

***Labor Management Meeting, (USPS and APWU)***  
***Grand Rapids Installation***  
***February 25, 2010***  
***Room 210 - Grand Rapids P&DC***  
***Started at 10:04***

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

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

Meeting minutes from December and January have been reviewed by Sandy Henkel (for management) and Michael Long (for union):

Issue regarding how to file them and keep them. Both parities are in agreement.

Since the last meeting, the union hasn't seen many items arising.

**General Issues:**

1. Possible Overtime Issues at P1 on Tour 3. Supervisor Sue Hass and M.R. Smith using Non-Listers and Not utilizing the proper rotations. Dick stated that he had a concern regarding simple issues with supervision doing what they have to do to get overtime. It seems as if management doesn't care regarding how to distribute overtime as long as they have a "body" in the position. Ray went out to P1 and met with the supervisors. Dick related that this has become a general practice and the union is trying to avoid possible grievances.

Ray related when asked, management stated they are not using a list or rotation. It also looks as if they are using non-listers in lieu of listers.

Vance will follow up with his MDOs at the meeting tonight.

Michelle Haag has offered to give supervisors training.

2. Parking Spot directly in elevator 3 and 4 and behind first row in basement being used as a storage area. I look as though it is being cleaned up and this item is already being rectified. Vance stated that he doesn't like it being down there anyways, and is working towards getting this cleaned up.
3. Holiday Scheduling. Is required to be entire Installation. If a senior person signs up for overtime in a station or customer service,

Vance said we will have to do what we are doing with P1. Dick said that somehow management needs to come up with a “coordinator” to coordinate the entire holiday schedule. As of now, this isn’t being done and is causing a lot of issues. The plant doesn’t have an issue as of now; but during the holiday, “we are all a big happy family.”

Most of the issues will be Tour 2 since most of the stations are Tour 2; some may be Tour 1.

Michelle asked if the union has a volunteer to help with this. Ray said the General Clerk has normally done this and has a form letter that they (G.C) send out to the stations but only generally get two back.

This will not only affect those who come into the plant, but it also means that if management needs someone to spread the mail for someone eight hours (even if that means they come from the plant to the station). A lot of the problems are with customer service.

Dick suggested that the General Clerk be one of to assist. It has to be done in a timely manner.

There was an issue regarding Tour 1 from the last holiday. There was a clerk at East Paris on Tour 1 (0300) but was not allowed to work and is a senior employee.

Vance stated: “What might help is to know which offices have Tour 1 employees.”

Dick stated that this should be cleaned up with a competent coordinator. What they have seen at the stations is two lists. One for internal and one to be sent down to the GMF. Which is not proper.

Sandy asked regarding the District Employees. Ray related that District is good at sending over the list and not causing any issues.

Dick reiterated that this was only

### **Clerk Craft Issues**

An employee put in for E-Reassign, but was placed in a group being soon excessed out of the Grand Rapids area. Dick asked if there were any plans for employees being excessed out of Grand Rapids.

Vance stated that they are discussing some staffing issues and is unsure why e-Reassign would have this information on it; and until the contract

Dick related that it is not against the agreement if management is aware of any excessing to notify the union as a courtesy. Dick wanted to know if there was any plans or something coming “down the pike”.

Vance wants to check with Alan and Sue regarding Staffing realignment and they are still in the planning phase of this and will come back. Vance did say there has been some staffing discussions.

**MVS Issues**

Radios being used? Vance asked if they are now using them? Tracy said that some are using them between the

There are only suppose to be two channels. 1 & 4.

Vance will follow up.

**Management Issues:** No Issues from management.

Next Labor Management meeting minutes will be March 18<sup>th</sup> (Thursday). 10 a.m.

Respectfully Submitted,

A handwritten signature in dark ink, appearing to read "Michael A. Long". The signature is stylized and cursive.

Michael A. Long  
Recording Secretary (WMAL/APWU)