECTOR OF ORGANIZATION: ADAM SOUZA

- Excused.

UNION HALL BUILDING MANAGER: BRANDON MAIN

- Nothing to report.

TRUSTEE(S) REPORT:

- **THOMAS JONES:**
2024 Audit: Some checks cashed had no vouchers.
Four August credit card transactions had vouchers but no reconciliation.
The Secretary-Treasurer will resolve these issues.
50/50 Audit will be conducted.

- **RAYSHELLE GAITER:**

We need to work on preparing things ahead of time.

- **BRIAN AVILA:**

All trustees will meet to work on solutions for problem-solving.

OLD BUSINESS:

- None.

NEW BUSINESS:

- 1. The Membership was informed of the dates for 2025 Union Local events, with all necessary expenses covered.**

MOTION:

Local Union Steward/Trustee Brian Avila moved to present the following dates for 2025 Union Local events:

- May Breakfast: May 03,2025
- Summer BBQ: July 26,2025
- Christmas Parties:
 - Children: December 06,2025
 - Adults: December 13,2025
- Halloween Party: October 2025 (date to be determined)

Seconded by: Local Vice President Lloyd Brazee

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'."

The Ayes have it, and the motion is passed.

- 2. The Membership was informed about sending up to five people to the 2025 Human Relations Educational Assembly in Houston Texas, from June 12-16,2025, with all necessary expenses covered.**

MOTION:

Local Union Steward/Trustee Brian Avila moved to send up to five people to the 2025 Human Relations Educational Assembly in Houston, Texas from June 12-16,2025, with all necessary expenses covered.

Seconded by: Local Union Hall Building Manager, Brandon Main.

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'."

The Ayes have it, and the motion is passed.

- 3. The Membership was informed about sending up to ten people to APWU 2025 All-Craft Conference in Las Vegas, Nevada from October 02-09,2025, with all necessary expenses covered.**

MOTION:

Local Union Steward/Trustee Brian Avila moved to send up to ten people to APWU 2025 All-Craft Conference in Las Vegas, Nevada from October 02-09,2025, with all necessary expenses covered.

Seconded by: Local Vice President Lloyd Brazee.

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'."

The Ayes have it, and the motion is passed.

- 4. The Membership was informed about sending up to two people to the APWU National President Conference in New Jersey Ave NW Washington, DC, from March 14-18,2025, with all necessary expenses covered.**

MOTION:

Local Union Steward/Trustee Brian Avila moved to send up to two people to the APWU National President Conference (NPC) in New Jersey Ave NW, Washington, DC from March 14-18,2025, with all necessary expenses covered.

Seconded by: Local members in attendance.

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'."

The Ayes have it, and the motion is passed.

- 5. The Membership was informed about sending up to three people to Secretary-Training in Miami, Florida, from April 08-10,2025, with all necessary expenses covered.**

MOTION:

Local Union Steward/Trustee Brian Avila moved to send up to three people to Secretary-Training in Miami, Florida from April 08-10,2025, with all necessary expenses covered.

Seconded by: Local Union Hall Building Manager, Brandon Main.

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'."

The Ayes have it, and the motion is passed.

6. The 2025 Annual 387 Local Budget was placed on the table for members to review.

MOTION:

Local Union Hall Building Manager, Brandon Main, moved to accept the budget as presented.

Seconded by: Local members in attendance.

Local President Vicente Crespo restated the motion and called for a vote:

"All in favor, say 'Aye'; those opposed, say 'No'.

The Ayes have it, and the motion is passed.

GOOD AND WELFARE:

- Local Union Lawyers are continuing to work on legal issues related to the Union Hall property.

POSTAL PULSE:

- **December 2024:**

Cristen Linehan
Michael F. Woods

- **January 2025:**

William Major Jr.
James P Whatmough

CHARITY DONATIONS:

- Meeting Street: 1000 Eddy St. School Providence, Rhode iSland,02905 (Frank Fontes)

50/50 CLUB:

- **December 2024:**

(122) Teresa Torres
(293) Thomas Kulisch

- **January 2025:**

(20) Michael A. Previte
(201) Jason R. Choiniere

DOOR PRIZE:

- None.

Motion: Local Member: MVS Steward William Lacross motioned to adjourn meeting.

Seconded by: Local members in attendance.

Motion is passed.

Adjournment: 12:41 pm

Respectfully Submitted,

Sabriela Rosendo

Recording Secretary

APWU – Local 387