

WMAL-APWU
Grand Rapids Installation
LABOR-MANAGEMENT MEETING
September 13, 2005
9:00 AM

MANAGEMENT: Gerald Kubick, Senior Plant Manager, Greg Chanski, Plant Manager, Fred Quillin (MDO), Darlene Brenner (MDO), Dennis Cremeans (Labor), Nancy Rittenhouse, Postmaster, and Bill Nielson, Maintenance Manager.

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

Old Business

1. The Plant Step Two decisions not given to the stewards in a timely manner. This has been addressed at the last two Labor-Management Meetings and the problem has still not been corrected.

Dan spoke of numerous concerns about stewards waiting for meetings as well as waiting for decision(s). Dennis asked for specifics from Dan. He listed some grievance numbers and said he would compile a list from other stewards. Amy asked if Dennis was in agreement on the language in the National Agreement on the time limits unless both parties agreed upon an extension. Dennis stated he was in agreement with the language. Dan will follow up with Dennis and appropriate grievances will be filed if necessary.

2. The union's request to see management implement a program to protect the hearing impaired in case of an emergency or injury. Jerry stated at the last meeting he would get in contact with HR and would update the union.

Jerry stated he sent a message to Barb and received no response. He further stated he would speak with her and update this union when he does.

3. The union would like an update on the status of additional fans on the workroom floor in automation at the MPO.

Greg stated the post office will not be purchasing further fans this year. The situation will be evaluated for the possible need for next year. Greg also stated his concerns and frustrations concerning vandalism on the workroom floor. He stated that someone has been cutting the cords on the fans, that this will not be tolerated.

4. Management in customer service is still holding employees that hold a duty assignment in the plant. Jerry to follow up.

Nancy stated she has 20 vacancies in customer service as we speak. She also stated she will be losing some of the PTFs that were just trained due to them becoming full time regulars. She is also waiting for three jobs to drop to the appropriate bidders.

5. Does the USPS have an update or any new implementation of the "dress code" policy?

Jerry stated that he has put out a new policy and will forward a copy to the union. The union expressed concerns about applying the policy equitably and consistently. Management stated the policy would be applied that way.

6. What is the status on getting a regular maintenance route for repairing and inspecting bread carts?

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Bill stated that a regular route has been implemented and they have a standing work order to repair the carts. Bill also stated that the work is being done but there is so much of it, it is taking time. Management stated that employees should notify their supervisor when bread carts are broken. Fred will get together with Bob Aguirre about compiling a safety service talk.

New Business

1. **Mail handlers and supervisors have been witnessed on numerous occasions printing placards for operations at the P-1 annex.**

This is clerk work and therefore should be performed by a clerk. Jerry stated a system named "M-Tell" would be arriving soon. All employees will be responsible for printing placards "upon demand", there will be no stock piles of placards. Clerks, Mail handlers, and supervisors will all be trained how to operate the new system. Jerry stated that Marcia Sikkema would sit down with the unions and explain the process.

2. **The hazmat area at the P-1. This is clerk work. Apparently, mail handlers are spending a lot of time working in that area-this is improper.**

We would like management to look into posting a hazmat duty assignment. Darlene will follow-up with Jennifer.

3. **This union would like a relief general clerk job on both tours at the P-1 as well as the MPO.**

A relief duty assignment was posted for T-III at the P-1 to cover T-1 and T-III. That position is still vacant. Darlene stated that the P-1 duty assignment would be posted on the next bid cycle for all to bid on, it has been closed to the manual section due to excessing. Fred will look into the issue for the MPO.

4. **The union has been made aware of a grievance(s) that the mail handlers have filed in regards to clearing jams on the FSM's take away belt just before it gets to the LCTS. We've been told management is compensating the mail handlers when the clerks clear the jams? This is clerk work. The flat boxes get jammed on the FSM operation and should be cleared by the clerk as it impacts his/her work as the rest of the boxes back up.**

Darlene stated they have not been compensated and she will instruct the clerks to clear the jams.

5. **Personnel is not paying close attention to the proper procedures for the job bidding process. They are not posting timely the jobs that drop to the next senior bidder. Personnel is also allowing those with bidding restrictions to bid and be awarded jobs. This needs to be addressed and corrected as soon as possible.**

Nancy is agreement with the union. Greg stated that he has addressed the problems with Jonnie Patterson, Manager. Personnel will be meeting with Barb Kieborth today to address the issues. Jerry asked Jennifer for a list of issues that need to be addressed.

6. **This union would like to see a time clock installed at the Riverview building for bargaining unit employees to punch in on, in accordance with the F-21 manual.**

Bill stated it should not be a problem setting this up but will look into it. Jerry stated he would follow up on this.

7. **Rumor has it that the USPS is considering purchasing the Steelcase building so we can all be one facility? Is this true?**

No truth to that rumor. Jerry stated that the post office is aggressively searching for a building big enough. Jerry further stated that the Grand Rapids facility would be a future

"RDC" facility. We will possibly be receiving another APPS machine as well as another FSM. Jerry will keep the union updated.

8. The union would like to see automation crews back on T-2.

Greg and Jerry stated that would not be happening any time soon. Productivity has dropped on T-3 and T-1; it needs to tighten up before management can even look at widening the window. They further stated that first class mail volume has dropped 3% as well as our throughput. Jerry stated he could provide Jennifer the numbers if she would like.

9. This union once again insists that management stop making grievance settlements with employees without the union's involvement.

Greg stated he addressed the issue at the AMF and it should not be an issue anymore. Dan stated the issue was with Bobby Walker at the P-1 facility. Jerry stated the issue has been addressed and will not happen again.

10. 1723's still not being provided to the union. In some cases, never -- In most cases, untimely and inaccurate.

Dan stated there is a big problem with customer service. Plant 1723's are coming to him very late. Greg also stated he is not receiving all the 1723's, he instructed the supervisors to send all to him. Darlene stated she has made it a practice to send a copy to Greg as well as the APWU.

11. An employee on limited or light duty does not have to fall under the ADA in order to be reasonably accommodated.

The union raised concerns in regard to the new form to request light duty. Jerry stated he would forward a copy of the new form to Jennifer. Greg stated that management would try to accommodate employees when they request light duty, depending upon their restrictions. If the request is denied a reason will be given for the denial.

12. Is there a new procedure on requesting "light duty"? (i.e. special request forms)

*See response on #11. Management stated they would make employees aware of the light duty request form in a service talk. Jerry also stated that he has put out a "direct line" about the light duty requests.

13. Is there any possible way to get some type of "brakes" installed on the dock trucks?

Bill stated it is beyond the scope of what they can do here. The dock trucks would have to have all new axles installed.

14. There is a substantial amount of overtime on days in the manual section. We would like to see a duty assignment posted to assist with the hours on days.

The union stated they would like to see an additional duty assignment posted on days to assist in the manual section, registry room and express. Fred and Jerry will look into the hours and report back.

15. The new "badge control" policy. Is this for all employees, tours, and sections? Why were the details of this policy not brought to the head of this union prior to management unilaterally implementing it? In the future, please make every effort to notify the president in writing.

Greg and Fred apologized. Jerry stated Jennifer should have been made aware of the new policy and will be in the future. Fred stated that the policy is in effect for mail processing at the GRMPO. The P-1 will soon be implementing the same. The clerks and mail handlers must adhere to the policy; maintenance is not being affected right now. Management

stated there have been numerous issues of employees punching others in or employees punching in late and not reporting directly to their machines or operations.

16. It has been brought to this unions attention that the mail handler craft has been instructed to request dispatch schedules so they know when to pull the mail out. This is a violation. It is the general expeditors job to know when the mail has to be dispatched.

Jerry stated it is every employee's responsibility to know dispatch times. Greg has handed dispatch cards to mail handlers and stated that all employees should have one.

17. The language in the ELM 932.14. The Postmaster or installation heads can authorize aprons locally on an as needed basis for employees whose work assignments involve dirty work but do not qualify for a clothing allowance. This union would like the USPS to purchase aprons for employees that are covered under the language in the ELM.

Jerry stated for the union to get a list of employees and management will provide aprons for them.

18. How many more clerks does the USPS plan on hiring? Does mgmt know when the USPS will be giving the new "mega" test? And how many more casuals does the USPS plan on hiring?

Nancy plans to hire seven more employees for customer service. Greg stated he would not be hiring any more for the plant at this time. Management will be looking at the mail volume and hours and determine the need. The GR office will soon be taking on Kalamazoo and Traverse City mail on Saturdays. This may increase overtime. The "mega" test will be given on September 27, 28, and 29th. No one will be hired off the old roster; all new hires will be made off the mega test roster.

19. Continuous use of EAS and non-MVS craft employees as AD-HOC driver instructor examiners. An MVS bargaining unit employee should hold this position. In addition, the individual must be fully trained and qualified on all motorized equipment. The AD-HOC D.I.E.s in question have not met the same requirements per training and qualification standards as needed.

AD-HOC should be MVS. Training to be determined by regulations and manuals. Names will be solicited and given to Mark Bobo for consideration.

20. The GRMPO is responsible for custodial and certain maintenance services at the VMF. There has been difficulty getting request services performed leading to the possible contracting out by VMF manager.

Scott spoke about the wash sink and overhead ceiling fans being a issue. Work orders were submitted in December of 2004 and again in Jan. 2005 and the requests have not been completed. Bill stated he would get with Bud Tipton. He thought the orders were done. Bill guaranteed them to be done by next Friday (September 23). Bill stated that they are short staffed. Greg asked Bill to get in contact with John Briggs. Bill will update at next meeting.

21. Safety Hazard report submitted in regards to the VMF was never responded to nor was anything acted upon. This union would like management to address Safety Hazard reports as soon as they receive them whenever possible. Safety is management's responsibility as well as bargaining units.

Scott stated that he has finally received a answer on one of the safety hazard reports.

Scott also stated that he spoke with Dale Hinkley. Dale stated he was not in charge of the safety hazard reports submitted at the VMF. Greg stated he would speak with Dale, Greg

also instructed Bill to follow up with John Briggs. Bill has not seen the safety hazard reports.

22. This union would ask that information requests that are submitted to the Plant Managers office improperly be directed to the appropriate official.

Greg said he would speak with Bonnie and make sure they are submitted to the appropriate places.

23. Management not adhering to Step 2 settlements on T-2 at the GRMPO. Supervisors on T-2 and T-1 not efficiently communicating resulting in the improper distribution of overtime to clerks on T-2.

Amy expressed concerns of a mail handlers performing clerk work and sorting in the early calls area. The union has a step two settlement and T-2 supervisor Walt Walkowski will not adhere to the agreement. Greg and Jerry both asked Dennis if the work being performed by the mail handler in early calls was clerk work and Dennis stated it was. Dennis will address Walt. Amy also expressed concern that the communication between the tour supervisors is lacking. Management is allowing T-2 listers to work their scheduled day off on T-1. This is improper. Fred will follow up with Pam. Employees going to numerous supervisors on both tours requesting overtime on T-2, which is resulting in overtime grievances. Jerry stated there must be communication.

ADDED AGENDA/DISCUSSION

1. Amy expressed concerns about mail handlers performing clerk work in the automation area at the MPO. This union has a pre-arbitration settlement stating that mail handlers are to stage the mail in the staging area of the automation section. All the parties agreed. Fred stated he spoke with mail handler president, Jim Haggerty and he doesn't disagree with the APWU's position.

2. Greg informed the union that the bidding computer will be moved upstairs at the MPO.

3. Jerry spoke about communication between management and the union. He would like to see better communication so issues can be resolved prior to grievances be filed. MDO's should be meeting with chief stewards regularly to address daily issues.

Respectfully submitted,

Amy Marcus
Executive-Vice President