**City of Pittsburgh Labor/Management Meeting 11/23/2016**

**Attendees**

**Union; Management;**

Ted Lee Branch 84 President Deborah Gless Postmaster of Pittsburgh

Randy Ball Branch 84 Executive VP Maureen Gerst MCSO

 Lori Price A/MCSO

All parties signed in and introduced themselves to start the meeting.

**Issues discussed**

*(Start Times & Delivery in the Dark)* The Postmaster began by explaining efforts to allow carriers to start earlier. She described how there is an I O P Team in the plant that is working with a focus on why the city has the latest starting times yet it is the closest to the plant. She went into great detail in describing the process. She connected how an offices percent to standard directly affects start times and ended with this issue will be looked at further in January. Branch President Lee provided the Unions position which is; earlier start times despite managements percent to standards position because we cannot control expectations and some are impossible to attain. The other request Lee made was light hats or lights (for each carrier), because if carriers are forced to deliver in the dark due to start times then they should be able to see what their doing. Gless assured the Union she would consider and by all indications the lights will happen. (Union will monitor and follow-up in next L/M Meeting).

*(Fake pivots & clean up every day)* Lee explained to the MCSO's how these could be impossible instructions for example; If a carrier starts at 8:30, he or she is given two additional hours of work besides their normal 8 hours. The supervisor then instructs the carrier to clean-up and pivot a half hour of the additional work assigned them (absorb without costing overtime). These type of instructions from the Unions position are impossible and painting carriers into a corner. The MCSO's listened and appeared to see Unions point of view, however the all too familiar time wasting practices was brought up. (This issue was not completely resolved and there are open differences. The Union will monitor, follow -up in the next L/M Meeting and seek resolution through the grievance process if necessary).

*(Carriers working through breaks) (Cuts changing management switching cuts calling 1.5 hours only an hour).* The MCSO's addressed these issues towards specific Stations. The issue of working through breaks it was agreed this should not happen. On the issue of switching cuts it was also agreed this should not happen. **If these two issue happen in your Station let your Steward know and call the Hall.**

*(Need for local SAFETY MEETINGS in each Station)* The Postmaster was receptive and in total agreement. MCSO Gerst was equally enthusiastic and had already decided it will be the 3rd Wednesday of every month. There will be reps from all crafts and the minutes will be posted. (Union will follow-up in the next L/M Meeting and report on progress). **The Unions position is that SAFETY is a JOINT effort. We want everyone to go home the same way they came to work safe and uninjured.**

*(Issues with scanning sample* letters) Carriers are reporting that in some cases they are two streets away from the sample letters the scanner wants scanned. The Postmaster explained there could be in some cases issues with the GEO fencing, however the MCSO's believe some carriers are using this as an excuse for not scanning the sample letters. Instead of arguing over this issue both parties agreed that the carrier needs to report this issue to management if it continues to occur in the future. (If it is a technology issue it should eventually work its way out). Again let the Union know if this issue persists and it will be discussed in future L/M Meetings.

 *(Annual Leave Canvas)* Union requested that the Stewards be allowed to assist with the Annual leave canvas. Management agreed and promised to message this out to each Station. (Soon as the slots are determined by the final Bid that closed 11/25/2016, the number of slots will be determined and the Vacation lists will be sent out). Let us know (at the Hall) if the Steward assist is not happening.

*(Management doing our work)* MCSO Gerst assured us this should not happen. Please let us know if it is happening specifically in these Stations; MT Oliver, Green Tree, Castle Shannon, and East Liberty**. Rememberunreported cases of management performing carrier duties distorts route data and can inflate management's expectations of what a carrier can do realistically on a day to day basis. It is also an unethical way for management to obtain their numbers and be rewarded for doing so.** (If it is happening in your Station let your Steward know and us at the Hall).

*(Carriers being threatened "If you don't like it, get another job!")* It was agreed by both parties that even if this statement is true, this is not the way to talk to carriers. Dignity and Respect is the way we should treat each other. (Please let us know down the Hall if these type of threats or disrespectful treatment is going on in your Station).

*(Converted CCA's being mistreated and let go in second probation period).* MCSO Price assured us she takes this issue seriously and that she fully supports CCA's on probation being successful and that she takes measures to ensure their success. (The Union will monitor this issue and asks that any probationary employee report mistreatment and unfair evaluation/ probation issues to the Hall immediately whether it is your first or second probation period). **Remember if you are converted to regular in under a year you must go through a second probation period. Also a conversion may be waived by a CCA, only to be accepted at a future date.**

*(Amazon parcel issues-mail and other parcels being delivered on Sundays).* The Union made management aware of this issue. This was denied as happening in the City of Pittsburgh, however if it is occurring let your Steward know about this grieve-able issue (or us at the Hall).

*(From The Postmaster)* Postmaster Gless brought up uniforms and appearance. She stated her management teams will conduct one more service talk 'reminders' to Carriers and that neat and clean uniforms is enforceable under the ELM. (The Union agrees in part, due to the fact that this type of disciplinary action is subjective and could be utilized to target specific workers for unethical reasons. Another issue that is obvious with this potential disciplinary enforcement is the fact that what is unacceptable? Some uniforms can look dirty, but are actually clean yet stained and the carrier is waiting for their next uniform allowance). The Union agrees that carriers should wear clean uniforms on a day to day basis. However, **The Union will also fight any subjective and targeted disciplinary action taken unethically against carriers.** (Uniforms was also brought up and the MCSO's said any issues with CCA's **not** receiving uniform allowances should be directed to them; Maureen and Lori).

**Final notations** The Union will request the next L/M Meeting in January and let all Stewards know of this request so that issues and input from each Stations 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. (Address and contact information listed below).

 **Letter Carriers Building Phone # (412)-321-3795**

 **841 California Ave Fax # (412) 321-4955**

 **Pittsburgh, PA 15212 E-Mail: nalc84@verizon.net**