

***Labor Management Meeting
Between USPS and APWU
June 24, 2009
Rm 210 - Grand Rapids P&DC***

Present for the union (APWU): Dick Page (President), Amy Puhalski (Vice President), Bill Scutt (Clerk Craft Director), Michael Long (Recording Secretary)

Present for management (USPS): Rich Howard (Labor); Brandi Layne (Senior MDO P1 Campus); Art Hotchkiss (Maintenance Manager), Paul Phelps (MVS Manager), Sue Aronson (Senior Plant Manger), Fred Quillin (Senior MDO GMF), & Sandy Henkel (Secretary)

Clerk Issues

1. Individual Clerk employees being targeted in writing for "errors" on Automation machines. Specifically Jogging Audits. The union feels that the names should not be posted at the end of the machines. Management is in agreement that the names of employees working on the machines will no longer be posted.

Jogging and Edging. Management believed that mail can be more beneficial if Jogging and Edging audits were done. Management is in agreement that we need to address an issue and person individually, not as a group.

*** The union was informed that a DPS Improvement Team will be doing jogging audits next week (June 29 – July 3).

*** Rotation on Machines. Management is an agreement that rotation on the Automation machinery will stay the same as is now. (e.g. Tour 1, Rotation is done each week).

2. Replacement of Smoke Shack at P-1. The union stated that the P1 Smoke Shack was placed there due to a previous Labor Management agreement. Management stated that they will not rebuild or replace the old one The union is in disagreement. A grievance may be forthcoming.

3. Information requests on CD's. Clock rings. We used to have clerks in the PEDC who used to put the data on Cds. The union will provide Sandy with CDs to fulfill information requests for the APWU.

4. MPO on T-1 Automation extremely hot. 78 is what it needs to be kept at. Management provided documentation as to what the temps are at the handlers.

5. Displacement of employees on bid assignments. Incidents at the P1 on the SPBS who are being moved over and displaced. The contract states that management moves employees based upon juniority.

6. Disregard of Management observations for manual positions/bids. The union has found that management did observations on manual jobs. Management's own observations showed some positions had only 6 minutes of downtime, but then management abolished the position.

The union is saying that eight hours work, additional review clerk. Management states that they want to condense and maximize the work and hours. Management is not in agreement.

*** Residuals: All residuals are under withholding. We were suppose to get six from Detroit, only four showed up. We have about five other jobs currently in residual status. We were told that management is just going to abolish the job instead of posting them and possibly having them going into residual.

7. Transportation Clerk Duties shifting to Karen Rauser slowing eroding the position. The union feels that it is a personal issue. Due to the inventory being shifted to an unknown clerk. Both JoAnne and the general clerk have been denied access to the T-Drive what is needed to do their work. Jan Lewis has been performing the inventory at P3 and sending the information Karen Rauser via e-Mail. Karen then forwards the information to Jo Anne. When Missy returned back to Transportation, she went through and to see who had access to the T-Drive (for Transportation) and had employees whom she felt did not require access removed. She states that clerks are on the distribution list for her e-Mail and she forwards out all changes when she receives them.

8. Staffing Requests. Not staffing for employees who are on Annual. We have 16 - 18 people off each day. But no one is being brought in. Sue said that she has authorized overtime on each day, and will begin to look at the 204B situation and get some 204Bs back to craft.

Maintenance

1. Custodial rotation at Station & Branches needs to be centralized. GMF encompasses the NW, NE, and Station C offices for custodians. P1 encompasses the East Paris and Kentwood offices. The union states that if management wants overtime, they are suppose to use the pool of custodians from the city, not just from that one office.

2. Tool boxes at MPO need proper stock of daily needs (e.g. foam bumpers). Management states that the Tool Boxes are not to be utilized by Tour 2 personnel. The Tool Boxes are to be used solely on Tour 1 and Tour 3. Tour 2 personnel have been directed to go to MOS to pick up any supplies that is required.

*** Brandi Layne is the new Senior MDO.

Motor Vehicle

Holiday Scheduling. Employees are under the impression that when someone signs up for the holiday and they are not on the OTDL. They feel that they can be used in lieu of the OTDL.

Schedule Changes. The schedule changes being stored at the VMF. Scott is signing them now. The Schedule change policy was reiterated.

General Items

*** Schedule Changes. Art asked if it is the union approving them or is management. APWU is just stating that when the union signs a Schedule change, it only states that the union is waiving any Out of Schedule premium for the period stated. The union does NOT approve schedule changes. The union just ensure that the request is proper or not and is for the Personal convenience of the employee.

*** Dress Code. Management informed the union that they will be readdressing and reiterating the Dress Code. Management stated that this policy affects and applies to ALL employees: craft and management alike.

*** 5-Day delivery is looking at becoming a real possibility in FY 2011 at this point.

*** 4th of July Postings. The union forewarned management because it falls within two service weeks. Management refused to listen and posted it in one block. Now there are issues. If someone who wants to volunteer and they have mandated for that day, management will allow the volunteer to work and un-mandate the other employee. Management will leave it as it is, and take by a case-by-case basis.

*** 2-hour lunch breaks. Management is looking for flexibility, e.g. 2 hour lunch breaks. (8 within 10 rule)

*** Elimination of casuals. This is coming down the pike.

*** Management informed the union that they are looking at further compressing the tours at the MPO.

*** Tour 3 casuals are being sent to Tour 1 per Rhonda Reister (In-Plant Support), but the MDOs have no idea.

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

Respectfully Submitted,

A handwritten signature in black ink that reads "Michael A. Long". The signature is written in a cursive, flowing style.

Michael A. Long
Recording Secretary