

***Labor Management Meeting, (USPS and APWU)***  
***Grand Rapids Installation***  
***July 15, 2010***  
***Room 210 - Grand Rapids P&DC***

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),

Prior to the start of the Labor Management meeting, Vance gave an update as to the Legionnaire Spores/Bacteria that was discovered in the building and to what precipitated the reason and what is being done to rectify and clean up this. Art (Maintenance) is going to put together a program to ensure that the drip pans will be kept clean and to ensure that this problem does not happen again.

Meeting started at: 10:15 a.m.

Meeting minutes from June 17, 2010 was not signed by both parties prior to this Labor Management Meeting.

**General Issues:**

1. **Safety Office: Who's staffing it and are all PEG audits being performed?**  
Vance stated that the PEG audits are being performed by the Facility Safety Officer – Bob Aguirre. Dick stated that these duties used to be done by Dale Hinkley, with help by Steve Pitsch. Bob Aguirre stated that Brandy Lane is maintaining the OSHA log at the Annex and Bob Aguirre here at the GMF. Bob has been returned from the District Office and is now domiciled here at the GMF.
2. **Medicine cabinets: Why are supplies not being replenished? Who's making the decisions of what is replaced or not?** Dick was told that the Budget was the reason they have not being replaced. Dick read off what is required to be in a Medicine Cabinet per the Handbooks and Manuals. One of the worries is that employees are just taking the items. The Handbooks say that they can lock them and have the First Responders and Managers have a key. Vance is in agreement (as well as Bob Aguirre in Safety) that it should be staffed. Vance stated that Bob and Phil met regarding this issue last week and was under the assumption that it should have been replaced by Monday. Vance stated that he will follow up with Safety and Maintenance to find out what the status is and to ensure that it is stocked. Vance stated that supervisors will be doing daily checks of the supply and Bob will be doing periodical checks to ensure supply. CINTAS contract has been terminated. Dick related that it is more than just Band-Aids (even though this is the most used items). No one knows who will be filling the cabinets. Dick

suggested that the contract should be resigned, and just lock the box, to ensure control (per the handbooks and manuals). Vance stated he will be follow up with Bob and the purchasing of these items. Vance was under the impression that the Supervisors and/or General Clerk will be re-stocking. Vance said he will follow up as to why we have not received the stock that has been ordered. Vance stated he will follow up with Bob Aguire to see what needs to be stocked and to ensure. Ray asked who is ordering items. Vance was under the impression that Maintenance was giving the orders to the General Clerks and then having them order them. Ray stated that he is unaware of them.

3. **\*Legionnaire Spores/Bacteria problem.** Dick began by thanking Lee and Vance for reacting to this problem. Dick related that the US Postal Service has a history of telling employees that everything is okay and go back to work; thus causing death (New Jersey/Washington DC) and management is more concerned with the mail instead of what is safe. Dick spoke with Art that since management's word is not very good, that an independent review by the Health Department word is received; and not provided by a company that is being paid by the Postal Service. Dick has been in contact with National Headquarters and was sent a stand-up talk and questions to be asked. Dick stated that we would like the data that is provided; Vance shook his head in the affirmative. Dick stated that we will be posting the symptoms on the Union Bulletin Boards to let the employees know. Other facilities have used supplemental Air Handlers until it is proven that our own air handlers are safe to function. Dick related that after talking to James Smith (the APWU Maintenance Craft Director) that this cleaning should have been on a route all the time. Employees see what and the reaction management will take in this regard.

Dick stated and left management Service Talks from another facility out East who also had this problem.

Vance related that the concerns of these issues in regards to also the Brentwood issue are at the forefront and received direction from headquarters and area. Vance stated that they will be getting an outside source to validate what the Area stated.

Dick asked that when the Health Department comes to the building, the union would like a courtesy call to let the union know. Brian Stohl is in contact with the Area to ensure that the Health Department. Vance stated he would follow up with Brian and find out who will be contacting.

Ray stated that last night Art would be spearheading this. Vance stated that Art will be spearheading the process after verification and the clean-up and to ensure it doesn't happen again.

If the Air Handlers are going to be down for a period of time, Dick asked could we get a supplemental handlers/air conditioners if it is going to be over a few days.

### **Clerk Craft Issues**

1. **\*Kalamazoo clerks coming to work in Grand Rapids?** Amy stated that Rhonda is notifying employees on the floor. Rhonda is also jarring people up by stating that there will be more excessing and you haven't seen anything yet. Dick would like to know why we are having a "supervisor" out on the floor spewing this. Dick related to Vance that whatever discussion Vance had with Rhonda before, but it did not stick in.
2. **\*We see continued violation of Supervisor doing craft work on the workroom floor.** Not only a continual but blatant increase. Dick restated that per the Labor Management Meeting in May 2010, that management will not be doing craft work. The issue on Saturday night was brought up with Vance riffling the mail. He relented that it was clerk work. He reiterated that

Vance informed the union that they are going to be utilizing employees more aggressively. Whether that means having one person start a run by splitting up the employees.

Vance related that there was a clerk on Tour 3 that was running one handful at a time, and having an empty feeder while standing and talking to a sweeper.

Vance stated that management would be putting up boards to show how we are running in relations to other facilities in the country; and give spot awards.

Vance asked for the union's assistance and leadership in helping with this. Amy stated that there is no way that this can occur. We are currently operating short staffed on a daily basis and it being hot in the building.

Vance stated he is a former Mail Processor and he did not mean to make a clerk embarrassed;

Dick related that there is a aging workforce; and it can't be done with an aging workforce.

Dick asked how we rank among other Plants in the Nation. Vance stated that we are 23<sup>rd</sup> and 50<sup>th</sup>.

Vance reiterated that he is aware that work is to be done by Clerk work, not by management.

3. **\*Equalization of Overtime between tours.** Tour 3 Automation has one desired overtime desired list. When Tour 1 comes in to work at 10; there are three to four machines not staffed, but the overtime is not being given to the 2-10:30 employees; but 5 – 1:30 are given the overtime. The union states that there is no communication between tours. Vance stated that he would address this with Jan and Mike.

Amy related regarding that there are provisions in the contract and local regarding overtime.

4. **\*Spiders around the building.** The union related that management reacted quite rapidly when it was at Sue's Desk. Vance stated he would follow up and find out what is being done to rectify this situation.
5. **\*Why is management soliciting and using Automation clerks as 204Bs.** Vance stated that he has stretched his management team by allowing some of his team to go to other areas/locations.. Vance stated that they do need to reduce their management staffing. Was asked to why Carol Durbin and Corey Perez was being utilized when short staffing on the machines. Vance stated the reason is that due to the new hiring of the new supervisors, Amy, Jo, Mike, and Karen were in training and needed to have someone cover on those days.
6. **\*Bob Flickema is doing clock rings?** Ray related that by Socks compliant that craft employees should not have TACS access. Michelle related that Debra Ann would allow TACS access to craft employees if their manager had a good enough business reason. Dick and Ray would like to know why a Data Tech would have access and be filling these requests? Vance stated he would follow up. Vance stated that Bob backs up Andy when he is on vacation and that is why he has TACS access.
7. **\*Excessed.** Implementation date? The union has been told that the date will be July 28<sup>th</sup> for them leaving. Six of the Eight of the people being excessed are in Automation. Vance stated that he does not have a date. Amy would like to know what is management going to do? That would be three machines not filled. Vance related that we need to improve our attendance control; and that they will also have to look at realignment once again. Amy reiterated that management does not have any idea what is going to happen after these six people from Automation leave. Amy asked again what are we going to do after these six people leave? Vance stated that he will do everything that he can that we are successful from a service standpoint.

Dick reiterated that there doesn't seem to be long-term goal. It seems like everything is short sighted.

8. **Casuals.** They just finished interviewing one more casual. Vance stated they will be here until the end of Prime Time. Vance stated there is no contractual violation since these are supplemental casuals. Amy suggested that the employees who are being excessed to wait until after Prime Time and the casuals are gone. Vance stated that the hardest part of his job is to sit across from another employee and tell them that they need to move and be transferred to another location. Vance stated that if he doesn't improve what we do here and make this a viable facility that this could even happen to him as well. Vance related what they are trying to do is to ensure viability for the future and necessary decisions.

### Maintenance Issues

1. **O.T. opportunities should be scheduled early if needed.** Since overtime must be approved by Lee or Vance and does not allow the employees the ability to plan accordingly. Vance stated that Art will be returning to the roll of Maintenance Manager following his vacation next week. The union would ask that if it is known that the employees be notified a few days in advance. At a minimum Dick stated that management can let the employees known or to “plan on working” overtime, and the overtime can always be withdrawn (since it is not a guarantee)
2. **PS Forms 2609 and 2610 should be provided or agreed that they are not used in GR.** They are currently not being utilized in Maintenance, and we are receiving an issue from management. Michelle stated that a written decision is required at Step 2; and 2608, 2609, and 2610 is a management form. Michelle would encourage Jim to meet with his managers regarding.

### Management Issues

1. **Service Talk for GMD Plant Employees.** Vance related that Lee had Greg put together a service talk. Vance read this new Service Talk to the Union, and provided

Team of Managers first visit will be at the Gaylord office. If this team comes to Grand Rapids, Vance will ensure the union is notified when it takes place here in Grand Rapids.

Due to National Convention, there will not be a Labor Management meeting in August. Next Labor Management meeting is scheduled for \_\_\_\_\_ at 10:00 am in Room 210.

Respectfully Submitted,



Michael A. Long  
Recording Secretary (WMAL/APWU)

Note: \* indicates an additional item.