

WMAL – APWU
Grand Rapids Installation
LABOR – MANAGEMENT MEETING
February 28, 2001
1:00 PM

Present:

Ray Novakoski, William Scutt, Sam Leone, Jennifer Amos, Al Hall, Ron Twentyman, Kim Goebel, Phil Roth, Jim Myszka, Anna Armstrong, Mike Chrisman, Barb Kiehorth, Phil Maddox

Unfinished Business

1. Radio for maintenance around canceling machines.

Sam Leone will follow up with Fred Quillin.

New Business

1. Are employees being threatened with layoffs?

A general clerk mistakenly spread some inaccurate rumors. Sam Leone wants the rumors addressed as they surface, don't wait until Labor – Mgt meeting.

2. Is the flat sorter operation moving to the annex? Has an impact statement been delivered to the union?

No final decisions have been made. Management is looking into the possibility of moving flat operations to P-1. Union would like more input on the front side of decisions that will impact the members. Sam Leone will contact Rhonda in implant support for more information. He will follow up with Ray Novakoski by Friday.

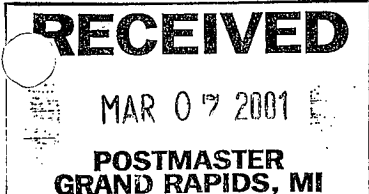
3. FSM overtime hours cut on tour III & I. Casuals remaining on the clock while PTFs go home.

Sam Leone will investigate and follow up with Ray Novakoski by Monday.

4. What is the status of zone 8 and 12? What about the jobs for the new station?

Completion of new station (East Paris Facility) tentatively planned for mid August. Kim Goebel would like to move operations by Labor Day. Customer service currently doing a review of employees and plans to inform the union of the results by May.

5. When FMLA documents have diagnosis or prognosis, does it go to the med unit?



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Barb Kiehborth will investigate. She agreed to the union's request for a meeting with Anna Armstrong and Michelle Hawley to review FMLA issues.

6. Is Luan Moff parking in front of the building and if so, why?

Sam Leone will address this issue with Ray Novakoski after the meeting.

7. Holiday schedules. Please fax the final holiday list to clerk craft director or president.

Sam Leone asked Ron Twentyman to contact MDOs to ensure this is done.

8. Maintenance employees would like to start at their regular begin tour on holidays.

Withdrawn.

9. What is the status on Eastbrook?

Tentative late March or April open date. Union believes that these smaller stations should be allowed to select prime time choices with those in the same office. Kim Goebel wants to keep the smaller station clumped with other offices.

10. Is the Main Office being sold and is Riverview moving?

Sam Leone will have more information after he attends a meeting next week. Currently, management is conducting a survey on the conditions of the building. Sam will update the union when he has more information.

11. The union would like to be apprised of major changes in advance.

Sam Leone agreed to this.

Off The Agenda

1. Prime time at P-1 in maintenance. Employees have not been given the opportunity to make prime time selections at the P-1 in maintenance on tour II.

Sam Leone asked Ron Twentyman to follow up.

2. Computer resetting. Supervisors are resetting computers on the machines while this is clearly a maintenance function. The supervisors are also allowing clerks to perform this task.

Sam Leone wants Jim Myszka to submit this complaint in writing.

3. Vehicles not available due to maintenance problems. Mail is delayed or not delivered because these vehicles are allowed to remain in a state of

disrepair. Phil Maddox provided Sam Leone will several repair requests to document unsafe equipment.

Sam Leone will follow up with the proper managers.

4. Mail Prep at P-1. Mail not properly prepped before getting to the machines.

Sam Leone will investigate.

5. Documentation for absences of three days or less. Union is fed up with blanket policy concerning request for documentation when an employee calls in sick. The ELM is clear on what is necessary. The ACO claims not to have a blanket policy.

Sam Leone proposed a meeting between the union, Art Hotchkiss Jr and Barb Kiehborth to iron out these issues.

6. DCO jobs. An employee complained that her hours had been reduced to 30 hours a month. Then, management hired new DCO operators. The employees in this unit complain of lack of direction.

Sam Leone would like Mike Chrisman to investigate and follow up.

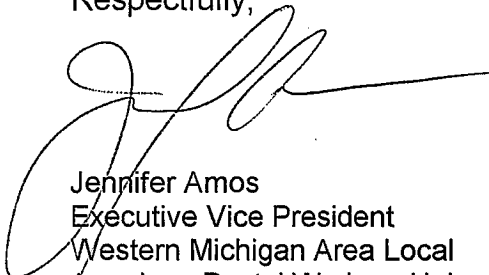
7. Light duty request delays. Supervisors are delaying light duty requests submitted while the plant manager is absent. The supervisor is telling the employee that only the plant manager can approve the request – he/she will have to wait for Sam's return. Subsequently, employees are off work for 1-2 weeks before the request is approved.

Sam Leone said whomever is taking his place can approve light duty requests. Supervisors should not be putting employees on hold.

Respectfully,

I concur,

I concur,



Jennifer Amos
Executive Vice President
Western Michigan Area Local
American Postal Workers Union

Kim Goebel
Postmaster
Grand Rapids Installation
Grand Rapids MI

Sam Leone
A/Plant Manager
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Cc: Ray Novakoski
Bill Scutt
Jim Myszka
Mark Juczynski
File