NALC Labor/Management Meeting

Thursday November 12, 2020

IN ATTENDANCE:

Larry Slane, A/Postmaster, Pittsburgh

Mark Arthrell, MCSO Area B

Dave Trainer, MCSO Area A

Ted Lee, President, NALC Branch 84

Pat Rothwell, Vice President, NALC Branch 84

Dave Bugay, NALC Steward Mt. Oliver

Sue Bartko, Labor Relations Specialist

Matt Helbig, Customer Service

Meeting began at 1:05 PM

Delivery in the dark (NALC)

Start Times (NALC)

Larry starts out by saying he does not want carriers delivering in the dark and would like to move carriers earlier if Function 4 will allow for it. Carrier return profile for the city is not bad but can be improved. Pat asked for clarification on “return profile”. Larry explains as carrier return times. As of now, no offices are starting later than 8 AM. Some offices at 7:30 including East Liberty & Pleasant Hills. Wilkinsburg was recently moved earlier. Mgmt. has been pushing to ensure all parcels are thrown for the next day & all available mail is to be ready for carriers when they begin. Letters & flats should be done before parcels in the mornings. All agree the past 6-7 weeks were not normal with the volume of political mail and agree to revisit after peak.

Safety Meetings (NALC)

Safety Play – Safety Captains (MGMT)

Union adds into agenda that in the meeting held on July 16th it was agreed that meetings would be conducted quarterly. Union has not received 3rd quarter minutes from stations and has not received a date for 4th quarter meetings. Mgmt. informs Union of newly appointed Safety Captains for the City (John Schanck, Alan Marshall, Harry Wolfe) that are to assist in safety meetings for offices. Safety Specialist John Knoll has pledged his assistance as well. Safety had provided PM & MCSOs with “Vital” offices. Safety team then went to offices to assist with compliance and found things such as carriers changing shoes after leaving for the street. Both sides agree since Covid, safety meetings are cannot be done as before face to face. MCSOs are to spot check offices safety talks. Both agree that Joint Safety talks should be done, especially at vital offices and Union members can be a part of the safety task force. Larry suggests doing the “You’ve been caught” program to reward safety. Also brings up that if EAS must call carrier, should instruct them before anything to pull over or stop in a safe place. Headlamps were mentioned later in the meeting as well.

Clock Ring integrity (NALC):

Mark begins by saying he believes there has been improvement & that there has been corrective action on EAS. Mgmt. will continue to monitor and correct when necessary. Matt sends out disallowed time each Monday & Managers must provide documentation and reason. Pat brings up specific instances in Castle Shannon and Greentree. Shannon had carriers on steward/meeting time on a Saturday when should have been standby. Dave had already addressed and corrected with Manager Wolfe. Carriers had been waiting on DPS & standby option is not valid currently in TACS. Larry explained why & says he expects it to change back at some point. All agree that there are times when standby is necessary. Pats states Greentree had a carrier out till 7:30 about a month ago but was punched out prior. MSPs were showing hit well after ET in TACS. Larry & MCSOs state they would like to be made aware right away so corrections can be made to employees’ time. Ted brings up most recent settlement signed by Sue Taylor and himself state that the Union can go thru Matt Helbig when requesting any clock rings.

Pay issues with COVID Leave (NALC):

COVID leave policy will be resent to all offices. (HR Manager Lori Price sent out earlier) Mgmt. will also discuss again on daily telecoms and reeducate field again. . Mark brings up issues he had. Also mentioned that there are no TSP contributions when on COVID leave.

Steward Time (NALC):

Denial of Steward time – Greentree mentioned especially. Dave & Pat spoke about issue during Labor/Management meeting in Greentree. Dave personally spoke to Steward Duffy about requesting reasonable time requests. Steward should put request in writing and will be granted a negotiated time within 3 days. Once scheduled, there should be no changes. Dave will coordinate again with Manager Jasmin Hughes and asked if issue persists that Union notify him directly.

Scanner Issues (NALC)

Carriers scanning packages & scanner telling them they are for example 83 feet away from the address (which is not true). Union contends this need fixed as it wastes time. Larry brings up that this is a nation issue & OPS is working on the fix. There are pilot sites, however he is uncertain of a timetable for correction. Competitors have this capability so the USPS should as well.

Enterprise Leave Request status for City of Pittsburgh (NALC)

Carriers being permitted to call off online like everybody else in the country. Confirmation number with that, why can’t they? Union would like its carriers to be able to call off online or via the 800 number. Mgmt. contends the policy in the city is to speak directly to the Supervisor. Dave brings up issue of carriers sending leave slips to Union instead of to Management. Union forwards to MCSOs as soon as they get, but slips should be going directly to management. Asks that Union reiterate to carriers that they must contact management. **The union agrees carriers should contact management relating to call offs & COVID leave but the union will continue to forward any & all information to the city offices relating to these matters.**

OTDL not posted and updated weekly (NALC)

FTR working Amazon Sunday & Holidays inputting of 8 hours in OT tracking program (NALC)

Mgmt. begins by saying there is no reason it should not be posted. Was unaware that Sunday was still not able to be entered into the normal OT’Admin system. Union would like at least a separate tracking for those working Sundays & mark down an 8 for those declining to come in. A separate log would assist in maintaining equitability. **Postmaster Slane asked Sue Bartko to contact the [IT] person out of state who runs the program to get this resolved. The union’s stance is all ODL are canvassed first for Amazon Sundays.**

Clothing Allowances delayed (NALC)

Union brings up issue of CCAs & newly converted FTR getting uniform allotments from offices. Mark says if office cannot take care of due to not having a credit card, Matt can take care of. Union states have sent requests to Matt in past & is done right away. Both sides agree uniforms and shoes needed with weather changing.

**CCA Retention (PM Slane)**

* **Only 54% since May**
* **Needs fixed**
* **Has managers who plan and spend time with new CCA’s**
* **Their 1st 30 days no Sundays**
* **Max of 4 hours assigned time for 1st 2 weeks (carrying only) no loading the vehicle or anything else**
* **Same routes (if possible)**
* **There will be assigned training offices before going to their home stations**
* **In the city CCA’s are down to about working about 11 days consecutively-PM Slane wants to try and keep it that way**
* **[another District raised their retention to 82% utilizing these concepts]**
* **Union thinks this could work and is open to trying it**

Awards not being **presented** (NALC)

Pleasant Hills mentioned specifically. In past, Service awards were given jointly, Union would like to resume that practice. Dave will go to Pleasant Hills & will contact Ted to arrange.

CCAs scheduled on Amazon Sunday before the requirement of (3) OJI Days (NALC)

CCA Retention Program (MGMT)

Larry explains new CCA program aimed at more training & retention. As part of this program, CCAs are not to work Sundays for the 1st 30 days. Specific offices to train new CCAs correctly as opposed to offices that may not have the capability to train properly. Ted states Dave had spoken to him about the details of the new program & agrees it should be a benefit. Some carriers used as OJI may not be the best choices. Will look into who is being used. Larry brings up wanting to limit consecutive days.

Preparation (Covid 2nd wave possibility)

Mgmt. has been directing all EAS that masks are to be worn. Limit number of people “in pit” doing parcels. All employees must make sure to be better prepared. Supplies are still being given out on Tuesdays at GMF as well as supplies available for all city offices in Matt’s office.

3996 Requirement (MGMT)

Larry states that carriers need to understand the reasons for filling out a 3996. When both sides do the right thing, we can work together in harmony. Union states they have and will continue to insist carriers fill out a 3996 properly. Also stated that there are some seasoned carrier that do not know how to fill out or even what the form is for.

Safety Play – 2 Safety Captains (MGMT)

Continued discussion from earlier in meeting. Suggested that Union or fellow carriers do safety talks. Both sides agree on the need to return to doing joint safety talks. MCSOs & Union will get together to do talks at Vital offices.

Uniforms; Proper Footwear (MGMT)

Both sides agree on the need to look presentable. Not all carriers will press uniforms. However, they need to be clean. Larry suggests that Carriers are ‘seen as’ an icon in the community.

Joint Service talk “Sanctity of Mail” (MGMT)

Mgmt. & Union agree, especially given recent issues (3 within one month) that throwing away mail should never be an option.

Political Talk on the Work floor (MGMT)

Although political season has now past, Union agrees & informs carriers they should keep political views to themselves at work. Situation in Erie used as an example of what can happen to make the whole Postal Service look bad.

Late Accident Reporting (MGMT)

Mark begins by stating there have been positive strides made on this issue. Asks for continued involvement from the Union to ensure all accidents are reported timely. Mgmt. understands carriers may not want to report if they believe they are not hurt. Union informs carriers of the importance of reporting all accidents immediately.

Contractual Obligations (MGMT) – Added

Attendance & Article 8 grievances. Union has seen a decrease in Article 8 violations. Both sides see the need to strategize the need & proper use of OTDL first.

All agenda items discussed

Meeting adjourn at 2:06 PM.

Minutes submitted by:

Matt Helbig – Supervisor Customer Service Support \*Union changes in Bold type