

Labor Management Meeting  
Western Michigan Area Local  
United States Postal Service  
Grand Rapids Installation  
May 20, 2010

APWU: Dick Page (Pres), Amy Puhalski (EVP), Ray Novakoski (Clerk Director), Tracy Fleming (MVS Director) 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.

**New:**

1. Realignment issues: The parties met prior to this meeting, and it looks as if things are more resolved prior to this meeting – union stated it looks like we a better at defining the work area. Principle assignment areas – union stated that shared services doesn't allow you to put principle assignment area in annex jobs. Union stated that Ronda is working on it and it will take awhile.

2. Meet and greet new SPM – SPM is not in office today. Vance stated that Lee will be meeting with the union heads. Union asked what is the structure for these meeting and dealings with the senior plant manager.

**NEW:**

APWU is informing management that we have seen a sufficient increase supervision doing craft work. Management stated that we will let supervisors know that everyone has their own job. Jobs summit – well aware that we don't agree to a point they cut any more positions but they continue to do it. Management stated that we will use available resources judicial to get our mail to our customers. Vance stated that it is his position that his team (Management and supervisors) do not do bargaining unit work.

Employee concern – apparently there is a new provision in health care bill. Breast feeding – asking for accommodations for employees to have a private area. Sandy will call Fred and will also find a room if one is not assigned. This would be for both buildings.

Union is informing the postal service in joining letter carriers legally out front doing an informational protest. Unions stated that they will due this within rules laws and regulations. Also that we (Union) will not interfere with traffic or our customers and will stay on the sidewalks. Time will be Monday 5/24 from 3-6pm. Issue - 5 day deliver.

Register room has clerk to fill out form, union feels this is supervision work not craft. Management stated we are only asking for volume – they work the mail so they would know what we have on hand. We need to know the volume of red – keys scanner. Union states they give a count on the end of day. Management wants this information hour by hour – supervisors will compile data. Supervisor will also be checking hourly. Unions asked “What is the concern – union stated it is not their job to do it. Unions concern if position are warrant or not. Management stated we will try to find a different why to do it – concern is noted.

At P3, between 3am – 4:30 a.m. there is not enough people to load and unload trucks - drivers loading truck. At 3am 2 trucks need to be loaded mail handler goes on break; still only 1 during the week unload 2 plus one more. This is a safety issue. At 4:15am there is still only one mail handler doing everything. Driver has to unload and reload his own truck. Management will go out there and take a look at this issue. The dock is a whole issue on its own. It's totally chaos, Amy went out there two weeks ago - Sally said she should come out there around 200am – safety issue. Mandated P1 Supervisor will be out on the dock as a direct supervisor (time frame 200 am -400 am). Management stated that they will also look at the supervisory staffing for the annex. Management (Vance) will give this his personal attention to see what we can do to get this fixed.

Vance stated that East Paris should not be an issue if it is please let me know.

Issue – increase in tension on both sides – Union is asking that supervisor and managers treat employees with more care/concern with employees that have a short fuse. Management does realize that the next month fuses may be shorter and will have his people treat them with dignity and respect. Union also requested that management not have a quick trigger on throwing people out here. Management stated these are tough time and requested that the union should inform their members that they should also show dignity and respect to all. Management will get this message out to management.

Primetime automation – 15 people off each week in each section – union stated that with 5 call-ins this will shut down 2 to 3 machines, Union asked - what is management going to do – Management responded with we are asking for assistance for the months of July & August. Management has requested 12 casuals for primetime just for Tour 1 Automation at MPO, if not allowed then we will have to staff with overtime to move the mail.

Minutes – discrepancies – asking for a delay or used both minutes. Item not agreed with or should be changed to: When Vance makes the call to move the mail downtown that there is sufficient mail at the annex.

Union stated we have no more complaints on early outs and manual being forced in automation. Manuals have same opportunity to leave early.

**Management issue:**

New development – an employee sent a letter to the postmaster about another employee leaving workroom going to vehicles to sleep & going to the bar – drinking. Management is concerned for employees. We just had an employee intoxicated at work working on the clock – Service talk on conduct will be issued. Management is asking the union for their help to help their fellow employees with their difficult time whether drugs or alcohol. If management becomes aware of employee he/she will be allowed to talk to the union and we will advise him/her on what to do. If in clerk craft – we will let the steward be involved to elevate the situation. Union asked what if this is a Manager or supervisor – Vance is not aware of any situation. Management will investigate if this should happen again. Management shared the info from the letter and feels there is a lot of truth but not 100% BUT a lot truth. Management stated that the employee felt strongly enough to write letter.



Vance P Dever  
Senior MDO



Richard page  
President APWU