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JUN - 7 1999

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WMAL - APWU
Grand Rapids Installation
LABOR - MANAGEMENT MEETING
May 26, 1999
10:00 AM

Present:

Ray Novakoski, Alton Smith, Walt Walkowski, Mike Chrisman, Jennifer Amos, Fred Torres, Jennifer Gilbert, Marty Schaut, Dan Verastequi, Frank Kloska, Jim DeYoung

Unfinished Business:

1. DOT random drug testing. This procedure currently performed at Riverview Bldg. Juczynski would like it done at a Med Center. Alton Smith to follow up. Update.

Medical personnel available at Riverview to perform these duties. Al Smith said he doesn't want to expend funds for other services unless it's necessary. He said that the procedure has become more efficient.

2. Eastbrook first-aid box needed. Tim Holmes to follow up.

Boxes are currently on order.

3. Parking in the basement is still a problem. Employees have difficulty finding spaces on tour II.

Al Smith to follow up.

4. Union Office. Due to an increase in membership and added responsibilities, the union is requesting larger accommodations at the Main Post Office.

Al Smith will seriously consider this request.

5. BMEU employee moved from MPO to P-1. The union must be notified prior to the move. The employee must also be given an option to move with the position or become an unassigned regular. Kim Goebel to follow up with Mike Szatkowski.

Al Smith will ask Kim Goebel to contact the union regarding this issue.

6. MVS light duty employee. Al Smith to update at next meeting.

Jim Tennant will talk to this employee and try to offer him a position within his craft.

New 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.

2. Call-in policy. The newly adopted policy is in conflict with the ELM in regards to quarterly attendance reviews. The policy calls for monthly reviews.

Mike Chrisman and Fred Torres said they don't have a blanket policy mandating discipline after 3 absences. Mike Szubinski said a monthly review is not considered discipline, but that supervisors need to give employees a chance to improve their attendance before taking action. Al Smith said he won't support a blanket policy mandating discipline after 3 absences.

3. P-1 Annex steward room. The steward room at the P-1 Annex is in need of expansion. We would like three more panels added to the existing structure.

Al Smith said he will seriously consider this request.

4. 'Early out' lunches. Tour I is requiring employees accepting 'early outs' to take a lunch, then end their tour. This is not necessary. After six hours, a 50-unit lunch could be offered, not required. The employee should write "no lunch" in the comment section of the 3971 when accepting an early out.

Al Smith doesn't think it's necessary to force employees to take a lunch if early outs are offered after 6 hours. However, employees should not forgo their lunch in anticipation of an early out offer. Mike Chrisman agreed to follow the policy set by the members of this meeting.

5. Expediter at P-1 Annex. A second expediter is needed for the West side of the Annex.

Verastequi to follow up.

6. CFS PTFs coding in flat sorter operation. Management needs to be aware that employees cannot code on the machines without prior qualification. According to PEDC, these specific CFS clerks are not considered qualified.

This problem has been resolved.

7. LIPS staffing. Management requiring LIPS clerks to work OCR mail on the FSM when they are in a sweeping rotation. This creates a problem with safety when the clerks are required to use repetitive motion while in relief rotation.

Al Smith to follow up.

Off the Agenda

1. Supervisors on tour III not allowed to resolve grievances without prior approval from Fred Torres. Several supervisors admitted to the union that Fred Torres instructed them to refer all grievances to him for a decision.

Fred said he allows his supervisors to make their own decisions regarding step one grievances. He makes himself available to answer their questions, but does not make any decisions for them. Fred would like the union to discuss problems with him prior to filing grievances.

Respectfully submitted,

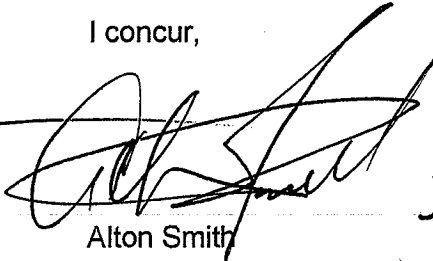
I concur,

I concur,



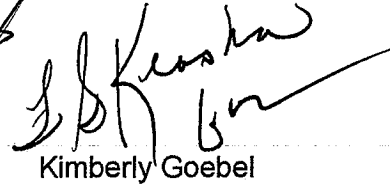
Jennifer Amos

Executive Vice President
Western Michigan Area Local



Alton Smith

Plant Manager
Grand Rapids P & DC



Kimberly Goebel

A/Postmaster
Grand Rapids Installation

CC: Raymond Novakoski
Jennifer Gilbert
Jim Myszka
Mark Juczynski
File





Western Michigan Area Local

American Postal Workers Union, AFL-CIO

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May 22, 1999

Kimberly Goebel, A/Postmaster
Alton Smith, Plant Manager
Grand Rapids Post Office
Grand Rapids, Michigan 49599

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G.R. P & DC

The following is a proposed agenda for the Labor-Management meeting tentatively scheduled for May 26, 1999 at 10:00 A.M. in room 216.

Unfinished Business:

1. DOT random drug testing. This procedure currently performed at Riverview Bldg. Juczynski would like it done at a Med Center. Alton Smith to follow up. Update. *Al talked to Chester Cross and nurse will be held acct.*
2. Eastbrook first-aid box needed. Tim Holmes to follow up. *Allen Rowe will order today.*
3. Parking in the basement is still a problem. Employees have difficulty finding spaces on tour II. *will review about using outside areas*
4. Union Office. Due to an increase in membership and added responsibilities, the union is requesting larger accommodations at the Main Post Office.
5. BMEU employee moved from MPO to P-1. The union must be notified prior to the move. The employee must also be given an option to move with the position or become an unassigned regular. Kim Goebel to follow up with Mike Szatkowski. *Will look Kim will contact us.*
6. MVS light duty employee. Al Smith to update at next meeting. *Jim Tenant stated that he will be looking at a permanent job.*

New 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 will check on relief.*
2. Call-in policy. The newly adopted policy is in conflict with the ELM in regards to quarterly attendance reviews. The policy calls for monthly reviews. *MDD's will give talk to Supervisors - no blanket policies.*
3. P-1 Annex steward room. The steward room at the P-1 Annex is in need of expansion. We would like three more panels added to the existing structure. *Al Will look at it.*

4. 'Early out' lunches. Tour I is requiring employees accepting 'early outs' to take a lunch, then end their tour. This is not necessary. After six hours, a 50-unit lunch could be offered, not required. The employee should write "no lunch" in the comment section of the 3971 when accepting an early out.

5. Expediter at P-1 Annex. A second expediter is needed for the West side of the Annex. *Will look at a new process*
Dan will work with Phil.

6. CFS PTFs coding in flat sorter operation. Management needs to be aware that employees cannot code on the machines without prior qualification. According to PEDC, these specific CFS clerks are not considered qualified.

No more keying on FSM for CFS clerks.
7. LIPS staffing. Management requiring LIPS clerks to work OCR mail on the FSM when they are in a sweeping rotation. This creates a problem with safety when the clerks are required to use repetitive motion while in relief rotation.

Respectfully submitted,



Jennifer Amos
Executive Vice President

CC: Raymond Novakoski
Jennifer Gilbert
Jim Myszka
Mark Juczynski
File

*SPBS clerks
used on FSM #1
P-1*

MVS -

USPS is talking about a million dollar in cuts in transportation - Is this true? and what effect will it have on our MVS employees? ^(over next yrs)

How about the painting of the yellow lines on the pavement out at the P-1 in the dock bays - started out there then stopped also how about the main office?

On the hazmat for the MVS - can we get a copy of the exception and what the limits are.

Clerks -

X CFS clerks working in manual hand sort of the FSM Why? and what is operation 181 and who is working that mail?

When is management going to train their supervisor on OWCP? John Rideout is coming to provide training - soon.

Limited/Light Duty -

Management is failing to notify the union when a cross craft assignment is being done.

~~Blanket Policy - Torr I call in's have a 3 absence~~

Supr. not being able to settle grievances at step 1 - No they are able to settle and possibly because of new 204b's in may be a problem.