

Labor Management Meeting  
Western Michigan Area Local  
United States Postal Service  
Grand Rapids Installation  
March 18, 2010

APWU: Dick Page (Pres), Amy Puhalski (EVP), Ray Novakoski (Clerk Craft Director) and Tracy Fleming (MVS Director)

Management: Vance Dever (SMDO) & Michele Hagg (Labor) & Tom Horgan (A/Manager Maint).

Agreed upon that the minutes will be signed by both management and union. Scan copy to Labor and union.

### **Clerk Craft**

**USPS notification letter of excessing of 27 L-6 Clerks out of craft and/or installation:** Union stated that they are not going to discuss this. Union wants to listen to telecom which is today at 1100 am.

**Changes in operations without Union discussion (additional joggers on DBCS):** Ray asked if this was discussed with union. Vance stated he placed the 2<sup>nd</sup> jogger for extra jogging off of AFCS's mail – to get mail face up – to get mail out correctly. Mail handler was doing the extra jogging at first in 010; Vance felt better at machine – trial mail only. Vance stated that he did not consider this a major operation change and this was not communicated properly to the employee or the union. Vance wanted to use the clerk's expertise on this machine to provide a better product for our customers. Vance does want input from the clerks and union. **Union's addition: Ray stated there were issues with the cord and other safety issues. In the future better communication may resolve issue.**

**Steward time on T-3 MPO:** Jennifer Gilbert – has a problem meeting with supervisor at Step 1's - supervisor is too busy to meet with her. Issues are based on when Jennifer's gets union time and time that supervisor leaves at night. Time problem is when they release her – any chance of releasing earlier. Jan Hulett time frame – was this discussed with MDO? Vance asked is supervisor not releasing her and has she gone to MDO? Let me know if there is still a problem. **Union's addition: 1 day allowed if needed, and additional time to meet with management. Vance stated she should speak with Darlene (chain of command.)**

**Management manipulating employees rings in Automation resulting in reversions:** employees remain on the same operation prior to break time for the break period. Supervisors can make move rings. Vance stated that supervisors can not make a money rings only a move – jobs reverted low mail volume or automation not being used. Employee working on 1<sup>st</sup> floor on machine rings the same but when working on 2<sup>nd</sup> floor showing clock rings moves - employee is working but clock rings are showing them on idle time. Vance asked if you have examples to show him. Vance stated that we need to monitor this as management. Amy stated that she knows that some of the employees are not on stand by for 3 to 4 hours per night. Amy has shared this info with Pam; Amy gave Pam a couple of this report. If Pam is not fixing this then come to me with the issue. 8 hours include breaks, set up, start up, dispatch or tear down. All that matters is that the machine runs for 5 or 6 hours per tour. Reversions are not based on overtime hours. It is based on volumes at a target productivity to get earned hours. Instructing APWU members to work slower only produces less volume, less work hours and less need for staffing. **Union's addition: Ray stated that performance has no instance on whether or not a job is reverted.**

**Supervisor using unprofessional behavior by intimidating a steward citing current discipline:** withdrawn by Ray

**Red tray area - Union pleased with proper assignment of clerks:** Why are clerks signing in: Vance explained that mail handlers are stating that it is their work and that is why I am doing this? Mail handlers want to observe for an eight hour or timeframe involved with operation the amount of time that clerks worked in this area. Management feels that this is clerk work and have nothing to hide. I have also let the mail handler union know that I would give them the sheets nightly. This agreement was made with the NPMHU President to satisfy their investigation needs. A concern was raised regarding the accuracy of information provided to the union. A sign in / sign out sheet is as accurate as we can provide.

### **Maintenance Craft**

**Effect of proposed reassignments due to excessing letter for clerks:** Union wants a clear picture before discussion by the end of this week. Union wants to visit telecom before discussion.

MVS

Supervisor changes and appointments: Took care of this before meeting.

**Union is making Vance aware of this issue** - P3 not being staffed properly - delaying trucks going to station and branches 300 AM – one guy to load truck, also loads shuttle trailers. Vance stated that he will look into this issue. Only one mail handler is assigned to this function of loading all trucks for station and branches. Vance stated that this is a management issue – only one supervisor at this time for both buildings. We will try to get some improvement on this issue. **Union's addition: There are approximately six Mail Handlers there between 4-6 specifically for this. There is also a management issue with only one (1) supervisor between both buildings.**


We reserve the right to bring up issues that might arise.

Additional items:

**Members on floor** – letters soliciting for a loan – Vance will check into this (BSN). Is the postal service selling our mailing list? Check with Brian Stoll, BSN Marketing.

Rumors on floor P1 T1 – reposting of express job – there has been some discussion on moving them back. Vance has talked with employee for their input and management needs more time to discuss. We will let you know and will discuss with union first.

Nancy Gingery is being asked to go to T1 safety talks not her tour. There are issues pertaining to their tour and employee needs to know what is going on. Written language is not what they are use to - be ready to discuss this issue again. Management felt they could save money by combining the weekly safety talks with Tour 3 and Tour1; cost \$300.00 an hour.



Vance P Dever  
SMDO



Richard Page  
APWU President