

WMAL-APWU
Grand Rapids Installation
Labor Management
April 17, 2008

APWU: Dick Page (President), Amy Puhalski (Exec. VP), and Mike Hill (MVS)

USPS: Bruce Davey (A/Postmaster), Sue Aronson (Plant Mgr), Daryle Rocco (MDO P-1 campus), Kim Newton (Transportation), Art Hotchkiss (Maintenance), Abby Martin (Inplant), Fred Quillin (MDO MPO), and Missi Vanderslik (Labor) .

Old Business

- 1. APWU requests an update from Sally Baranowski who was to contact Art Hotchkiss and report on the APWU's request to have Maintenance employees swipe their badges as moves when going from one building to another at the P complex.** Art stated that he did speak with Sally however he is not in agreement. He stated it is a waste of time and it would take too much time to train each employee what moves to make. Dick said that when employees move to another building they should be moving on their badges as they are moving to another operation. Art stated that their time is logged on EMARS and the union can request the work orders or reports through EMARS and get the information they are looking for. EMARS tracks work hours. Missi stated that the postal service has also agreed to provide the union form 4776. Art stated that Grand Rapids no longer uses this form so it is not available to provide.
- 2. APWU has evidence of abuses in regards to the work one/take one policy. This was supposed to be on a case by case scenario but we see it as a blanket policy.** Amy stated that per the last labor management meeting it was told to this union that the discussion with employees would be on a case by case basis. Sue said that is not the case. Every employee that calls in and is scheduled their 6th day will be addressed. Bruce stated that this is nothing more than a "flag", a starting point for management. Dick asked if every employee will be addressed no matter what their leave record is like? Sue and Bruce both stated, "yes". Sue further stated that only sick leave flags the work one/take one message. Lengthy conversation continued between both parties. Sue stated that it will be a discussion. Clarification? Could be a conversation, discussion or the start of discipline. The union stated they do not agree with management's "blanket" policy and that Article 16 of the National Agreement give you the means to address your concerns.

New Business

1. **Why has Grand Rapids been taken off of the reassignment list? Who has the authority to take this action?** Amy addressed concerns on the amount of residual vacancies and the fact that management has filled those preferred duty assignments with casuals. Abby stated that we are now back on the Reassign list. She also stated that once the unassigned are placed she will have a ptr posting. Lengthy discussion was had between the parties. Sue stated that the Postal Service will not be hiring off the street. Bruce stated that the Postal Service should be looking at each job when it is vacated for possible reversion.
2. **TACS The system is taking annual leave from employees when they combine AL with OT.** The parties all agreed that there are issues with this. Missi will follow up with Bill Skibinski and report back.
3. **Clerks are calling other clerks for OT opportunities for passport fairs.** This item has been removed per President Page.
4. **L/M meetings at Stations and Branches (Eastown & Kentwood)** Dick expressed concerns of Labor Management meetings being held in these stations. He stated that if there is discussion on wages or working conditions it is to be discussed in the forum that we are in today. Bruce stated that there are no binding agreements that come as of the result of the meetings being held in these stations; they are nothing more than discussions amongst the employees.
5. **Attendance reviews happening in a room that employees can not leave unless released by Management (Theresa Smith's office, only her badge will work to get in and out), employees feel uncomfortable.** Sue stated that Theresa is being moved by the conference room at the P-1 annex.
6. **MVS trailer conditions are deteriorating. Can the USPS keep their appearance up to portray a better image?** Kim will talk to John Briggs. Sue requested that Phil Williams be involved in the conversation.
7. **Smoking at the P-1 and Main Office is being allowed in places other than designated areas. Discarded butts and stench are becoming a problem. APWU requests enforcement of smoking rules.** Mike Hill stated there are issues of people throwing their cigarette butts in the bay areas and the smell is terrible. Sue said that smoking rules will be enforced. Dick asked for smoking areas to be defined at the P-1 campus. Rocco and Kim will determine the annex smoking area, let the union know and a service talk will be given.
8. **Management continues to solicit employees for "early outs" but allow the supplemental (casual) workforce to remain to perform the duties of the FTR. APWU requests all casuals be released prior to approving early**

outs. Missi stated this is in the grievance procedure. Sue then stated she will not discuss this since it is in the grievance procedure.

9. **The union wants identified walkways at the P-1 campus.** Sue and Art agreed that they would get started on it.

10. **Badge Control Policy.** The union was informed on a new badge control policy that management is going to implement. Sue stated that she has designated Fred to organize this. Management is watching hours, over-time, penalty etc..... The union asked if this pertained to all employees. Sue stated only Function 1/Plant. This includes maintenance. The union expressed concerns and does not agree with some of the changes. The parties agreed that they will meet on Friday to discuss the issues. Amy will be attending for the union and Fred will be for management.

Managements Agenda

1. **Robotics.** Abby handed out a diagram of the automatic tray mail system that will be installed at the P-1 campus. Sue stated this was just informational.

2. **Jogging of the mail.** Fred stated that automation employees will be watched closely when jogging the mail . He also stated that this will be enforced.

3. **Contract Drivers entering the facility.** Kim stated that she had heard that **Contract drivers will no be allowed to enter the facilities and she has concerns about late trucks etc.....** Per the contractors contract they have the right and are required to be by their truck. The parties had concern on them wondering around the facility. Sue stated that a letter will be sent to them notifying them that they are not allowed in the building only on the dock.

Richard Page
APWU-WMAL
President