

WMAL-APWU  
Grand Rapids Installation  
Labor Management  
June 19, 2008 @ 10:00 a.m.

APWU: Amy Puhalski (Exec. Vice President), Bill Scutt (Clerk Craft Director), and Jim Smith (Maintenance Craft Director).

USPS: Sue Aronson (Plant Manager), Bruce Davey (Postmaster), Missi Vanderslik (Labor Relations) Phil Stritinger (maintenance) and Kim Newton (MVS)

**Old Business**

- 1. Badge Control Policy. Issues with having badges available for employees, Concerns for handicap employees at the MPO.** Amy explained that there are issues when early T-1 employees come in and the badge rack is not turned and they have to find someone from management. Sue stated she would speak with Fred and correct the problem. Bill stated that the handicap employees that park on the upper back dock in the handicap parking are having problems getting an elevator timely. Bill suggested that parking spots be created on the first floor in the gravel area and that should eliminate some issues. Sue agreed and Kim Newton said she would make sure these parking spots would be created. 3 new parking spots will be created.
- 2. Nixie area at the main office.** This has been taken care of and is removed from the agenda.
- 3. Camera's in the break rooms at the P-3 is a violation of the National Agreement.** Amy provided management with a copy of the most recent arbitration that supports the unions position.

**New Business**

- 1. Problems with stewards time on T-3 at the GMF. Management is Soliciting early outs and then forcing stewards to come off stewards duty time to cover for the employee that has left on an early out.** Sue stated she would discuss this issue with Fred Quillin.
- 2. Tug Licenses for general expeditors.** The union would like the expeditors to Receive their license to use the tugs. Missi requested a list of names and will speak to the appropriate MDO's
- 3. Issues allowing the general expeditors to coordinate the processing of mail at the P-1 campus.** The union requests that management allow the

expeditors to perform their duties in accordance with the EL 201. Missi explained the issues and Sue agreed that they all should be trained. Sue will speak with Alan Snyder to coordinate Inplant.

4. **Staffing issues for the P-3 annex. The union would like 2 expeditors staffed. One for “times” and one for dispatches.** Management agreed. Kim will let the T-3 MDO know.
5. **Since the Post Office has removed all the pay phones the union would employees to have access to a phone to make outside calls. (i.e., notifying family when given overtime, contact home in emergency situations etc..)** Sue stated that she will notify the managers to allow employees to use a phone.
6. **Management continues to solicit employees for “early outs” yet allow the Supplemental (casuals) workforce to remain to perform the duties of the FTR. APWU requests all casuals be released prior to approving early outs.** Sue and Bruce stated this is not going to happen, it makes business sense to send higher paid help home first. (if they chose to go)
7. **Issues with handicap employees getting out of the building during hazard Drills.** Sue stated she is looking into special accommodations for these individuals. This would assist in getting them up and down stairs. She stated she did order the lift. Sue is requesting the union volunteer to be present when drills happen to assist with these individuals. The parties agreed to revisit this and set up a meeting to discuss procedures.
8. **No designated storm shelter at the P-3.** Management stated that they are having employees report to the northwest corner. Phil stated that no one space in this building is safer than any other. Bill requested that himself and Mike Crisman get together to look at some other possibilities.

#### Added APWU Clerk Agenda

1. **The union has noticed that management removed more cases in the manual hand sort section at the GMF.** The union requests to be notified prior to this happening. Sue stated they will continue to remove cases since mail volume is down and she will make sure they find work for individuals that do not have a case to sort in.
2. **Issues denying employee(s) light duty work when work is available.** Amy Stated recently an employee was denied work by Pam Bronson on T-3 at the GMF(manual). Amy further stated that management is not looking at all avenues available to them in providing light duty work. Management has casuals working as apc hosts on days and the employee that was denied could perform these duties. Sue agreed that management should be looking at all

areas prior to denying someone work and will discuss with Pam Bronson since she is managements designee for light/limited duty requests.

- 3. The union would like an extra clerk between the FSM 100 for clearing jams.** Bill explained that issues that are going on however Sue stated she was not going to add any clerks.

### Maintenance

- 1. Blanket denial policy at the Step 2 level of the grievance procedure.** Missi stated there is no blanket policy at Step 2 denying grievances.
- 2. Stewards time and proper staffing or scheduling at the P-1 campus.** Jim stated that since the T-2 steward is an ET, management is not allowing him enough time to process grievances. Management has stated they need him on the floor and will not give overtime for stewards time. Sue requested that Phil speak with the steward and address the problem.
- 3. Issues with supervisor Mark Peterson participating in the grievance procedure.** Jim stated that Mark is not willing to meet. Missi stated that he just attended training with labor relations on responsibilities of grievances. This should address the problems.

### Managements Agenda

- 1. Attending the next BDS planning meeting on the 24<sup>th</sup> of June at 1100 in the postmasters conference room.** Amy stated she has assigned Steve Austin as the APWU representative to attend.
- 2. Tarping of equipment.** Sue stated that the Postal Service has a approximately a 300 million dollar revenue loss in June of 08. Sue further stated that their strategy is to take certain machines out of service to save on expenses. AFCS, possibly a BCS and a 1000.
- 3. Sandy Henkel is taking over Step 1 Informal Adjustments with pay.**
- 4. OSHA visit @ the annex yesterday about the APPS lock out tag out. They will be returning tonight to see the operation when it is running.**
- 5. Management will be moving all the scanners to the dispatch office. All cabinets will be taken out of the dispatch offices with the exception of the one that will have the scanners. No unauthorized employees will be allowed in there, only dispatchers and managers.**
- 6. The Post Office will follow the National Mandate in regards to heating and cooling. 78 degrees for cooling and 68 degrees for heating.** Bruce

stated this mandate came out years ago and they have to follow it. The union discussed that, that mandate was prior to all the automated equipment being installed and the issues that are happening now with the high temperatures and the operating of the machines as well as the uncomfortable working conditions for the employees. Sue agreed to only raise the air temp to 74 degrees right now. Amy requested that all fans be fixed as well.

- 7. Sue stated the July 4<sup>th</sup> holiday staffing will be minimal. She further requested to be informed of anyone being forced to work.**

Amy Puhalski  
Exec. Vice President WMAL/APWU