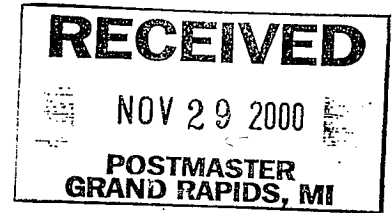


**WMAL – APWU
Grand Rapids Installation
LABOR – MANAGEMENT MEETING
November 27, 2000
11:00AM**



Present:

Ray Novakoski, William Scutt, Frank Kloska, Al Crudup, Art Hotchkiss, Jennifer Amos, Al Hall, Ron Twentyman, Rich Golladay, Fred Quillin

Unfinished Business

1. Are the four II FSM clerks going to receive saved grade until they fail to bid and/or apply for every level six job? Management will investigate and address this issue at a later date. Al Crudup will report on level 4 jobs. Update.

Al Crudup does not want to make a decision since the new plant manager will be starting soon.

2. Are all window clerks working with POS going to be trained? Why are non-window personnel being trained on POS? Kim Goebel will investigate and report at next meeting. Update.

Frank Kloska said he would make sure the same training would be provided to the service window clerks as the window clerks received.

3. The VMF would like a bulletin board with a lock for union postings. This issue was not addressed. Update.

Management will try to find a bulletin board for the VMF in storage. If one can not be found, Al Crudup said he will sign a purchase requisition for a new one.

4. Procedure for clocking in at P-1 has changed. The union feels that this was a unilateral action – again. Al Hall will investigate and address this issue. Update.

Al Hall believes this is not an issue anymore. He will investigate and report back at the next meeting. Al said all employees are to pick up their badges at the front of the building by the entrance.

New Business

1. Calling employees at home for overtime. P-1 supervisors are calling employees to work overtime.

RECEIVED

NOV 29 2000

G.R. P & DC

The contract is clear that if you are absent (day off, on leave, etc.), you are not available for overtime. NO ONE should be called at home nor should they be calling to see if overtime is available. Al Hall will instruct his supervisors to comply with the union's position. Al Crudup said he is in agreement with the union.

2. Why were the LIPPS jobs moved to P-1 when the machine is still being utilized here? This is clearly a violation of the contract.

Al Crudup said the LIPPS would not be used from this day forward. Al Hall agreed. They said the mail that was worked recently was overflow and will be worked elsewhere from this point on.

3. Overtime notification. Management is forcing employees to work overtime without the proper one-hour notification, even when an emergency is not present.

Al Crudup instructed Al Hall to notify his supervisors that they must distribute overtime properly by issuing it one hour in advance.

4. Priority mail. Priority mail on tour III is worked at AMF. It was our belief that only tour II mail was worked there.

Bill Scutt will get more specifics and report at the next meeting.

5. Parking at P-1. Parking signs added to supervisor spaces. The signs need to be removed per a grievance settlement.

Fred Quillin said he instructed Mike Steghuis to remove the signs. Fred will follow up at the next meeting.

6. New discipline form. Tour I employees are being forced to complete a pre-discipline form created by the post office. This is not contractual.

Al Crudup instructed Al Hall to investigate and report.

7. Mail Handler reassignments. PTF employees at the P-1 are being told to switch crafts before they are laid off.

Linda Jones allegedly told clerk PTFs they would lose their jobs if they didn't switch crafts. Al Crudup asked Bill Scutt to substantiate the claims with statements and get back with him. He does not support this kind of behavior. Al Hall will investigate.

Off Agenda Items

1. List of employees who are affected by pay anomaly over-payment (Luan).

Ron Twentyman will provide the list.

2. Tour I FSM rotations (two level 5 rotating and one casual on their own).

Al Hall will investigate and report. He was not aware of this problem.

3. MVS casual still works more hours than PTF.

Twentyman said casuals should not be used to the detriment of career employees. Al Crudup asked Twentyman to investigate.

4. 204B on Holidays. If junior, they must be used in the craft and not allowed to have the day off in lieu of a more senior employee.

Twentyman said if 204Bs are not scheduled to work the holiday, they could be added to the craft holiday list. The union's position is that all 204Bs should be used in the craft on holidays based on their seniority.

5. Documentation for absences. The majority of employees who call in are being asked for documentation. In absences of three days or less, the employee's word should be sufficient. The ELM is clear on what documentation is required after three days.

Art Hotchkiss said there is no blanket policy and that each case would be determined on an individual basis.

6. Tour III 204B, Dan Sobish, informed stewards that any agreements or policies made by managers no longer working in this installation need not be complied with. He said that he would not honor any agreement made by Alton Smith or any other manager no longer working here.

Al Crudup will investigate all issues with Dan Sobish.

7. Tour III 204B, Dan Sobish, interfered with doctors orders for employee to be off work after an injury. Dan called the nurse who handled the employee's case and informed her that the patient agreed to have restrictions changed. The patient had no knowledge of this. Dan then had the employees medical information faxed to his own home off the clock to prevent an LWI.

Al Crudup will investigate all issues with Dan Sobish.

8. Heat lamp or heater for smoke room at P-1.

Fred Quillin will follow up.

9. Fred Quillin refuses to meet on class action grievances.

Al Crudup said stewards should file class action grievances with their immediate supervisor until further notice.

10. Bid box at P-1. P-1 employees would like the same consideration as main office employees in regards to access to a bid box. It is inconvenient for employees to have to submit bids to the main office while working at the P-1.

Al Crudup said this issue should be raised with Chester Cross. There will eventually be a computer system for bidding in place at the large facilities.

11. Automation rips and tears. Tour III is taking damaged mail from the automation area to do repairs on the second floor. This forces the tour II employee to retrieve the mail from the second floor the next day before can perform her duties.

Fred Quillin will follow up and find a solution.

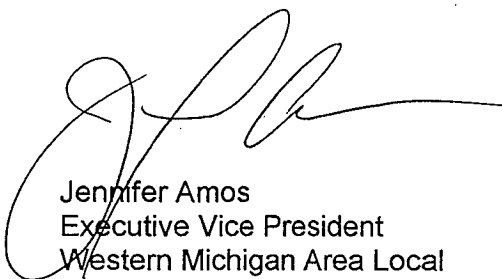
12. Bone table position at the p-1 on tour II. There is enough mail to justify a position on tour II and there are clerks currently working there. We would like one new position established.

Fred Quillin will investigate. The union will process a grievance.

Respectfully,

I concur,

I concur,



Jennifer Amos
Executive Vice President
Western Michigan Area Local
American Postal Workers Union

Frank Kloska
Manager, Customer Service
Grand Rapids Installation
Grand Rapids MI

Al Crudup
A/Plant Manager
Grand Rapids P&DC
Grand Rapids MI

Cc: Ray Novakoski
Bill Scutt
Jim Myszka
Mark Juczynski
File