

9-9-03

Darryl Rocco, A/Plant Manager
Deborah Jarvi, Postmaster
Phil Roth, Mgr., AMF
Brian Stohl, Labor Relations

Ray Novakoski, APWU President
Richard Page, APWU Executive Vice President
Bill Scutt, APWU Clerk Craft Director
Jim Myszka, APWU Maintenance Craft Director
Scott Larabel, APWU MVS Craft Director

LABOR/MANAGEMENT AGENDA Minutes

The following is the minutes for the Labor/Management meeting September 9, 2003, at 10 AM, in room 304.

Old Business

1. Were there any concerns or questions in regards to the April, 2003, Labor/Management meeting?

No.

2. Update on clerk/messenger study.

Trying to get highway contract routes firmed up by Friday, Sept. 12, 2003. A final schedule will be out by Nov. 15, 2003. Management will take the duties of the delivering of Express Mail from the Clerk/Messengers and give those duties to the Carrier Craft. APWU opposes and feels that this move is improper, citing provisions of the merger agreement between the Special Delivery Craft and Clerk Craft. Clerk/Messengers will be abolished and excessed by Nov. 15, 2003. Notices to the clerks will be forthcoming. Management does not know at this point where the clerks will be assigned. APWU discussed a lack of contingency plans when delays occur due to weather, delayed flights, etc..

3. Update on a new building/sale of Main Office.

No update on new building or sale of Main Office. Olds Manor building next to Post Office will be totally renovated and a meeting is scheduled for Friday, Sept. 12, 2003 with local officials to determine the impact on the easement between the buildings and related construction.

Update on a new AMF was discussed. Plans are to build a new office on the opposite side of the airport with access by a, soon to be, extended 36th St.. The new AMF should be comparable in size to the current AMF.

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G.R. P & DC

New Business

1. What is the "Reasonable Accommodation Committee"? When was it formed? Who is on it? A letter from Fred Quillin was read explaining the "Reasonable Accommodation Committee". Management and the Union agree that the Installation Heads determine jobs available for light/limited duty assignments.

2. PTF's working window operations for Prime Time, will this continue?
Discussion. Postmaster wants to look into it and get back with the Union.

3. Tornado SOP. We had a tornado warning for Kent county but no direction was given to the offices without direct supervision: Centerpointe, Ledyard, Seymore Square, Rogers Plaza. Tornado alarms went off. Many of the offices never heard the sirens. A SOP will be established. Employees should take cover when a Tornado siren is heard.

4. Supervisors/MDO's coming into Union office unannounced. We prefer the courtesy of an appointment or call.
Discussed. Resolved.

5. FMLA documentation being delayed to the Union.
Resolved.

6. Employees on T-I at MPO getting "attendance reviews" after a FMLA absence. Why?
Resolved. Rocco assured the Union this will not happen.

7. FMLA certification issues.
Rocco will address and report back to the Union.

8. One clerk being assigned to Automation machines still an issue. Casuals being assigned for 8 hour alone.
Rocco states that the running of the Automation Machines by one employee does not make good business sense. Running with one employee during breaks may still happen but not often. Only short runs of 15,000 pieces or less warrant one person.

9. Why was a Light Duty Clerk who was assigned to the safety office replaced by another Light Duty Clerk?
Resolved.

10. We continually request the update SOP for Time and Attendance. We continue to get the one dated 7-17, 2001.

Rocco will contact Anna Armstrong and see if something new is out and send it to the Union.

11. SPBS staffing in accordance with the Handbooks and numerous settlements.

Mailhandlers are overstaffed. Clerks are understaffed. Rocco will address.

12. Annual leave turn-in.

Employee have always been able to turn in leave. Labor Relations stated that it is a long standing past practice. Should not be an issue now.

13. Authorization to use cameras for grievance investigations.

No.

14. Moving of a PTF steward from P-1 to MPO

Resolved.

15. Settlement of Grievance #GRA 55900C

Clerk moved without notice. Rocco will address.

16. Settlement of Grievance #GRA 81202C

Discussion. Clarified position that APWU represented employees will not be given overtime on the day of a schedule change.

17. Posting of a clerk position to transport mail to AO's

Local agreements state that MVS will be provided first opportunity for the delivery of mail to stations, branches and AO's prior to anyone else. Rocco stated that MVS supervisor will be contacted first because it makes sense and that this issue will be addressed.

18. Formal discussions being held in Dispatch office.

Rocco will address it.

19. States mail (standard) should be moved back to P-1.

Discussed. Not an issue.

20. Manager at AMF requesting custodians to deliver Express Mail, why not Clerks.

Discussed. Not an issue.

21. Creation of positions at P-1 AFSM 100 due to overuse of casuals.

T-2 jobs are not being bid.

22. Creation of window position at NW station due to full time use of PTF's/pools.

Resolved. Job posted.

23. Posting of residual vacancies.

Not an issue now.

24. Special Messengers Clerks being told to deliver mail addressed to street address to a caller service at a station or branch. Violation of DMM and customer requests.
Rocco will check DMM provisions and address.

25. Resource Management Office is sending correspondence to the Union and stewards addressed to 225 Michigan. Many of our stewards are at the P-1. Why not send them direct?
Resolved.

26. The policy of removing MVS drivers from their bid assignments for medical exams.
Discussion. Rocco will address and get back to the Union.

27. What is the official duty and job description of Suzanne Surrell? What credentials does she hold in regards to her medical position?
Suzanne Surrell is a registered nurse and a Postal Employee.

28. Limited/Light duty job offers. The Union would like to review any and all offers prior to implementation.
So noted.

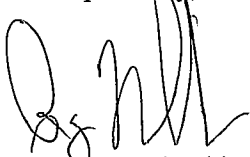
29. Why aren't Riverview and Main Office employees being scheduled for Holidays?
Rocco will address.

30. Why weren't all employees who work in the LCTS area, including maintenance, not given \$25 gift cards when achieving some goal?
Rocco will address.

31. FMLA medical information security.
An employee who went on FMLA leave received a letter intended for another employee.
Medical confidentiality concerns were raised. Rocco will address.

32. MVS employee are being told to fill out paperwork at the AMF.
Phil Roth will for a letter from MVS supervisor stating not to do it and report back.

Respectfully,



Ray Novakoski
President, APWU-WMAL