

April 12, 2017

PGH sign in sheet

President

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LADE SECRETARY

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A/MCSO

[Signature]
Lori Pucci

Mgr

PM

VP

[Signature]
Stewart H. Colwell

L
Stewart

MCSO

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M. Stewart

NALC LABOR/MANAGEMENT MEETING City of PGH Agenda

April 12, 2017 – 2:00 PM

Agenda Item	Submitted By:
CCA Retention (Sharpsburg)	NALC
LWOP of carriers is becoming the norm	NALC
3996's not available in some stations	NALC
Carriers' skipping lunch & breaks. (Management buy- in) necessary to stop this.	NALC
3 rd Wednesday Safety meetings (status)	NALC
District Policy on clerk handling of parcels. (Will it change or remain the same?) Given the fact that a carrier is up for removal on alleged mishandling of packages.	NALC
Start times (Have any of the issues discussed in previous L/M Meetings helped to start carriers earlier?)	NALC
Pre-load Test in MT. Oliver (status)	NALC
Article 15 training (status)	NALC
LCA (alleged violations; Union notification and one opportunity to correct before issuing removal).	NALC
Steward information and Time request issues	NALC

City of Pittsburgh Labor/Management Meeting (4/12/17) 2:00pm

Attendees

Union;

Ted Lee Branch 84 President

Patrick Rothwell Branch 84 VP

Management;

Debbie Gless Postmaster

Maureen Gerst-Stewart MCSO

Lori Price A/MCSO

Dave Chludzinski Labor Specialist

Mike Cialone Hazelwood Manager

All parties signed in prior to issues being discussed.

CCA Retention (Sharpsburg);

The meetings first issue started off with Lee explaining how A new CCA assigned to Sharpsburg Post office was mistreated and wrongfully separated. Dave took issue with the term wrongful separation. He noted CCA's can be separated for any reason during probation. Lee changed his request to another probation period for the affected CCA. Dave said the request should be in writing to the Manager of Human Resources and the appropriate MCSO (Lori). Lee provided examples of what Manager Bill McGraw did to this CCA during his first 30 days, before separating him. His first day on the job (Shadow Day) instead of installing the jump-seat in the vehicle for the CCA to ride along and observe as required, McGraw took \$10.00 out of his pocket, gave it to the CCA and instructed him to use his POV and follow the trainer all day. McGraw also started threatening to fire this CCA three days into his time at Sharpsburg. McGraw would even pull this CCA off his assignments (in his first 30 days) to go help other Carriers. (Manipulate his numbers on the new CCA's back) and then state this CCA was performing badly. Lori defended Manager McGraw. This issue is not resolved and there are grievances filed in response to these issues. (Letter request was typed and sent to Human Resource Manager on 4/14/17). MCSO Price claims she is big on retention the Union is beginning to question her sincerity. (We will update after next L/M Meeting). **If your manager or supervisor is Mistreating new CCA's this way contact the Hall immediately.**

LWOP of Carriers is becoming the Norm

Dave said the answer to call-off's is not to LWOP Carriers. He went on to state it should be rare that a Carrier would not be put in for sick leave when requested. The MCSO's promised to address this issue during a Telecon. Dave reiterated the fact that it is a Carriers responsibility to

request and submit a PS Form 3971 (Leave slip) when they return to work. However you are permitted to verbally request sick leave over the phone when calling in. (Please let us know if this LWOP issue persists in your Duty Station).

3996's not available in some Stations;

We were assured that 3996's will be made available in all Stations (By the Higher-level management). (if this does not happen then please let us know immediately at the Hall. 3996's is a part of Carriers reporting requirements. They are not optional!)

Carriers skipping lunch and breaks (Union sought management buy-in to stop this;

From the Postmaster to the MCSO's none of them believe this is an issue or that it is true. There was no buy-in, so Carriers you must take your lunch & breaks, because if you do not (consistently); your route will eventually be adjusted without accounting for one. (Remember lunches are unpaid and nobody from management will believe you if you complain that you had to skip breaks or lunches).

3rd Wednesday Safety meetings (status);

Maureen said the meetings are taking place and she promised the minutes to us at the Union hall. (If your Station is not conducting these meetings, please let us know).

Labor (issues with settlement language)

Dave discussed the past practice language that was in recent informal A settlements. His belief was the past practice language in a few settlements was improper. Lee agreed to review those settlements and talk to stewards. Both agreed this could be an agenda item for Article 15 training.

District Policy on clerks handling of parcels; (Carrier up for removal for alleged miss-handling of parcels)

Maureen stated; clerks are not to throw parcels on the work floor. She asked why we cared since it is a clerk issue. Lee said due to the Carrier being up for removal in Greentree for supposedly miss-handling parcels. (If clerks are permitted to throw parcels on the work floor, (in your Station) please let us know so we can contact management and address in the next L/M Meeting).

Start Times; (have any of the agenda items discussed in the previous L/M Meeting helped to start carriers earlier?)

We were told that it was working but the Plant messed it up. None of them were happy with the current start times. Postmaster said in two weeks' things should change (Starting with the big (22) offices first). She said that Greentree was getting their mail at 1am now their getting it between 5 -7am. She wants start times back to 7:30am ASAP and that the city is about at 75% before it can happen. (We will follow-up and keep you posted on all new developments relating to start times)

Pre-Load Test in MT. Oliver;

We brought up all the issues with the turn by turn, wasted space in the two-tons, narrow streets, lack of space when shelving units are loaded up in the truck, how management and the carriers are frustrated with this test. Management wants carriers to give it a chance and does not believe all drivers were doing so. They would not commit to an end date. Did schedule time for Pat and myself to ride along with two of the truck drivers affected by the test. However, on April 18, 2017 Maureen confirmed to Lee that the test is being suspended till further notice. (We will keep you posted).

Article 15 training (status);

It is scheduled for April 26, 2017 (All city managers will be attending and the Union will have 6 Stewards present) Dave and Lee will speak and so will Step B Team of Archey and Strobel.

Last Chance Agreements; (Union requested one notification and one opportunity to correct alleged violations of the agreement before they issue the removal)

Dave agreed to notify the Union if this occurs. The union was surprised by the recent alleged violations of LCA's with no warning. (We will keep you posted).

Final notations the Union will request the next L/M Meeting in June and let all Stewards know of this request so that issues and input from each Station can be discussed. If there are issues that any member would like us to raise in the next L/M Meeting please contact us at the Hall.

Contact information listed below

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