

WMAL - APWU
Grand Rapids P&DC
LABOR - MANAGEMENT MEETING
February 23, 1998
10:20 AM

Present:

Murry Weatherall, Alton Smith, Steve Austin, Fred Quilin, Bill Scutt, Phil Roth, Tim Holmes, Al Hall, Jim Sweeney, Theresa Smith, Jennifer Amos.

Old Business:

1. Holiday scheduling. Was Gordy Orange contacted about the interpretation of article 11 of the local memorandum?

Management will continue to use PTFs and casuals on holidays before volunteers. Al Smith contends there is arbitration to back his position. Austin will pursue this issue in the grievance procedure.

2. Employees have complained that time cards are not readily available for them to get on the clock because of new procedures. Some supervisors are keeping time cards in drawers.

Al Smith wants employees to obtain time cards and any 3971s from a centrally located rack. He wants employees to clock in at the centralized area then report to their operation to begin work. He is also planning to do this at the P-1. Customer service is considering this as well.

3. Moving the zone clerks to the station to sort mail may create problems in an already limited floor plan.

Moving manual clerks to the stations to sort mail has become more of a task than anticipated. Managers have put this project on hold to re-evaluate their position. Weatherall stated if they attempt this again, they will do it according to the National Agreement.

4. Limited/light duty employees. What is the status on the list of names identifying these employees?

Roth still in process of establishing a list of employees on L/L duty. Weatherall reluctant to identify specific jobs as L/L duty positions. He wants to wait for local negotiations to make any decisions or agreements on this issue. Al Smith believes "permanent light duty" does not exist.

5. Target mail training. Phil Roth to report back.

Roth reports that focus has increased on target mail. Weatherall believes that employee education is first and foremost within his administration. Maintenance employees need to be included in the target mail training.

6. PTF clerks still on days?

It is likely the PTFs will remain on days until April, 1998.

Current Agenda:

1. Banding in FSM operation. What craft is responsible? Why isn't it consistent between tours?

Mailhandlers currently hold bid jobs banding mail on the FMS 1000. They retrieve and band mail from dock truck stationed by 881 machines. Al Smith believes that if unbanded tubs of flat mail are sitting on a dock truck, the mailhandler should band them. Al also believes the mail pulled from the machine and

immediately banded by the clerk is an integral part of the operation, making it clerk work. The problem usually arises when the mailhandler ends tour and clerks are required to band mail for the remainder of the day. This continues to be a problem on the weekend, as well. Quilin will confer with FSM supervisors to achieve consistency between tours with the current procedure. Quilin thinks this could be a RI-399 issue. Al Smith would like to set up a meeting with the union to discuss the problem.

2. Tornado SOP. Fred Quilin was asked to revise the standard operating procedure for tornadoes. The alarm system is questionable. The hearing impaired may be at risk with the current procedure.

Quilin believes the current SOP in place is adequate. Jim DeYoung is in the process of changing the alarm system. The needs of the hearing-impaired in emergency situations are a concern to the union. Holmes said a visual alarm would be invaluable. Quilin informed him this facility presently has one. A procedure should be established to accommodate the special needs of the hearing-impaired. Weatherall recognizes the problem and requested an account of the situation from his managers within 14 days.

3. Emergency situations. Managers aren't trained properly for emergency situations. Employees are suffering from the supervisors lack of experience and training in this area. Supervisors need to call on trained ERT members for assistance. Supervisors should not be discouraged from using 911 in extreme emergencies. Employees complaining that no one is answering the emergency phone line. Messages left on this phone line are not getting to employees.

*Medical emergency situations arising at MPO not handled appropriately by supervisors. Weatherall wants his supervisors to cooperate with trained, experienced ERT employees. Al Smith believes employees with severe symptoms should **not** be transported in a vehicle driven by postal personnel. He is concerned about the liability. Supervisors should call 911 in this situation.*

Employees complained about not receiving emergency messages from supervisors. This problem is most evident on tour III. Weatherall wants these problems solved. He wants a SOP written on the subjects. An emergency line is needed at the annex.

4. Status of 10/4 work week program.

Weatherall is opposed, but willing to discuss it with the union in the future. He wants Al Smith and Tim Holmes involved.

5. Weighmaster position on the first floor. Mailhandlers perform this function on weekdays. On weekends, clerks are assigned to work this operation.

Al Smith contends this is a mailhandler position and should be staffed accordingly. Scutt said it is allowable for clerks to weigh the mail if it's staged in the automation area and they need mail to keep the machine running.

6. Bomb scare on 2-10-98.

Weatherall said this situation was not handled properly. Management has discussed the appropriate procedure with the supervisor involved. Weatherall does not want to put employees in any kind of danger.

7. Timekeeper position at P-1 should not be light/limited duty.

*The union doesn't want a newly created time-keeping position at the annex assigned to a Light/Limited duty employee. The union would like this to be a preferred duty assignment posted for bidding. Al Smith wants to use a L/L duty employee **temporarily** since, as of yet, Finance hasn't been able to establish this position. He believes this will alleviate the current problems with paychecks.*

8. Employees should not be forced in on their day off prior to the start of their approved annual leave. The union would like an agreement stating this.

Weatherall hesitant to sign a binding agreement. He believes supervisors will make a fair determination on an individual basis. Holmes agrees with Weatherall.

9. QSI settlement has not been processed. What is the status?

Weatherall is opposed to giving the employees the QSI because they don't meet the criteria. He wants more information. Scutt will provide copies of the signed agreement. Weatherall said he would "do the right thing".

10. Clerks working P-2 annex. Why? How long?

Clerks from P-1 are working overtime at P-2. The rotation has not been done properly. Theresa Smith will address this issue. Al Smith said this will no longer be a problem because P-2 will be consolidated into the P-1 facility in March, 1998.

11. Retail Initiative Test planned for Rogers Plaza Mall. What is the status?

Local Management has asked headquarters to abandon plans to contract retail associate (window clerk) positions for the future Rogers Plaza Retail Store. Weatherall said Wyoming clerks will be moved to this facility. Austin wants a postal maintenance employee assigned as custodian to this facility. Tim Holmes said it wasn't large enough to have a maintenance employee assigned, the cleaning will be done by contract personnel. Austin suggested combining the Wyoming Station and Rogers Store to make it large enough. Weatherall said he is open to discussion.

12. FAA Audit. What are the consequences if employees fail to pass?

Weatherall is not aware of directive instructing supervisors to issue letters of warning to employees failing to correctly answer questions concerning target mail. He will investigate. The union will provide Weatherall with a copy of this directive.

New Business:

A. RCA's transporting mail to MPO that missed the regular dispatch. Austin believes this is MVS work. He wants this practice investigated. Weatherall to follow up. He is hesitant to take a position until he finishes investigating.

B. Employee Orientation. Union is not notified when new employees are oriented. Weatherall wants union to contact Chester Cross about this oversight. He will also look into it.

C. Signatures on previous meeting minutes. Weatherall will look for the October minutes and get them to the union. In the January, 1998 meeting minutes, he has reservations about the comment regarding the smoking room. He doesn't want the union to interpret the words "He has agreed to keep working on it" to mean that management will be able to resolve this by ignoring the previous concerns about adding any kind of structure.

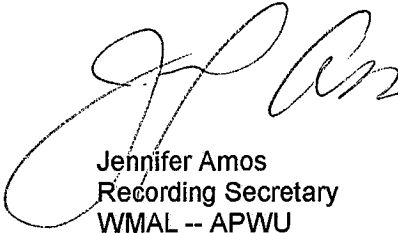
D. Courier between the MPO and P-1 to assure official mail delivery. Scutt wants this mail to be transported by the proper craft. Al Smith is not opposed to letting MVS operators do this. He is in favor of adopting a SOP detailing the proper procedure.

E. Union presence at stations and associate offices. Weatherall wants form 720 used for official union business between offices. He wants the supervisor at the station to fill out the form on arrival and departure. He would like the union to notify the station manager prior to the visit. Scutt believes this isn't always possible. He said article 13 of the LMOU supports his position. Weatherall doesn't want union stewards to challenge a manager if asked to leave the facility. He plans to produce a directive in accordance with the contract concerning this matter.

* Next meeting: March 18, 1998 at 10:00 AM.

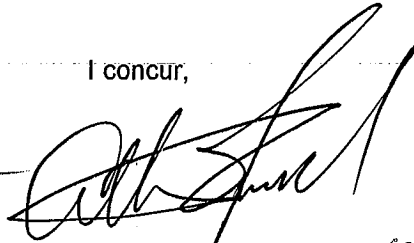
Meeting adjourned at 12:20 PM.

Respectfully submitted,



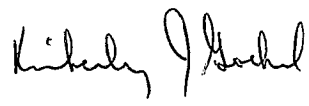
Jennifer Amos
Recording Secretary
WMAL -- APWU

I concur,



Alton Smith,
Plant Manager,
Grand Rapids P & DC

I concur,



Murry Weatherall,
Postmaster,
Grand Rapids Post Office

Fok

CC: Steve Austin
Bill Scutt
Catherine Beemblossom
Scott Larabel
Jim Sweeney
Jim Smith
Mike Szubinski
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