

RECEIVED

MAY 04 2005

POSTMASTER
GRAND RAPIDS, MI

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LABOR MANAGEMENT MEETING
GRAND RAPIDS, MI

G.R. P & DC

APRIL 20, 2005 @ 9:00AM

MANAGEMENT: Nancy Rettinhouse, Postmaster, Greg Chanski, Plant Manager, Fred Quillin, (MDO), Darlene Brenner (MDO), Pam Bronson (MDO), and Dennis Cremeans (LABOR).

APWU: Jennifer Amos President, Amy Marcus Vice President, Dan Quillin Clerk Craft Director, Jim Myszka Maintenance Craft Director, and Scott Larabel MVS Craft Director.

Old Business

1. **OWCP Training still not scheduled for supervisors. Theresa Miller stated that she has not been notified of any training.** Greg stated he doesn't know when this will be scheduled he is looking into incorporating the training in with the "Safety for Postal Leadership" training. Greg will update union when the training will be scheduled.
2. **Prime time leave is 18%. This was discussed during the September Labor Mgmt. Meeting and was agreed by Greg Chanski that 18% will be allowed off on a daily basis. This is not happening on T-1 at the MPO.** Greg stated he would not allow the full 18% off because this is not an agreement in our LMOU. He stated that management will try to allow as many people off as possible but attendance issues play a factor in their decision, he stated that there are a lot of employees that hold bids in sections and can't work their bids due to light or limited duty. Dan stated that it sounds like management is penalizing the employees that come to work for those that don't. Greg further stated that the clerk craft has lost another 35 clerks since last summer and is looking into transfers from ereassign.

New Business

1. **Who is processing the Customer Service Pay Adjustment? Stewards are having problems getting management in customer service to process them.** Nancy stated that Mark Maciejewski does the CFS pay adjustments, and Bob Emelander can not do them. Nancy stated that each station manager is responsible for his or her station.
Jim Myszka stated that there is an issue at the P-1 in maintenance. Greg stated that he would get with Sally Baranowski and make sure she is processing the pay adjustments in the maintenance department at P-1.

2. **This union is requesting that management post a duty assignment(s) at the P-1/T-1 for a Nixie Clerk. The Nixie's have increased drastically and there is no bid assignment on T-1 for this job.** Darlene stated that the post office is working with mailers to decrease damaged mail. Darlene stated a lot of mail (standard) is being held for days to match covers for magazines, this will stop. Greg told Darlene to monitor the mail and follow up with him in 30 days and than they will look at the possibility.
3. **Supervisor in CFS telling employees that there will be a few positions left. CFS to process flats when the letter mail is gone. Does mgmt. have any specifics or have they heard a date yet?** Nancy stated that she received a message from Ron Portolese, Manager of Operations Support stating, " At this time, the only thing that would remain would be the generation of COA labels and mailing out to the delivery units. It is expected that it will become a part of someone's job duties (not a full time duty assignment).
4. **Employees still working days in CFS, the union was told everyone would be back on T-3. Why has this not been done yet?** Nancy stated that everyone has been moved back to T-3 with the exception of one employee, and when clerks are brought in for overtime.
5. **Plant Step 2 decisions taking way to long. Would like to get answers more quickly without having to file additional grievances.** Dennis stated he was unaware of any issues nor has anyone filed any grievances. He would like specifics.
6. **AMF update. APWU National officers' memo.** Greg stated that the lease was extended until November 30th but he doesn't see it lasting that long. The retail will be moved out by the end of April. Greg further stated that the states rack will be moved back to the AMF and there will be no change in the MVS runs.
7. **P-1 stewards having issues with Step 1 decisions. T-2 supervisors have told the union that prior to settling any grievances they must go through MDO Mike Crisman.** Greg stated he will check with Mike on this issue but he doesn't see any problem with supervisors getting input from other supervisors or managers. Amy stated that there is a difference in "getting input" and dictating as to whether or not to settle the grievance.
8. **Job summit meetings. When does management plan to schedule these meetings?**
Greg stated that Fred Quillin will be handling these meetings for mgmt at the MPO and Darlene for P-1. Dan stated that Jennifer Gilbert and he would be in attendance for the APWU. Fred stated that the meetings will be held the Tues. prior to the postings of the bids at 10:00p.m at the GMF and Darlene will decide the time for the P-1. Rhonda Reister will also be in attendance with the MDO's.

9. **The bidding machine at the P-1 is always out of order. Personnel has been addressed and their response is that they are not responsible, In Plant support has stated that personnel should take care of this. Whose responsibility is it and it needs to be taken care of?** Darlene and Greg both stated they were unaware of any problems right now, Darlene stated that she knew of a prior problem with the paper but thought that was fixed. Greg stated that if there is a problem he should be notified.
10. **Parking attendants placing bright orange stickers on employee's vehicles. Is this a policy being utilized instead of the parking tickets?** Greg stated that Phil Stritzenger is investigating. Greg stated that he wasn't in agreement with placing stickers on employee's vehicles. Greg and Jennifer will further discuss the issue.
11. **Why is it taking so long to fill vacancies at the VMF? It has been 8 months for a Tool and parts clerk. 2 mechanic vacancies for nearly a year. Inadequate register with only one possible applicant. Two mechanics are transferring and one retiring in one week. This issue will be referred to Barb Kiehborth and John Briggs.**
12. **What is the status on making part time custodian position at the VMF, full time due to increased cleaning needs and flawed earlier analysis?** This issue must be addressed by John Briggs at the VMF. Jim Myszka said it is also a maintenance issue.
13. **Red room clerks not always available in the registry room because they are being sent out to transport mail.** Greg will follow up. He will talk to Walt Walkowski to resolve issue. Also, Greg will direct mgmt to seek MVS employees to transport mail before sending clerks. Normally, no extra trips with mail that won't arrive at the stations before 10:00am.
14. **P-1 T-2 clerk verifier is frequently transporting mail while pages for him go unanswered.** Marsha will talk to Rich Galloday to resolve this. District mandates some of these trips. Marsha will update.
15. **Additional AD-HOC driver instructor examiner's needed. Marsha asked if any volunteers.** Marsha will check into and follow up with Scott.
16. **Seymour clerks have asked repeatedly for a bill counter. They sell an enormous amount of money orders and the clerks have to turn in bills during the day because they can't shut their drawers.** Nancy stated that she has authorized a bill counter for Seymour.
17. **Why are carriers at the NE Station being trained as lobby director and working with the new APC? This is clerk work.** Nancy stated that the only carriers trained work in the lobbies are those on Limited Duty assignments whose

restrictions does not allow them to perform carrier work. Jennifer stated that management must exhaust all possibilities prior to assigning a carrier into the clerk craft and that the union will further look into this issue and will possibly be filing the appropriate grievances.

18. **Why is the standard states mail normally worked at the P-1, now being shipped to Detroit to be worked?** Greg stated that the mail would be sent to Detroit effective May 15th, 2005.
19. **TE's are being threatened by 204B Mary Johnson that they will be fired if they fail the FSM 1000 training.** Darlene stated that the stewards never addressed this with her, this is the first she has heard of it. Darlene stated she would follow up with Tammy Byrnes. Greg stated that the TE's were hired for the SPBS and the FSM 1000's and they must learn it.
20. **The union has always initiated any pay adjustments for employees who were awarded monetary awards in a grievance. T-3 MDO Bobby Walker will not and has instructed his supervisors not to sign any pay adjustments generated by the union.** Greg stated that he would talk to Bobby and find out what the issues are. Greg further stated that the pay adjustments must be completed and coincide with the grievance settlement. Management will not sign management will not sign blank pay adjustments.
21. **204B, Kay Kristen at the AMF is making step one settlements with clerks without getting the union involved in the settlement. This is improper and some of these settlements are not contractual.** Greg stated that he would personally address the issue with Kay.

ADDED

1. Greg stated that the P-2 lease would be renewed. The post office will have 80,000 square feet. Greg also stated that they are looking at signing a 5-year lease with the option to leave in 1 year if needed.

Sincerely,



Amy Marcus

Executive Vice President WMAL/APWU