

***Labor Management Meeting  
Between USPS and APWU  
August 18, 2009  
Rm 210 - Grand Rapids P&DC***

Present for the union (APWU): Dick Page (President); Amy Puhalski (Executive Vice President); Bill Scutt (Clerk Craft Director); James Smith (Maintenance Craft Director); Tracy Fleming (MVS Craft Director); Michael Long (Recording Secretary)

Present for management (USPS): Sue Aronson (Senior Plant Manger), Pamela Bronson (Tour 1 MDO); Brandi Layne (Senior MDO – P1 Campus); Michelle Hagg (Labor Relations); Rich Howard (Labor Relations) & Sandy Henkel (Secretary)

**Clerk Issues**

1. Tug use by Clerks (follow-up). At the last meeting, Kim Newton would be heading up this item. Sue stated that it didn't happen. When Kim returns from AL, she will follow up. The union suggests that Kim just needs to talk to Mark Bobo and he can take it from there.
2. Registry room. High value/Recording items used to be separated in a locked (keyed) area from the rest of the room in the safe, and only the clerk that signed for them had access. Now, anyone that has access to the red room has access to them. One clerk came in and at the beginning of their tour, found the combination to the safe on a piece of paper in the copier machine. Security problems/liability. Sue will work with the union to make sure it is secure. Sue stated that everyone that enters in the Registry room should be signing in.
3. \*\*\* Camera in the Registry room. Camera projects/shows in the Dispatch room. The union understands the security issue, but privacy issues as well. Sue will follow up.
4. \*\*\* 340 - Standby Time. How is it being done? Why is people being sent to 340, and then management is keeping overtime in manual. Pam stated that this is being addressed. By filtering junior seniority employees over to 030 when they come into work instead of placing them on 340.
5. \*\*\* Red Cases. Sue stated there should be 4 red cases. Management stated that the cases and the area in 030/044 will be changed due to the current set up. The union asked that the union be part of any discussion regarding the change. Sue agreed.
6. \*\*\* Supervisor's Scanning Green Tag 161. Sue stated that management is not doing anything wrong. If there is a grievance, it will be addressed in the grievance procedure.

## **Maintenance**

1. Names on machines. Names on the DBCS machines. Management states that from an operational stand point, if we have an issue with a certain machine. Sue stated that she has no problem taking the names off the machines and will do so.
2. \*\*\* Maintenance representation at the Labor Management Meeting. The union asks that if we have issues regarding maintenance, which we need to make sure that someone is here. Sue stated that due to the short-time frame of receiving the agenda items, not everyone was notified of the meeting.
3. Out of Schedule premium needs to be automatically paid. The union states that when someone is coming in outside their schedule, if management doesn't code it right away, there is an issue. Sue agrees that it should be done correctly the first time.

## **Motor Vehicle**

1. Clerk's Hauling Mail in-lieu of MVS employees. We have had agreements in previous Labor Management's meetings; the union has noticed that clerks are hauling mail throughout West Michigan. Agreement is that first chance for all mail to be hauled/transported to done by the MVS craft. Sue is in agreement that MVS will be utilized first before a clerk or another craft is used to transport mail. Managers will follow up with their supervisors to ensure this is followed.

## **General Items**

1. Armed Civilians (Brink Guards) being allowed in the building instead of waiting on the dock. Can this be addressed by OIG, or is there a way for this to be addressed or unarm before entry into the building. Used to be that these guards would wait at Bay 2, and we would bring the items to the guards. Now, they have to walk the entire dock to the Registry room. Rich will follow up regarding the requirements, legal, etc.
2. Step 2's – All go to Sandy Henkel to be logged. Sandy will be inputting into GATS. She will be inputting all grievances for 493, 494, 495 dealing with Plant grievances. Customer Service grievances will remain the same and be sent to the Postmaster. Management will move their fax machine into Sandy's office to ensure compliance for timeliness.
  - a. Payments: Step 1 payments will be inputted by Sandy Henkel. Step 2 will be inputted by Step 2 designee.
3. No Lunches. P1 has mandated that everyone take a lunch unless they have an approved 3971. Management will abide by Article 5 of the National Agreement and will notify all employees. Management has stated that it will be across the board that everyone needs to take a lunch.

4. \*\*\* 4-10s. Ronda Reister stated that most of the results from the survey are favorable. The letters were very vague. There is interest from the workroom floor. The next step needs to be a Joint Service talks. Sue proposes that another meeting be established to go over the results of the survey, and how to go forward. The following needs to be present: Amy, Dick, Bill, Pam Bronson, Fred Quillin, and Ronda Reister, and Sue Aronson (or her designee "Brandi Layne"). Will be on Thursday, August 27 at 10:00 p.m. in Room 210.
5. \*\*\* How many are we going to be receiving from the impacting? Sue stated that they are looking at excessing more from Detroit. They are looking at the TE carriers in the GMD to move these excessed employees into.
6. \*\*\* Swap guy for James Foster. James was excessed here from Detroit and there is a person in Detroit that would like to swap. James is a level 7 saved grade, which he will lose. Management informed the union that nothing has been received officially from the person in Detroit (the swapee) as of yet.

(NOTE: \*\*\* denotes Additional Items discussed beyond agenda items)

Respectfully Submitted,

Michael A. Long  
Recording Secretary