



**AMERICAN POSTAL WORKERS
UNION – Prial 387
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MINUTES TO MEETING September 2024

Meeting call to order by **President Vicente Crespo** on **Sunday September 15, 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).

Motion: The Minutes from JUNE 16, 2024, meeting is on the table and presented as is for acceptance.

Local Union Hall Building Director Brandon Main moved to accept the minutes as presented.
The motion is seconded and adopted.

Secretary Treasurer: Charles Ellison

- All finance payments are up to date
- All accounts are in good standing.

****The Membership was presented with the Union Financial report.**

Motion: The Local Union motioned to accept the Union financial report as presented.

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

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.

President: Vicente Crespo

- Thanks to everyone for sending me to the National Convention.
- Appreciation for all the help with the Summer BBQ Party.
- Exciting announcement of the Day of Action rally on October 1, 2024, from 11 AM to 1 PM at 24 Corliss St., Providence.
- The last COLA for 2024, which is the sixth increase of \$0.47, will take effect on September 27, 2024.

- APWU National Executive Board has announced its endorsement of Vice President Kamala Harris for the upcoming presidential election. Members are encouraged to stay informed and vote based on their personal beliefs.
- Update that Lite Blue eLRA has been enhanced to include location tracking functions.
- Note that FEFA will be at the Union Hall on September 29, 2024.
- Proud recognition of Providence Local (PRIAL) 387 as one of the top organized locals, achieving a membership rate of 93%.
- Reminder about the 2024 penalty overtime exclusion period, from November 30 to December 27, 2024.
- Announcement that Postal Labor Union Summer School (PLUSS) will take place from April 27 to May 2, 2025.
- As the Health Season approaches, please be aware of Medicare Integration happening.
- Report on New England State refunding the Union nearly \$26,000.
- Update on the North Kingston arbitration case, which was in favor of the Union and resulted in a new bid.
- The development of training on RI-399 for stewards is currently underway.
- The reversion of 17 jobs is still in process; Clerk Craft Director Ayobola Afolabi is representing this grievance.
- Successful grievance filed and settled in favor of the Union concerning Management not covering breaks and lunches for Registry Room clerks.
- Attendance issues are still being grieved by the union.
- Nominations for election of officers were held on September 15, 2024.

Vice President: Lloyd Brazee

- No report was submitted by L. Brazee.

Clerk Craft Director: Ayobola Afolabi

- **Reversion Bid Settlement:** Two reversion bids will be posted for full-time clerks, with a payment of one thousand dollars each to the awarded successful bidder. If not claimed, consideration will be taken for Postal Support Employees who will be converted according to the pecking order.
- **204B Grievance Settlement:** On Tour One, a grievance was filed for violations of the 204B assignment. Tour, one clerk involved will be receiving two thousand dollars each. The open bid will be posted, and the successful bidder that is awarded will receive one thousand dollars.
- **Meeting with Executive Plant Manager of Providence P&DC, Martha St. Germaine:**
 - Working progress on training forms for operation/pieces of equipment; the SIPS is also included in this process.
 - Addressed issues concerning parking lot, light duty, and limited duty.

- Concerns about employees' long-term absences will be addressed through the grievance procedure.
 - Some employees were separated from USPS, and now there is a need to post jobs for full-time positions that were left vacant.
 - Hiring of PSEs: Martha confirmed that fewer PSEs will be hired moving forward. Full-time clerk employees on the overtime desired list will be fully utilized, and if additional staffing is needed, management will use non-list full-time employees followed by PSEs.
- **Improvement for Scheduling Overtime:** Management agreed to reduce delays in notifying full-time clerk employees for overtime scheduling.
 - **GoPro Monitoring for Mail Dispatch:** Management is exploring the idea of using a GoPro camera to monitor the productivity of dispatching letters and packages.
 - **New Sweaters for Winter Season 2024:** Union member(s) raised the issue of acquiring sweatshirts. This was presented to the body for motion.

MVS/VMF Craft Director: Wesley Carpenter

- MVS is currently doing well. We have two MVS brothers who are moving to different positions within the craft and one MVS sister who is leaving the craft to join maintenance. We wish them all the best in their new positions. Although we will be losing some valuable members, we will also be gaining by being able to convert three PTFs into full-time regulars. Additionally, we are currently investigating an Article 32 violation, as the Postal Service did not notify or allow MVS in bidding for a contract. We are also working on stopping management from breaking up and piecing out our runs. With the help of all our brothers and sisters, In MVS we can achieve our goals in solidarity.

Director of Organization: Adam Souza Excused.

Union Hall Building Director: Brandon Main

- Issued with Johnston City. Claiming that the fence is on the city property. We schedule meetings with the lawyer to take care of the situation.

Trustee Report: Thomas Jones

- **Trustee Audit:** We successfully review the bank and credit card statements for June and part of August 2024. Everything is in order!
- **50/50 Raffle:** The number of entries matched the names in the pot, ensuring all participants are accounted for.

- **Raffle results:** We made a substantial investment in prizes for our raffle. We also sold tickets and received funds through the tip jar. However, after calculating our expenses and income, we found that we incurred a loss from the raffle.

Motion: The Local Union MVS Steward William Lacross moved to accept the Union Trustee report as presented.

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

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.

Committee Reports: Rayshelle Gaiter

- We are excited to announce that there will be a Halloween party at the Union Hall on October 31, 2024. As part of the festivities, we will host a Trunk-or-Treat event! If you are interested in participating and decorating your trunk for the event, please reach out to Rayshelle, who is on TOUR one.

Old Business:

Election Committee: On June 16, 2024, in compliance with the DOL and APWU Constitution and By Law was notified and posted that APWU/PRIAL 387 were held nomination for officers APWU/PRIAL 387 on September 15, 2024, meeting.

All positions were unopposed.

Result of Nomination for Officer for the following positions:

President.....	Vicente (Vinny) Crespo
Vice President.....	Lloyd Brazee
Secretary/Treasurer.....	Charles Ellison
Director of Organization.....	Adam Souza
Recording Secretary.....	Sabriela Rosendo
Clerk Craft Director.....	Ayobola Afolabi
Maintenance Craft Director.....	Ed Soares
Motor Vehicle Craft Director.....	Wesley Carpenter
Trustee's.....	Brian Avila
	Rayshelle Gaiter
	Thomas Jones

APWU Constitution and By Laws Article 11 Section 3(b): If only one (1) eligible candidate is nominated for an office, the Secretary-Treasurer shall cast one (1) ballot for each nominee whereupon the Election Committee shall declare the nominee(s) duly elected to the respective position.

- Local President V. Crespo's proposal to raise the salaries of officers has been under consideration since May 19, 2024, when it was first introduced at the union meeting. The voting on this proposal took place on September 15, 2024. This vote required 2/3 votes for constitution change.

Motion: Local President Vicente Crespo stated the motion: "All in favor of accepting the proposal to raise officers' salaries as presented, effective January 2025."

He then called for a vote: "All in favor, say 'Aye'; those opposed, say 'No.'"

The Ayes have it, and the motion is passed for Constitution change.

New Business:

1. **The Membership was presented with information about new sweatshirts for Winter Season 2024.**

Motion: Local Union Clerk Craft Director Ayobola Afolabi moved to present a request from the clerk craft for purchase of sweatshirts for Winter Season 2024 for the Union members.

The motion was seconded by Local Union 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.

2. **The Membership was presented with information about sending six Union members to Baltimore, MD, for the APWU Health Plan 39th Annual Conference.**

Motion: Local Union Vice President Lloyd Brazee moved to present information about sending six Union members to Baltimore, MD, for the APWU Health Plan 39th Annual Conference.

The motion was seconded by Local Union 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.

Installation of Officer: As of September 15, 2024, Local President V. Crespo has designated Aliris Moranta a full-time clerk steward at P&DC TOUR one.

Good and Welfare: None.

Postal Pulse:

- | | |
|----------------------|-----------------------|
| 1. Scott A Nicoll | 4. Rosemary M Narco |
| 2. William Kline Jr. | 5. Albert A Desvoyaux |
| 3. Cristen N Linehan | 6. Janice E Pagliaro |

Charity Donations: None.

50/50:

- | | |
|----------------------|-----------------------|
| (122) Teresa Torress | (201) Jason Choiniere |
| (13) Kelly Sullivan | (116) Teresa Torress |
| (33) Kelly Perry | (109) Kim Howarth |

Door Prize: None.

Motion: Local Union Building Director Brandon Main motioned to adjourn meeting. The motion was seconded and adopted.

Officers Excused:

Adam Souza
Brian Avila
Kim Howarth
Victor Burke
Andrea Chiaradio
Edward Soares
William Kline

Officers Absent:

Anjali Sinha
Jessica Cook
Michael Coughlin

Number of Members in Attendance: Fourteen (14)

Adjournment: 1:02pm

Respectfully Submitted,

Sabriela Rosendo
Recording Secretary
APWU – Local 387