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JUL 16 2002

G.R. P & DC

**WMAL-APWU
Grand Rapids Installation
Labor-Management Meeting
July 16, 2002
11 AM**

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**POSTMASTER
GRAND RAPIDS, MI**

Present:

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

Management: Kim Peters, Mike Chrisman, Dennis Cremeans, Fred Quillin, and John Peters.

Old Business

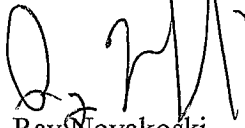
1. Were there any questions or concerns regarding the May Labor/Management minutes?
No questions or concerns regarding the May 2002 Labor/Management minutes.
2. Update on supervisor in CFS on weekends. Kim Peters to get with Mark Maciejewski.
Kim addressed with Mark who addressed with Debra Anne Tremer and she stated that if no supervisor was working for any period of time, the employees were given directives to contact a specific Plant supervisor if needed.
3. Update on AO PTF's working in the Grand Rapids Installation. Casuals still getting more hours than PTF's.
All AO PTF's have been sent back to their respective offices. Management states that PTF's can be worked any time and anywhere. There are no pool clerks currently qualified at E. Paris branch.
4. Update on new building.
Nothing new to report.

New Business

1. With the new language in the LMOU, will more relief/pool widow clerk's positions be created?
No.
2. Review clerk staffing on the weekends on Tour 1 & 3 inadequate, improperly adding duties to manual positions is proposed.
Fred Quillin asks for Union to be more specific. Will address with Bill Scutt.
3. Overtime form created by Mike Stegehuis, no notice given to Union.
John Peters will talk to Art Hotchkiss and get back to the Union and address
4. PTF from CFS loaned to East Paris office on Tour 2. Overtime in CFS.
Issue addressed.
5. Clerks at Seymour Square Station told to work alone.
Kim Peters is looking at changing hours at Seymour Square and other offices in GR. Kim will talk to Inspection Service and get back to Union. Positions will be looked at for possible abolishment at other offices in GR. Centerpointe and others.

6. Policy of replacing Union President when on extended leave.
Management will look into issue. Discussion on Union activities in general.
7. Mail found under DBCS.
Discussion on ways to find mail and assign duties to employees. John Peters will check with other offices to see how they address problem.
- 8 Contract drivers still not wearing proper ID at P-1.
Mail should not be tendered to anyone without ID. John Peters will address problem
9. Tardiness/Absences issues.
Discussion on if tardys are used against employees with the full weight as absences, employees will probably call in for the whole day. Kim Peters stated that employee removal would increase. Fred Quillin stated that "unexcused is unexcused".
10. Supervisor Darleen Brenner threatening to send employees "downtown" if they file grievances.
Rocco will address it.
11. Bullpen at P-1. Clerks were performing duties, now mailhandlers.
Fred Quillin will address.
12. Time and Attendance problems.
If an employee leaves early, immediate supervisor asks for documentation and initiates 3971. If employee calls T&A, T&A asks for documentation and initiates 3971. Bill Scutt and Fred Quillin will address issues.
13. VSM. Is it manual section or scheme?
Manual section. Fred Quillin will check out O.T. issues pertaining to VSM and scheme O.T.
14. CFS work environment.
Kim Peters asked Darleen VanderKolk to address issues.
15. 5 minute leeway rule.
Discussion. P&D will discuss it at a manager's meeting. P&D and C/S both agree on the issue.
16. Labor/management meetings should stay professional at all times.
Union will if management will. Uncalled for comments should cease from **both** sides.

Respectfully,



Ray Novakoski
President, APWU-WMAL

CC: File

William Scutt
Jim Myszka
Scott Larabel