

NALC Labor/Management Meeting – Thursday May 31, 2018

IN ATTENDANCE:

Susan A. Taylor, A/Postmaster, Pittsburgh
Lori Price, MCSO Area A
Mark Arthrell, A/MCSO Area B
Ted Lee, President, NALC Branch 84
Pat Rothwell, Vice President, NALC Branch 84
Dave Chludzinski, Labor Relations Specialist
Matt Helbig, Customer Service

Meeting began at 9:08 AM

COP Issues:

Union brought up issues with employees being paid COP. Some carriers are not getting paid at all. Lori brought up questions with the process and will speak to Injury Comp. to assist. Will also schedule training for Managers and Supervisors to ensure correct & timely entries.

Point of Contact (POC) for reports & clock rings:

Union has had issues with stations complying with RFI when filing grievances. Dave suggested Matt Helbig be new POC. Union will send RFI to Matt if station management fails to comply in a timely manner. Matt will fill all available info and log which offices are not in compliance.

1838C 24 hour notice:

Stations not giving notice or posting sign on timeclock that "All routes may be counted each day". Susan suggested posting specific routes for the week, but not giving a day of count in case of unforeseen circumstances. Dave agrees that this should not be an issue, Union disagreed as it should be a 24 hour notice for specific route.

Clock Ring Integrity:

Questions on "excessive" training hours used. McKnight & Monroeville in particular were mentioned. Mark explained was retraining a CCA transferred from another station, McKnight has newer CCAs. Mark will investigate further.

New CCAs & Uniforms:

MCSOs described the concentration on the CCAs regarding the heat. Water has been ordered for offices for carriers and specific attention being paid to CCAs on how to work safely in the heat. Pat asked about uniforms for CCAs in which Matt explained the allotment letter and the process of getting Uniforms to CCAs as well as newly converted FTR.

3996 Not readily Available:

Penn Hills & Monroeville mentioned specifically. Mark brought up Monroeville they are at the standup desk. All 3996 should be addressed and a copy returned to the carrier. If carrier is on street, copy can be placed on carrier case. Mark / Susan suggested using Carbon paper to make copies. Ted asked for the supervisor to initial so that there would be proof it was seen and addressed by Management. Was brought up that some stations have 3996 with "cuts" printed on them using a program set up by OPS. Susan will have offices report to Patty Gonzalez and will work on setting up 3996s for each office.

Carriers scheduled, then called off last minute:

Office had CCAs showing up on Sundays at time they were told to report, then told not to punch in. All CCAs in Sunday hubs will start at 9. Union also brought up CCAs being told not to come in 10 minutes before scheduled begin time.

Equalization of start times for sections within Installation:

Susan explained the new process in which all sections have their own DUT. Start times are based on when mail is available. Have moved offices to 7:30 and looking to move more depending on the DUT for each zone. MCSOs suggested that carriers can assist by stacking MTE correctly on pallet, FPARS mail should be faced & not banded together, tags taken out of hods and trays, and hampers returned to the work floor. All things will allow for F4 to concentrate on mail instead of set up & cleanup.

3971's not being addressed timely or at all:

3971s still not being addressed timely, some offices not at all. Copies not being made and returned to carriers. Carbon paper will be made available so carriers can fill out in duplicates. Susan will look to implement a 72 hour response time for all 3971s submitted. If too far in future, have employee resubmit closer to date.

Labor Day Parade LLV:

Union requested an LLV for the Labor Day parade on September 3, 2018. Was not permitted to use last year. Dave will contact legal department.

Food Drive:

Bags did not go out in some offices. Castle Shannon and McKnight were complimented by Ted & Pat, sending extra supplies to offices in need. Susan wants to set specific dates for delivery next year.

City Offices on Fall Route Inspection List:

Wabash & Oakland were mentioned. Ted was not concerned as much about Wabash as Oakland. Union believes that Oakland was given promises that there would be no inspection for 3-5 years when they were last adjusted in 2016-2017. Oakland carriers feel they were lied to. Was suggested by Dave & Susan that they could possibly negotiate instead of doing full blown inspection. **(Union is not interested in a negotiated agreement with the Oakland Station, [at this time] due to the issue, that**

carriers believe management lied to them the last time they voted for a negotiated agreement). Union believes Oakland should not be on Fall Inspection list.

Formal A (Management) Reps:

Labor training is scheduled for Managers and Supervisors within the month of June.

Union Reps at Stations:

Question was raised why it's so much trouble to get a union rep to an office. Stations say they call, Ted says they don't. Ted says to have the stations email so there is a record, and they should be able to meet within 3 days. Susan says the managers are to include MCSOs and PM on email. Lori questions why a steward at the station cannot cross zones to represent during a PDI. Ted answered that they can, however he cannot force them to represent someone in another section. Dave asked if Ted or Pat would be willing to do PDI over phone or Facetime, Union would rather be present.

Extending CCA Probation if additional time is needed:

Lori brought up, in the interest of retention, the possibility of extending the probation on a CCA that is struggling in order to give the office more time to train. Ted agrees, not all learn at the same pace. Examples were given of where it has worked in the past.

Meeting adjourn at 10:15 AM.

Minutes submitted by:

Matt Helbig – Supervisor Customer Service Support

- **(Bold type language added by Union)**