

***Labor Management Meeting, (USPS and APWU)***  
***Grand Rapids Installation***  
***April 22, 2010***  
***Room 210 - Grand Rapids P&DC***

Present for the union (APWU): Dick Page (President); Amy Puhalski (Executive Vice President); Tracy Fleming (MVS Craft Director); Michael Long (Recording Secretary)

Present for management (USPS): Vance Devers (Senior MDO), Michelle Hagg (Labor Relations); Dale Hinkley (Safety) and Sandy Henkel (Secretary),

Meeting started at: 10:00 a.m.

Meeting minutes from March's 18<sup>th</sup> Labor Management Meeting were signed off by both parties.

**General Issues:**

1. ~~FMLA Issues (Denials prior to 15 day language) Failure to reply to employees request for extension, then denials.~~ Item has been removed by the union and will be addressed in a different forum/venue.
2. Smoke shack rumors involving removal of doors. These doors are being taken off due to the new Michigan Smoking policy. The policy states that it can't be enclosed, and so the Postal Service is in compliance with this, the doors had to be removed.

Dick wanted to know if there is any way to go along with the law by not removing the doors, maybe opening the windows to allow for ventilations.

Vance said that they would provide a copy of the law to the union for review.

Dick wonders if the law applies to Federal facilities and what about inclement weather.

Dick wanted to know if work orders are already issued to remove the doors. Vance said that nothing has been done as of yet. Dick stated that if there is a work order that we could wait for a week before the law takes effect. (This effects both smoke shacks here at GMF and the one at P1)

**Clerk Craft Issues**

1. Flats being sent to MPO. Dick has stated that it has been noticed that the amount of Flats being sent down has increased and were delayed (old mail). The union would like to know why it is being sent down here and why is it being delayed.

Vance stated that we have an opportunity with man-hours down here to cover the items and provide additional volume to the manual clerks, since there are Tour 2 employees available, and on Tour 1. 15% productivity in the manual unit.

Vance stated that the delayed items is a management issue due to communication between P1 and GMF as to how much can be handled and how soon it can be processed. Vance said that it is not an every day issue, it generally happens starting on Wednesday, until the weekend.

Dick stated that talking to one of the Flat Sorters at the P1, that they are shipping all the flats downtown and then the Flat Sorter did not have anything to do.

Vance reiterated that this is not to take away the Flat Sorter mail, but only to augment the manual mail down at the GMF. Vance said that when he is the MDO on these days, there was sufficient mail at the P1, and was only sent down to the GMF to augment the manual section.

Dick stated that the set up now is mainly for SCF, but when going through the mail it looks as if it is ADC mail. The only way to handle this that is not in the SCF (e.g. 490, 496, 497, 495, etc.) is to Jackpot and send it back to the P1.

Vance said the issue is that P1 clerks are not sorting at the Productivity Rates and BPI scores, thus it is being sent downtown. Vance said that we will use all available resources. (Dick reminded that the automated Flat Sorter was taken out due to productivity and it could be sorted manually quicker).

Amy brought up that the Flat Sorters are being displaced outside their Principle Duty Assignment by sending the mail downtown, and the clerks at P1 are being sent to Priority and Express areas. Vance stated that he would not take their work away from them (Flat Sorter clerks at P1) and sends the mail downtown when displacement occurs.

2. Early outs on Tour 3 in Automation, then using manual clerks. Dick related that clerks are being allowed to take Early Outs, and now they are using the manual clerks. Dick stated the issue is that a clerk is being forced out of manual to go work on the machine. Vance asked if the movement out of the unit by juniority? Dick said that it might be proper with displacement, but it isn't common sense. Vance stated that it makes more of management decision that it is better if an employee wants to go home, and there is an opportunity to save work hours.

Amy stated that Management solicit for early outs in Automation and employees in manual section are being sent to Automation to cover those employees. Vance reiterated that it is advantageous for the service to offer Early Outs when mail volume allows. Vance said that for a sense of fairness that the Early Outs will be offered to both Automation and Manual sections so it is equitable to all. Vance stated that he would discuss this with the Tour 3 MDO to figure out a equitable solution.

3. 030 Supervisor? When? We have heard that there is no regular 030 supervisors. Vance said that 030 have been placed with the LCTS supervisor. There will not be a 030 supervisor (solely). Additionally, the 010 Supervisor is now in charge of the Dock. Also there is a First Floor Automation Supervisor and a Second Floor Automation supervisor on Tour 3. Vance said that he would discuss this with the Tour 3 MDO.
4. Better-defined Principle/Primary Assignment/Duty Assignment on bids. Dick said that we under the Postal Service needs more flexibility, but the contract is clear that when a job is posted that the Principle Assignment areas be placed. Dick stated that the union was putting management on notice that we will ensure these are better addressed at future job summits when jobs are reposted.
5. Supervisors' discussion excessing with employees prior to union. Dick stated that there was a discussion before about some supervisors, but there are still supervisors doing this, specifically excessing. Vance stated that he will send out a directive/communicative to the MDOs and filter to the supervisor for them not to discuss excessing issues; and if this continues to let Vance know. Dick said that if an employee asks about this, for the supervisor to direct that employee to their union representative.
6. Early call problems (regarding the shifting of these responsibility to Tour 1). Dick stated that Tour 2 assistance and input is still needed; and has made management aware of these issues. Due to the changes there will only be one clerk doing the Early Calls on Tour 2 (and that same employee will be doing the Registry Room along with Express.). Dick wanted to let management know that there will be problems with the realignment. Vance said that he welcomes the input of the APWU and will adjust when necessary dependent.

#### Additional Items

1. Class Action Designee. Tina Myers used to be the Class Action designee. Vance stated that he will give it some thought and will get back with the union within a week. Vance said that if there is an issue with timeliness due to not being able to meet, to let us know to extend those time limits.
2. 340 (Standby Time). Some employees are continually being placed on 340 time. These are senior employees and are being displaced. The union will be asking for who is moving the employees and placed management on notice that grievances for displacement will be forthcoming.
3. Training. People come in to attempt to train, but are unable to get into the training rooms. Amy suggested that Jan Huellet on Tour 3 needs to be given direction that employees can train either on or off the clock. Vance said that there needs to be a better process to get these employees trained and will address this. Vance asked if there is any other problems prior to the next LMM to let him (or the MDO) know.

4. APWU received courtesy letters signed by Cherie Fuss. Dick wanted to know what precipitated this sending. Michelle stated that it was due to the original March 18<sup>th</sup> meeting. Dick restated that Cherie is who did this.

### **Maintenance Issues**

1. Information request problems. Approval/denial and date stamps. Dick stated that the union submits Information Requests and the approval/denial of these should come back from the appropriate managers. Some recent returns does not state if the request was approved or disapproved. Vance said this should be an easy fix. Sandy stated that she has been told that if it goes to another office (e.g. Holland, Jenison, Rockford, etc.) that all we can do is date stamp and we are not allowed to approve or disapprove it. Sandy stated that she then sends it out to the correct office either by fax or by e-mail. Sandy stated that this was a directive by Labor. What the steward is getting back is a Date-Stamped copy. Sandy said that we cannot enforce the offices into filling the information request. Sandy stated that per Labor, that if there is an Information Request for an Associate Office, that it has to be faxed to Post Office. Amy stated that the Postmasters in the field, some have no idea what an Information Request is. Vance stated that he would send out a message to Chris or Barb that this is an issue of the unions. Amy suggested that Labor give a class (Information Request 101) to the Postmasters in the Associate Offices. Sandy stated that per Bonnie that once the information request is sent to the office, there is no way to track it or press the Postmaster for this information.

Amy stated that per a Labor charge a few years ago, that Labor was suppose to inform the Postmasters regarding Information requests.

Sandy stated that the Plant is not authorized to fill AO Information requests.

2. Gatt's Inputs are not timely. Dick stated that even with the proper documentation along with it. There is no standardization of inputting them into GATS (e.g. First In, First Out, etc.) and uniform; instead of what the current process is now. Sandy stated that whenever she receives a Step 2, she puts it in that day or the next business day. If there is no way for this to be inputted, she requires an incident date. Once she receives the incident date, she inputs

Another problem is when a grievance is filed at Step 2 and the grievance number is different when it is inputted into GATS.

Dick restated that then Postal Service does use the First-In, First – Out. Sandy agreed.

### **Management Issues:**

1. Smoking Policy. This is in response to the Smoking Shack item from the union.
2. Cell Phones during Labor Management Meetings. Vance would like state that Cell phones are not to be used during the Labor Management Meeting

3. Five myths about the Postal Service. Talks given by PMG Potter and are being shared by supervisors to the employees during Safety talks. Vance presented a copy of the five myths to the union for their copy.

Dick asked that since management is bringing in the five myths to the employees that the union can add to one of the myths about the testimony of the PMG Potter in front of Congress. Vance stated that the union has other avenues to get this information out to the union members (e.g. Bulletin Boards and Union Meetings.)

4. Safety Captains. Dale Hinkley presented regarding the Safety Captain program. PEG program. To date only two or three people have volunteered for the Safety Captain program. Management wants a letter to put into the PEG program a letter stating that due to a lack of volunteers from employees that state we do not have the program.

Dick stated that he would send and post a letter requesting volunteers.

Vance stated that we could place a letter into the PEG file saying that another request letter is being sent out soliciting volunteers to cover incase of an audit, to avoid the possibility of doing away with the Safety Captain program, and this issue will be revisited at the next Labor Management meeting.

Amy asked about the two safety captains that are currently doing the duties on Tour 1 (Carol Durbin and Murphy Shumpert).

Dick asked Dale to forward a list of names that safety has for Safety Captains.

5. Any other issue that may arise.

Next Labor Management meeting is scheduled for May 20<sup>th</sup> at 10:00 am in Room 210.

Respectfully Submitted,



Michael A. Long  
Recording Secretary (WMAL/APWU)

Minutes have been agreed to by both parties:

Vance Dever  
Senior MDO

Richard Page  
President, APWU