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LABOR MANAGEMENT MEETING
GRAND RAPIDS, MI

MARCH 21, 2005 @ 10:30AM

MANAGEMENT: Gerald Kubick, Senior Plant Manager, Greg Chanski, Plant Manager, D. Rocco, (MDO), Fred Quillin (MDO), Darlene Brenner (MDO), and Dennis Cremeans (LABOR)

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

Old Business:

1. **Management still not complying with FSM grievance in reference to the 15-minute rotation.** Darlene stated that T-1 is in compliance, T-3 employees do not like the 15-minute rotation. Darlene also stated that the ergonomics team is looking @ the rotation. This is a grievance settlement and is part of the manual.

2. **Has a date been scheduled for Theresa Miller to come to the plant and train the supervisors on the proper way to complete OWCP forms?** Fred Quillin stated that Dale Hinkley is in the process of scheduled management for leadership training and Theresa Miller will be present to train them on worker's comp.

New Business:

1. **SPBS'S T.E.'s have been working in manual section at the P-1. This needs to stop now that excessing has occurred.** Jennifer requested to table this until next meeting because she and Dan would like to further look into this issue.

2. **The union would like to see junior employees who are 204B's brought back to craft to work on days senior nonlist employees are required to work (SDO's).** Dan's concern from employees being forced to work when junior employees are in a 204B status. Greg stated that the 204b's are working six days and no full time supervisors on T-1 have Saturday night off. Greg's concern was the higher sick leave on Friday night. Amy stated that sick leave seems higher on T-1 since management posted so many split days off. It is hard on employees to work this tour and to have split days off. Gerry inquired on the split days off and stated he does not condone split days off and will meet with Alan to see about possibly posting some consecutive days off. His will attempt to get at least 50% of tour I bids with consecutive days off.

3. **The states rack is still at the AMF. When is it going to be moved back to the P-1? This union was told the move was only temporary to make room for the APPS.** Gerry stated that everything would be out of the AMF by May 1, 2005. Jennifer stated a concern for Harley Kilgore who is working at the AMF. He is being forced to submit for

leave at the P-1 when his duties are at the AMF. Both parties agreed that his leave request for April would be submitted through and approved through the AMF.

4. T-1 Express clerks need access to desk. T-1 clerks also need key.

Fred will check into this.

5. Manual cases (030/044): too congested, possibility of moving 044 back upstairs, the union would like to see management observe the area during the tour overlap.

Fred stated that the wings on the cases will soon be removed and this should clear up the congestion. Fred further stated that the cases would not be moved back upstairs. He feels it is working out well with the cases being downstairs.

6. T-1 limited duty employees forced to work midnight-0850 while light duty employees are able to work 2250-0700. This was a decision made by D. Rocco prior to him leaving the MPO. Limited duty employees are being penalized. Greg, Gerry, and Fred stated they would look into. Gerry was opposed to treating light and limited duty employees differently.

7. The union would like an APWU bulletin board at the P-2. Gerry and Greg stated that this request would not be a problem. Jim stated he has an extra bulletin board and management just needs to complete a work order. Greg will address with Ralph.

8. T-1 automation does not have any certified OJI trainers. Management is just picking and choosing who they want to train. This union would like to see a training session to certify employees that are interested in becoming on the job instructors.

Amy stated that the handbooks clearly stated the language on certified OJI trainers. Rocco stated that T-1 OJI's refused to train over the holidays. Amy further stated that some of those employees no longer want to be OJI's but that does not change the fact that we need some additional trainers. Having certified OJIs is going to benefit everyone by properly training new employees. Gerry and Greg agreed. Fred and Amy will draw up a volunteer sheet and review together prior to being posted for employees to sign.

9. Is management going to allow the PTF's to state a preference on the residual vacancies? Dennis stated he would talk to Barb about this. There was discussion on whether the PTFs belong to customer service or P&D. Greg stated he does not want to take employees from Nancy. Jennifer stated that a grievance has been filed and the union will continue with it.

10. PSDS clerks complaining about working in a hostile work environment. Greg stated that he has already spoken with Jennifer and these issues are being addressed.

ADDED AGENDA

1. What is the status of the AMF, P-2, and new building? Gerry stated that the AMF would be gone by May 1, 2005; the P-2 facility will have minimal operations such as express, BMEU, and storage. Gerry stated he has requested through district to hold on to

the SPBS for a while. Gerry also stated that there is movement about the new building. Headquarters called last week to inquire whether the local developer was still interested on the property.

2. Why are personnel requesting DD214's from veterans? These documents were provided when the employees entered into the postal service. Gerry stated he would look into this and follow up with the union. Greg also stated that he has had problems with this in the past, when an employee wants to retire.

3. Maintenance vehicles are being blocked by supervisors on the upper back dock and the maintenance employees have to locate supervisors before they can move their vehicles. Greg stated he would address with Phil.

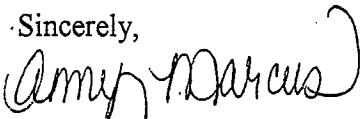
4. The APWU's parking spot at the P-1 is constantly blocked by semi's. Darlene stated this is an issue during the winter months because the plug in for the semi's is in that area. Darlene asked Jennifer about possibly getting a different parking space.

5. Primetime is still not being done in a timely manner on T-1 at the MPO. Fred stated he will address with Pam Bronson and will make sure this is done. (Should have been done)

6. Personnel keeping discipline in employee's personal files when it is suppose to be removed. Gerry asked Dennis if labor keeps a copy of discipline. Dennis stated they did. Gerry stated discipline should not be kept in official personal files. He will speak with Barb Keiborth

7. Gerry stated that he would like management and the union to continue open communication.

Sincerely,



Amy Marcus
Executive Vice President APWU