

Labor Management Meeting
Western Michigan Area Local
United States Postal Service
Grand Rapids Installation
October 2007

APWU: Amy Marcus (Exec. VP), Bill Scutt (clerk craft), Scott Larabel (MVS), Jim Myszka (maintenance)

Management: Susan Aronson (Sen. Plant Mgr), Sylvia Taylor (A/Postmaster), Daryle Rocco (senior MDO), Mike Crisman (T-2 MDO), Darlene Brenner (T-3 MDO), Fred Quillin (T-3 MDO), Paula Carlson, and Missi Vanderslik (Labor Relations)

Old Business

1. Hazmat/Aviation Security added on some duty assignments. At the last meeting Rocco stated he didn't have a problem with it, he would further look into and get back with the union. We have heard nothing. **Sue stated that they are two separate issues and there is no need for a bid job.**
2. Issues with employees not being fully trained on all duties of their bid assignment. At the last meeting the union was told Twentymen would train the dispatcher/expediters at P-1 campus. This has not happened. **Sue reported that she spoke with Ron Twentymen and the training will begin on November 7, 2007.**
3. Issues with MVS drops not being input. Mgmt agreed to address however it is still happening. **Sue said this will be included w/training and all drops should be input.**
4. Casuals at the MPO are being scheduled with weekends off. Rocco stated this was not going to happen. If mgmt can give casuals weekends off then the union is requesting more jobs with weekends off for the regular workforce. **Amy said this is happening on both T-1 and T-3 at the main office (later found it is happening at the P-1 campus). Casuals are supplemental and should therefore be used as such. Both parties agreed that there may be circumstances that casuals may need a weekend off. Sue asked if FTR were denied schedule changes for weekends off. Rocco stated that casuals are getting weekends off. This will be monitored for the next month and discussed further by both parties.**

5. Staffing @ the P-3 for custodians is still understaffed. Rocco was suppose to speak with Dan Halfman and follow up with the union. Not done. **Sue reported that she spoke with Art Hotchkiss and he stated they are approved for 13 and only have 1/2, all will be done by March of 08. Sue also reported that solicitation was sent to all MDO's.**

6. P-1 staffed for 2-3 BEM and only has 1. This person works at all three buildings. Again this was suppose to be addressed by Rocco to Halfman and follow up with the union. Nothing has been heard. **Jim stated that it is approved for 2-3. Per Art, Sue stated they are only approved for 1. Jim will follow up with Art on this issue.**

7. Issues with repairs not being completed on the tractor trailers... Last meeting Missi said this would be taken care of. Nothing has been done. **Missi stated that she spoke with Jane and she has not received any repair tags. Missi further stated that the drivers need to complete the forms for a request for repair.**

8. The union would like an update on the training of junior employees on days. Garth was supposed to follow up.... The union has heard nothing and employees are still not being trained. **A volunteer list will be posted @ all stations and the list will be funneled through Sue's office. A service talk will be given to employees in the stations so they know when they volunteer they are not only volunteering for the stations. Bill also agreed that the union would inform our members in the stations. Paula will get the video to Sylvia, the 100 video is approximately 22 minutes long.**

9. Work areas for BMEI clerks at private facilities are not cleaned by USPS or private companies. Serious health concerns in these facilities. Rocco was to follow up with the union. The union has heard nothing. ***SEE #10 below.**

10. The union would like safety inspections at these facilities due to multiple hazards. There are unsecured racks with pallets of mail, unsanitary conditions, heavy smoke areas etc.... Rocco was suppose to follow up with the union. **The union expressed numerous concerns and shared statements with Sue from BMEU clerks. Sue stated she would have Diane Haddix go to these facilities to make a determination of what needs to be done. Amy will forward statements to Missi. The parties agreed that this should be done quickly.**

New Business

1. Issues with scheduled changes for union business at the VMF. **Scott expressed concerns that the mgr at the VMF was not allowing him to conduct union business prior to his tour/denying him a change of schedule. The VMF mgr will be contacted about this issue.**
2. The SPBS machine is being shut down and the employees are being sent to the manual section while there is still delayed mail on their machine to be ran. The union would like to know why mgmt is delaying this mail and if more manual clerks are needed then post some more duty assignments. **Mgmt stated that it is their discretion on how they move the mail. Sue stated they will not be posting more jobs for the SPBS. Rocco stated that another SPBS may be coming and this would eliminate the problem.**
3. Safety Issues with no walkway at the P-1. Employees are being forced to walk over/through mud. The union would like to see some paved walkways near the door. **Removed from the agenda.....**
4. The union would like mgmt to install security camera's at Seymour Square. **This item has been referred to Greg Chanski who is taking over as A/Postmaster.**
5. Shortage of dispatchers at the P-1 campus causing safety issues with drivers. **Darlene stated that there is not a shortage, once P-2 closes there will be more then enough. Mgmt is unaware of any safety issues.**
6. Safety hazard reports not returned timely to employees. **Mgmt would like specifics. Sue said she will reiterate the timeliness to the supervisors.**
7. Lights at the northeast corner of the P-1 do not come on early enough and the light on the east end of the P-1 doesn't work at all. Safety concerns. **Art told Sue that he has contacted the owner of the building to get this fixed.**
8. Safety issues with mail handlers at the MPO opening up the bay doors after

drivers shut them and go hook up trailer to leave. Safety hazard report has been filed (no response from mgmt) and a grievance has been filed. This is a serious issue and needs to be addressed for the safety of all employees. **Sue stated that something like this should be addressed immediately with mgmt. The drivers should report this to a supervisor. Fred will address the specific issue.**

9. Management still sends other craft employees and supervisors to transport Mail and does not check for MVS drivers that may be available. MVS has 2-way radios and can be reached at any time. This work belongs to the MVS craft. **Missi stated that the plant is not contacting the transportation supervisor. Sue said Ron Twentymen will be addressed on this issue.**

10. NE station having issues with combined mail in BMC's on Monday (priority, Carrier routes, loose flats, bags of media mail, spr's, and cfs mail just tossed into container). Can this mail be separated? **Sue stated this cannot be separated however Darlene will speak with the clerk at the P-1 and request that the priority mail not be buried.**

Mgmt Issues:

- 1) No blue tooths on workroom floor per Fred and Sue. This should be addressed in a service talk or with the individuals that are not complying.
- 2) There is a new timeline posted at the P-1 campus
- 3) Water will be shut off at the P-3 on November 3rd in the a.m. Employees have been notified.
- 4) There will be a sexual harassment service talk given to employees reiterating the seriousness.

Respectfully Submitted,

Amy Marcus
Executive Vice President WMAL/APWU