

WMAL - APWU
Grand Rapids Installation
LABOR - MANAGEMENT MEETING
May 18, 1998
10:00 AM

Meeting held at 918 Benjamin NE, Grand Rapids.

Present: Steve Austin, Bill Scutt, Catherine Beemblossom, Jim Sweeney Murry Weatherall, Alton Smith, Gil Brown, Mike Smith, Fred Torres, Phil Roth.

Unfinished Business

1. Banding in the FSM operation.

Alton will check into this, no word yet from MDO'S. Bill Scutt said this is a R1399 concern.

2. FAA audit.

Phil Roth gathered information, nothing published yet. Bill Scutt informed us that discipline has been given to employees. Phil will get cards out by May 31, 1998.

3. RCA's transporting mail to MPO. This is a two month old agenda item.

No discussion has taken place yet. Murry doesn't know how he can assign these duties to any one craft or employee. Management will continue doing what they have been doing. Murry asked for suggestions. Steve Austin maintains this is MVS work. Murry doesn't support this because it is impossible to let MVS transport misdirected mail in every instance. Bill Scutt suggested setting up a run to transport this misdirected mail. Steve maintains what's not contracted out should be MVS work. Murry does not agree with creating new MVS routes and is concerned with the time frame of arrival for this misdirected mail. Steve suggests logging the hours and mileage when transporting this mail and then going through the grievance procedure. Steve will share ideas with MVS drivers and get back with Murry.

4. Overtime in CFS. Bill says volunteering is the best solution equalizing it between tours.

Offer to volunteers first, then mandate listers. Murry will formulate a position with Tim Holmes and is concerned that the mail gets out and is in accordance with the contract. Gil will meet with Tim and will get back with Steve within seven days.

5. Close 2nd floor due room door.

This problem was solved. Carriers vehicle keys are now accessible without going into locked area. Thank you Gil.

Old Business

1. Overtime on 881 at the annex.

Bill said flat sorter operation is a separate section. After utilizing all resources in this unit, overtime can then be offered outside of this section.

2. Machines at annex not regularly cleaned. Blowers are used on machines without first being vacuumed.

Bill is going to check with union steward John Hansma at annex on a possible grievance pending on this matter. Bill will meet with Alton with information gathered and will then address the situation.

3. Tornado alarm. Fred Quillin is investigating this issue.

APWU suggests following the local memo on this issue. Murry wants the local memo followed and agrees that there should be an alarm. Gil will meet with Marve Branch and stations and branches concerning this and the procedures in place for the hearing impaired.

New Business

1. Bill Scutt would like to establish a selection process for drivers to take mail to AOs.

Withdrawn by Bill Scutt.

2. Late report. Employees should have the option of using leave without pay when reporting late. Al Hall insists the employees use annual or sick leave.

Late report. Murry is not in agreement with Al Hall on requiring employees to use sick leave or annual leave when late, no sick leave is to be used for late unless 'm accordance with FMLA. Murry said this should be addressed on a case by case basis in accordance with the ELM. Fred Torres will inform Al Hall of the proper procedure for this problem. Fred will report back to Alton on the results. Again, no blanket policies.

3. Bulletin Boards. The APWU bulletin boards in automation next to the supervisors swing room need to be protected. A barrier mounted on the floor would be sufficient.

Bulletin boards should not be blocked by storage items. Phil suggested a bumper on the wall like the one on the second floor. Murry has no objection to this. Gil will meet with maintenance and address this 'in the supervisors meeting.

4. Automation clerks used in FSM operation at P-1.

Withdrawn, grievance pending.

5. Kelly Girls not required to take the same test to work in CFS.

Kelly girls in CFS. Murry question if this is a national procedure and asked for suggestions. Steve maintains they should be held to the same standards as the career employees. Murry will check with labor relations in Chicago. Steve will check with National APWU. Murry and Steve will meet on this again within seven days.

6. CFS mail shifted to stations.

CFS mail shifted to stations. Bill states this is causing a lot of problems and in the long run is costing the PO more money. He states this job should be posted. Murry will meet with Tim Holmes to formulate a position and got back with Bill within seven days.

7. Postage due clerk job in CFS needs to be posted when Gilbert Branagan retires.

Inclusive within item 96.

8. Chewing tobacco in sinks. Management needs to address this problem in stand up talks.

Murry said this will be addressed in a service talk to all employees in all areas; there will be no chewing tobacco "waste" allowed in any sinks, bottles, cans or anywhere else on the workroom floor, employees will be responsible for this waste. This is a hygiene matter as well as a safety issue.

9. Parking in basement. Empty equipment continues to be a problem for employees parking in the basement.

Murry will include this in a service talk. Alton and Murry are standing to their commitment to employee parking, per agreement.

10. Overtime for window services. Where do window "floaters" work overtime? Where do they sign the list?

Bill Scutt maintains the principal assignment area for operation 200 (MPO) is the proper OT list. Gil said Tim is aware of this directive.

11. Floaters working in one station for over 2 years. This should be a posted bid position.

Murry agrees on the surface but will check with Tim by May 31, 1998. Gil will initiate.

12. Napkins and eating utensils needed at the annex.

Utensils at annex. Bill wants to know if PO would provide utensils for food provided by the PO. Alton will commit to special events.

13. PEDC relief jobs on tour I & II. There is a need to train personnel for relief positions.

Murry to follow up.

14. General Clerks and Clerk Typists. There is a need to train relief clerks.

General clerks and clerk typists. Gil and Bill brought this concern to the job fair but were unsuccessful. Murry maintains there is no need to create new jobs of this type, however, no clerk should be denied annual leave unreasonably, because of no relief.

15. Dock doors at P-1. Dock doors are tied up causing the A/C to run constantly.

Al Smith said this was not acceptable. He will meet with Jim Tennant on this matter and will include this in a service talk.

16. Standard letter mail at Annex. Standard mail sent to downtown office on Sundays contains a small percentage of first class. This could cause a delay in the delivery of the first class mail.

Phil Roth says there is a clearly marked receptacle for the first class mail at the P-1. He will follow up.

17. PTFs at annex. Update.

Alton Smith to follow up.

18. Overtime at annex in automation. Tour III getting overtime, none on tour II.

Overtime at annex in Automation. Al Smith will meet with Tennant on this matter and get back with Steve within seven days.

19. Mark up mail not rotated at stations.

Bill says #6 and #7 is inclusive of this issue.

20. Special Delivery Messenger mail.

Alton will instruct all supervisors and managers if any mail, i.e. 1st of the month checks, 3rd of the month checks, time sensitive mail, official mail, will be hand delivered to the Special Delivery messengers with instructions.

21. New union office at P-1. When?

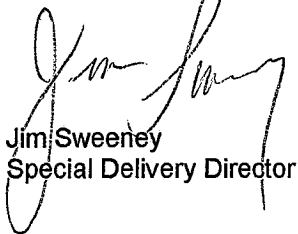
Al Smith to follow up.

22. APWU Picket. Steve assured management that the picket to be held on May 27, 1998 will not be disruptive to the customers.

24. Air filters. Catherine wants to know when will the air filters (which have arrived) be installed. Alton will check into this and get back with her.

Meeting adjourned at 11:45 AM.

Respectfully submitted,



Jim Sweeney
Special Delivery Director

I concur,



Alton Smith
Plant Manager

I concur,

for 
Murry Weatherall
Postmaster

cc: File

RECEIVED

MAY 29 1998

Proc. & Dist.

Murry Weatherall, Postmaster
Alton Smith, Plant Manager
Grand Rapids Post Office
Grand Rapids, Michigan 49599

Gentlemen,

Here are the minutes from Labor/Management meeting held on Monday, May 18, 1998 held at WMAL offices at the Benjamin street address.

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Present: For APWU: Steve Austin, Bill Scutt, Catherine Beemblossom, Jim Sweeney.
For Management: Murry Weatherall, Alton Smith, Gil Brown, Mike Smith, Fred Torres, Phil Roth.

Unfinished Business:

1. Banding in the FSM operation. Alton will check into this, no word yet from MDO's. Bill Scutt said this is a RI399 committee concern.
2. FAA audit. Phil Roth gathered information, nothing published yet. Bill Scutt informed us that discipline has been given to employees. Phil will get cards out by May 31, 1998.
3. RCA's transporting mail to MPO. This is a two month old agenda item. No discussion has taken place yet. Murry doesn't know how he can assign these duties to any one craft or employee. Management will continue doing what they have been doing. Murry asked for suggestions. Steve Austin maintains this is MVS work. Murry doesn't support this because it is impossible to let MVS transport misdirected mail in every instance. Bill Scutt suggested setting up a run to transport this misdirected mail. Steve maintains what's not contracted out should be MVS work. Murry does not agree with creating new MVS routes and is concerned with the time frame of arrival for this misdirected mail. Steve suggests logging the hours and mileage when transporting this mail and then going through the grievance procedure. Steve will share ideas with MVS drivers and get back with Murry.
4. Overtime in CFS. Bill says volunteering is the best solution. Equalizing between tours. Offer to volunteers first, then mandate listers. Murry will formulate a position with Tim Holmes and is concerned that the mail gets out and is in accordance with the contract. Gil will meet with Tim and will get back with Steve within five to seven days.
5. Close 2nd floor due room door. This problem was solved. Carriers vehicle keys are now accessible without going into locked area. Thank you Gil.

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Old Business:

1. Overtime on 881 at the annex. Bill said flat sorters are a unit in itself. If after utilizing all resources in this unit, overtime can then be offered outside of this section.
2. Machines at annex not regularly cleaned. Complaints are still coming in that these machines are being blown without first being vacuumed. Bill is going to check with union steward John Hansma at annex on a possible grievance pending on this matter. Bill will meet with Alton with information gathered and will then address the solution.
3. Tornado alarm. Fred Quillin is investigating this issue. APWU suggests following the local memo on this issue. Murry wants the local memo followed and agrees that there should be an alarm. Gil will meet with Marv Branch and stations and branches concerning this and the procedures in place for the hearing impaired.

New Business:

1. Withdrawn by Bill Scutt.
2. Late report. Murry is not in agreement with Al Hall on requiring employees to use sick leave or annual leave when late, no sick leave is to be used for late unless in accordance with FMLA. Murry said this should be addressed on a case by case incident in accordance with the ELM. Fred Torres will inform Al Hall of the proper procedure for this problem. Fred will report back to Alton on the results. Again, no blanket policies.
3. Bulletin boards. Steve said these boards should not be blocked by storage items. Phil suggested a bumper on the wall like the one on the second floor. Murry has no objection to this. Gil will meet with maintenance and address this in the supervisors meeting.
4. Withdrawn, grievance pending.
5. Kelly girls in CFS. Murry question if this is a national procedure and asked for suggestions. Steve maintains they should be held to the same standards as the career employees. Murry will check with labor relations in Chicago. Steve will check with National APWU. Murry and Steve will meet on this again within seven days. *Just*
6. CFS mail shifted to stations. Bill states this is causing alot of problems and in the long run is costing the PO more money. He states this job should be reposted. Murry will meet with Tim Holmes to formulate a position on this and get back with Bill within seven days. *M*

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7. Inclusive within item #6.

8. Chewing tobacco. Murry said this will be addressed in a service talk to all employees in all areas; there will be no chewing tobacco "waste" allowed in any sinks, bottles, cans or anywhere else on the workroom floor, employees will be responsible for this waste. This is a hygiene matter as well as a safety issue. Submit signed service talk sheets to Alton Smith.

9. Parking in basement. Murry will include this in a service talk. Alton and Murry are standing to their commitment to employee parking, per agreement. (will also address hamper shortage).

10. Overtime for Window Services. Bill maintains the principal assignment area for operation 200, GR Main Office is the proper OT list. Gil said Tim is aware of this directive.

11. Floaters. Murry agrees on the surface but will check with Tim by May 31, 1998. Gil will initiate.

12. Utensils at annex. Bill wants to know if PO will contribute to the cost of utensils. Alton will commit to providing utensils for food provided by the PO for special events and employees are responsible for providing place settings for food brought in by them for special occasions. To be included in service talk.

13. PEDC relief jobs on tour 1 and 2. Murry will discuss this item with Steve Wahoski and ask him to meet with Steve with the results within seven to 14 days. *murry*

14. General clerks and clerk typists. Gil and Bill brought this concern to the job fair but were unsuccessful. Murry maintains there is no need to create new jobs of this type, however, no clerk should be denied annual leave unreasonably, because of no relief.

15. Dock doors at P1 and Gmf. Alton said this is a no-no. He will meet with Jim Tennant on this matter and will include this in a service talk. Alton wants to be kept updated on this matter.

16. Standard letter mail at annex. Phil says there is a clearly marked receptacle for the first class mail. Phil will check into this.

17. PTF's working on tour 2. Alton will revisit this issue with Jim Tennant and get back with Steve within seven days.

18. Overtime at annex in Automation. Alton will meet with Tennant on this matter and get back with Steve within seven days.

19. Mark up mail. Bill says #6 and #7 is inclusive of this issue.

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20. Special Delivery work. Alton will instruct all supervisors and managers if any mail, i.e.: 1st of the month checks, 3rd of the month checks, timed mail, any type of mail including inner office mail will be hand delivered to the Special Delivery messengers with instructions.

21. New union office at P1. When? Alton has issued the recommendation and will check with Jim Anton to see when this office will be in place.

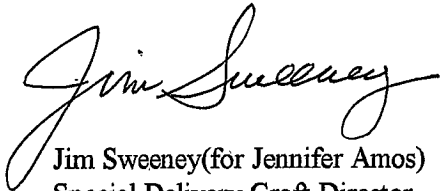
22. Bill addressed the issue concerning Sue Larson. Catherine will check into this and report back to Bill.

23. APWU Picket. Steve reaffirmed to everyone present the Main Office picket to be held on May 27, 1998 will not be disruptive to the customers.

24. Air filters. Catherine wants to know when will the air filters (which have arrived) be installed. Alton will check into this and get back with her.

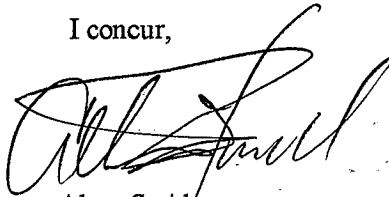
Meeting adjourned at 11:45 AM.

Respectfully submitted,



Jim Sweeney (for Jennifer Amos)
Special Delivery Craft Director
WMAL/APWU

I concur,



Alton Smith,
Plant Manager,
Grand Rapids P & DC

I concur



Murry Weatherall,
Postmaster,
Grand Rapids Post Office

CC: Steve Austin

Bill Scutt

Catherine Beemblossom

Jim Sweeney

Jennifer Amos

Jim Smith

Mike Szubinski

File

Phil Roth

Gil Brown

Fred Torres

Fred Quillin