

APWU LABOR MANAGEMENT MEETING MINUTES

Monday, May 08, 2000 1:00PM

IN ATTENDANCE: JIM MILLER, BOB MAKOWSKI, RON TWENTYMAN, JUDY TRAILER, JIM MYSZKA, RAY NOVAKOWSKI, JENNIFER AMOS, BILL SCUTT, CATHERINE BEEMBLOSSOM, KIM GOEBEL, C.J. ALLRED, NICHONE PERRIER & LUANN MOFF

UNFINISHED BUSINESS

1. PSDS and PEDC relief on tours I and III. This issue has been discussed at previous LM meetings. Relief jobs have not been posted per our past agreement. This will be discussed at the job summit and will be added to job postings. Update.

JANET BLANSHINE HAS THE RELIEF POSITION IN HER BID JOB AS OF TODAY FOR PEDC. WHEN A VACANT MANUAL JOB COMES AVAILABLE THE PSDS RELIEF WILL BE ADDED TO THAT POSITION.

2. Zero tolerance. Maintenance is experiencing several problems in the form of racial slurs, harassment and physical contact. Update

JIM MILLER STATED THAT HE WILL ACT ON PROBLEM ISSUES WHEN EVIDENCE IS PRESENTED NOT FROM JUST "HE SAID, SHE SAID".

3. PTFs are sent home in their 8th hour without last break. This is improper. Update.

NICHONE CHECKED INTO THIS ISSUE AND FOUND THEY WERE BEING SENT HOME WHEN THE OUTGOING MAIL WAS COMPLETED ONE AND ONE HALF-HOUR BEFORE THE END OF THEIR TOUR. A POLICY WAS DISCUSSED THAT IF A PTF WORKS INTO THEIR LAST HOUR, THEY ARE ENTITLED TO A BREAK.

4. Labor-Management minutes. The union would like Jennifer Amos to take the minutes again.

KIM HAD CONCERNS ABOUT SIGNING OFF AND HAVING IT SEEM LIKE A NEGOTIATION AGREEMENT AND DECISIONS ARE SOMETIMES BEING MADE USING LIMITED INFORMATION. UNION AND MANAGEMENT AGREED THAT THESE ARE DISCUSSION ITEMS AND NOT NEGOTIATIONS BUT IF A DECISION IS RENDERED BY EITHER PARTY BOTH PARTIES SHOULD BE HELD ACCOUNTABLE. JENNIFER AMOS CAN BEGIN NEXT MEETING WITH THE MINUTES.

5. There is a problem with contract drivers entering the area behind the window counters at some associate offices. Update.

THIS WILL BE TABLED UNTIL NEXT MEETING AND HAVE ART HOTCHKISS JR. AND MIKE GORDON AT MEETING.

6. An additional expeditor is needed at the P-1 on tour II.

WITHDRAWN

7. The employees need to know what procedure to follow when threatened by another employee or supervisor. Who should the employee report the incident to in these situations? Update.

SOME SERVICE TALKS HAVE BEEN GIVEN BUT BOTH SIDES WILL CHECK INTO THIS FURTHER TO MAKE SURE ALL EMPLOYEES ARE BEING REACHED. MAGNETS WERE PASSED OUT TO ALL EMPLOYEES AND MANAGEMENT WILL SEE THAT INFORMATION IS POSTED.

NEW BUSINESS

1. Please date the labor management minutes.

WITHDRAWN

2. Parking in basement. Empty equipment stored in employee parking spaces.

THIS WILL BE ADDRESSED ON FRIDAY AT THE MAILHANDLERS LABOR MANAGEMENT MEETING AND JIM MILLER IS CHECKING ON A NEW PROCEDURE FOR HANDLING EMPTY EQUIPMENT. HOPEFULLY WITHIN THE NEXT 2 WEEKS WE WILL BE TESTING THIS PROCESS.

3. Maintenance supervisors repeatedly send employees home improperly.

JIM MILLER WILL GET WITH MIKE BLUNDELL UPON HIS RETURN.

4. Maintenance supervisors not releasing ERT members for emergency duties.

WITHDRAWN

5. Carriers not completing form 3849 properly, causing clerks to spend more time on each form.

KIM WILL GET WITH OLEDA AND CHECK INTO THIS PROBLEM AND REPORT BACK.

6. Labor Management meetings not taken seriously. Too often the meetings are cancelled at the last minute and rescheduling becomes a problem.

MANAGEMENT WILL SCHEDULE THE THIRD WEEK OF EVERY MONTH AND ADHERE TO THIS AS MUCH AS POSSIBLE, THE NEXT MEETINGS HAVE BEEN SCHEDULED FOR JUNE 21ST AT 10:00AM, AND JULY 18TH AT 10:00AM AND ROOM 216 HAS BEEN RESERVED.

7. Maintenance employees blowing the dust and debris from machines.

BOB MAKOWSKI WILL FOLLOW UP ON THIS ISSUE AS THE COMPLAINT WAS FROM TOUR 2 AT THE GMF.

8. P-1 would like to get stairs installed to the upper parking area.

JIM MILLER WILL DO SOME INVESTIGATION AND RESPOND AS SOON AS POSSIBLE.

9. Tour II Bone Table job.

THIS ISSUE WAS BASED ON THE P-1 ANNEX T-2. JIM MILLER WOULD LIKE TO HOLD OFF UNTIL THE RESULTS OF A SCHEDULING AND STAFFING HAS BEEN COMPLETED.

10. PTFs at P-1 on tour I possible working four hours a night while the PTFs at the MPO work eight.

THIS HAS BEEN RESOLVED.

11. Tour III leave book. Fred Torres won't allow tour III stewards to review the leave book. This is in violation of the contract.

RON TWENTYMAN STATED STEWARDS HAVE A RIGHT TO REVIEW THE LEAVE BOOK ON THE DATES IN QUESTION WITH SUPERVISION.

12. Management manipulating employee schedules on Saturday nights to avoid paying Sunday premium. Employees are being denied their last break to be sent home early before Sunday premium begins. (There is usually mail to be sorted when the employees are sent home.)

WITHDRAWN

13. Supervisor conducting tours of the post office. Isn't this craft work?

IN SOME INSTANCES CRAFT TOUR GUIDES ARE NOT AVAILABLE AS WE ARE VERY SHORT OF GUIDES. NOTICES WERE POSTED FOR VOLUNTEERS TO SIGN UP TO BE TOUR GUIDES ON TOUR 2 BUT NO SIGNATURES WERE RECEIVED. WE WILL COME UP WITH A CHECK STUFFER LOOKING FOR NEW VOLUNTEER TOUR GUIDES AS SOON AS POSSIBLE.

14. Please keep equipment clear of union bulletin boards.

THESE AREAS WILL BE LOOKED AT, BY SOMEONE ON THE P & D STAFF, AND SUGGESTIONS WILL BE DISCUSSED TO CORRECT.

NEW ITEMS

SOME OF THE INFORMATION REQUEST'S ARE GETTING VERY LARGE SO WE WILL BE FOLLOWING THE GUIDELINES OF THE ASM WHEN NECESSARY. IF THESE CAN BE WORKED OUT INTERNALLY BOTH PARTIES WILL BENEFIT. RON TWENTYMAN WILL DISCUSS WITH RAY.

THERE IS A PROBLEM WITH APPROVAL OR DENIAL OF FMLA REQUESTS, ANNA ARMSTRONG THE OFFICIAL???

T-3 GMF HAS A PROBLEM WITH REQUIRING EMPLOYEES OF ON MEDICAL TO CALL EVERY DAY EVEN WITH KNOWN WOULD NOT RETURN FOR LONGER TIME FRAMES.

THE UNION WOULD LIKE CLARIFICATION ON ACCEPTABLE DOCUMENTATION AND WHAT THAT ENTAILS. TO BE DISCUSSED LATER

MANAGEMENT DISAGREEING WITH MEDICAL DOCUMENTATION STATEMENTS I.E.
UNDER MY CARE, BEING SEEN BY ME.????

EMPTY TRAILERS AT THE P-1 (35 COUNTED LAST TUESDAY) TAKING UP MAJOR
PARKING SPACES. INVENTORY NEEDS TO BE DONE TO SEE IF THIS IS NECESSARY.
MIKE GORDON WILL HEAD THIS UP AND REPORT BACK TO JIM MILL AND THE UNION
NOTIFIED.

LIGHT DUTY REQUEST BEING DONE FOR 40-HOUR RESTRICTIONS. ????

- 5 Yellow card needs to be filled out properly
- 6 Late meetings - Next meeting June 21 10am
July 18 10am

UF 1. One on tour 3 - PEDC relief
Nothing on tour 1

4. OK we can do.

2. Management will look into this & see when talks were given.

3. Will address if needed - needs more details.

3. They are sent home prior to their 8th hour, if they go into the eight hour then they get it.

NB 1. Withdrawn

2. NTEC - will start a program in about 2 weeks / or try

3. Mike Blundell will discuss with Jim Miller

4. ~~Jim M~~ ^{Bob M} will check in with Phil Strinzger

5. Jim M will talk to Alan Snyder to contact Grooters to see if they would be willing to do it.

6. Will wait to see the result of a arrival profile & staffing survey.

additional - info request.

10 resolved

11 stewards can review the book

12 resolved - withdrawn

13. Service Talk given to recruit more.

14. Possibly a briefing by the board.

Additional Items -

1. FMLA - Anna Armstrong - she reviews forms but not to determine if medical is approved.

2. Call in everyday on extended illness - Tour 3 CT will check it out.

Bill's item

3. It seems to be corrected

- acceptable documentation - management will not be tied into medical - need to grieve each item.

4. Trailers - Mike Gordon will check into it. Jim Miller will also check it out.

5. Dr. slips are not being accepted - They will check with Jim Miller to see what direction he wants to go. Janet Kankern

4. Light/Limited Duty no OT - shouldn't be required
Ron agrees