

APWU Labor-Management Meeting 7/22/04

Sandy Sharp, Marcia Sikkema, Dennis Cremeans, Scott Larabel, Jim Myszka, Bill Scutt, Ray Novakoski, Phil Roth, Walt Walkowski, Nancy Rettinhouse, Bob Martin, Fred Quillin, Greg Chanski, Charles Branch, Alan Snyder

E-reassign Program

E-reassign does not have to be used internally or for reinstatement. It is to be used from one installation to another.

Maintenance steward wants to know when the vacant maintenance jobs will be filled. The hiring is in process. There is no register maintained and people must provide their test results to personnel.

MVS steward request a casual at the VMF. Personnel is waiting a response from the Compliment Committee. Jobs need to be filled at the VMF due to 1 transfer out and 1 on extended sick leave and won't be back. Personnel is working on the vacant jobs at the VMF.

2nd Floor Structure

A study was done when the DBCS machines came in and it was okay. Bob Martin will get Ray Novakoski a copy.

Security at the AMF

A manager will answer the doors when employees are on break or doing an express job.

Holiday Scheduling

Junior people still getting drafted for holidays. The junior employees need to see the training video. It is a 4 to 8 hour video. Greg wants to see the grievance filed on this.

PTF Assignment

The PTF who is on Higher Level in Kalamazoo means someone has to cover him on the floor.

He is going to be treated as Higher Level EAS.

Tour 3 Supervisors Threaten Discipline

Supervisors, Graham and McMath, threaten discipline if numbers don't improve in automation.

Employees need to stay in their work areas and improve productivity by doing their job. There will be no discipline, there are no standards.

Replacing Judy Jankowski

Jim Eliopoulos is working on it. A few people are trained.
The job is craft, is it going to supervision?
It is supervision's responsibility. It went to a Limited Duty craft employee to expedite things.

Life care Issues

Pamphlets can be distributed and a service talks given. Ray will be involved in the service talks.

Supervisors scanning Delivery Confirmation Parcels

Management is scanning parcels for Quality Control not delivery. It is being done to verify before the carriers leave.

It should be done by a review clerk

It is done when no clerks are available. Nancy will check into scanning issues.

Prime Time 18%

After the initial selection period it will at the discretion of the supervisor based on the needs of the service. Taking 1 day a week ties up the whole week. If an employee has tied up a day and turns it in the next employee who was denied should be notified that the time has come open. Revisit and get back with Ray.

Early out list for T-1

Tour 1 is being done by seniority not first sign up.
It must be done by first sign up on the early out list.

Return to work – Medical

Greg will meet with Chester, Suzanne & HR will meet to clear up issues. Bring case scenarios.

New Security System

Next week the system should go online. Dispatch will let people in who use bell. Alarms on 1st floor back dock for entrance. Problems that arise will be addressed. Phil Stritzinger will get with Ray after it is online.

FMLA Issues

The problems will be brought up to Chester and HR.

Other Issues

Will P-2 ever have regular custodians?

Until the Apps is in, mid to late October, we won't know if we are keeping P-2. If it runs well, we will be keeping P-2. We have a 2 yr lease with options.

2 hours OT will be given and then ½ through, the employee will be sent home. It should be done in 1 hour increments.

An employee must be allowed to finish the given overtime.

Going without a lunch is being used as an incentive for production at P-1 in certain areas. Greg can issue a directive that will be for everyone, that 6 1/2 hours of work must take a 30min lunch.

Are miss-throws going to station? Improperly addressed will go back to sender.

Discussion on, no egress between LCTS 6 and 8. Stairs will be put in at a later time. The stairs are for maintenance access only. This is not an egress!!!

Thanks to the Union and please tell the employees thanks. We have the best Service Scores. We are doing great.

Bob Martin recognizes Maintenance Craft Director for helping him with training issues.