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

in attendance:

Cathy Toomer, Postmaster of DAME.

Kenneth Lerch, President, NALC Branch 3825

Ron Bartlinski, Supervisor Customer Service Support

Amy Campain, 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.

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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

if you don't wear it, we will be talking to you. Stewards agreed to conduct talk with PM.

TO MANAGE TO PRINCIPLE

Mandatory Overtime - Management and Union did not agree on this issue

Union position – OT is being given to non-ODL's when ODL's are not utilized at the Montgomery Village and Diamond Farm Branches. Union wants Article 8, Section 5.G complied with and states that there are unrealistic expectations for under time pivots regarding late leaving and mail not ready which eats up pivot time.

Management position – PM will look at up times at the offices and use the window at the back end of the day. Mail volume is down and supervisors must manage flow of mail. PM wants to fix the problem. Will review non-ODL times and speak with management at MVB.

Meeting adjourned at approximately 12:30 p.m. Postmaster will call NALC President to schedule next meeting within 2 weeks. Minutes agreed upon by both parties by signature below.

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Cathy Toomer Postmaster

Date

Henneth Lerch 4-8-08

Kenneth Lerch, Date President, NALC Branch 3825