

May 20, 1996

The joint labor management meeting, per Article 17 of the National Agreement, took place in room 219, Monday, May 20, 1996, at the downtown Grand Rapids Main Post Office.

Those present for Management: Martin Slabbekoorn, Murry Weatherall, Marv Branch, Fran Todd, Fred Quillin, Phil Roth, Chuck Vandyke, and Brenda Skorupski.

Those present for the Union: Steve Austin, Dick Page, William Scutt, Scott Larabel, Jim Smith, and Orville Glombowski.

The following items off the agenda were discussed:

1. Tables and equipment at the Annex: Marty Slabbekoorn has taken care of this.
2. Overtime at the Annex (being done fairly to all other stations/branches/facilities): Marty will organize with his staff, and develop a list for overtime at the Annex to include all stations and branches.
3. File Cabinet at the Northwest Station: Murry will make it happen.
4. 1st floor west wall breakroom: Marty will "look into" it.
5. Paychecks: Will be distributed according to the provisions of the ELM.
6. Lockers: Will be dealt with on an individual basis. If someone needs a locker, notify their supervisor.
7. Saved grade for the LSM: Being argued Nationally.
8. Health Unit Staffing: Marty will look into staffing a back-up for the Nurse when she is absent to help expedite medical slips.
9. 204b's treatment of employees: RESOLVED.
10. No Tour II City bid jobs being posted: Marty will review how many bid jobs and employees currently in the building, possibility of bring more PTF's on board, will review than. Union is not in total agreement with this.
11. Blanket policy of medical documentation: Provisions of the ELM will be followed. Absence of less than 3 days, employees word should be good enough. MDO's will be talking to their supervisors about the "blanket policy".

PAGE 2 LABOR MANAGEMENT MINUTES FOR MAY 20, 1996

12. Ergonomic chairs in hand sort: Marty needs documentation to support the need. Union will provide.

13. FMLA: The FMLA law is being violated. Meeting will be set up with Union and Labor to educate both Union and Management.

14. Security code at the Annex: Security is not hinderous to employees. Union will be given an access code.

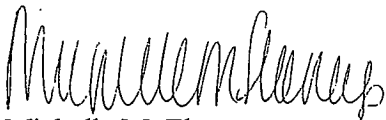
15. Leave book not available on weekends (per pre-arbitration decision): MDO's will make the leave book available to designated supervisors, 24 hours a day, 7 days a week.

16. Appointment cards not being honored as proof/documentation of a doctors appointment (pre-arbitration decision): No blanket policy, will be handled on an individual basis. Cards will be accepted as documentation of an appointment.

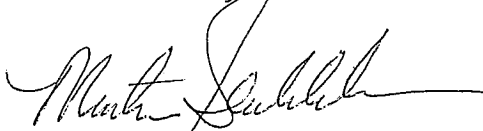
17. PS Form 1723's not being filled out properly or completely: Marty assured the Union this would be done correctly from now on.

18. Roped off areas by maintenance not being adhered to: Will be addressed either in a safety service talk or a check stuffer. It is every employees responsibility to adhere to.

Respectfully Submitted By:

  
Michelle M. Flanagan

I Concur,

  
Martin W. Slabbekoorn  
A/Manager P&DC

cc: Union  
Management