

Labor Management Meeting
Western Michigan Area Local
United States Postal Service
Grand Rapids Installation
June 17, 2010

APWU: Dick Page (Pres), Amy Puhalski (EVP), and Mike Long (Secretary)

Management: Vance Dever (SMDO) & Michele Hagg (Labor)

Agreed upon that the minutes will be signed by both management and union. Scan copy to Labor and union.

General:

Very hot in automation on T-3/1, machines were to be switched to fix air handler, fans broke or stop when overheated. Vance went to maintenance to see which air handler was down - has to be replaced \$200,000 – just approved by area wont be fix until fall. Another one is down but we can fix now. Temperatures in the building ranged from 76 - 80 degrees. Where and when - all different areas on the floor, once employees started leaving that's when we starting doing the reading. Don't know how the got the reading – they went into each unit. Portable temp gage are available to T3 and T1 and SMO will be able to take readings when complaints arise. Vance gave union heat ratings that were taken and information from Bob Aguirre (ASM). We will need to enforce all dock doors to be kept closed – heat is coming in causing some of the heat problem. 2nd floor tends to get hotter due to heat rising. Vance is trying to do everything that he can to make it cooler. Union stated that this happens every year. Point – 90 degrees come from south we are wimps – Michigan we are use to cooler whether – snow for them whiners. Secondary issue fans are breaking down – Vance did mention that supervision needs to make sure that fans are spread out equally. Amy stated most of the mounted fans do not even work. Mike will provide a list of non working fans. General Clerk office should be completed by Friday.

Inter-office mail seems to be delayed (again) - not receiving mail everyday. Whole tub of interoffice mail just sitting there and was not sorted. Concern is timeliness on receiving our information. Point – express mail status. Management goal is to make sure that this is sorted everyday.

Update on MGT class action designee - Jan Hulett MPO – Theresa Smith at annex. Jan will be made aware that she does have to meet with Tour 1.

Issue that may arise.

Automation jobs being removed from posting – Amy received an email from Ronda stating that Lee & Vance decision to remove (the 2 vacancies) – already short staff. Managements concern is that we made need to do realignment – due to low mail volume. Our concern is down the road – the impact on the employees. 59 people schedule per night and 50 people to run machine not counting prime time. Reduce auto even more and senior person can't even have weekends off. Amy stated before any call-ins we are short staff on two machines. Management is looking at redoing some of the sort plans – reduce it down so we don't all 25 machines to run secondary mail we will combine some of the runs, T3 will finalize SCF by 230 and shut those machine down. Change some T3 bid jobs from 5-130 to 6-230. Amy asked has the mail volume shrunk that much since the last realignment – Vance stated T1 runs so small running 4 or 5 trays stopping to look for more mail and then running another 4 or 5 trays. Realign sort plans and staffing to match volume and productivity. Union point is summer month's lowest amount of mail – you did not think of this when we did the realignment? Amy stated working conditions are really sad. Vance stated we can't afford to operate the way we did before. Dick stated he was just in a meeting with Rich Howard and ??? Rich stated there may be a new operational change – mail from Detroit – union asked will that make additional duties on the machine? Did you take into account? Vance stated breaking of 3 digit to 5 digit. Union - Is this in place – coming in – Vance stated it has already started. Work sleeved and un-sleeved mail at the same time – more like when you were working bundle mail. This would be more efficient. BPI we are operating 79 % T1 and T3 77%. No sleeve mail has gone through the machines. Not less people will work with 2 employees. Mike stated half the mail in the APC is sleeved. Are you contemplating realignment – Vance stated we are considering another meeting. Dick brought up Kalamazoo being brought up here. This will affect T3 more than T1. Record – you spend all this time and money to do this big plan and you want to change it right. You haven't even given it one pay period to see if it works – Vance stated we are looking into the future. We were approved for 6 casuals. HR is working on hiring them and hopefully be here before July 4th – (excessing - complement committee had some concerns). New casual or previous employees – Vance did not know will be asking for some names. Vance asked the union for names for previous workers that they would liked brought back.

NRP Process – Management sent a T3 employee home – was not working in her job but kept employees over for OT to do her position. Management - We have to get the employees productive – they are not productive. Tabber is not a full day job. Amy stated that they will be looking at T1 clerks tonight. Union is going to adhere to the pecking order. If management is sending people home - manual section will not help on automation anymore.

Update on excessing – we have not heard anything. Rescind two letters due to retirement of two employees. Vance will get with Cherie. Vance will send info to Dick and Amy.

Seward duty time – T1 – Issue last two weeks right away because of under staffing and call-ins. Amy is requesting union time – Vance will get with Mike and SDO's about

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AGENDA ITEMS:

Safety Office: Who's staffing it and are all PEG audits being performed?

Medicine cabinets: Why are supplies not being replenished? Who's making the decisions of what is replaced or not?

Maintenance:

O.T. opportunities should be scheduled early if needed.

PS Forms 2609 and 2610 should be provided or agreed that they are not used in GR.

Items that may arise.

getting Amy some time. Monday would be a good night for union time. Cut standard mail on Sunday running this on Monday night.

MVS – P3 loading truck – no help. Dennis and Vance checked this out. Management is working on getting a second person. Union asked if this would be a bid or directive – Vance stated a directive. Time frame of the problem is from 3 – 430; Vance stated more towards 315 – 430. Vance stated this should be cleared up today and we will get it fixed. 2nd mail handler will be there around 330.

Drivers – shot at vehicle, vehicle was hit. Dick asked if there was an SOP for something like this. Vance stated Missy is working Tour 3 and he will talk with her about this issue. Dick stated that the employee was bothered at home with calls from inspectors on his SDO. Vance will have Missy report her findings to the union. What is the employee SOP? Personal safety is our first concern. Michele stated that carriers have service talks and/or posters. Union felt that management's response was very inappropriate; employee was told to call the police.

Short staffed – why are you pulling employees to be supervisors? 1st employee will be back next as craft, Scramlin – never ran on machine always been 204b. Vance will check into this.

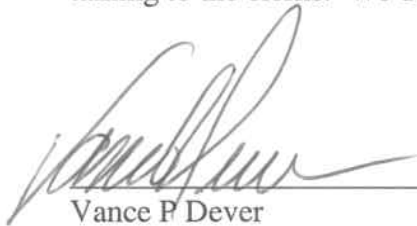
Maintenance

Route sheets – APWU is asking that all Article 32 issues to be directed to Jim Smith. Management is discussing with union but no the proper union official.

Change in breast room privacy – supervisory break room inside the women's locker room.

Next Meeting - July 15, 2010 at 10:00 am.

399 meeting talked about work observation (Rich and Ron) – The union does not have a problem with the mail handlers doing a work observation but we do not want them talking to the clerks. We do not feel this is fair to the employees.



Vance F Dever
SMDO



Richard Page
President