

Labor Management Meeting  
Western Michigan Area Local  
United States Postal Service  
Grand Rapids Installation  
December 29, 2009

APWU: Dick Page (Pres), Amy Puhalski (VP), Bill Scutt (Clerk VP)

Management: Susan Aronson (Sr. Plant Mgr), Missy Vander Slik (MVS), Art Hotchkiss JR, (Mgr, Maint), Michele Hagg (Labor), Rich Howard (Labor), Ronda Reister (In-Plant), Vance Dever (SMDO)

## **UNION:**

### **General Issues**

1. Introduction of APWU officials to SMDO – Dick introduced his union officials who were at the meeting to SMDO Vance Dever.
2. Labor Relations with APWU – Dick wanted to bring up to Mr. Dever and Sue that he considered that management and union had a good working relationship as long as things stayed transparent but felt he was blind sided at the meeting with him and Sue in November by Sue bringing in Alan – regarding the discussion of review clerks. Dick felt it was agreed that he would be able to have Bill talk to Ronda to discuss before letters were sent out, but we did it without that meeting. \* Note- In the meeting with Sue and Dick the subject of Review Clerks came up – therefore Sue asked Alan to pass the specifics of what bids and who may be impacted to Dick and that is what Alan did.
3. Adhering to negotiated settlements-Automation & L/M - Dick stated: As you know APWU filed labor charges – don't like doing it. Both sides need to adhere to the agreement once signed- with the violation this is our only recourse to use. Sue asked do you have copy of charges. Dick did not have copies of the charges. With regard to the Automation rotation issue- , Dick provided a copy of letter from Mr. Potter and Step 2 resolution reached between Amy and Rich, with numerous agreements going back to 2002 that stated that a machine should be staffed with 2 people but may be during short periods management may use 1 person. Amy & Rich reached an agreement in July 2009 and both signed. There was a national agreement – Mr. Dever has it from Dick. Mr. Dever stated that management does not consider to be a violation of the National or the Step 2 Dick provided -15 minutes or 30 minutes – both are short amount of time (run to the bathroom begin or end or run and break). Vance states that in the National – Cited question # 1 when running end/begin must have two people. Arbitrators interpret the contract – we simply follow their lead. Sue would like to see a copy from Nat'l – Rich also stated he would like to see. Dick agreed it was not a National Arbitration; it was a

Step 4 Agreement. Amy stated we (Amy and Rich) discussed automation rotations at Step 2; Rich stated he could not remember one way or another of whether breaks and lunches were specifically talked about. Rich also pointed out that the settlement signed by him and Amy specifically stated it does not detract from the Q&A outlined in the JCIM.

4. PEDC testing delays – Union - Postal service is aware there are delays. Bid job in October – just now being contacted to take test. Reduce training tech – we stated problems. Sue asked what is the issue - is it taking too long and the time they are getting the test. Ronda stated there is a new SOP. Michele will follow up for all of us with Margie Perez (also getting SOP). For pending jobs, what is the time frame when they get it and when they take the test? Used to be within weeks Michele – Nat'l Pam in contact person who qualified then person has a timeframe to enroll. How is this done? By letter - timeframe on letter is four days. Some dates have expired when employee receives the letter. Ronda stated it does not state a timeframe for when employee will receive training. Employee has to go in and set up their own appointment. Sue asked Dick if there was any negotiated agreements or settlements now with the new Training process and Dick said that there had been nothing sent to Nat'l but there is a chance there would be now. There should be a reasonable timeframe to complete this. No grievances have been filed as of today – nothing in Nat'l right now. We will get back to the union once information is received. \*Action item Michelle Hagg

5. Prime time selection numbers (LMOU 10.3.B) - Due date to give information to union by Vance will meet will be 1/8/10. Someone per tour to meet with Vance was asked by Sue – Dick stated he will designate a steward per tour and building to meet with Vance for the numbers. MDO will give Vance their numbers; and Vance will also be working with MDO's and Union. \* Vance will follow up

6. New Equipment for Deaf/Hard of Hearing – Dick does not know what new equipment; Mike explained it is a video camera (seeing who you are speaking with). Sue asked for the cost and for the union to please provide more information within reasonable price – no problems with purchasing. Mike said he would provide that information to Sue.

7. VFW & Purple Heart thank you – We just want to thank you for allowing items to be in lobby.

8. New --AFCS and capabilities with deployment dates – Art stated the national deployment starts June 21<sup>st</sup> – where we are in that schedule we are not sure.

9. Joint L/M minutes – Confusion – get Mike to get with Sandy sign off and agree to minutes. Sue agrees with Mike and Sandy getting together on the minutes. This issue has been agreed to on both sides. Starting with today's minutes at the next Labor/management Meeting we can discuss whether or not we agree to the minutes. Then for the following meetings we will start off by going over notes from previous meetings and agree to the notes taken according to “Roberts Rule”

### **Motor Vehicle Craft Issue**

Radios turned on in trucks – too costly they are all turned off. We still have the radios. Personal cell – don't use it. Drivers could get stuck for postal or police to show up (driver was rear ended). Management has not provided drivers communication devices. Instructions have been given to driver Missy asking union are you asking the drivers to just sit there. Tracy stated they know what and where they are suppose to go – feels this is a safety issue. Sue agreed to get radios turned on and that it was the best way for all parties to communicate. \*Missy follow up.

### **Maintenance Craft Issues**

Confrontations on the floor due to new custodial schedules – custodians moved from T2 to T3 (bid position); custodians are now cleaning areas where clerks occupied. Union contends this is crating a hostile work area from custodians cleaning work area. Employees used to have a clean area not it is a mess - mail has been heavy during December. Most of the time the custodians are out of the area when employees come in. Instruct the clerks not to hassle the custodians. \*Vance will follow up

Numerous 1776's being filed – Concerns by Vance – it is everybody responsible to keep a clean area, Safety is everybody job. Maint and Operations will work together with this issue. PS Form 1767 - Issue 1 – annex dirty restroom and break rooms – employee that wrote up hazard report was not assigned the route custodian did not clean the areas. January 2<sup>nd</sup> all new routes will be EMARS. Issue 2 - rubber bands on floor – let employees know they need to keep a clean work area, Sue asked can we use a broom so employees can clean up as they work. Union stated management picked up trash on the floor them self instead of calling maintenance to clean (violation). Vance will follow up on this issue. Third issue - Empty soap dispenser – let us know and we will fill it. Sue wants them to use this form for what they are meant for and empty soap dispenser is not a safety hazard if there are other soap dispensers with soap in them. Sue stated that this is someone asking employees to fill these out and it is not what 1767s are supposed to be used for-.

Supervisor continues to call employees at home – Mar continually calls employees at home. Union will continue to oppose - if this keeps happening. Art explained how he feels about this issue – there was a call because someone called in. MVS will be called if we are short instead of contracting this out – Missy wants to know who they use – Dick answered every situation is on case by case. If you consider it's an emergency then it's an emergency. Art and Missy stated that they would only call if it is an emergency.

### **Clerk Craft Issues**

Review Clerk notices and coordination with Labor Relations – were they run by labor and were they written up correctly. Ronda stated she used the standard letter for abolishment which was sent out. What is the issue – citing reporting others abolishment. Sues understanding labor charge – attorneys said we can discuss. Amy stated that the subject of the letter said it was for “REPOSTING” But the “BODY” of letter said their jobs were being abolished. Ronda admitted she had not changed the subject matter and that it was a TYPO. Dick stated there were a lot of issues – excess clerks from Detroit were going to be getting retreat rights, Sue stated she can't base her decision on the fact that they MAY be going back. Ronda believes that one clerk has already been asked (retreat rights) not labor through area. Rich will find out for Sue. Sue explained that there is a compliment committee, along with bid managers and managers of all types that work together on this. Sue agreed to have Ronda redo the letters and send them out corrected as soon as possible.\*Action Sue/Rhonda/Rich

Dick stated that he didn't think management understood the – scope on how this affects people. He asked to put the whole process on hold - excess level 6 and 7. Sue asked how long and Dick mentioned April 30<sup>th</sup>. Sue would not agree for a 4 month delay. Review clerks 4 abolish 1 repost; stamp distribution clerks have not received any letter. This could impact all level 7 clerks. This would also happen to level 6 clerks. This would also have to be redone in April. Rescind all letters to review clerks – due to issues. 5 letters – Dick has copy of 12 -13 letters. Sue stated to wait until April is too long of time period. Sue will not wait until April 30<sup>th</sup> – Sue said that if we needed to go through this process twice due to contractual language-then that will be the process. There have been other conversations between Dick, Bill and Ronda. Extend date to work out issue – by 28 days – Tour 1 - 28 days; T3 is done according to Ronda. Possibility union will look at language so we don't have to do this twice. Sue will agree January 2 is cancelled and will work with January 29<sup>th</sup> which is the next posting Ronda will reissue letter to Nancy and Greg stating change of dates.

Stamp Distribution Office changes: see above.

Unlisted issues that may arise – numerous parcels coming through manual operations that are not being scanned – issue is from p1 – Missy asked Dick what operations. There may be a problem with regular clerk is not on duty and we have back ups. Sue stated we will check this out. \*Action Missy / Sue

## MANAGEMENT

Access to supervisor's swing rooms at GMF & Annex - employees just walking in helping themselves, going through files. We are asking that they knock.

Union stewards instructing employees to shut off machines – Steward can not do this. Dick asked for a name and will address this.

Stewards using time clocks – Vance passed out F21 to attending APWU official. Dick asked what the issue is – management believes that they should use time clock. Dick stated we never said we don't need to use time clocks. Steward not using time clock is Bill Scutt using 1261. Missy stated that there are exceptions for some drivers. Unenforceable can not make every employee use time clock, driver only IL and OL along with carrier. Exceptions would be fine to discuss. All stewards have to hit the clock per Sue. Dick has requested specific individual so he can address the steward. Dick does not feel there is an issue with APWU. Vance asked them to use union time as per the JCIM. Bill will start punching when he receives his badge. Missy stated that travel time – steward need to ET according to JCIM on union time not management time. Management is now starting to enforce this issue. Dick stated previously agreed in GR on postal time outside of GR on union time. Michele asked Dick if he has a copy of that agreement. (?) Dick said it has been past practice that as long as steward stays in the city or plant will allow to travel on the clock. Dick can show a 20 year history of this happening. Because someone has a problem with one steward this should not affect our relationship. Missy also stated that this is liability issue – we are just informing you that we will now be enforcing this issue. Dick is asking do want to change past practice after 20 years – **Rich advised Dick that the issue is discussed in two separate places in the JCIM. IT is in the Q&A as well as 17.4.** Sue stated that this is an issue for management and that we expect the Union to abide by policies and procedures as directed in the JCIM and ELM... Union requested this in writing and Sue stated: “We do not need to put this in writing it is already in the JCIM and Handbooks and manuals”. APWU feels that this is a change.

DBCS processing – efficiencies – discussed already.

Reporting chain of command with SMDO – Sue notify union of new change of command. Vance will now be heading labor management meeting not Sue unless there is something specific for Sue. Before they go to Vance they need to follow the change of command. Chain of command for management: Line Supervisor to MDO to SMDO. Union asked that supervision be informed of their chain of command and that they abide by it. Union's chain of command: Steward to Craft Director to VP to President.