

Western Michigan Area Local

American Postal Workers Union, AFL-CIO

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WMAL-APWU Grand Rapids Installation Labor-Management Meeting February 21, 2002 10:00 AM

Present:

Union: Ray Novakoski, Richard Page, Bill Scutt, Jim Myszka

Management: John Peters, Mike Chrisman, Dennis Cremeans, Fred Quillin, Mark Maciejewski

Old Business:

1. Were there any questions or concerns regarding the January 2002 Labor/Management minutes?

No questions or concerns.

2. Update on meeting with steward Mindy Moore on CFS issues?

No meeting occurred, Mindy was off on leave for much of the last month. Mark Maciejewski will follow up on this issue.

3. Update on Automation rotation concerns and status of discussion with supervisor Pam Bronson on performing craft duties

Issue is somewhat resolved. Still a problem with some people on Tour 3 staying downstairs and some staying upstairs-seems to be OK now.

4. Update on OJT's being rotated. Hall to address and give a report.

Hall asked for new volunteers and will set up training.

5. Follow-up, John Peters' talk with Marv Branch on Step Two grievance issues.

This issue was discussed and seems to be resolved.

6. Follow-up on "smoke shack" at P-1, new roof and ice build-up issues.

No plans to repair shack. On the issue of a new shack-if old shack is falling apart, a new shack will replace it. It was reported that Sam Leone would repair roof that's damaged. Discussion on a possible move of the shack due to the ice falling on it. Ice is sometimes in 400 lb chunks.

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7. Follow-up, bathrooms at P-1, repair to toilets and cleanliness.
Issue seems to be resolved.
8. Follow-up, Denny Cremeans to talk to supervisor Darlene to address employees waiting 2 hours to see a steward at the P-1.
Issue was discussed.
9. Follow-up, Denny Cremeans to address casuals at P-1 getting more hours than PTF's on tour 1.
Casuals not going to stations anymore. Issue seems to be addressed.
10. Employees still being ordered to use personal vehicles.
Management stated that employees would not be forced to use their personal vehicles.

11. 10/4 workweek.
Sam Leone will not address it. No specific reason given. Customer Service meeting set up in the future.
12. Northwest Station Manager circumventing agreements to cover absence at Centerpointe Mall Station.
Mark Maciejewski will address issue.

NEW BUSINESS:

1. Local procedure for employees to collect 70% of grievance settlement after 60 days.
P&D to work with Richard Page to set up a local procedure.
2. Holiday sign up lists for stations and branches.
Holiday lists should be posted in each station and branch for 3 day holiday period and not just for P&D.
3. Employees being harassed on FMLA requests, disciplined for FMLA protected absences.
Discussion on issue, no resolution.
4. Supervisors not notifying employees within 2 days of FMLA requests status.
FMLA supervisors disputed APWU claims that they were required to notify employees of FMLA requests status within 2 days. Management feels that an oral statement is OK and that written notification is not required. Union challenged that position and stated that law requires written notification.
5. Notification to unencumbered employees, not stating assignment area.
Fred Quillin will follow up on this issue.
6. PSDS claims that 1260's for higher level are not being inputted timely.
Colleen Lomonico addressed issue, stated that 1260's are showing up on a weekly basis. Requested that 1260's be sent on a daily basis. Mike Chrisman said he sends them weekly because that was the way he thought PSDS wanted it. He will talk to Bill Skibinski and address issue.
7. General clerk on Tour 1 doing TAC's inputs.

Fred Quillin will put out a notice on TAC's inputs. Supervisors will be disciplined for allowing inputs on TAC's by craft employees.

8. General clerk/PEDC clerk replacement positions should be posted for bid. Management soliciting volunteers to perform duties upon absences.

Fred Quillin does not see a need to post relief for the General Clerk. PEDC/Distribution clerk employee needs to be discussed with Don Horton. Union will discuss matter with him. Mr Horton will be invited to the next Labor/Management meeting.

9. P-1 Maintenance schedule change policy unreasonable. John Peters will address issue with Mike Stegehuis.

10. P-1 early out policy unreasonable.

Employees will be allowed LWOP for early out only. Fred Quillin will get a clarification from Sam Leone on early out issue.

11. P-1, names on holiday schedule are on and then off.

Tour 2, Mike Chrisman will talk to supervisor Shawn about telling employees that their name was taken off schedule to avoid payment of penalty pay.

12. P-1, smoke shack has unpaved sidewalk area.

Management will ask owner of P-1 to install sidewalk at his expense. In case of an emergency, that area should be paved.

13. Thermostat in the ladies room says 50 degrees; the rest of the workroom floor is not visible.

Union passed on this issue.

14. Continuous calls from customers at NE Station complaining of long lines.

Mark Maciejewski will call Andrea Dallas and address issue.

15. CFS employees that need emergency leave are being told that permission is needed by Debra Anne and that acting supervisor needed to contact her at home to authorize leave.

Mark Maciejewski will talk to acting supervisor in CFS and address issue.

16. Why can't supervisors do attendance reviews in CFS?

Mark will address.

17. EAS employees on a regular basis are delivering mail.

Fred Quillin stated that it should be done by MVS.

18. OEE committee being set up without Union approval or input.

Management stated it's really not a committee but rather a "group" to offer advise on how to increase production on automated machines. APWU states that it affects working conditions and that the Union must be allowed to chose our own representatives on any such committee or "group".

19. Tour 3, light duty requests. Supervisors are saying that light duty forms are not used. Employees are being delayed in returning back to work.

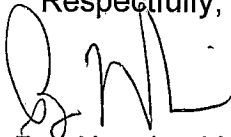
Fred Quillin said that Al Hall has been informed of proper procedure for light duty requests.

20. P-1, employees are being denied annual leave when no one is scheduled off. No response given.

21. Safety Program, Union does not object but we need to be notified about the intent and follow-up on program.

22. Next meeting scheduled for March 22, 2002, at 10 AM.

Respectfully,



Ray Novakoski
President, APWU-WMAL

CC: File
Bill Scutt
Jim Myszka