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SEP 13 2000

G.R. P & DC

WMAL – APWU
Grand Rapids Installation
LABOR – MANAGEMENT MEETING
September 13, 2000
10:00AM

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POSTMASTER
GRAND RAPIDS, MI

Present:

Ray Novakoski, Jennifer Amos, Kim Goebel, Al Crudup, Mike Gordon, Phil Roth, Bob Makowski, Mike Blundell, Jim Myszka

Unfinished Business

1. What is considered Acceptable Documentation? Also, employees are asked to bring in medical documentation well after the incident, making it next to impossible to provide. Barb Keiborth stated she has been advising management to ask for specific documentation. If medical documentation is needed, then ask for it. If not, ask for what is appropriate. She suggested avoiding the term "acceptable documentation" since it doesn't specify what is needed. Never leave the employee guessing. Anna Armstrong said the attendance office supervisor would be specific when asking for documentation. We need a firm commitment from the attendance office to ask for appropriate documentation. **This is still a huge problem on all tours.** Update.

This item will be tabled until the IRM meeting on September 21st.

2. Unilateral changes. Numerous changes in the installation are being made without informing the union in advance. We are often notified well after the fact. The union requests to be kept informed of changes that affect the membership. Neither Kim Goebel nor Jim Miller was available for comment. Update.

This problem appears to have decreased in recent months.

3. Light duty denials. The union feels there is sufficient work to accommodate most light duty requests. The bone table in automation is currently being staffed with employees working overtime, while the employees who requested light duty sit at home. Jim Miller unavailable for comment. Update.

Kim said she would review Customer Service light duty requests on a case-by-case basis. She believes some light duty requests have recently been approved. Al Crudup said he does not have a blanket policy to deny all light duty requests for P&D. He will give consideration to all requests and if he has work available within their restrictions, he will approve the request. He is also willing to review recent light duty denials.

New Business

1. Supervisors approving info requests. Is the current policy still in effect?

Kim Goebel would like to keep her policy as it stands. Al Crudup said he doesn't have any problem with giving authority to the MDOs and Ron Twentyman to sign information requests.

2. Rotation on FSM at P-1. Employees not properly rotated on 881 machines at P-1.

Issue tabled until next meeting to allow P-1 the opportunity to attend the meeting.

3. Automation clerks on tour I concerned about the safety issues involved with moving bread carts long distances. Also, these clerks are complaining that they are understaffed. What happened to the 2.5 clerks per machine?

Al Crudup will address this issue with MDOs.

4. Parking spaces used for storing empty equipment again. Tour I is believed to be the culprit. M.R. Smith is directing mail handlers to store the equipment in employee spaces in the basement.

Mail is being stockpiled in the basement until it can be delivered. The union would like to make sure there are enough spaces for employees to park. Al Crudup will contact the necessary person to resolve this issue.

5. FMLA forms. Several union members have reported problems while attempting to use APWU forms when requesting certification under the FMLA. The APWU forms are an accepted alternative to the forms issued by the Department of Labor.

This item will be tabled until the IRM meeting on September 21st.

6. Swing room doors for MVS. We have asked management to reinstall the doors to the MVS swing room several times.

Mike Blundell said this would be complete by September 22nd.

7. Casuals used in MVS in lieu of career employees.

Mike Gordan will address this issue with Samm Smith.

8. Steward release time.

Al Crudup said he does not have a policy limiting the number of stewards in the union office at one time. If it is operationally possible to release more than one steward, then it will be done. Al said he would inform his MDOs.

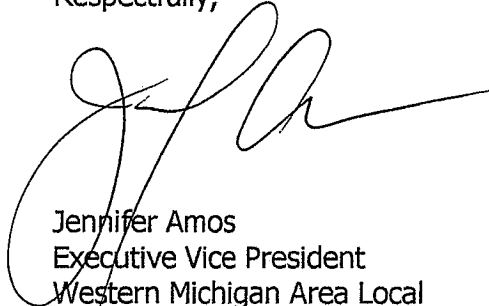
9. Service talk concerning refrigerator use policy.

Mike Blundell will address this issue in the form of a service talk.

Off The Agenda

1. Maintenance will attempt to repair the windows in the 1st floor smoke room by the next labor management meeting.

Respectfully,



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

I concur,

Kim Goebel
Postmaster
Grand Rapids Installation
Grand Rapids MI

I concur,

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