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GRAND RAPIDS, MI

**WMAL – APWU  
Grand Rapids Installation  
LABOR – MANAGEMENT MEETING  
October 25, 2000  
10:00AM**

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**G.R. P & DC**

Present:

Ray Novakoski, William Scutt, Kim Goebel, Al Crudup, Mike Gordon, Art Hotchkiss, Daryl Rocco, Marty Schaut.

**Unfinished Business**

1. Rotation on FSM at P-1. Employees not properly rotated on 881 machines at P-1. Response from P-1 required.

***FSM & SPBS should be staffed properly. Bill Scutt and Fred Quillin will discuss this issue in the future. Breaks should not be used as a basis for rotation.***

2. Casuals used in MVS in lieu of career employees. Mike Gordon to address issue with Samm Smith. Update.

***Casual hours have been reduced while PTFs have been working about 35 hours.***

**New Business**

1. Tour I LIPPS break schedule sign. The union would like the tour I break schedule sign removed from the LIPPS area at the main office. It is inaccurate and unfair since other tours do not have a set schedule.

***LIPPS is not going to remain in the facility.***

2. Medical documentation. It appears that anyone working in, or passing through the attendance office has access to confidential records concerning employees. Also, employees are still being asked for "acceptable documentation". The attendance control supervisors require employees to guess what is acceptable, and then discipline them when the documentation doesn't meet the supervisor's requirement. On some occasions, acceptable documentation is noted on the 3971 without asking the employee while on the phone.

***Art Hotchkiss needs specifics to investigate. Art added that employees will be specifically told what kind of acceptable documentation is necessary.***

3. Blanket policy. The union believes that the attendance office is asking every employee who calls in for documentation. This constitutes a blanket policy and the practice should be eliminated. If the absence is three days or less, documentation shouldn't be automatically required.

***There is no blanket policy concerning the need for documentation.***

4. FMLA Packets. Why are employees told they have to wait for a packet to arrive VIA priority mail before they can start the certification process? This causes delays.

***Employees can ask for a packet when it is in relation to an absence. The union office also has forms available for use. This issue will also be brought up at a regular IRM meeting.***

5. Rotating Saturday nights for PTF clerks on tour I.

***Al Crudup position is that it should be done with all PTFs at the MPO and P-1.***

6. Are the tour 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.***

7. 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.***

8. The VMF would like a bulletin board with a lock for union postings.

***This issue was not addressed.***

9. 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.***

10. P-1 Stewards release time. Tour I stewards are being denied time to investigate and process grievances.

***Al Hall will address this issue. Al Crudup agreed that APWU stewards are entitled reasonable release time.***

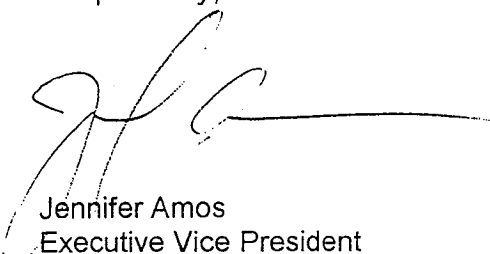
**New Agenda Items**

1. Level 6 techs in CFS. The union believes that if a body is needed in CFS to instruct and direct the unit, it should be a 204B and not a craft employee on level six. CFS supervisors stated they need the flexibility of a keyer and an administrator in one. Kim Goebel said the supervisor discussed this issue with Labor and the practice should cease soon.
2. Al Hall transporting mail in his private vehicle. Because of this, Al Hall requested a new or modified mail run. Mike Gordon will discuss will address this issue.
3. DCO break times will be as usual. This issue will be discussed with Labor.

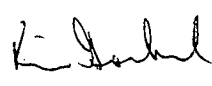
Respectfully,

I concur,

I concur,



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



Kim Goebel  
Postmaster  
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