

CITY L/M MEETING SIGN IN SHEET (2/8/17)

Printed Name

Signature

Title

1. Ted Lee



President Br. 84

2. Patrick Kottner



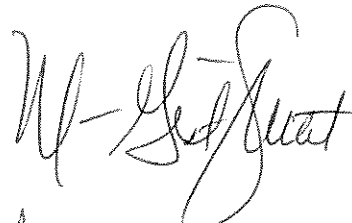
VP-Br. 84

3. Debbie Glass



Postmaster

4. Maureen Gerst-Stewart



MC 80

5. Lori Price



A/MCSO

6. DAVID CHLUDZINSKI



LR SPECIALIST

7. Bob Mullin



Route Team Lead

8.

9.

10.

City of Pittsburgh Labor/Management Meeting (2/8/17)

Attendees

Union;

Ted Lee Branch 84 President

Patrick Rothwell Branch 84 VP

Management;

Debbie Gless Postmaster

Maureen Gerst-Stewart MCSO

Lori Price A/MCSO

Bob Mullin Route Team Lead

Dave Chludzinski Labor Specialist

All parties signed in prior to issues being discussed.

The meeting started with a review of previous minutes. The following is a summary of those discussion topics. The Postmaster and MCSO's assured the Union that the ordered 'head lights' are in and every Station should have them. (The Union does not want anyone delivering in the dark however it is unavoidable in months when it gets dark at 4:30pm We at least want carriers to be able to see). Lori said she has not received complaints of carriers working through breaks in Penn Hills. (This was brought up in the prior L/M Meeting if it is still happening call the Hall). The Safety meetings should be occurring regularly (3rd Wednesday of each month) Union was promised minutes from these meetings. (this has not happened as yet). The issue of scanning sample letters (sometimes two streets away) is still being worked out. As a reminder if mail or other parcels are still being delivered on Sundays let us know at the hall immediately. Lastly the MCSO's informed us that all Stations have at least an 8am start time.

Grant Street Route Inspections;

Union requested that Grant Street Station be pulled off the Route exam schedule for 2017. The reasons provided are related to data integrity issues. Route Team Lead Bob Mullin explained just because the Union requests a Station be taken off the inspection list does not mean it will happen. However he promised to look into all the issues raised by the union, so as not to dismiss the union request without investigating the claims. (Bob also promised to keep all parties informed) Lee stated that is fair and MCSO Gerst believes all Grant Street issues will be worked out prior to their scheduled September inspection. (Union will update membership on all developments).

Union Management Cooperation;

One of the union/management cooperation items discussed pertained to the Hazelwood Manager's interaction and lack of cooperation with Branch 84 VP Rothwell. The manager refused to accept Rothwell into Hazelwood Station. Called him names and called the police on him. The Union responded by filing 5 separate grievances against the manager. Labor Specialist Dave said he wants more cooperation between the Union and management. He added in the future contact Labor if the Union has issues with a specific manager. Lee agreed, however MCSO Price did not appear in agreement that the manager did anything wrong or that he even called the police. (She was off at the time of the incident). MCSO Gerst helped in the resolution of one of the grievances filed against the Hazelwood manager (LWOP issue). She felt it was best to wait till Lori was back for all the other issues. This issue is still unresolved, Lori stated any issues or grievances the union has involving this manager going forward, contact her. The Union agreed. **(The Union does not believe this is a good resolution)**. A true resolution would have had the Hazelwood manager present at the L/M Meeting apologizing to the Union). Dave went on to request the union refrain from EEO's/Labor Charges every time carriers are issued discipline. The Union agreed and assured him that sometimes EEO's are filed because carriers see no other way to stop being targeted. Dave also expressed his belief that the Union is filing frivolous harassment grievances. Lee explained that sometimes harassment grievances are necessary to draw light to a situation. He added he will monitor those types of grievances in the spirit of cooperation. Lee then complained about the amount of discipline coming out of Castle Shannon. He went on to state there is a need for a L/M Meeting at this Station. MCSO Gerst promised to look into the Unions concerns.

Vacation Schedule/Submitted 3971's;

The Stewards have been given permission to help with the circulation of the vacation picks/schedule. Pat brought up 3971's for sick leave or incidental leave (is not being addressed in a timely manner by management). Carriers have to keep asking management if their slips have been approved. MCSO's said this issue would be addressed. All parties agreed CCA's should be able to sign up for at least one week of vacation. The details have not been finalized and also involve the fact that once you reach 360 days the system automatically cashes out all accumulated annual for CCA's. Dave suggested this is something that could be a part of local negotiations.

Safety;

The Postmaster brought up the rash of vehicle accidents. All parties agreed we have to improve. Lee said he would work jointly with management to visit various sites and give safety talks. It was also agreed that carriers should help give safety talks, since it is sometimes more

effective hearing it from peers. Also the reiteration of the badge policy was brought up. **(All employees are required to wear their badge visibly inside Postal Facilities)**. Lee brought up temporary badges (Jeff Klamet's idea) it was not received by management. The Postmaster's policy is if you forget your badge you must punch-out and go get it. If you lost your badge there is a \$5.00 fee. If you need a new one because your badge is old or worn, there is no charge as long as you have a badge to turn in.

Light Duty;

Management's position is that carriers should not be on light duty for years and if their condition is permanent, then they should put in for a permanent light duty assignment. The Union believes that as long as there is work within a carrier's medical restriction under Article 13 light duty carriers are entitled to the work. (There are grievances addressing this issue unresolved in the grievance process as of this meeting date).

Watch List threats;

Pat reported calls from carriers that they are on a watch list, and being threatened with discipline from their local management. Specific Stations were McKnight and Penn Hills. Lori said it is probably related to performance and that she would look into it.

Quarterly canvas of ODL volunteers and the Posting of ODL List in Stations;

MCSO's promised to issue reminders on telecon's and this issue will be investigated by the Union for compliance. (Call the Hall or tell your Steward if the ODL list is not posted and updated regularly).

Formal A Training;

Dave wants to have Formal Training conducted by the B Team, with input from Formal A Reps, both Union and Management. The Postmaster agreed and Dave will work on scheduling a date.

CCA's and "stand-by" status;

It is agreed that CCA's are not required to be in a "stand-by" status (waiting by the phone) to be called in. Also CCA's who report to work when scheduled should not be instructed to punch off the clock and "stand-by" until told they can punch back on. **CCA's should be on the clock once they report at their scheduled time.**

New information discussed;

New CCA's are being scheduled immediately as 'jumpers' once they complete training at the Carrier Academy. So that they gain experience and training with Amazon delivery with veteran CCA's. It also familiarizes them with the turn by turn directions used for Amazon deliveries.

Pittsburgh is going to Predictive delivery (pilot for new program)

This pilot program lets the customer know when they should receive their mail and what they will receive in the mail each day. (For all who sign up). Management is also exploring the cost and real possibility of **charging docks in Postal vehicles**. This will help with the battery issues we have been having in offices.

There is also a Pre-Load Pilot currently taking place in all the Sunday Hub sites. MT Oliver, Pleasant Hills, East Liberty and Penn Hills. This has the parcels preloaded and all the Carrier does is load the equipment on to the one ton.

CCA Retention;

The new District policy requires that CCA's cannot work more than 7 days straight. The Union offered that to avoid grievances CCA's **on hold-downs** should be given their lay-off days so that compliance with the new directive does not conflict contractually. All parties agreed.

Final notations the Union will request the next L/M Meeting in April 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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