

November 5, 1997

APWU Labor Management Meeting Minutes, October 2, 1997 held in room 216 of the Grand Rapids Main Post Office. The meeting began at 9:45 am.

Present for Management: Mike Chrisman, Phil Roth, Fred Quillin, Murry Weatherall, Bill Skibinski, Al Hall (late) and Al Smith.

Present for Union: Larry Niece, Bill Scutt, Steve Austin, Dick Page and Jennifer Gilbert.

1. Ice Machines - a drain line needs to be put in for the downstairs machine. Jim DeYoung will be contacted by Al Smith to check on the progress.

2. Deleting social security numbers off employees badges - New badges should be issued all ready. Employees are to turn in their old badges before they are issued a new one. If an employee has not been issued a new badge, contact Bill Skibinski in the data site.

Off the agenda: Relief positions in the data site, Union's concern that pay adjustments and other duties are not being completed in a timely manner due to poor staffing. Also who will handle the PSDS call ins, no replacement. Relief jobs were posted but yanked. Bill Scutt will look into what happened to relief jobs.

158 new hires: 86 clerks, 30 mailhandlers, and 42 FSM clerks still need to be brought on board.

3. Interoffice mail getting to Northeast and P-1 in a timely manner: Fred Quillin has not yet developed a SOP for this. Dick Page checked in dispatch office. There is no slot for the Northeast Station. Fred will have SOP in place by next Labor Management Meeting.

4. Chairs in the breakroom at the Annex: Fran Todd was called. They were removed because the chairs were marking up the floors and digging into the tiles. Will check on the whereabouts of the chairs, but believes they have been re distributed throughout the district. Fran will also monitor the flow of the official mail getting to the Annex and other stations and branches getting their in a timely manner.

5. Use of LWOP: Union and management are in disagreement on a blanket policy on LWOP. Management will develop an SOP for the next Labor Management Meeting for the Union's review.

6. Use of LWOP for FMLA: Management will comply with the laws of FMLA and follow guidelines under FMLA.

7. Blanket policy on documentation: in absences of three days or less, the employees word should be sufficient. On absences of 4 days or more, documentation is required. Management to compensate employee for Doctor visit, mileage and reasonable time for obtaining the documentation. Management furthers that it is at the discretion of the supervisor to handle on a case by case basis for requiring documentation.

8. Customer service manager informing stations and branches to put the teleconference on the emergency lines at some stations and branches: Murry will end this practice immediately.

9. T6 window tech jobs having extra duties assigned to them: Union would like 10 days to discuss situation with Anita Konwinski to try to rectify the situation. If no solution, Union will put into the grievance procedure.

10. Tornado warning procedures from Friday, September 19, 1997: Bad situation at the MPO. Dale Hinkley is coordinating ERT training for ERT members. Fred Quillin will develop an SPO. A plan of actions needs to be put in place and followed through on.

11. Overtime issues: Maxing out the list before giving non listers over time. Murry will get with Fred and Chester and look into the policy for OT.

12, 13, 14, and 15 all MVS issues will be addressed at the next meeting when a representative for both the Union and Management are present.

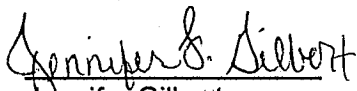
Off the agenda:

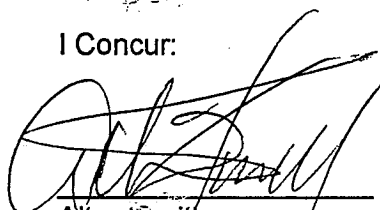
Jim Deyoung will address empty equipment over crowding in the basement and also getting clocks and power for the lights on the cases on the second floor.

Respectfully Submitted By:

I Concur:

I Concur:

  
Jennifer Gilbert  
Steward

  
Alton Smith  
A/Plant Manager

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Murry Weatherall  
Postmaster