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NOV 30 2005

POSTMASTER
GRAND RAPIDS, MI

Grand Rapids Installation
LABOR-MANAGEMENT MEETING
November 15, 2005
9:00 A.M.

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G.R. P & DC

MANAGEMENT: Greg Chanski, Plant Manager, Fred Quillin (MDO), Darlene Brenner (MDO), Bill Nelson, Maintenance Manager, Missy Vanderslik (MVS), and Anita Gleason (Customer Service).

APWU: Jennifer Amos, President, Amy Marcus, Vice-President, Dan Quillin, Clerk Craft Director, Jim Myszka, Maintenance Craft Director, and Michelle Gregory, Steward.

Old Business

1. **The Plant Step Two decisions as well as Step Two meetings are still not being done in timely manner. This is the third time this is being addressed, when is management going to do something about it? This union wants management to address the situation immediately.** Jennifer asked why no one was present from Labor to address this issue. Greg stated that Dennis and Brian were preparing for a Arbitration. Greg stated that he did speak with labor and offered some suggestions to rectify the problem. Jennifer will follow up with Brian about the ongoing problems.
2. **At the last Labor-Management meeting the union requested management look into implementing a program to protect the hearing impaired in case of an emergency or injury. Jerry Kubick stated he would update the union.** Greg stated that there is a new secretary to the new Senior Plant Manager. He spoke with her and will follow through and update the union.
3. **Management in customer service is still holding employees that hold a duty assignment in the plant. The union would like these employees to be placed in their duty assignment immediately.** Anita stated that Nancy is trying to place the plant employees in the plant. Management has a couple of new employees transferring through e-reassign -- that might help with the staffing. There are still two vacancies at East Paris and 3 at Northwest. Management stated that they know we are understaffed. Greg stated that he would like all the employees being held in customer service back in the plant but he understands the position that Customer Service is in. The union asked about hiring new employees. Greg replied that no new hires at this time, they are accepting transfers through e-reassign. He further stated that at this point he is not allowing any transfers out of the clerk craft to the mailhandler craft.

- 4. Badge Control Policy. This union would like an update on the P-1 implementation as well as maintenance.** Darlene stated that all tours at the P-1 have been given the service talk. Management is addressing some issues and going through the process of adjusting the location of the clocks. Dan expressed concern about bargaining unit employees at the P-1 being threatened discipline for not punching in at exactly their begin tour. Greg agreed that the policy should apply to bargaining and non-bargaining. Darlene will send something out to the supervisors. Greg stated that maintenance employees are to only use maintenance clocks. Bill will address with maintenance. MVS craft has badge control in the MVS office.

New Business

- 1. What are personnel doing to fill the 16 vacant positions in Maintenance?** Bill stated that the maintenance support interviews are completed. He sent a message to Barb Keiborth with 10 Residuals and six additions. Bill expressed that he is trying very hard and is getting no cooperation from Personnel. Greg stated that he too has done all that he can do, he suggested that Jennifer meet with Barb Keiborth. All parties agreed that the personnel department is a big problem. Jennifer requested that personnel be present at Labor Management meetings since there are always issues concerning them.
- 2. The union would like an update on the AMF. Rumor has it that the USPS just signed a 1-year lease agreement.** Greg stated that the AMF lease is through the end of 2005, with the option to roll the lease until the end of the fiscal year. He stated that the process of eliminating the airport facilities across the country has slowed down. Dan asked about posting duty assignments at the AMF (putting the employees on notice that the job out their will not always be there). Greg stated that he will not post jobs out there, he cannot hire and we are short everywhere. Greg stated he will keep the union informed about changes.
- 3. The union would like the union office at the AMF moved to the old window section. There have been prior issues of vandalism that have been addressed.** This item is being withdrawn due the issue being taken care of, according to Bill Nelson.
- 4. The union would like supervisors and MDO's to cease from posting rosters/schedules with private information on them. (i.e. "needs medical clearance", FMLA etc...)** Greg agreed with the union's position and stated he would send a directive out to the MDO's and supervisors. An employee's personal information should be public knowledge on the workroom floor.

5. **The union would like MDO Bobby Walker to cease from asking employees for documentation every time they use paid leave for an FMLA absence.** Jennifer stated that Anna Armstrong is aware of the situation and she too has addressed Mr. Walker and the union believes he refuses to stop. Greg stated he would speak with Anna and address the issue with Bobby.
6. **The union would like MDO Fred Quillin to address Dick Graham on the following issue: When Mr. Graham observes an employee allegedly not working, he brings it to that employees attention as well as the other employees in that area that are working to his standards. Mr. Graham is telling the employees that the union told him to do this so it doesn't appear like he is picking on any one employee. This is not the union's position. Fred will speak with Dick about this issue.**
7. **There still is a problem with directing information request to the appropriate people. In accordance with Article 31.3 of the NA it clearly states information request are to be submitted to the installation head or his/her designee. The union would like to know specifically who the installation head is designation and what areas they cover.** Greg stated that Customer Service goes through the Postmasters office all others through his office and he will direct them to the appropriate places. Dan stated that the P-1 stewards are having problems with Bobby Walker filling information requests. Greg stated that he addressed that issue with Bobby yesterday as well as with the general clerk.
8. **The union would like management in CFS to cease from soliciting employees to voluntarily vacate their duty assignment.** Dan addressed the contractual language about changing SDO's. Greg asked Dan to speak to Bob about this.
9. **The union is requesting management post some T-2 non scheme jobs at the MPO. It appears to this union that the need is there since T-2 MDO Walt Walkowski is allowing OTDL employees on T-2 to work their non-scheduled workday in the hand sort section.** Greg stated that the overtime percentage is higher on T-1 and T-3 verses T-2. He has no intention of posting anymore duty assignments on T-2. The union stated that the overtime percentages were higher on the other tours because there are obviously more employees. Fred and Greg stated they would look at the overtime on T-2, as well as the duties being performed.
10. **Limited/Light Duty Chair accommodations. Employees in the manual section are requesting a form to take to their doctors to fill out for a chair accommodation and management is telling them that no form exists. Management is telling the employees to contact the "reasonable accommodations committee, no further directive is given. The union**

requests that management provide a form or a contact name and number of someone on the "reasonable accommodations committee". Michelle addressed all parties about managements "policy" on reasonable accommodations. She further expressed concern that not all MDO's and supervisors are aware of upper management's position and the proper procedure for informing employees what is needed. Greg stated that all the MDO's know exactly what employees need when requesting a chair; he further stated that all chair requests must go through the reasonable accommodations committee. If they meet the requirements, the post office will provide a chair. At this point only one person has met the requirements. Greg stated that if the employee doesn't qualify, they must submit a "light duty" request through his office. Limited Duty will obviously be approved first and all facts for light duty request will be taken into consideration.

11. Jim Lomonoco was in the MPO hand sort area a few weeks ago speaking with Supervisor Gary Mills. He stated, "All the chairs are coming out of hand sort." The union would like to know what this statement is about. Greg stated that it was the Ergo team that said the lean stools were not ergonomically correct. He also stated that no chairs are being removed.

12. Management is using an augment clerk at the NE station when vacancies do not exist. Amy stated that you cannot use an augment clerk in the capacity that management is using her at the Northeast Station. This was also an issue at the Eastown Station. If another duty assignment is needed than one should be posted for bid. Anita stated that she will speak with Nancy about this particular issue. The union will follow up with Nancy.

13. 204B Kathy Wainwright at the P-1 is not willing to meet with the union on Step 1. She told the union she was reprimanded for a settlement she made and doesn't want to meet on any grievances that have to do with discipline. Darlene stated this wasn't the issue; the issue was that stewards were meeting with supervisors from T-1 on T-3 grievances and vice versa and that is allegedly why she won't meet. Amy and Dan both expressed concern that, that was not the way it was addressed to the union. The stewards stated the Kathy came right out and stated why she didn't want to meet. Darlene will speak with Kathy.

Added Agenda/Discussion

1. Jennifer stated that mailhandlers at the P-1 are performing clerk work by working nixies. She further stated that rips and tears at the MPO are right next to the 010 Area and there is no dispute that mailhandlers perform just rips and tears in their primary work area. Greg refuses to separate employees. Jenn stated under the Language in the RI-399, "if you cannot effectively and efficiently separate the

duties" then the work belongs to the clerks. Greg stated he will look into it. Both Fred and Greg requested a copy of that language in the RI-399.

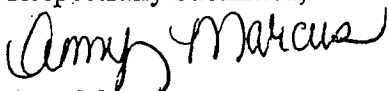
2. Mike Hill, MVS steward is not getting union time. Missy stated they are short staffed, she further stated that she has spoke with Mike about this issue. Missy stated that she was willing to give him extensions and is aware of him having problems meeting with Dennis. Missy would like Mike to see her, she will work with him.
3. Jennifer requested that the T-2 general clerk have TACs access. She stated that he has had it in the past and now he has to wait until the T-3 general clerk comes in to process some of his workload. After discussion, Greg stated that he doesn't have a problem and doesn't know why they took it away.
4. Jennifer stated that there was concern at the P-1 about employees being instructed to throw standard mail on top of priority, damaging the customers mail. Darlene stated this is city post mail that is being thrown in at the end to ensure the mail is getting out. She also stated that this is very minimal.
5. T-1 at the P-1 is lacking a review clerk relief position. Will discuss as job submit.
6. The union expressed concern with Bobby Walker telling clerks that they cannot leave the room at the P-1 with their VOE surveys. Jennifer stated this is the employee's mail and they can do whatever they would like with it. Darlene was unaware of the problem and stated that employees are allowed time on the clock to complete the surveys. Greg stated he will address with Bobby, that management cannot force employees to complete.
7. Service talks at the P-1 need to be given weekly. Greg will address with Bobby.
8. Judy Boone working as general clerk after the relinquished her training. Darlene stated they are trying to get that position filled, another employee just failed their training. Judy will not be in their when position gets filled, management needs someone complete the work.
9. T-3 automation at the MPO- Rotation on floors no longer honored. Fred stated he was unaware of the change and will discuss with Jan Hulett.
10. Flier being handed out by supervisor Deb Navis-Little. Amy asked Greg if he's aware of the service talk/flier that Deb was handing out. He stated he was not Amy provided Greg with a flier for his review. Amy expressed concerns about management threatening discipline in a safety service talk as well as the un-professionalism of the maker of the service talk. It was brought to the unions attention about management on T-3 allegedly not being able to locate employees. Amy stated that if there are issues with certain individuals than

management should address those individuals and not penalize all employees inside and outside of the section. Employees have been allowed to go to the bathroom, purchase a soda, etc... If management is going to unilaterally change their position this needs to be brought to the unions attention.

Greg stated that he doesn't see a problem with the issues being address on Deb's service talk/flier except maybe the particular bathroom/documentation issue, and the notation of discipline being threatened. The union stated that the issue is not management reiterating postal rules/regulations, the issue is the forum/presentation supervisor Little addressed them in. Greg and Fred both stated that supervisor Little should have notated on the top of her "service talk" what section, and date. Fred said he would speak with supervisor Little about the flier.

11. Fred stated that the parking reps are spending too much time per day (6 hours between all tours). Greg stated that he will not grant 6 hours a day. Fred/ Greg will speak with Phil. Darlene stated that Ray Novakoski will be the parking rep for the P-1/T-2.
12. Missy inquired about the unions position and working 60 plus hours during the month of December. Dan sated that management cannot force over 60 hours during the month of December but may take volunteers.
13. Dan addressed the issue about carriers on light/limited duty performing clerk work. Dan stated that he has filed the appropriate grievances but suggested to management that there is one carrier that's condition has been determined as "permanent" and it would be in managements best interest to reassign her to the clerk craft. Greg stated he would speak with Theresa Miller and Dennis about doing so.

Respectfully Submitted,



Amy Marcus

Vice-President WMAL/APWU