

***Labor Management Meeting, (USPS and APWU)***  
***Grand Rapids Installation***  
***October 28, 2009 – 1:30 p.m.***  
***Room 210 - Grand Rapids P&DC***

Present for the union (APWU): Dick Page (President); Amy Puhalski (Executive Vice President); Bill Scutt (Clerk Craft Director); James Smith (Maintenance Craft Director); Tracy Fleming (MVS Craft Director); Dale Hinkley (Safety Representative)

Present for management (USPS): Sue Aronson (Senior Plant Manger), Rich Brown (Maintenance Supervisor), Art Hotchkiss (Maintenance Manager), Bob Agurre (Safety), Missi VanderSlik (MVS Manager), Fred Quillin (Senior MDO – GMF) Brandi Layne (Senior MDO – P1 Campus); Michelle Hagg (Labor Relations); Rich Howard (Labor Relations) & Sandy Henkel (Secretary)

Old Business:

1. **Automation Bread Carts are in horrible conditions again.** Sue told Fred to follow up.
2. **Holiday Scheduling issues in the stations/branches (Customer Service):** Not addressed.

New Business (Plant)

1. **Numerous Issues with Supervisor Sue Hawes.** APWU states that Supervisor Hawes is belittling employees.

Brandi: She is not very tactful with addressing employees. Brandi is dealing with this problem.

Dick: APWU position: Take corrective action.

2. **PARS/Lack of Communications on Management's behalf.** Sue apologized; has not intentionally not communicated. Management dropped the ball two times (maintenance and PARS).
3. **Rumors surfacing of contracting out duties that the clerks in the training room normally perform.** Sue: Not aware of any contracting.

Michelle H. Said it has been outsourced.

Sue: Probably not an eight (8) hour day for training tech.

Dick: So are all training techs going to be gone?

Sue: Probably. We only have one.

4. **Safety issues with the new location of the Nixie Area/Hand sort at the GMF.**  
Amy asked Fred to observe.
5. **T-3 supervisors at the GMFs lack of meeting with the union and passing the responsibility on to another supervisor.** Fred will deal with this issue.
6. **Issue with review clerk at the GMF not having access to perform her duties.**  
Sue said that she should not be using anyone else's log-in. Sue told Fred to take care of it. She (Sue) doesn't understand why they cannot wipe it out and issue a new one.
7. **Why has management determined not to have a Health Fair this open season?**  
Sandy said Petri forgot. Dick said it can be set up. Sue doesn't know much about it; but we can have it.
8. **The heater in the smoke shack at the GMF is broke. When it is going to be repaired?** Management stated that it is being fixed.
9. **Overtime approval.** Sue states that she is getting back the requests on time. (only rare occasions that there might be a problem). Sue states that if management doesn't hear back they should make a decision & call the overtime. That is why they get paid higher level. Sue will address with Pam.
10. **Mis-sorted trays on the LCTS causing full stackers (#2) on the DBCS.** This issue will be brought up at the MDO meeting.
11. **When will the payroll checks be available for the pay date of December 25<sup>th</sup>.**  
Sandy will find out from fiancé.
12. **Is the Postal Service going to provide the window clerks with the H1N1 vaccination?** Sue stated that not to her knowledge.

#### Maintenance Issues:

1. **Reposting of Maintenance Positions.** Dick Page has concerns about management's lack of communicating with management (maintenance)

Art: Met with Jim same week as we met with employees. Work load change & against staffing packages. Stated due to decrease in work load & mail volume.

Sue: What we should have done is include his changes when we did realignment; should have integrated with other changes.

Dick: Even our National officers don't understand now. USPS in GR is blatantly disregarding the contract.

Art: We did not claim square footage.

Dick: Said APWU states claiming square footage.

Jim (addressing to Sue): Poor timing to reduce H1N1 issues. Would like to hold off & start the process over. Do this together and contractually.

Art: Frequencies are being reduced. MS-47 matches CDC requirements. Policing reduced. Traditionally three (3) operations. Clean on one tour, and policing on two tours. Reduced to policing on one tour, not 2. Need to be declared specific demographic area.

Sue: Are MMO & 47 conflicting?

Art: He would have to see specifics that Jim is talking about.

Jim: Women's restrooms for example.

Jim: Wants it to be done right.

Art: Met with labor & following protocol.

Sue: Stall? What does that mean? Give time needed.

Jim: Wants to do this jointly and contractually.

Sue: Can't agree to stalling for 90 days.

Dick: Wants to know if Labor was informed and gave blessing?

Rich: Labor was involved in processing bids & notices only. Did not look at the packages.

Art: Mike Jordan saw.

Management was informed that we have been urged to file OSHA complaints from our National.

Dale: Affects in a minor way; would like to discuss with Art. Personal protective equipment. APWU wants USPS to be in compliance.

Jim: Will keep Bob Aguire, Art & Dale in look on issue.

Management: if we are non-compliant, let us know & we will get in compliance.

MVS Issues

**1. Management still not contacting drivers prior to having clerks transport the mail.**

Dick states that it is still an issue. CJ Allred states that they are not going to comply with contacting a driver first.

Missi: This is Express Mail.

Tracy: CJ is refusing.

Sue: Wants a system in place.

Missi: Several awards

Rich: Does not belong to a specific craft.

Dick: We have an agreement at Labor Management already.

Tracy: I want an attempt to be made.

Sue: I want Rauser to be called to see if a driver is available.

Management's Issues:

1. **Veterans Holiday:** No cancellation on Veterans Day. SNET, Mailer mail only.

Off-Agenda Items:

1. **Losing Clerks. Plan on hiring?** Management states there is no plan to hire career or supplemental at this time.
2. **Blanket Language at Step 2 that does not allow citable language for future grievances.** Rich stated: if we have a continual issue we can put that issue to rest with language. Sue will not get involved in this issue; that is for labor to decide.

Minutes taken by: Amy Puhalski

A handwritten signature in dark ink, appearing to read 'Michael A. Long', written in a cursive style.

Michael A. Long  
Recording Secretary (WMAL/APWU)