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SEP 28 2004

POSTMASTER
GRAND RAPIDS, MI

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G.R. P & DC

9-28-04

LABOR/MANAGEMENT MEETING

APWU/USPS

GRAND RAPIDS, MI INSTALLATION

MEETING MINUTES

September 28, 2004, Room 314, 10 AM

Management: Nancy Rettinhouse, Greg Chanski, Mike Chrisman, Walt Walkowski,
Darryl Rocco, Marsha Sikkema, Bob Martin, Fred Quillin

Union: Ray Novakoski, Richard Page, James Myszka, Scott Larabel, William Scutt

Old Business

1. Supervisors continuing to scan incoming parcels as arrived for the e-delivery confirmation parcels. Nancy R. was to check this out.
Nancy R. confirmed that verification is clerk work. Any problems with the parcel shipment should be brought to supervisor's attention.
2. Prime time leave is 18%. What is status of this?
No disagreement on 18% allowed off on a daily basis. Greg C. stated that casuals will be used to supplement workforce if needed.
3. Return to work medical-no results from our Sept. 3 meeting-anything yet?
Once employees submit medical clearance from their doctor that it is OK for them to return to work, employee should be allowed. H/R to clarify time limits.
Management awaiting word from legal council on medical back to work related issues.
4. FMLA issues-no results from our Sept. 3 meeting-What is the status?
Greg C. stated that all employees, craft and EAS should be required to re-certify for FMLA absences if required. Chester Cross made management aware that starting 10/2/04; a nurse will be available on Saturdays and Sundays. A policy signed by a Doug Poleno, EAS from Washington, will be followed. No response on re-certification issues.

5. New security system-we have been told that the dispatcher is not always around so employees can not get in at times.
The Main Office will be locked down as much as possible. Management will err on side of safety. Door answering duties are to be performed by the dispatchers. Ray and Greg will work out any problems.
6. Staffing issues for custodians at the P-2.
Holiday scheduling is an issue. Fred Quillin stated that the last holiday (Labor Day) was a real mess. Ralph Bower assured Fred Q. that a custodian would be assigned to clean the P-2.
7. When will the custodian positions be filled?
Awaiting word from personnel. Maintenance has performed their administrative duties. Testing of employees is complete.
8. Was a notice sent out on the no lunch policy, and if so, can we get a copy?
Greg prefers not to issue a directive but will if necessary. Discretion will still be left with the supervisors/managers.

New Business

1. Why isn't the Tour 1 APWU parking representative given time to perform his/her duties? Thaddeus Hubbard.
Mute issue.
2. Northeast, Northwest, and other stations not getting all postings and bids? Can this be corrected?
There are issues in personnel office that need to be addressed. Additional help has arrived. Management and the Union have similar concerns. Nancy R. will review mailing list and instruct managers in the stations and branches to appoint a replacement to access e-mail postings.
3. Jobs are being pulled from the postings but the employees are not aware. We need a better process.
See #2.
4. When is the anticipated closure of the personnel office?
There will be a similar decrease in personnel functions similar to the accounting positions eliminated in the recent past.
5. Are all unencumbered employees placed?
Yes, as of 9-18-04.
6. Are all residual jobs filled and were PTF's given a preference?
Management is working with Bill Scutt to resolve issues. Everyone will be placed by 10-16-04.
7. Why can't the American Flag be flown at half-staff when a soldier from MI is killed in action in combat as the rest of the state of Michigan so observes?
Greg follows Federal Government directives. Greg stated that the Federal Building does not lower their flag. He will check with federal officials to see if they have a problem with him ordering the flag lowered.

8. Why are employees on T-3 being allowed to perform duties prior to their BT off the clock in Automation? Employees are prepping machines.
Management was not aware of this happening. Will put a stop to it.
9. Stewards on Union business are being delayed access to the Main Office causing late lunches and BT's.
Discussed in Old Business.

10. Positions at the VMF, two mechanics and one tool and parts clerk along with four MVS drivers have not been filled yet. Union has been told the proper paperwork has been submitted to fill these positions and that the holdup is in Human Resources. What is the cause for the delay?
Personnel problems discussed. Greg C. will talk to personnel office and will fill those positions and will have something to Ray by the end of the week. Union believes that the registers are not being maintained properly.
11. HCR's continue to transport Priority Mail on the Express contracts. This is happening despite assurances from the Mgr. Transportation that this practice has ended.
Management will put Priority Mail on HCR routes if needed. Management will Reiterate to supervisors/managers that they need to contact MVS supervisors prior To giving mail to anyone to transport prior to MVS.
12. Clerks are continually transporting Express Mail to the stations and branches of the Grand Rapids installation where MVS has scheduled runs.
See #11.
13. MVS steward Mike Hill is not getting sufficient time for grievance investigation. He is being told by Supervisor Samm Smith that he is needed to drive and that no one can cover him even though there are PTF's and casuals given non-scheduled work days.
Situation should improve now that Prime Time is finished.
14. Supervisors are not always available for step 1 grievance meetings and/or discussions. 204B's are being told not to discuss grievances with stewards. On Occasions, no MVS supervisors are available.
MVS has two supervisors now. Situation should improve.
15. Excessive OT in MVS. Employees are regularly working over 12 hours. This is a contract and safety concern.
O.T. should decline due to additional drivers being hired.
16. LLV's parking in the craft areas on the upper back dock.
Nancy would like to be reminded so she can address problem.

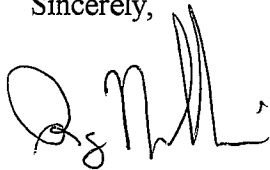
17. PS Form 1723's not being issued to employees.
Management will address issue.

18. Automated Parcel Centers. Who will show the public how to use them?
Clerks will be used.

19. Supplies issued to Union at the P-1 and Main Office.
Greg C. would like to see an inventory of supplies issued to the Union to
determine if he will continue the practice. His decision will be based on the data.

20. Management wants the Union to be aware of recent vandalism at the Main Office
in the restrooms and at the P-2, cutting electric cords. Such acts will not be
tolerated and employees will be disciplined.
So noted

Sincerely,



Ray Novakoski
President