

LABOR MANAGEMENT MEETING
GRAND RAPIDS, MI

FEBRUARY 2, 2005 @ 9:00 AM

APWU/USPS

RECEIVED

FEB 09 2005

G.R. P & DC

Management: Nancy Rettinghouse (postmaster), Greg Chanski (A/Plant Manager), Fred Quillin (MDO), Darrell Rocco (MDO), Bill Nelson (maintenance), Johnny Patterson, Petri McHerron (personnel), and Marcia Sikkema (transportation)

Union: Jennifer Amos (president), Amy Marcus (vice-president), Dan Quillin (clerk craft director), and Scott Larabel (MVS director).

New Business:

- 1. Why the delay in the hiring of career MVS drivers. This was approved months ago through a grievance settlement. Casuals were hired and not career drivers.**
Marcia stated that the fourth PTF is going through the process of hiring as we speak and will be in place by February 19, 2005.
- 2. Why the delay to get compressor at the VMF installed and wired up?**
Maintenance work order request made weeks ago by VMF manager John Brigg's. MVS craft director told Phil Stritinger it would be done the first week of January. Bill Nelson stated this would be installed February 8, 2005.
- 3. Ad-Hoc driver instructor examiners need to be rotated in their duties to maintain their skills.** Marcia stated that the overtime is preventing this issue. One of the instructors will no longer be utilized due to an accident.
- 4. Continuous problems with supervisor Ron Twentyman and the MVS drivers.**
Greg requested that Jennifer and he meet in private to address this issue.
- 5. P-1 Facility does not have a supervisor available on all three tours that can do regular pay adjustments. This is a problem with employees are trying to get proper payment/or leave adjustments.**
Jennifer stated that employees were told by supervisors at the P-1 that they do not do pay adjustments @P-1 everything goes to Ruth at the MPO.
Rocco stated that he will address with his supervisors and if the union could give him a specific supervisor, he will address.
- 6. When will CFS close? It has been 3 years with no bid jobs posted. There are casuals, T.E's and manpower employee's working in there on days.**
Nancy stated every year she is told that year. The Lansing office will be closing next week and will move to Kalamazoo. She further stated that there is movement but does not know a date for us.

Jennifer stated the concerns for the employees that lost their jobs on T-2 and now there obviously is a T-2 again.

Bill stated that he would try to get an update via maintenance.

7. Why is an augment clerk permanently assigned to the Easttown Station?

Nancy stated that she posted PTR jobs and cannot fill them. There is one person pending right now. Her long-term goal is to place PTF's and PTR's in those jobs.

8. Why are supervisors scanning parcels at some stations and stating to the union it is quality control? Nancy stated that clerks should perform it. Supervisors are responsible for delivery quality scanning.

9. There is a 15-minute rotation agreement (Step 2) for sweeping on the FSM100. This is not happening; we want management to abide by that agreement.

Fred stated that Dennis Cremeans did sign off on this agreement for ergonomic purposes. Fred also stated that the SOP does not call for 15 min. rotation. Rocco, Jennifer, Bruce and Dan will discuss this further.

10. Parking on the upper back dock single spaces. Contractors and other unauthorized vehicles parking there, employees that have parking permits come to work, and there is not room for them.

Greg stated that he would address this issue with Phil Strizenger

11. The local agreement states that management and the union will meet and determine the 18% for primetime purposes. This has not been done and the general clerks are the ones determining the amount of employees that will be allowed off.

Fred stated that he would address this issue with Pam Bronson and the T-1 general clerk.

12. Has a long-term lease been signed for P-2? If so, MVS operations at that facility should be made bid jobs. Shuttle operations is a 24/7 position.

Greg said P-2 would be reduced. Mail is being moved to the P-1. One SPBS will be gone shortly, BMEU will be moving to the P-2. He further stated that a long-term lease has been signed and the shuttling of mail has drastically decreased over the past 2 weeks and will further decrease.

13. All MVS routes are currently being reposted for bid. We have requested that during this time additional runs be configured to have some weekends off and more runs with consecutive days off. It appears it is just a matter of taking the time to reconfigure the runs.

Marcia stated that the jobs are reposted per yearly request by APWU. She stated she needs some flexibility due to the 7-day operation. Scott stated that he would like to see more consecutive days off and less split days off. Greg stated that Scott should draw up a proposal and they would be happy to look at it. Scott stated he would do so.

14. Same as #3

15. The union would like access to high speed LAN in the union office.

Greg said he does not have a problem with that.

16. Management stop signing agreements designating which crafts will perform specific duties. These issues must be submitted to the RI-399 committee.

Jennifer stated that supervisor Lloyd at the P-1 signed an agreement giving work to the mailhandlers. Rocco will address with supervisor Lloyd. This has been clerk work.

17. Safety concerns about steps to span the rollers on the LCTS. Rocco will check into.

18. Concerns regarding supervisors not being properly trained in the process of filling out appropriate paperwork for on the job injuries.

Theresa Miller will come over to the plant and train in regards to proper completion of OWCP forms. Jennifer stated that she would also be willing to assist.

19. The union would like to discuss the future of the SPBS. Greg stated that one will be removed soon and the other one will be around for 6 months possible longer. He is unsure.

20. Numerous overtime issues at the East Paris Annex. Management is continually utilizing non-listers prior to employees having listed their names on the overtime-desired list. Management in this office is not willing to abide by the National Agreement.

Nancy and Amy will meet to address issues after meeting.

21. Holiday Scheduling policy.

Dan went over the holiday schedule policy and Greg agreed. Nothing has changed the language in the National Agreement or LMOU.

22. Light Duty employees forced to scrape labels off automation bread carts. Historically these duties belong to Joe Klocko.

Greg stated that management is providing jobs for the light duty employees that the union should agree.

23. Numerous concerns about the Personnel Department. Complaints range from retirement issues to lack of and/or delay of health benefits.

Johnnie said they are aware of concerns and are trying to address them. They are trying to send information out via mail/phone conversations. They are further looking into retirement seminars quarterly.

Jennifer stated that information requests are being delayed from personnel. Petri stated that some of the information request are delayed getting to her. Johnnie further stated that she is unsure as to how many personnel employees will remain in the personnel office (1/2). She is working on all these issues.

24. Personnel must notify the union when any action is taken for APWU represented employees.

Petri stated that she will forward a hard copy to Amy and will continue to forward vacancies via email to Jennifer. Jennifer stated that she is having a problem opening them via email. Amy also stated that this union would like notice of members switching crafts. Petri said she would also forward that.

ADDED AGENDA

1. Greg has concerns in regards to the VOE scores.

Greg stated that he is not in agreement with the unions VOE contest; he stated that feedback from the employees is very important and he would like better communication. He also stated that this office has the highest VOE scores.

Only 32% return and further compared our returns to the Detroit Local (69%) and the Chicago Local (74%).

Amy stated that our members see nothing happening in this office but jobs being taken away, start times changed, SDO's being split and numerous other issues. Our members do not feel that anything ever gets accomplished by completing the VOE surveys. It is up to the members to return them but the union strongly urges them not to do so.

Greg further stated that our position is wrong and he is doing nothing more than requesting feedback so he can address issues.

2. Dan stated that management is using Jan. 22, 2005 to discipline our members. He stated that this was a snow day and the media made it clear that the roads were hazardous. Dan stated that this day should not be used to discipline our members for attendance. Greg stated that Jan. 22, 2005 will not solely be used to determine discipline.

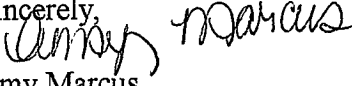
3. Management at the P-1 Annex is telling clerks that they are going to be forced to switch to the mail handler craft.

Greg and Rocco stated that no one will be forced to switch to the mail handler craft. Rocco will address his supervisors and inform them that no one will be forced.

4. Tool and Parts Clerk at the VMF

925 Test hasn't been given. There are 15 employees waiting to take this test. This will be offered soon.

5. Clerk Craft Director is being denied access to the GRMPO 24/7. Greg signed Dan's paperwork to grant him access 24/7

Sincerely,

Amy Marcus
Executive Vice President