

**WMAL – APWU
Grand Rapids Installation
LABOR—MANAGEMENT MEETING
November 12, 2001
11:00AM**

Present:

Ray Novakoski, Bill Scutt, Mike Chrisman, John Peters, Sam Leone, Kim Goebel, Jennifer Amos, Jim Myszka, Fred Quillin, Mike Gordan, Mark Maciejewski, Barb Keihborth, Rhonda Reister, Charles Branch, Ron Twentyman, Anna Armstrong

Old Business

1. Were there any questions or concerns regarding the July 2001 Labor Management minutes?

Fred Quillin and Kim Goebel did not have any concerns with the July 2001 labor management meetings minutes.

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.

Fred believes he give stewards enough time to perform union duties. The union contends certain stewards are not given enough time to investigate, process and adjust grievances per article 17 of the CBA. The union would like management to give steward a reasonable amount of time in regards to their caseload. Reasonable is the actual amount of time it takes to process the grievance, not what management believes to be adequate. Barb Keihborth suggested when the employee is not receiving a reasonable amount of time to process grievances; the MDO and craft director should get involved to help resolve the issue. Kim Goebel suggested a resolution committee such as the carriers have. The issue of unreasonably denying stewards enough time to process grievances is continually being addressed through the provisions of article 15.

3. 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.

This issue has been resolved.

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PM office
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pv*

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G.R. P & DC

4. Due room mail run on automation not sorted accurately or timely. Kim Goebel and Fred Quillin will follow up.

This issue has been resolved.

New Business

1. Is the Postmaster aware of the problems with long lines and irritated customers at the stations?

Kim Goebel said she personally observed window operations at a few stations last week. She understands Wyoming is a problem, but continues to see down time at the window. Kim plans to post another full time bid job at Wyoming. Reject mail volume is up and revenue is down.

2. Grievance settlements. The union is receiving sustained, settled and resolved decisions from Labor advocates after Ron Twentyman denies those grievances. Why can't he resolve these grievances at the lower level, affecting a substantial cost savings?

Twentyman said he is upset when step two arguments differ from pre-arb arguments. The union believes Mr Twentyman doesn't listen to arguments anyway, since his mind is made up before the actual step two meeting. Besides that, he usually brings up arguments concerning issues other than the grievance, making it difficult to stay on point. Therefore, how can anyone expect the arguments to be the same at step two and pre-arb? The union believes his lack of understanding is a detriment to the entire grievance process since he does not comprehend the simplest of contractual concepts. Barb Keihborth said it is not unusual for step two arguments to differ from pre-arb negotiations.

3. Ron Twentyman uses grievance denials in an attempt to break the union.

Fred Quillin said management would not support this type of activity.

4. FSM 100 staffing. Clerks can be used to pull mail from the rollers at the end of the machine to place them on dock trucks for mail handlers to band.

Bill Scutt said this issue will be referred to RI-399.

5. Contract truck drivers at the annex pulling out in front of cars.

Mike Gordan would like employees to report incidents to the dispatcher. The dispatcher will complete form 5500 and report the problems through the proper channels. Mike will bring up this issue at a scheduled meeting this week with the contractors.

6. Leave for 2002 being denied at P-1.

Mike Chrisman will address this issue.

7. Tour III supervisors using Nextel's to make personal phone calls.

Fred Quillin will address this issue with his managers.

8. Tour I supervisor Thon at P-1 disrespectful of woman and performs craft work repeatedly.

Mike Chrisman will follow up.

9. Attitude of ACO supervisor Mike West. He was quoted Oct 25th as saying everyone will be required to bring in documentation, regardless of what type of leave they request. When asked if he has developed a blanket policy, he responded by saying "it's a Mike West policy".

Anna Armstrong said she spoke to Mike West about this issue. He didn't recall making the above statement. He said he would enforce all ACO policies equitably. Anna believes she has sufficiently addressed the problem.

10. Pool clerks not being released from P-1 to work at stations.

Not a problem at this time.

11. Business reply mail doesn't get processed every day. A job was cut due to an alleged lack of need and now the mail is not processed in a timely manner.

No longer an issue.

12. Buzzer for the front window to call supervisor is ineffective.

Mark Maciejewski said he performed a test on tour II today and a supervisor responded to the light. The employees don't always get someone to respond. Fred Quillin suggested supervisors be given a service talk regarding the correct procedure when responding to the buzzer.

13. When management posts a notice, the employees would like to know where it came from and who wrote it.

Fred Quillin will send cc:mail to supervisors advising them to sign any notice that they post to support authenticity.

14. Bread cart repairs in automation. Status.

There is currently a backlog of equipment to be repaired.

15. Reestablish the body shop at VMF.

No response.

16. BMEU = code to get onto the workroom floor.

Resolved.

17. Security for the Grand Rapids installation.

John Peters will address this issue.

18. When employees were posted for security, Postal Inspectors would not show their ID and were belligerent.

John Peters said inspectors should be held accountable for wearing an ID badge like everyone else.

19. The experimental break down area in automation letters is no longer experimental. Therefore, duty assignments should be posted for these positions.

Fred Quillin asked how many jobs we want – he said the duty assignments were given to the expeditor. Fred said he would like to post two level six jobs per tour. He said one has already been posted. The new jobs would be relief expeditor positions. Further details will be discussed at the job summit meeting.

20. T&A policy of not allowing an employee an opportunity to obtain acceptable documentation when the original is deemed unacceptable. The employee is AWOL, with no recourse.

Employees will be afforded an additional opportunity to provide acceptable documentation when the original is deemed unacceptable. However, The employee will be placed on AWOL until the documentation is accepted.

21. Leave requests and schedule changes routinely denied at P-1.

Darlene Brenner routinely denies schedule change requests. Mike Chrisman would like the union to provide specific information for him to review.

22. EAS employee caring for their child during work hours.

Quillin said this does not happen often anymore. Barb Keihborth said meetings should probably be rescheduled if babysitting is a problem.

23. Out of schedule premium for flat sorter employees held back from bid jobs. Fred Quillin agreed to pay out of schedule premium but the employees never received any.

Fred Quillin said he would correct this situation and pay out of schedule pay (OOS) to eligible employees. He said the former FSM employees from the main office who were sent to work the flat sorter 1000 at the P-1 are also eligible for OOS since they were requested to work outside their regular hours for several days.

24. CFS employees were told they could not work without supervision, but Deborah Anne allows them to work alone for overtime.

Mark Maciejewski will contact steward Mindy Moore for further details.

25. Tour I CFS??

Kim Goebel said the CFS unit might be consolidated with other sites in the area in the future. She believes lower productivity may contribute to the final decision. Employees feel threatened by supervisor Deborah Anne Treamer's comments about switching employees to a later tour.

26. The CFS supervisor constantly threatens her employees by telling them that the district is going to eliminate their jobs if they don't perform up to standards.

Mark Maciejewski will follow up.

27. Award system in CFS inequitable.

Mark Maciejewski will contact steward Mindy Moore for further details.

28. Some CFS employees being forced to key 6-7 hours a day while others key only 2-3. This could ultimately lead to an injury. Employees need to be rotated regularly, but the supervisor believes she doesn't have to do this.

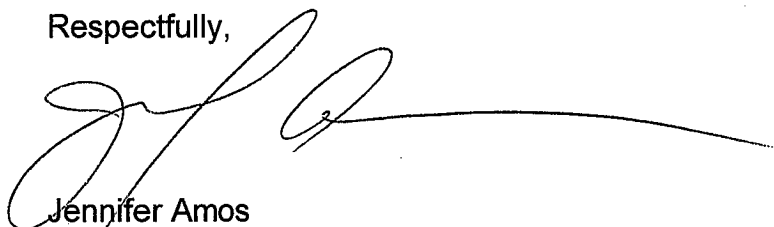
Mark Maciejewski will follow up.

Off the Agenda

1. Management informed the union of plans to use HCR to run mail between P-1, P-2 and AMF during Christmas.
2. Overtime for Christmas facility. Jim Tennant was supposed to take care of the volunteer list at the MPO. Rhonda Riester will follow up.

Next Labor Management meeting January 9, 2002 at 11:00 am in room 304.

Respectfully,

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

Jennifer Amos
Executive Vice President

CC: Raymond Novakoski
William Scutt
Jim Myszka
Mark Juczynski