

**WMAL – APWU
Grand Rapids Installation
LABOR—MANAGEMENT MEETING
July 25, 2001
10:00AM**

Present:

Ray Novakoski, Bill Scutt, Mike Chrisman, John Peters, Sam Leone, Kim Goebel,
Paris Hawkins, Jennifer Amos, Jim Myszka, Fred Quillin, Al Snyder

Old Business

1. Overtime in CFS. Employees called at home to work overtime in CFS. Supervisors should not call employees at home unless in emergency situations as outlined in Article 3 of the CBA. Update.

Management does not agree with the collective bargaining agreement on this issue. Kim Goebel said she will continue to have CFS supervisors call employees at home to issue overtime.

2. Light duty employees in automation are all instructed to report at 1800. The union would like to know why all employees on light duty have their hours changed to 1800. Fred Quillin will follow up. Update.

Fred Quillin said Darryl Rocco doesn't need any light duty employees to report for duty any sooner than 6PM. Specific cases need to be addressed with Rocco.

New Business

1. What is management's intent concerning transportation between the GMF and East Paris branch. Is it true the route will be contracted out?

Sam plans to use "emergency contract drivers" until headquarters makes a decision. He made this decision due to cost. The union would like the post office to use MVS until that decision is made. The union contends this work belongs to MVS.

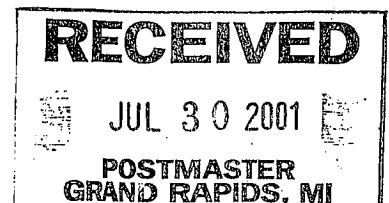
2. Steward time. Supervisors are not providing enough time for stewards to investigate and process grievances. This seems to be an issue on all tours and all facilities.

Sam needs specifics. He will pass information on to Mike Chrisman and Fred Quillin. Rocco will contact CJ Lozon to discuss steward release time.

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3. Tour III supervisors at P-1 are denying the steward the opportunity to review the leave book.

Mike Chrisman will correct the problem.

4. Tour III supervisor, Melinda Jones does not allow rotations for feeding/sweeping in automation.

Sam has addressed this with Rocco.

5. The union would like information on the "250 club" in automation for tour III. How does Melinda Jones come up with her numbers?

Temporarily withdrawn.

6. Hostile work environment with Linda Jones, tour III automation supervisor. She doesn't handle herself in a professional manner. A recent incident involving union steward Steve Skorupski characterizes the unprofessional manner in which she treats employees. Steve had been instructed to work two hours overtime. She penalized him one hour of overtime because he would not follow a direct order to turn the machine on while he was trying to explain that an emergency stop prevented him from doing so. He attempted to start the machine in her presence, but was not able. Melinda Jones told him he could go home after one hour of overtime since he could not obey a direct order.

Temporarily withdrawn.

7. Supervisor Melinda Jones would not cooperate in an investigation conducted by Dan Quillin. He believes Fred Quillin instructed her not to cooperate.

Temporarily withdrawn.

8. Melinda Jones, tour III automation supervisor, is moving equipment and working the mail.

Temporarily withdrawn.

9. Melinda Jones, tour III automation supervisor, is limiting employees to a one time meeting of 15 minutes to see a steward, no matter what the issue. She informs the employees this is sufficient.

Temporarily withdrawn.

10. Melinda Jones, tour III automation supervisor, refuses to use more than one person on the tabber. This is a safety hazard.

John Peters contacted some engineers concerning the machine. He was told the machine was up to postal service specifications. The union is concerned about the potential safety hazard involved. Sam suggested contacting the safety office to develop a SOP. Al Snyder will follow up.

11. Ruth Vachon's vacation. Information requests still need to be filled even though she is on vacation.

Sam will reroute clock ring requests to PSDS or the appropriate supervisor to obtain a TACs report.

12. Postal vision. Who is responsible for maintaining the information?

Sam Leone relocated the Postal Vision equipment to help maintain professionalism regarding content.

13. Employees need to be kept up to date on abolishing/excessing information. Can management find a way to communicate with the employees to ease their fears and frustrations?

Sam said he is attempting to keep employees informed through town hall meetings. The union would like to be informed well in advance of changes. Al Snyder holds a meeting once a week to deal with many different issues. The union would like to be involved in these meetings. Sam is agreeable to this, but Snyder has reservations about allowing union participation. Sam appears willing to provide the union with information once the request is made.

14. SPBS jobs at P-1. These jobs must be posted with a principle assignment area.

Mike Chrisman will address this issue.

15. Time and attendance supervisors have developed a blanket policy of taking leave away from employees if they don't show up in a "timely manner" to sign their 3971s. Several employees on annual had their leave taken away because of this policy. The supervisor never bothered to investigate as to why the employee had not signed the 3971. Some employees have been put in an AWOL status without their knowledge for not signing the 3971 in a "timely manner".

Sam spoke to Anna Armstrong. There is a revised SOP governing the policies of the time and attendance office. Sam will schedule a meeting between him, Anna Armstrong and Jennifer Amos.

16. Registry is in need of an updated computer. The equipment used to read mail is not working. The registry room is not large enough to accommodate the activities that take place on tour III. The clerks who

work registry on this tour informed management of the problems, but nothing has been done.

Al Snyder said he is aware of the need for new equipment and will complete a requisition for these things soon. John Peters is looking into the space problems at the main office. Management is aware the registry needs more space.

17. Leave balances on the computer-in time and attendance office are not correct. Sick leave balances are not updated every pay period so an employee may appear to be out of leave when he/she actually has some. The time and attendance supervisors argue with employees in this situation instead of investigating the facts.

Sam talked to Anna Armstrong – she will address specific issues as they arise. Paris Hawkins said she inputs sick leave when employees ask for it. The TACs system will probably alleviate this problem.

18. Bid jobs. TACs and others.

Bill Skibinski is waiting for approval before posting jobs. Al Snyder will follow up and report at the next meeting. Labor advised management not to delay effective date for jobs, even though the union is willing to negotiate.

19. Entrance to P-1 full of potholes. This is causing damage to postal and personal vehicles. The union would like the entrance repaired.

Mike Chrisman called the owner and was told he was in the process of repairing many potholes around his properties. The owner gave no date as to when the project would be complete. John Peters will follow up.

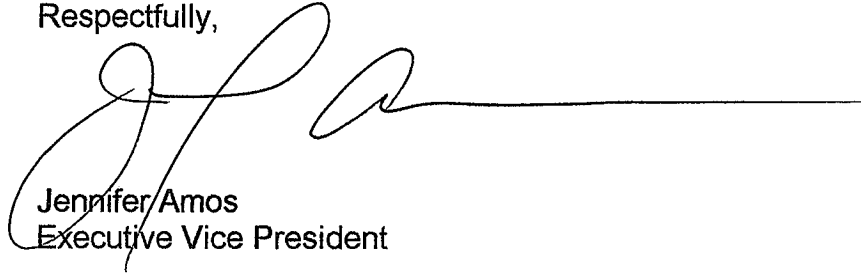
Off The Agenda

1. Due room mail run on automation not sorted accurately or timely. Kim Goebel and Fred Quillin will follow up.
2. Plastic sheets hanging between the dock and the workroom floor tied back to allow heat into the building. Fred will address this issue.
3. Maintenance names showing up on computer bidding. Maintenance has its own bidding system. John Peters will follow up.
4. Ray asked if anyone had any problems with the last meeting minutes in June. No one responded.
5. Letter from Dan Quillin to 204Bs. Management wants the union to stop sending this letter to acting supervisors. The union agrees.

6. Sam had a letter from Bill Scutt asking to schedule a meeting to talk about time and attendance. A meeting has taken place and Sam would like to know if a follow up meeting is necessary. The union doesn't believe so at this time.
7. New radio policy updated. It will be modified and published soon for union input.

Next meeting August 22, 2001 at 10:00 am in room 304.

Respectfully,

A handwritten signature in black ink, appearing to read 'Jennifer Amos', with a long horizontal line extending to the right.

Jennifer Amos
Executive Vice President

CC: Raymond Novakoski
William Scutt
Jim Myszka
Mark Juczynski