

January 31, 1997

Labor Management Meeting Minutes, January 23, 1997, held in room 216 of the Grand Rapids Main Post Office.

Present for Management: Fred Quillin, Mike Szubinski, Jonna Flickinger, Mike Chrisman, Marv Branch, Phil Roth and Alton Smith. (Paris Hawkins in for Fred Quillin at 12:57, Bill Myers joined the meeting as the Customer Service Representative).

Present for the Union: Steve Austin, Dick Page, Bill Scutt, Jim Smith and Jim Sweeney.

Meeting was called to order at 12:21 PM.

1. Aisleways-headsets being worn in aisleways: Safety issue to be addressed in a safety/service talk. Specifics on where and when headsets can be worn.
2. Information requests: Problem with Customer Service requests. No Customer Service representative available for the Labor Management Meeting. P & D has a log for information requests established with the Plant Manager's secretary. Whoever is responsible for the information requests needs to be entered onto the information request so that it may be returned in a timely manner.
3. Maintenance personnel "blowing out" machines at the annex: Maintenance personnel has been instructed to vacuum than blow out the machines. Management needs specifics on who, what, when where and inform Marv Branch. Preventative maintenance is to be performed on Tour II.
4. Retirement Seminar: Reflective on January 27, 1996 labor management meeting. Steve Austin will set up a date, time and check with MDO's mid month, mid week for retirement seminar for this year.
5. Microwaves, condiments etc. For the stations: No Customer Service representative available for the Labor Management meeting.
6. More "On the Job Instructors": Jonna Flickinger is in the process of scheduling classes from the sign up lists out on the floor.

Bill Myers joined the meeting as the Customer Service representative. Addressing agenda #5: Compile a list of stations doing without condiments and such and Bill will look into the particulars.

7. City map on the wall at the AMF: A work order has been submitted, Phil Roth cc mailed Dan McKay to order a protector. Will/should be installed within two weeks.

8. Carbon monoxide monitoring/level in the basement: No mail is being processed in the basement. Will check with Marv Branch on installing new monitors.

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9. Women's cot in the first floor break room, on the west wall: Ken Peek is the contact person to price and purchase a cot. Paris Hawkins will contact him.

10. More floor space at the Wyoming Station: Bill Myers will investigate and respond. It is a safety hazard.

11. Hiring career employees: Chuck Howe and district managers will be requesting the hiring of career employees. Note that their strategy is based on 18-20 % being utilized in this office; reclass being added; grievances up; sick leave usage up; 40 hour restrictions in place for many employees.

12. Space Utilization Team update on what is going to the annex: 8 DBCS, 1 Flatsorter, 1 FS 1000 to the annex. All first class operations to the annex. All standard and periodical operations to remain in the downtown office.

13. Job Summit update: Jonna Flickinger is setting up a meeting for this.

14. Additional square footage at the annex, target move in date: Latest date is September 14, 1997.

15. Target date for any movement from downtown to the annex: July 31 thru September 15, 1997.

16. Ice machine in main office (outside of BJ's Vending): Check with Social and Recreation Committee to see if they can research the cost.

17. CC mobile for the Union Office: Alton Smith will check with secretary to see what can be done on CC mail.

18. Number of employees allowed off during non prime time: Take up under Local Negotiations. If no one is off, than there should be no denying requests with the excuse of "max off, if its not the case. This is not an option. APWU is asking that management be fair.

19. AWOL's being handed out prior to an explanation for their absence: NO AWOL before being given a chance to explain their absence or hand in documentation. No blanket statements. Employees cannot be AWOL'd at the time of their call in request for sick leave or absent on a Holiday. Badge control was also discussed. Steve Austin and Alton Smith will meet for proper language to pass out to MDO's and Supervisors for both P & D and Customer Service on badge control.

20. Health Unit and FMLA documentation: A meeting needs to be established with Customer Service and P & D prior to the February 12, 1997 FMLA Joint training to decide if Health Unit will be accepting FMLA documentation.

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21. *Restricted Sick Leave List: Procedures for putting employees on restricted sick leave list. Alton Smith will revisit these procedures with supervisors.*

OFF THE AGENDA:

22. *OTDL: If employees on the OTDL are not staying mandatory overtime, proper and progressive discipline will be taking place. APWU offered three OTDL lists, before tour, after tour and SDO. Steve Austin and Alton Smith will meet and discuss.*

23. *Where was Customer Service representative for the Labor Management meeting? Bill Myers will investigate. APWU is slighted and feels that management should understand the importance of these meetings.*

24. *Zone 08 casual clerks are clearing carriers: Bill Myers will investigate and respond. APWU suggest hiring career employees.*

25. *204b's bidding: Bill Scutt will contact Barb Keyborth in Labor Relations to work out a more clear language.*

26. *Special Delivery boss relief for voids: Alton Smith will check with Tim Holmes on who will consistently fill in for sick leave and vacations without dishing out work to other crafts. Also, who will be their new boss if a change is coming.*

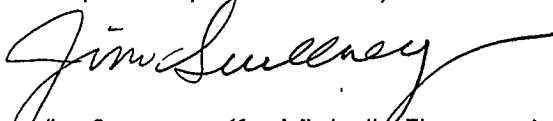
27. *Hearing impaired: APWU needs to be in receipt of a schedule for town hall meetings and safety/service talks so hearing impaired interpreters can be notified in advance.*

28. *LSM employees: Being utilized in automation, needs to be done by seniority or assign by juniority. Will be rotated.*

29. *Mike Szubinski made a motion to have some of the Labor Management Meetings at the P1annex.*

Meeting adjourned at 3:30 PM.

Respectfully Submitted By:


Jim Sweeney (for Michelle Flanagan)
Special Delivery Craft Director

I Concur:

Alton Smith
A/Plant Manager

STEVE:

A LITTLE BIT OF BACK GROUND ON SOME OF THE LABOR MANAGEMENT AGENDA ITEMS.

1. Safety issue.
2. Not being handled expeditiously.
3. Jim Smith.
4. Previous labor management item. Have not been informed of any upcoming events.
5. General membership meeting item.
6. General membership meeting item.
7. General membership meeting item. (Jim Sweeney)
8. General membership meeting item.
9. General membership meeting item. Also previous labor management meeting item. Was suppose to be looked into. Never heard anything.
10. General membership meeting item. Also previous labor management meeting item. Alan Rowe was suppose to look into, I believe.
11. I added this. Self explanatory.
12. I also added this one. We haven't heard shit on this for a while.
13. Job summit update. Again, we haven't heard shit on this for a while either.
14. Who, What, When Why ? What is the hold up?
15. Who, What, When Why ? What is the hold up ?
16. Pam Krueger brought this up. The ice being supplied by the BJ Vending services is unsanitary, and mostly all gone for Tours I and III.
17. You.
18. Bill.