

WMAL - APWU
Grand Rapids Installation
LABOR - MANAGEMENT MEETING
February 8, 1999
3:00 PM

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G.R. P & DC

Present:

Alton Smith, Ray Novakoski, Jim DeYoung, Jennifer Amos, Bob Makowski, Duane Miller

Unfinished Business:

1. Call in policy. Update.

Policy on hold until mid February to iron out some details. This policy will be effective on 2-16-99 after management has the opportunity to inform the employees of the new procedure.

2. Clear "Direction Letters" issued to new PTFs. Al Smith to update.

Al Smith to update.

3. Labor-Management signatures. Minutes from February, March and May Labor-Management meetings have not been signed by Murry Weatherall or Alton Smith. Update.

Unsigned copies will be sent to Al Smith. He will follow up to ensure minutes are signed.

4. Orientation for employees newly made eligible to bid to educate them on the process. New regulars are bidding incorrectly because of inexperience—instructions for bidding should be provided to each new regular to assist them in the process. Update.

Al Smith to contact Kathy Monroe.

5. Tour III supervisors not following the pecking order for overtime. Overtime not distributed equally. Update.

Duane Miller to update after conferring with Fred Torres.

6. PTF SDOs. PTFs are scheduled to work six days a week in lieu of listers receiving overtime on their SDOs. Update.

PTF's will have two scheduled days off. It is management's responsibility to look at overtime needs on a daily or weekly basis. Management must not establish a blanket policy arbitrarily scheduling PTF's to work six days a week.

New Business:

1. LWOP for maternity leave. Employees are forced to use all of their annual leave before management will authorize LWOP.

Al Smith has not established a policy to deny LWOP for maternity leave before annual leave is exhausted. He will remain flexible and work with the needs of each employee.

2. Postal Retail Stores. The postal retail stores are not regularly staffing the front register in the lobby.

This issue was not addressed.

3. Power lift licenses. It may benefit the dispatcher/expediter to obtain power lift licenses.

Al Smith wants Ray Novakoski to talk to Paul Doctor about this matter. Ray to update.

4. Kentwood custodian. The custodian at the Kentwood station requires foul weather gear to perform his duties.

Jim DeYoung believes outerwear, for the purpose of shoveling snow, should be provided by employees.

5. PTF overtime. It appears PTFs on all tours are treated differently when it comes to holidays and overtime. Tour I PTFs don't seem to work as much overtime as tour III PTFs. Tour I didn't require PTFs to work 12 hours on the holiday.

Al Smith to talk to Mike Crisman. Update next meeting.

6. Fitness for duty. Employees have been threatened with fitness for duty physicals when they are still able to perform the core function of their jobs. We must reasonably accommodate these employees.

Meeting to be held with Al Smith, Ray Novakoski, Jennifer Amos and Fred Torres to discuss the issue of accommodating employees with special needs.

7. Seymour security. Clerk working at Seymour Square post office feels the lack of security may be a problem in the future. Currently, she works alone for 1 ½ hr. in the morning.

This issue was not addressed.

8. Steward Release. We must once again assert the contractual rights of stewards. Supervisors on tour III are constantly violating the rights of stewards by denying release time.

Al Smith believes this problem has been recently resolved.

9. Article 15.2 violation. Supervisors on tour III are constantly violating the contract by denying employees the right to see a steward.

Duane Miller will talk to tour III supervisors and give them direction in this area.

Off The Agenda

1. Associate office employees working in Grand Rapids installation facilities.

Employees were allowed to do this during the holiday season. Al Smith said this is not a regular policy.

2. Phone at P-1. Phone not answered regularly.

Mail Flow Coordinator suppose to carry portable phone when away from the office. Al Smith to contact Phil Roth for response.

3. Courier to P-1. Clerk transporting official mail to P-1 from MPO.

Al Smith said he took care of this problem.

4. Parking in basement. Empty equipment continues to be a problem.

Jim DeYoung said that P-1 was backed up with empty equipment due to the snow storm. Some of this equipment was stored in the basement of the MPO. Jim is also concerned that construction by the river will increase storage problems in the basement until the project is complete.

5. Label racks at P-1. Label racks are needed at the P-1 for labels and placards.

Al Smith will talk to Phil Roth.

6. Higher level assignment. Management not assigning higher level assignment duties properly.

Duane Miller to contact Fred Torres.

7. P-1 overtime. Employees at the MPO would like to work overtime at P-1.

Jennifer Gilbert is in the process of establishing a procedure.

8. Cell phones on the workroom floor.

Cell phones are prohibited on the workroom floor, primarily for safety reasons.

9. Eye glass stations. Employees would like the eye glass stations maintained.

Al Smith agrees that stations should be maintained. Jim DeYoung to contact Dale Hinkley to perform this function.

10. 3971 issue. Maintenance supervisor told two of her employees they were not allowed to fill out 3971s.

Al Smith said 3971s should be initiated by employees when possible.

11. Joint FMLA training.

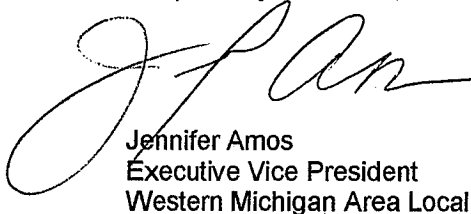
Al Smith to set up joint training (union/management) for FMLA sometime in near future. Michelle Hawley is the FMLA representative for the local.

12. LWOP. Supervisors are refusing to authorize LWOP for employees requesting early outs or for late reports.

Al Smith believes supervisors can authorize LWOP for employees reporting late or leaving early. The decision is at the supervisors discretion.

Respectfully submitted,

I concur,


Jennifer Amos
Executive Vice President
Western Michigan Area Local


Alton Smith
Plant Manager
Grand Rapids P & DC

CC: Raymond Novakoski
Jennifer Gilbert
Jim Myszka
File