



American Postal Workers Union, AFL-CIO
Milwaukee Area Local
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Milwaukee APWU
Executive Board

General Officers

GENERAL MEMBERSHIP MEETING MINUTES
January 26, 2026

Glenn Griggs
President APWU
Milwaukee Area Local 003

The meeting was called to order at 6:00 P.M.

Larry Brown, Jr.
Vice President

SGT AT ARMS: Crystal Mack and Andrew Gutowski were appointed Sgt. at Arms.

Chris Czubakowski
Local Business Agent

ROLL CALL OF OFFICERS: Present: Arneson, Brown Jr., J. Brown, Conley-Burrell, Czubakowski, Grant, Griggs, Liggans, Miceli, Rivera, Victory, Walker Excused: Paige,

John Miceli
Treasurer

ROLL CALL OF STEWARDS: Present: Conners Felber, Gutowski, Kincaid, Mack, Moye, Ward Excused: Howard, Absent: Canady,

Pamela Walker
Recording Secretary

READING OF PREVIOUS GENERAL MEMBERSHIP MEETING MINUTES:

Leonard Grant
North Sectional Dir.

Griggs: Motion to accept the previous General Membership Meeting Minutes for November 21, 2025, as printed. Motion Seconded. Vote taken. Motion Passes. Unanimously.

Trent Canady
South Sectional Dir.

READING OF THE PREVIOUS EXECUTIVE BOARD MEETING MINUTES:

Griggs: Motion to accept the previous Executive Board Meeting Minutes for December 10, 2025, as printed. Motion Seconded. Vote taken. Motion Passes. Unanimously.

Marvin Rivera
West Sectional Dir.

PRESIDENT'S REPORT:

Craft Officers

Good evening, everyone

Takaita Conley-Burrell
Manual & Mechanization Dir.

I am going to try to keep this short today.

Christopher Paige Jr.
Automation Dir.

I went out to the Oak Creek Plant a couple weeks ago and met with the plant manager Mary Ombeva concerning the change of start time for tour 2 and tour 3 SPBS clerks. Management contractually moved the clerks start time permanently by 1 hour after paying out of schedule for almost a year. Hopefully this clears up all confusion regarding the start times at the Oak Creek Plant. If not feel free to reach out to Keke or myself.

Kenni Liggan
Customer Service Dir.

James Arneson
Maintenance Dir.

I was told by some clerks that management wants the general clerks to sign non-disclosure agreement (NDA) when management is in their work area, because of confidential information being discussed. I am telling all APWU members not to sign that bs agreement. If management tries to force you to sign that, request a steward and write me a statement. I will also be bringing this up at our next labor/management meeting. If management want to discuss something that they don't want people to hear, then they should discuss that in the supervisor's office and not in the employee's immediate work area. So, if any clerk is kicked out of their section by management, because they want you to sign a NDA, let me know asap and write me a statement.

Larry Victory
Motor Vehicle Dir.

The other thing that will be brought up in our labor management meeting is the blanket policy of denying no lunches in maintenance...when we settled the no lunch case, having a blanket policy was not the intent, and needs to be corrected asap.

The Postal Service has notified the National APWU that they will be sending a letter to employees regarding the tax deduction for the premium portion of Fair Labor Standards Act (FLSA) overtime that some employees may be eligible to take under the One Big Beautiful Bill Act (OBBBA). The letter explains what portion of overtime an employee was paid in 2025 that qualifies for the deduction. **This is not a collective bargaining issue and no part of the deduction – the qualifying amount or whether overtime was eligible to be deducted -- can be grieved.**

Any officer or steward should not be giving employees tax advice or advising them on whether an employee is eligible to take this deduction. Overtime payments are usually larger under the National Agreement than is required by the Fair Labor Standards Act (FLSA) so not all overtime payments qualify for the deduction.

Any employees who have questions about the amount of qualified overtime or their eligibility for a tax deduction should direct those questions to their tax professional, the IRS, or the Postal Service. Thanks

As of today, management still has not notified the APWU that the nixie mail is no longer available here in Milwaukee or what's the plan with nixie jobs overall. Keep writing statements if you are a nixie clerk and file a grievance every time you are not working in your bid job. Our position is that management is in violation of our national agreement by removing mail or a section withing the proper notification and input from the union.

Once again, thanks for all you do, and thank you for being such dedicated union members!!

ACTION TAKEN UPON APPLICATIONS OF NEW MEMBERS: Griggs: Motion to accept applications of new members. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

TIME AND DATE OF THE NEXT GENERAL MEMBERSHIP MEETING:

Griggs.: Motion to have the next General Membership Meeting on Wednesday, March 25, 2026, at 7:00 P.M. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

REPORTS OF OFFICERS:

Maintenance Director, Jim Arneson:

Fiscal year 2024's Line H grievance is being held in abeyance at step 3. The parties have agreed on a number, but it needs to be authorized at higher level. As soon as they get this and send me the information, I will start to compile a list of employees and get that back to the NBA. There is a possibility that fiscal year 2025 will face a similar hurdle.

READING AND COMMUNICATIONS AND BILLS: None

READING AND COMMUNICATIONS AND BILLS CONTINUED: None

UNFINISHED BUSINESS: None

NEW BUSINESS:

Nominations for Officers:

President: Chris Czubakowski for Glenn Griggs
Vice President: Glenn Griggs for Larry Brown Jr.
Local Business Agent: Glenn Griggs for Chris Czubakowski
Treasurer: Larry Brown Jr for John Miceli
Rec Secretary: Larry Brown Jr. for Pamela Walker
North Sectional Director: Larry Brown Jr. for Leonard Grant
South Sectional Director: Kenni Liggan for Jyfena Brown
West Sectional Director: Kenni Liggan for Marvin Rivera
Manual/Mech Director: Larry Brown Jr for Takaita Conely-Burrell
Automation Director: Kenni Liggan for Crystal Mack
Customer Service Director: Chris Czubakowski for Kenni Liggan
Maintenance Director: Jeff Felber for Jim Arneson
MVS Director: Jeff Felber for Larry Victory
Trustee 1/2 – Vacant

GOOD AND WELFARE:

#165 was drawn and Cao Truong was **not present** at the meeting for the current **\$200.00**. The next raffle will be held at the general membership meeting on Wednesday, March 26, 2026, at 7:00 P.M. and will be for **\$225.00**. Members must be present to win. **Names and numbers in the membership list are subject to monthly roster changes.**

COPA \$100.00 Raffle Winners:

- 1) #6 Gloria Johnson 2) #11 Lakisha McGinnis

Griggs: Motion to adjourn at 6:26 P.M. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

Respectfully Submitted,



Pamela Walker, Recording Secretary