

**Western Michigan Area Local  
American Postal Workers Union  
And The  
United States Postal Service  
Grand Rapids Installation  
LABOR - MANAGEMENT MEETING  
June 28, 1999  
10:00 AM**

**RECEIVED**

JUL 6 1999

GR CUSTOMER SV SUPPORT

**Present:**

Ray Novakoski, Alton Smith, Mike Chrisman, Jennifer Amos, Jennifer Gilbert, Marty Schaut, Frank Kloska, Jim DeYoung, Jim Myszka, Kim Goebel, Bob Makowski, Al Hall, Mike Szubinski, Duane Miller, Phil Roth, Mark Himburg

**Unfinished Business**

1. Parking in the basement is still a problem. Employees have difficulty finding spaces on tour II. Al Smith to follow up.

*Al Smith said the situation is improving.*

2. Eastbrook staffing. There is often one clerk staffing the Eastbrook Station. The clerk has no opportunity to take a break or use the restroom. This could also become a security problem. Frank Kloska said there should always be two employees staffing this station. Frank to update at next meeting.

*Frank Kloska said there should be two employees at Eastbrook at all times. Dick Page, APWU steward at Eastbrook, said there should be three employees staffing Eastbrook. Mark Himburg to follow up and report at next LM meeting.*

3. CFS PTFs coding in flat sorter operation.

*Al Smith said CFS PTFs are used in the FSM operation while working in the automation mode. These employees should only be feeding the mail while in bar-coding or OCR mode.*

**New Business**

1. Mail room job in Riverview.

*Al Smith to follow up with Dennis Nicoski about this position.*

2. Parking for MPO. Make-shift parking lot adjacent to building is currently under construction. Does the post office have any plans to assist employees with parking in the future.

*Jim DeYoung said there are no existing plans to assist employees with parking. Al Smith suggested we produce a list of local parking facilities and distribute to employees. Al Smith to update at next meeting.*

3. Attendance reviews. The union is concerned about the implementation of reviews and discussions.

*Reviews are done per accounting period. Al Smith said there isn't a blanket policy regarding discipline after three absences. This applies to all crafts.*

4. Basement doors. The doors to the basement parking area have been open for some time, this could be a security issue.

*The doors are currently under repair.*

5. Casuals on the FSM. Safety training must be provided to employees before using them in the FSM operation. Tour I casuals have not received the safety training on both the FSM 1000 and the FSM 881. They are also used to run city zones without proper training.

*Mike Chrisman to follow up.*

6. Supervisors on tour III not allowed to grant grievance extensions without prior approval from Fred Torres. Several supervisors admitted to the union that Fred Torres instructed them to refer all grievance extensions to him for a decision.

*Al Smith said any supervisor can sign a grievance extension if the form is properly completed for a specific grievance. Duane Miller agreed to inform Fred Torres and tour III supervisors of this procedure.*

7. Rotating days off for tour III automation PTFs. The union believes this practice is punitive.

*Duane Miller said this system was developed to insure all PTFs an occasional weekend off. He said the schedule is made up so all PTFs should know what days off they will have well in advance.*

8. Refrigerators at the MPO. The refrigerators in the first floor men's and women's break-room are in need of repair or replacement.

*Al Smith wants this issue addressed by the Social & Rec committee.*

9. Call-in policy for maintenance not equitable.

*Jim DeYoung to follow up.*

### **Off The Agenda**

1. Handicap parking at the P-1. Insufficient handicap parking at the P-1.

*Phil Roth said he is aware of the problem and will follow up and he will also schedule a parking committee meeting.*

- 2. Tour II early outs not equitable.

*Bob Makowski to follow up with his supervisors.*

- 3. P-1 union office damaged by moving equipment.

*Phil Roth said he submitted a work order to have bumpers placed around the walls.*

- 4. Steward release. CJ Lozon has a difficult time getting steward release time during the first few hours of her tour.

*Al Smith said tour III will make an effort to release her between 1600-1850 whenever possible.*

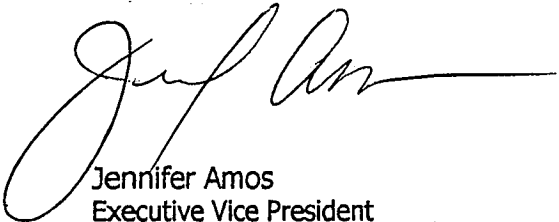
- 5. Non-automation employees from SPBS operation working DPS mail at P-1. Inexperienced, non-automation clerks being shipped in and out of automation throughout the night causing problems with mail.

*Phil Roth to follow up with Dan Verastequi.*

Respectfully,

I concur,

I concur,



Jennifer Amos  
Executive Vice President  
Western Michigan Area Local

Alton Smith  
Plant Manager  
Grand Rapids P & DC

Kimberly Goebel  
A/Postmaster  
Grand Rapids Installation

CC: Raymond Novakoski  
Jennifer Gilbert  
Jim Myszka  
Mark Juczynski  
File