

Labor Management Meeting
Western Michigan Area Local
United States Postal Service
Grand Rapids Installation
January 20, 2011

APWU: Amy Puhalski (Pres), Ray Novakoski (VP) Roy Bailey (Clerk Craft Directory), Tracy Fleming (MVS Craft Director), Jim Smith (Maintenance Craft Director)

Management: Vance Dever (SMDO), Tammie Miller (Labor)

APWU Labor Managements Agenda

Clerk Craft Issues

- 1) Tally sheets at the P-1 for the Michigan and States rack are not being picked up by mgmt and area being left in the area. Vance will put a process in place that the sheets will be turned into the MDO daily. How work hour's credit is determined – In-plant determines after data is inputted. Has anyone been inputting them – when there is missing days of work hour credit In-plant gives info to Vance and Vance follows up and gets the information for them to input. Dispatchers have to provide an unrecorded & incomplete sheet that must be turned in and this information is inputted into TIMES WEB.
- 2) The APWU wants more jobs on the SPBS as mgmt is constantly utilizing employees who do not hold a bid and do not hold the necessary skills – Vance stated we have one or two people on extended leave and two vacant position – plus bidding out has occurred. Vance has had discussions with Brandie to move the staffing up – means put the people on the machine. Not necessarily creating more jobs but more of realigning - what operations are they in now – manual positions. Vance is going to annex full time looking more closely at the staffing on a day by day basis. Any changes will share with union for input. Union asked will you create more SPBS job and delete manual; Vance responded not necessarily manual.
- 3) Are there any plans to move the APPS out of the P-1? No plans per Vance.
- 4) Management not adhering to Article 17 of the National Agreement and utilizing stewards designated to specific sections. Tour 1 GMF bypassing designating assigned steward to use other steward. Mike has talked to Pam – no result as of yet – still happening. Vance will talk with Pam.
- 5) Clothing Allowance issues at the P-1 Campus - expediter and dispatcher – management needs to complete the forms and input them. Vance will follow up with Ronda and will also find out the process and will let the union know.

New issue:

Employees on T3 GMF specifically Lynn Rutherford is not being trained and other senior employees are being displaced. Vance will discuss with Darlene.

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General Issues

- 1) Rumors that the P-Campus is closing. **They are rumors.** When is the lease up? **Vance does not know but will try to find out.** Does the Postal Service have any plans to move or close the P-Campus? **No, plans.** When all mail handlers are gone (excessed) who is going to run the mail – no offense to the mail handlers but the ones that aren't working will have to work. Roy stated that employees are not moving to the proper operation (working express then working priority and did not move to correct operation). How many supervisors position are being deleted – we have already decrease EAS staffing (CJ Allred, Fred Gleason and MR Smith). How many regular supervisors do you have – 21 supervisors. How many 204B's are there - probably about 10 or 15 204B's? As we realign the management team we will use less and less 204B'S. Are all vacant supervisor position filled – yes all are filled. What about Matt Layne position – it is gone.
- 2) Still having issues with first aid boxes being empty. Supervisor job to fill the boxes – Amy stated that they are almost all empty – this is mainly at MPO issue. Union's addition: Vance will address and have them filled right away.
- 3) Vending issues at the GMF – remove per Amy
- 4) Delay in meetings and responses from labor relations at the Step 2 level. Tammie said she is working on it hopefully by next week Wednesday. Putting you on notice once you get caught up we will keep you on the timeframe. Supervision is not sending information to Step 2 Designee. Labor is working on all issues. We do realize that the system is broken and we are trying to fix it and we are getting better. Sandy will give Vance a copy of all Step 2's for clerks and MVS.
- 5) Union Bulletin boards – remove per Amy
- 6) Primetime selection process - Vance has left the numbers up to the MDO's. Any problems please let them know. Who is doing the selection process at the annex – Vance believes it might be Jan Lewis – Vance will follow up with Brandie. Amy stated issues at GMF and she believes that Vance knows. Union's addition: Vance stated that the general clerk does the primetime process and records the leave and the supervisor/mdo returns the 3971's to the employees.
- 7)

New issue:

Emergency phone call line – not working properly. Vance will get with Art on this issue. Another issue is the timeliness that the employee is receiving the information. This problem is mainly a T3 issue.

*The APWU may have other issues that may arise and choose to discuss at this meeting

Statement by Amy – In February the union would like to have Mike Long back as recording minutes for the union if there is no problem. Vance stated he sees no problem.

New issues:

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MVS – In previous Labor management Meetings SPM Sue Aronson stated that on plant side no employee will be called at home – Kim Newton put this note out to be able to call employees at home – this takes overtime away from drivers that are at work.

Supervision, mail handlers and clerks transporting mail – this issuing is still happening.

Completing information requests – Vance will meet with Tracy after the meeting.

New issue:

Realignment what is your plan with the manual section that had box section – Vance stated he was going to move to automation but for now we are not making any movement now. Two jobs that have principle assignment area is box section – Dianne is senior – repost positions in manual section. Employees are being displaced. Vance will get with Ronda and Pam on this issue. Reduce the amount of manual position and move to automation – Vance may have to adjust his plans – at this time the outgoing operational window should be reduced with sort plans and processing adjustments. This will allow us to move forward with the plan to compress manual letter operations. Union's addition: Vance stated that mail is 12% above SPLY. For clarification, volume is 12% above SPLY for flats and priority only. Letter volume is 1% under SPLY.

Need to add management agenda to this.

EAP with Cynthia Gladyness will be here every Wednesday from 3:00pm to 5:00pm in Room 210 at the MPO to meet with employees. This is a no loss no gain meeting and employees must make an appointment. Sandy will send out a message again to MDO's and this will be posted in all buildings. Roy asked about Customer Service – Sandy will send to appropriate person to distribute to stations.

Bonnie's old office will be used by someone else – please call Sandy at 1582 for date stamping and assistance.

New appointments:

Vance Dever – Senior MDO Annex – effective 1/22/2011 for at least 120 days or until further notice.

Chris Tinkham - Senior MDO Plant – effective 1/22/2011 for at least 120 days or until further notice.



Vance P Dever
SMDO



Amy Puhalski
APWU President

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