

WMAL - APWU
Grand Rapids Installation
LABOR - MANAGEMENT MEETING
August 12, 1999
11:05am

Present:

APWU – Ray Novakoski, Jim Myszka and Phil Maddox

USPS – Jim DeYoung, Phil Roth, Dan Verastequi, Al Hall, Fred Torres, Alton Smith, Kim Goebel, Mike Szubinski, Mark Himburg and Marty Schaut

Unfinished Business

1. Eastbrook staffing. There is often one clerk staffing the Eastbrook Station. The clerk has no opportunity to take a break or use the restroom. This could also become a security problem. Frank Kloska said there should always be two employees staffing this station. Frank to update at next meeting. Frank Kloska said there should be two employees at Eastbrook at all times. Dick Page, APWU steward at Eastbrook, said there should be three employees staffing Eastbrook. Mark Himburg to follow up and report at next LM meeting.

Mark Himburg stated that there are always two employees at the Eastbrook station, that they have a PTR as a backup and that they are to use the augmented clerk for sick leave or vacations. He is also looking at the staffing of postal stores.

2. Mail room job in Riverview. Al Smith to follow up with Dennis Nicoski.

Alton Smith and Kim Goebel were going to call Dennis Nicoski right after the meeting to find out the status of that job.

3. Parking for MPO. Make-shift parking lot adjacent to building is currently under construction. Does the post office have any plans to assist employees with parking in the future. Jim DeYoung said there are no existing plans to assist employees with parking. Al Smith suggested we produce a list of local parking facilities and distribute to employees. Al Smith to update at next meeting.

Alton provided a letter from the city offering alternate parking areas to employees.

4. Non-automation employees from SPBS operation working DPS mail at P-1. Inexperienced, non-automation clerks being shipped in and out of automation throughout the night causing problems with mail. Phil Roth to follow up with Dan Verastequi.

Dan Verastequi stated that they have only been using them to fill in for vacations. Alton stated that if they need to put trained employees in those areas they will do it based on sound business decisions.

New Business

1. Insecticide spray. Employees should be notified when insecticides are sprayed in and around postal facilities.

Notice will be sent out by CC mail and supervisor will have the responsibility to notify their employees.

2. One hour OT notification. Tour I not giving employees one hour notification for overtime. When given less than one hour notification, employees are threatened with discipline if they are not able to stay.

Management will make sure that overtime is given out in a timely manner.

3. Insufficient notification of training at P-1. Employees are not notified when they are to report for training until it's too late to do so.

Management will check with PEDC make sure that employees are notified in a timely manner.

4. Labor-Management signatures omitted from minutes.

The A/Postmaster Kim Goebel refuses to sign them and states that their in no contractual basis for the signature and she won't sign them, A/Plant Manager Alton Smith agreed.

5. Request for 8/40 work hours should not be considered light duty. The employee is able to work her/his position, but, without the overtime.

Management stated that they will continue to require employees to request light duty when the employee can only work 8 hrs. per day and 40 hours per week. Management felt that overtime will at times be required and as such the employee will have to request light duty. Union stated that they would file the necessary grievance when needed because they disagree.

6. The following agenda items were submitted by Kim Goebel:

- ❖ Supervisor Stability

Management has been trying to keep 204b's in one area and provide stability to the area. They currently are using in P&D 25 or 26 204b's on a daily basis and in C/S they have 25 supervisor positions and 14 of them are 204b's. Management wasn't sure who was replacing who but would check into it and find out how many they are actually authorized.

- ❖ RAP/Window lines

The new RAP survey will be done in all retail units within the next few months. The union will be provided a book on this process.

- ❖ Crew Chief

Nothing to say about that, no contractual basis for them.

- ❖ Supervisors on work room floor

It was stated that supervisor should be on the workroom floor and have been instructed to be out there. The union felt it was a little better.

- ❖ Union copier use

A/Postmaster Kim Goebel felt that the USPS needed to charge the union for information copies that they provide to the union in information request, in the grievance process. She stated that this will be done in accordance with the ASM manual. Mark Himburg had already informed PSDS to track the hours they use in providing information to the union. The A/Plant Manager also concurred with this and is implementing this also. The

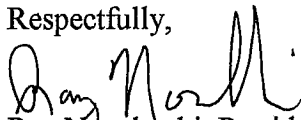
informed management that from now on stewards will be requesting to review information so expect more steward time, and that we will do what is needed in accordance with the contract.

The Union was also informed by A/Postmaster Kim Goebel that steward will be required to use PS form 7020. The union told her that the supervisor has to provide it and that it shouldn't be just for stewards. It is to be used for stewards then other employees will have to use them when they leave their work area. Mike Szubinski, Step 2 designee, will check to see if PS form 7020's are used.

The following are additional items off the agenda

1. The tour 3 PTF's get a weekend day off, the union was wondering why some jobs with weekend days cant be put up for the regulars to bid on?
Management needs flexibility for scheduling of PTF's in that area and that they don't want to get locked in with bid jobs.
2. Why are managers, supervisors and other EAS employees used to sort though trays to find EXFC mail when clerks are available?
Management was wrong in doing that and will use clerks in the future.
3. Why don't the clerks that work in Room 220 not have a key to it? Why does CFS use and have access to that room when there are accountable in that room now?
A new key pad lock had been ordered for that room and only the clerks in that room will have access to it.
4. MVS run numbers and time are not the same as the dispatch computer, why is that?
They are aware of this problem and the Area is making those changes and it will take awhile for them to input those changes.
5. Supervisors are still transporting mail, why?
A/Plant manager Alton Smith will check into it, but his position is that the MVS driver should be used first and then if none available they will use craft employees.
6. We request that MVS drivers be used before other craft employees in the transporting of mail
Same as #5 above.
7. Is vehicle maintenance, both required maintenance and corrective maintenance, be done in accordance with the appropriate manual?
This has come up before and it is still a problem. A/Plant Manager Alton Smith with check with the VMF.
8. Are contract drivers to be roaming throughout the building - getting mail, utilizing breakrooms or messing with computers in the dispatch office?
They shouldn't be roaming around the building. A/Plant Manager Alton Smith will notify the supervisors to notify the contract drivers. They also need to have badges on.
9. Is their a dress code or vehicle guidelines for vehicles that contract drivers?
A/Plant Manager Alton Smith will check with Jim Tennant about vehicles and will send a letter to supervisors about the dress code of the contract drivers.
10. The emergency phone line at the P-1 is still a problem.
MDO Phil Roth is to looking into correcting that and will have 2 weeks.

Respectfully,



Ray Novakoski, President
Western Michigan Area Local