

***Labor Management Meeting
Between USPS and APWU
July 21, 2009
Rm 210 - Grand Rapids P&DC***

Present for the union (APWU): Dick Page (President); Amy Puhalski (Vice President); Bill Scutt (Clerk Craft Director); James Smith (Maintenance Craft Director); Tracy Fleming (MVS Craft Director); Michael Long (Recording Secretary)

Present for management (USPS): Sue Aronson (Senior Plant Manger), Missy VanderSlik (Transportation Manager); Tom Horgan (Maintenance Supervisor) & Sandy Henkel (Secretary)

*** Introduction of the APWU's new MVS Craft Director Tracy Fleming to management

Clerk Issues

1. *** Casuals end date. Unknown. Casuals are being moved into the Mail Handler craft.
2. *** Tour compression update. Rhonda Reister will like to have a representative from the APWU to go over the proposed staffing and compression.
3. *** Rumors about excessing in Mail Handler Craft to Clerk craft. This is not true. Actually, the opposite is happening. In Saginaw clerks are becoming Mail Handlers. Sue stated that what management is attempting to do is to move Clerks and Mail Handlers into the Carrier crafts. If it ever comes to the GMD, that it will mostly like the employees will become Carriers.

*** Ernestine Mobley will be used in the BMEU, since she possess the skills from her reassignment from Detroit.

*** Chris Wreblis is coming back to PL 321 the week after next.

Maintenance

1. Lose all the lights, except 1 at the P1. The staffing package says that it went from 200 some lights to one. Phil Strizinger / Phil Roth does the staffing package at the P1. Maintenance needs to itemize the building correctly and staff it correctly. Sue believes this is a typo and it will be corrected/fixed.
2. Centralizing the Overtime at Stations and Branches. Overtime needs to be rotated among all the stations.

Motor Vehicle

1. Constant changes of MVS Runs. Management is changing (tweaking) the runs constantly. Hours are being changed. (e.g. Shuttles, etc.). There is one in particular that has been changed seven times in the last six months. Missy states that due to Mail Processing changing, and Customer Services, that changes will be required. Transportation will continue to change to meet the needs of the Plant and Customer Service, within cost constraints. Sue stated that P&DC is shooting for a 6:00 a.m. dispatch and to stagger the drivers (either HCR or MVS Drivers). Management is looking at shuttles to the delivery units and make the adjustments. Sue gave an example of the Flats needed to be processed by 2200 at the Annex; and by the time the flats get dispatched downtown at 2150, the run had to be adjusted. The run in question: 116 has been changed and due to the changes required (straight truck, to a ½ ton, etc.).
2. *** Transportation Highway Clerks. There are more than just one in the GMD and in the nation. E.g. Russ Nicoson (in Jackson). The union will ask for a list of those in the nation.

General Items

1. Stand-By Issues. The union has been notified to punch over to 340, even though they are still working on the floor. The instructions are: 340 is for when you are not being productive. If there is nothing to do, and the clerks don't want to go home, put them on 340. If someone is working, they are NOT standing by.

When you place someone on Standby, it is mainly used when there is no productive work available and you know it is going to be for an extended period of time.

Under Article 7, when there not available work to be performed, management can be moved to another craft (e.g. Custodians, Mail Handlers).

The union asked: When you place someone on 340, are casuals still here in the building and working? Management states: Yes. The union asked will there be a time when a career person goes to standby when you have casuals still here? Management states: Yes.

Management states that they are going to take the Clerk Casuals and move them to Mail Handler casuals to reduce to Mail Handler overtime at the P1.

Management (Missy VanderSlik) asked if a clerk is being displaced, it must be done by Juniority always? The union stated Yes.

Operation 614 equates to downtown (340 equivalent) in the Transportation. Some bids state that certain times are in 614.

There isn't anyone aware of any downtime operation in Maintenance.

2. Break Rooms: Not discussed in relation to anything new. Management reiterated that there will be no reconstruction of the break room at P1.
3. Tug Use. Expeditors and Dispatchers in the performance of their duties are not being allowed to use Tugs and are receiving flack from Mail Handlers when they attempt to use it. There was a settlement a few years back that while Mail Handlers are the primary craft to use the Tugs; Expeditors and Dispatchers should be allowed. Based upon the settlement language, the Expeditors and Dispatchers should be trained to use them; however, they have yet to be trained. Only Tom Sessions at the downtown is trained. Sue states and is in agreement that when there is a dispatch and there aren't any Mail Handlers, that a Expeditor and Dispatcher should be able to use one. We currently have 14 tow, 11 fork lifts, 6 pull tugs.
4. *** 204B supervisor with the initials "RP" is not being professional. And would like to have Sue address this.
5. *** Parking between buildings at the downtown and the "Olds Manor". The union's position is: One side of the Post Office and the other is Olds Manor. While there is no real parking downtown, but the union asks to correct any issues that a private party may have with our employees.

Management referred this item to Greg Chanski, and he contacted someone from the Olds Manor and didn't appreciate them towing the cars. The managing company states that they are trying to avoid having other people park there.

Bill stated that he has seen the plan, and the property line goes down the middle of the area between the two building.

Dick related that he heard that one of the issues was it being a fire lane.

The two that were towed were parked on the Postal side, in our customer area.

Postal Issues:

1. 4-10. Expanding it a little bit. Sue will be discussing this with her managers before we get more into it. One of the thoughts is a crew of about 20 people in Automation to go to 4-10s. Having them come in at 1800. As a caveat, management would post with weekends days off. Management would like to expand it.
2. Nixie Table. Management wants to move it! (Again). Sue believes it is hidden. She would like to see it moved to a place where it can be better supervised.

(NOTE: *** denotes Additional Items discussed beyond agenda items)

Respectfully Submitted,

Michael A. Long
Recording Secretary