

***Labor/Management***  
***April 22, 2009***

Meeting started at 1:01 p.m. in Room 210 Conference Room at the Downtown P&DC.

APWU (Labor) in attendance: Richard Page (APWU President), William Scutt (Clerk Craft Director), Michael Hill (MVS Director), Jack Fryling (AO Director), and Michael Long (Recording Secretary)

Management in attendance: Susan Aaronson (Plant Manager), Sandy Henkel (Plant Manager's Secretary), Doug Warner (Labor Relations), and Brandi Layne (Tour 2 P-1 Manager Distribution Officer), Art Hotchkiss, Jr., (Manager, Maintenance); Hollis (Larry) Morrissette (Senior MDO), Fred Quillin (Tour 3 P&DC MDO)

**Processing and Distribution (Clerk) Issues:**

***Flats being sorted in Operation 030. Bid jobs?*** Management is contemplating putting up bid jobs. Not sure of the number of bid jobs as of yet. Management gave a history as to why this is taking place (re: EXFC numbers being reduced). Collection (blue box) flats are trying to be identified and thrown off manually. Approximately 2,300 pieces are being cancelled daily. Until we can get a better idea on the numbers (hopefully by the end of next week), management will decide on how many bid jobs to create.

*Cindy Crochere has been manually sorting them in 030 since Monday (April 20<sup>th</sup>) until 8:45 p.m. Meter mail and Postage Stamped mail is being separated. 4/5/& 6 areas are being sorted here and placed directly on the LCTS. 1,2,3,7,8, & 9 are being further separated into a different flat tub and sent to P-Campus for even further processing.*

***Sorting of flats at P-3. Where?*** Once management removes the FSM 1000, a manual flat isle will be created. Makeshift cases are placed at the end of the FSM currently and being sorted. What the goal is, to have the cases placed where the FSM currently is located, and then have the mail, once the case is full, placed in tubs, and then placed on the take-away of the LCTS as an integral part of their bid.

***Loading the rollers that feed the LCTS at P-3.*** See above item. Will be an integral part of the clerk's duties. If anything changes, management will let the union know.

***Expeditors needed at P-3 as agreed to in June 19 L/M meeting.*** Discussion that took place in June 2008 dealt with the amount and increase of workload (needed two expeditors (one for times and one for dispatches)). Currently, mail handlers are going into the operation and dispatching the mail or it doesn't go out at all. Relief people are currently at the P-1. Sue stated that when and if management sees the need for an additional person to use one of the relief people. Larry Morsette will follow up and check with Jeff Schellenger (APWU Steward on Tour 3 at the P1) for assistance.

*The relief expeditors at P-1 will be offered to go to the P-3 by seniority, or by juniority if no one wants to do it. Need to make a consensus effort to ensure that the mail is dispatched timely.*

*There is currently a case pending at RI-399 regarding the transporting of the mail RI-399 issues stem from issues regarding: New Work, Technical Changes, Operational Changes, Management stated that Darlene Brenner will be the RI-399 representative from management. She is still awaiting to be trained. Sue proposed having a joint training and to extend an invitation to both unions (APWU and NPMHU).*

***Steward time on T-3 and T-1 automation.*** Management asks that if there is any problem. Sue stated that there is no disagreement.

***\*\*Mail Handlers Interviewing APWU Covered Employees.*** Management is agreement that if a Mail Handler steward wishes to interview an APWU bargaining worker that Mail Handler needs to go through the supervisor and that supervisor needs to go to that employee with the Mail Handler to let them know. The employee then will have the option of being interviewed or not.

***Problems with Step 2 Labor Representative.*** Doug Warner has been tasked with Step 2s. He is also doing FMLA. The APWU representatives are having difficulties meeting with the Step 2 representative given his current status of having his time split. The union adds that Mr. Warner is very knowledgeable and very capable of this position.

### **Maintenance Issues:**

***Update on painting of lines in basement that was to be done in April.*** We attempted to start on April 22. Will piece-meal it and take it a bay at a time. Will start on 4/23/09 provided we can get the spaces open and roped off.

***4/10 issues.*** Will Set up meeting to possibly expand program. Will set up a meeting later to discuss this item to discuss it being extended. Art Hotchkiss will arrange a meeting with Dick and Jim.

***Overtime issues at stations and branches.*** Will table until Jim Smith can be present to discuss at the next meeting (as to what specific branches, etc).

***\*\*Bay Lines.*** Have the Transportation supervisor submit a work-order to maintenance at both buildings to have them done. Definitely at P1, P3 (spot check).

### **Motor Vehicle Services Issues:**

***Union is asked to assist in route restructuring and then totally ignored.*** We were asked to make some input regarding the changes forthcoming. The union presented a package to Kim Newton and Missy VanderSlik, but this package was tossed out. It feels as if management is asking for the union input to only state that management “met” with the union without putting in any true regard to the request or the union’s input. Management had the idea and the proposed changes already in mind. Management then used the information provided by the union and abolished another position. HCRs are going from Downtown, P1, to P3 because the mail

handlers can not get the mail on time to the dock. Service needs to come before budget, and not the other way.

***Update on transportation changes.***

***Request additional mechanical staffing.*** Right now, there are 128 vehicles in arrears for 2009 due to the lack of mechanics. VMF is currently at 11% overtime rate (5,700 hours of overtime thus far at the garage). Management there has asked for four new mechanics, received approval for two; however, have never received any. Sue stated that she will check with Tim Layne and Mr. Phillips, and Cherie Fuss to find out why no one has been hired.

**Management Issues:**

***FSM 1000 Removal.*** It is in the process of being removed.

***FSM 100.*** Management is looking at utilization at all machines. All 3 are listed on the utilization report as a low volume as well as the APPS. We need to find more volume. The likelihood of the Lansing mail returning to GR is getting better. Lansing is trying to move their manual mail to the SPBS and if there is any quandary and the mail can not get out on time, then Sue will look at returning the BBM and Periodicals to GR.

***Placards are now being made in Holland.*** A light duty clerk in Holland will be making the Placards.

***Copy Machine 2<sup>nd</sup> Floor Admin*** Area is being moved to Holland to perform the operation above. Sue stated that if the union needs to make copies of something; management will not leave the union without a copier when needed.

***Safety Inspections:*** GR MPO – May 6, 2009 – 12:30 a.m; P-Campus – May 13, 2009 – 10:00 a.m.. Management would like assistance from the union with this item.

***\*\*Safety Talk regarding to handicap parking.*** We can not locate anything regarding Handi-cap parking (see prior LMM minutes) on the internet or Blue for a current Safety Talk. Management will make it up and provide the union a copy for input and suggestions/corrections.

***\*\*OSHA.*** We had an informal OSHA inquiry yesterday regarding an allegation using the pallet jacks being used to move more than one pallet at a time. Pulling: 3 APC, BMCs 2

Meeting adjourned at 2:46 p.m.

\*\* Denotes an Additional Item discussed at the meeting.

Respectfully Submitted,



Michael A. Long  
Recording Secretary