

**LABOR / MANAGEMENT MEETING MINUTES
JANUARY/2004**

1-22-04

Nancy Rettinhouse, Postmaster
Lorraine Diggs-Brown, Senior Plant Manager
Grand Rapids, MI Installation
Grand Rapids, MI 49599

The following was the agenda for the Labor/Management meeting January 30, 2004, at 10 AM in Room 304.

In attendance:

Greg Chanski, Nancy Rettinhouse, Fred Quillin, Alan Snyder, Mike Blundell
Ray Novakoski, Richard Page, Bill Scutt, Scott Larabel, Jim Myszka

Old Business:

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

No questions or concerns were raised.

2. Update on new building.

No new news to report. Management has extended the lease on the P-2 facility until September 2004 and extending it further is "probable".

The lease on the AMF is extended for about a year but Post Office or Airport won't be locked into a timeframe. As soon as the Airport has the new building ready for the USPS (AMF) current facility will be moved. No window service will be provided at the new facility.

3. Update on plans for Olds Manor.

Nothing new.

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4. Update from Postmaster on status of PTF's working window operations.

Postmaster plans on using PTF's. She wants more flexibility on window staffing. PTF's will be sent to window training.

5. Update from Rocco on FMLA certification issues.

No response from Rocco. Problems with FMLA still exist. Diagnoses are being required by supervisor when not needed.

6. Annual leave turn-in policy. Is it still an issue?

Postmaster readily will accept any employee who wants to work. Should not be an issue.

7. Update from Rocco on MVS drivers being displaced from their bid assignments for medical exams.

Contact Greg Chanski if similar situation arises in the future.

8. Update from Rocco as to why Riverview and Main Office employees are not being scheduled for Holidays.

Barb Mousseau will coordinate holiday lists. Some problems still exist.

9. Update from Rocco as to why all employees in the LCTS area were not given \$25 gift cards.

Could not get this resolved. Placed into grievance procedure.

10. Update from Rocco as to how an employee received medically confidential information on another employee.

Rocco not present. Management is aware of problems and seriousness.

New Business:

1. Why is Walter Rodriguez, who transferred to Grand Rapids as a Mail Processor, still working as an "assistant" to L. Diggs-Brown? We were told that this detail was for a transitional period only.

Employee Rodriguez will be working in the plant "in the near future", GC

2. Why do we have an ongoing problem of Managers "hiding" employees so as to not have them work Holidays? Who is coordinating the volunteer list between C/S and Mail Processing? Can the APWU begin to be part of the selection process?

Discussed in Old Business. Management invites APWU to be part of the Holiday selection process.

3. Lack of response from supervisors and Managers on MVS issues and concerns.

Continuing problems with Samm Smith. She avoids meetings with the Unions, fails to provide information and does not treat employees/stewards with respect. Greg Chanski will address this issue.

4. Can we keep the SPBS jobs until management has worked out all the bugs of the APPS and then reassign if needed? How many TE's hired for SPBS?

Management will keep the APWU informed and will coordinate all excessing with the Union. 23 TE's are being hired, 9 TE's currently present.

5. Reports of Linda Jones harassing employees to the point of tears. Are we going to have another round of "problems"?

Linda requesting medical slips to go to the restrooms. Harassment problems persist. Management has sent Linda on a detail. Greg Chanski not sure if she is coming back. He feels it is not right to send her to someone else if she is a problem.

6. Are we going to receive Kalamazoo's outgoing Priority Mail and if so, will this create more clerk and MVS positions?

No new positions will be created. Casual employees will do initial work, then it will be run on the APPS.

7. Holiday scheduling problems on the FSM 100/automation. Why not schedule junior employees and train them on a holiday?

This issue was discussed and management was made aware of problem.

8. What is the status of the two MVS career drivers? When will they be hired?

Management is trying to hire new employees off the street. There seems to be problems with the Area giving permission to do so. Samm Smith seems to be confused about the process. She thinks we are under withholding.

9. When will the custodial positions be filled?

Fred Quillin and Nancy Rettinhouse will address this and report back.

10. Postings and notices are sent out via cc-mail. APWU does not have access to them. How can we get copies sent to us?

Greg Chanski will check with personnel office.

11. Proper staffing of the FSM's. PTF's and casuals are being used on a regular basis to staff FSM machines.

A full FSM crew is needed on T-1 and T-3 at the annex. FSM can now run with a feeder and keyer at the same time. It used to be one or the other, not both. Problems with mail arriving on the trucks at the same time instead of spread out. Fred Quillin will look into it to see if another crew is needed.

12. Can another job be posted for Tour 2 to cover the "Red Room"?

Fred Quillin will check with Walt Walkowski to see if this position is warranted.

13. Why did management pull @ 6 training school opportunities for the Maintenance Craft?

Blundell addressed this issue by stating that this training was not necessary. APWU stated he was sending the wrong employees to the training, not the ones who needed it but rather ones who are already qualified.

14. Improper use of the O.T.D.L on tours 3/1 at the Main Office.

APWU stated that the top two reasons for grievances were overtime issuance and Holiday scheduling. Quillin stated that he wanted the Union involved in both scheduling to avoid grievances. There was a discussion on job summits. Fred said he'd talk to Greg Chanski to address this issue.

Additional Items:

15. Problems with snow at stations serviced by contracted custodians.

Management will call the contract cleaners and advise them to clear snow to assist MVS drivers with the possibility of withholding pay if not done.

16. The Postal Ease room at the Main Office is not printing out confirmation slips because of lack of proper paper.

Postmaster will address and correct the problem.

17. Problem with supervisor Carlson at the P-1. Employees claim she threw an employee's prayer book in the trash.

Fred Quillin will investigate.

18. Relief review clerks are being used in that capacity everyday for 8 hours. APWU request that management post a job.

Fred Quillin will look into it.

19. Management has requested schedule changes for an entire SPBS crew.

APWU will not approve schedule changes in mass. Fred questioned a schedule change for a steward. Charles Branch, MDO, approved it.


Ray Novakoski
President

Cc: Richard Page
Jim Myszka
Scott Larabel
Bill Scutt
File