

Labor Management Meeting
Gaithersburg Post Office/National Association Letter Carriers
Wednesday, April 2, 2008
Meeting Minutes

In attendance: Cathy Toomer, Postmaster
Kenneth Lerch, President, NALC Branch 3825
Ron Bartlinski, Supervisor Customer Service Support
Amy Campaign, Vice President, NALC
Steve Klein, Shop Steward – Main Office
Hugh McElroy, Shop Steward – Diamond Farms Branch
Clay Baldwin, Shop Steward – Montgomery Village Branch
Annette Weller – Minutes

Meeting began at 11:05 a.m. Everyone in attendance was given a copy of guidelines established previously and they were discussed. Changes were made and all parties agreed upon the changes (attached). Postmaster and NALC President will both sign.

Call back policy – Management and Union agree to the following:

If a carrier calls in the afternoon to inform management they will be unable to return to the office in the authorized amount of time, management shall give clear and concise instructions. Communication will be conducted by both parties with an atmosphere of dignity and respect.

Uniforms – Management and Union agree to the following:

Both parties encourage employees to be in proper uniform every day. Ball caps in the office must be removed prior to leaving office. Uniforms must be presentable. LOOK PROFESSIONAL, BE PROFESSIONAL. PM asked that shop stewards discuss with members through a floor talk.

Starting Times - Management and Union do not agree on this issue

Union position – Wants earlier start times for service purposes, ODL's start early some days, not others and preferential treatment affects equalization. Has affected the last 2 quarters. Workload should be balanced.

Management position – Later start times were established due to the flow of mail. Carriers should have 80% of mail at their case when they begin in the morning. Management must make sure Function 4 is working properly so that Function 2 is not affected.

Postal ID Badges - Management and Union agree on this issue

Inspection Service has cited this office for employees not wearing proper ID badges. PM does not want to get to the point of "You failed to wear your ID." Union suggests service talks on a regular basis stating this is a serious issue and

