

Labor Mgt Meeting Minutes  
WMAL-APWU  
Grand Rapids Installation  
February 1, 2008

APWU: Dick Page (President), Amy Puhalski (Exec. VP), Bill Scutt (Clerk Craft), Jim Smith (Maintenance), and Mike Hill (Motor Vehicle).

USPS: Greg Chanski (A/Postmaster), Laura Hires (MPO Windows), Garth Goodenow (CS), Fred Quillin (MPO Facility MDO), Jerry Clische (Senior MDO), Daryle Rocco (P-1 campus facility MDO), Art Hotchkiss Jr (Maintenance Mgr), Missi Vanderslik (labor relations), and Paula Carlson (transportation).

**Old Business**

1. **The APWU requested cameras be installed in the Seymour Square Station. USPS responded by referring it new the new Postmaster, Mr. Chanski. The APWU would like the USPS to respond.** Greg stated he is not opposed to installing camera's, he has recently inquired input from the OIG and is waiting for a response.
2. **Lights at the NE corner and complete East side of P-1 needed attention. USPS responded saying Art Hotchkiss contacted owner to fix the problem. The APWU requests an update.** Art Hotchkiss and Rocco reported that the light that was out has been fixed and the timing issue has been adjusted. Dick requested a designated walk area between P-1 and P-3 for all employees. This is a safety issue and is hard for the drivers to see pedestrians. All agreed. Art stated this can be done (however not this time of the year). Sue suggested a walk through for both parties to further evaluate the problems.
3. **Management is utilizing non-MVS craft employees in the transportation of mails. Sue Aronson stated that Ron Twentymen would be addressed on this issue. APWU requests Management cease and desist from assigning any non-MVS craft employee or supervisor the duties of transporting mail. We have past agreements that MVS will be called prior to utilizing anyone in the transportation of mails.** Paula stated this has been addressed and is getting better. She asked that Mike Hill contact Paula as soon as this happens in the future.

**New Business**

Customer Service

- 1. The APWU requests more detailed information on proposed jobs for customer service. The PD provides information similar to what the bid posting would look like. We request the same for CS.** The union requests that all information be available at job summit. Garth agreed.
- 2. Passport fairs are understaffed. APWU requests that an additional clerk be assigned and that all clerks assigned be qualified if in an overtime status.** Greg agreed that he has concerns as well. He stated he is trying to have as many people as possible. The union will continue observing if further issues exist.
- 3. Carrier Craft and Mailhandler Craft employees are being assigned as lobby directors in the stations and branches. Why can't the carriers be assigned "red book" duties and other duties within their craft?** Dick expressed the union's position that there is plenty of work in the carriers own craft and mgmt is obligated contractually to find work within their own craft.
- 4. Supervisors are performing lobby director duties in the stations and branches. Laura Hires, MOW has repeatedly been reported as assisting customers, filling machines with receipt paper/PVI labels. Supervisors are reluctant to tell customers that they can not retrieve parcels/hold mail.** Dick stated that this is nothing more than our position and if further violations exist the union will enter in to the grievance procedure.
- 5. Space for financial records of Main Office Windows is dwindling. Financial issues have arisen over "missing" records. APWU requests better security.** Greg stated he is aware and is trying to find out what is in question.

#### P & D

- 1. Supervisors and Mail Handlers are retrieving parcels and hazmat material for customers at the P-1 on Tour 3 through the BMEU.** Paula and Rocco stated that anyone can be a part of the hazmat and all can handle this type of mail. Dick stated that this should first be done by craft employees, not Nichon Perrier. Paula stated that she will follow up with Jim Lomonaco and see if there is an issue with not enough clerks and see if they need to sollicite more.
- 2. Mail Handlers are performing final distribution of mail in the 130 operation at the P-1.** Mgmt stated this is a RI-399 issue. Dick stated this is the APWU's position.
- 3. Maintenance employees were given notice at 0930 on 12-31-07 that they would be required to work on 1-1-08. Clerks were not notified until 1400, just before their ET. Management discussed this on a smoke break at**

**0900 and decided to withhold the information so they would not have to hear complaints all day. This is a lack of dignity and respect. Why did it have to happen?** Sue asked what specific supervisors the union was referring to and requested that Rocco follow up and find out exactly what happened. Amy told Sue that there are still issues with communication between tours (especially the P-1 campus) for holiday scheduling purposes. Amy said the last holiday T-1 was overstaffed and Brandi Layne would not remove anyone from the holiday schedule (per Fred). Sue stated she is disappointed and she was told that things were going better. Sue further stated for overtime issues, employees that will be required to work the weekend will know prior to the weekend and employees that will have to work end tour will be given their hour notice.

- 4. Employees at the P-3 heard that they be assigned the old, flimsy, crappy, inadequate lockers. APWU request employees are assigned new lockers.** Sue requested that Art review lockers and follow up with her.
- 5. APWU has observed Mail Handlers collecting and sorting the mails on April 15<sup>th</sup>. APWU requests that if sortation is going to be required, that clerk craft employees be assigned those duties and that employees assigned be required to have a uniform so as to distinguish us from the protesters/public.** The union stated that distribution is clerk work and clerks should be performing such work Fred said that mail handlers do nothing more then hold out federal taxes and jackpot city and state taxes. The APWU stated this is not what is happening, the mail handlers are sorting to trays and the trays are being sent out (final destination). The parties agreed to revisit prior to April 15<sup>th</sup>.
- 6. Supervisors are using copiers and files on the workroom floor at the P-1 leaving personal records and information (SS #'s) for anyone's access. APWU requests better security for sensitive material to avoid identity theft.** Sue will address with the mgr's.

## BMEU

- 1. Customers are entering BMEU with requests to pick up hazmat and other related material. APWU requests adequate signage be placed to have customers utilize the general clerks and have letters state specific times allowed for pick-up.** Sue agreed and requested that Paula obtain a copy of the letter and takes a look to get more specifics.
- 2. Deliveries from a variety of delivery services (Fed Ex, UPS, florists, etc) are coming into the BMEU. Collection agencies are also coming in inquiring on Postal employees. APWU requests that all deliveries and public inquires be directed to somewhere other than the BMEU and that**

**adequate signage be placed to have appropriate employees handle deliveries.** Sue stated that mgmt will speak with Mike Szatkowski for input on what the sign should say.

- 3. BMEU clerks are never afforded safety/service talks. Past agreements to have them on a regular basis have not been adhered to. APWU requests regular safety/service talks be scheduled and performed.** This is in violation of handbooks and the CBA. All employees are entitled to Safety/Service talks and not just handing out materials for employees to read.

\*Missi stated that Mike Szatkowski should be at these meetings to address BMEU issues. All parties agreed.

#### General Issues

- 1. Early outs during the holiday periods continue. APWU will enforce 8 hour guarantees.** Management agreed with our policy and said they will tell employees of our policy.
- 2. Out of schedule premiums are not being paid to employees working out of schedule without a properly signed schedule change. APWU will enforce all premium guarantees.** APWU will file on the issues and mgmt agreed to not even accept the schedule changes without a stewards signature.
- 3. Why are drivers licenses required on jobs that do not require them in their position description? APWU requests no jobs be posted with drivers license attached unless it specifically requires it in the position description.** Sue agrees. This will further be addressed at all job summits. Only jobs that require them to travel will have this on them.
- 4. The APWU's position on Holiday scheduling is that volunteers are to be scheduled prior to casual employees.** Dick made the parties aware of our position.

#### MVS

- 1. Late arriving Express Mail from Fedex plane is being given to supervisors, clerks, generally anyone who is available and can get to P-1 and MVS drivers are available and ready to go to the stations and branches and are not even considered. APWU requests MVS drivers be the first considered.** This was already addressed in prior discussion.
- 2. Information requests are not being returned in a timely manner and all of the requested information is not being made available. APWU requests all information requested and in a timely manner.** Paula stated she will forward all information when she receives it. Sue wanted further discussion on this issue.

She stated that mgmt has mandates to follow and wants specifics when information is not provided. She will follow up with her mgrs. She stated if we are aware of something being delayed by 30 days she wants to be notified. Missi stated she would like to know as well.

- 3. Supervisors are transporting late arriving collection mail to the Main Post Office from the East Paris branch. APWU requests Management cease and desist from transporting the mail from East Paris and assign those duties to craft employees. Problems are existing with current contractor which could easily be alleviated by assigning the duties to MVS.** Paula stated that she spoke with Greg and that this is not going to happen. Sue stated she will also follow up with Greg.

#### Maintenance

- 1. Maintenance supervision is informing APWU that all staffing issues will be dealt with through the complement committee. National decisions have stated that Maintenance staffing issues are not properly addressed by complement committees but rather by mathematical equations. APWU requests local Management adhere to National agreements.** Sue stated that mgmt has an area mandate that the compliment committee controls all hiring. Jim Smith stated that maintenance is different and should be treated as so. Art Hotchkiss agreed however he stated that his instruction in once packet is approved it still has to go to the compliment committee. Art further stated that as of this morning the committee just signed off on the hiring of 7 positions (custodians) and they are now waiting for HRSS and then they will be posted. All parties agreed that there are serious issues in getting maintenance positions filled. Sue stated that she will get with Art and see what she can do to expedite the issues.

#### Mgt's Agenda

- 1. Weather related absences/Procedures.** The APWU is asking that mgmt give consideration for those APWU covered employees that report late during a a snow storm. That these lates be covered as “scheduled” leave. Sue stated that each case will be considered individually. Admin. Leave will not happen. mgmt did not disagree with the APWU’s position. Sue requested that the MDO’s work with the stewards on their tours.
- 2. Attendance control supervisor.** Sue announced that Theresa Smith will be the attendance control supervisor, she will oversee and control unacceptable attendance issues. This will be done through her and on a consistent basis.
- 3. Accident Repeater Process:** Sue stated that anyone who has frequent accidents will meet with mgmt and go over what happened and prevention for

future issues. This applies to EAS and Bargaining.

4. **Safety Captains.** Sue stated she has seen a lot of improvements and thanks the APWU for stepping up. Dick requested that no non-members be on these committees. Sue stated she could not adhere to his request.
5. **Senior MDO Jerry Clische assignment/role.** Sue stated that Jerry is the Senior MDO and will be overseeing Grand Rapids. Chain of commands.... MPO: Brandi Layne or Pam Bronson first, Fred Quillin second, Jerry Clische third than Sue Aronson. For the P-1 Campus. Mike Crisman or Darlene Brenner first, Daryle Rocco second, Jerry Clische next than Sue Aronson.
6. **Steward Time.** Sue wanted to make sure that there were no issues. Dick Expressed concern with stewards time for T-3 P-1 campus steward Jeff Schellinger. Sue said this would be addressed.

Added Agenda for the APWU

1. **Powered Equipment moving mail between flat sorter 100's at P-3.** Safety issues a concern by both parties.
2. **Allied duties.** Amy expressed concern that mgmt made a bilateral decision at the last mail handler labor mgmt meeting. Picking up of trays in the automation section are allied duties to the primary craft of this section, which is clerks. This work has always been done by the clerks and should be returned to the clerk craft. Missi stated that the mail handlers filed a grievance on this and she is referring this to the RI-399 LDRC. Sue and Fred agreed to return the work back to the clerk craft immediately. Sue stated to return the apc's back in the area and back to the way it was.
3. **Nixie Area.** The APWU expressed concern about the noise issues to mention a few. Sue suggested that Fred take a further look into this. Dick requested that the APWU Safety representative, Steve Skorupski be involved. Mgmt agreed.

Richard Page  
APWU-WMAL  
President