

MINUTES OF THE GOOD-FAITH MANAGEMENT MEETING- JULY 31, 2008

The Good-Faith meeting between the representatives of Rockville Management and NALC Branch 3825 was held on July 31, 2008 at 11.00 a.m. in the Postmaster's Office room at Rockville Post Office. The following were in attendance.

Management

Lakhjit Dheman, OIC
Steve Shawn, Manager
Sharon L Maclin, Manager
Lennie M Jones, (A) Manager
Barbara A Hinton, (A) Manager
Vanessa Jackson, (A) Manager
S Nageshwaran, Supervisor

NALC

Ken Lerch, President
Michael Shawn, Steward
Sergio Lemus, Steward

At the outset, Lakhjit Dheman, OIC welcomed everyone for the meeting. He explained that there were approximately 90 grievances in pipeline at Rockville to be heard; some of them pertain to Article 8, seeking medical documentation, union time request, union information request and FMLA issues. Some of them are more than 6 months old. He said the purpose of the meeting was to resolve these grievances quickly and avoid further grievances on these matters so that our time and energy would be concentrated on providing good service to our customers.

With that prelude the following agenda items were discussed in the meeting.

Documentation for absence:

Lakhjit Dheman pointed out that Rockville Management had a settlement with the NALC as to when the documentation could be sought. He said that the earlier settlement indicated that Management would ask for documentation if: (1) the employee is on restricted sick leave, (2) the employee was given an undesirable task and then fell out sick, (3) the employee requested AL and it was disapproved and the employee called in sick on that day, (4) the employee has an obvious pattern of sick leave and (5) the employee was sick for more than 3 consecutive days. He advised the Managers to follow this settlement and inform their supervisors to adhere to.

Union Time Request:

Kenneth Lerch made the following suggestion as regards union time request:- “The stewards will clock on 613 and provide their union time request to their supervisors. The supervisor will sign the request by approving/disapproving and give the carbon copy to the steward immediately. If the union time is disapproved, the steward will go back to his/her assignment by making move on the clock. If it is disapproved the Supervisor/Manger must call the Postmaster / OIC immediately and explain the circumstances for disapproval. The Postmaster/OIC in turn will call Kenneth Lerch, President, NALC to work out a different union time arrangement”. Management agreed to it.

Union Information Request:

Lakhjit Dheman said that management has to provide the information sought by the union with in 24 hours. A lot of grievances are on the escalating remedy stage because it is alleged that management had consistently violated the basic rule of providing documentation to the union on time. Therefore, Lakhjit Dheman reiterated that if for any reason the information could not be provided with in 24 hours, the Manager would call the Postmaster/OIC and who in turn would call Kenneth Lerch, President, NALC and apprise him of the situation and work out a suitable time frame to provide the information. Kenneth Lerch opined with the Lakhjit Dheman on this point.

FMLA:

Kenneth Lerch pointed out that NALC had won all the grievances on this issue. According to him the main problem was supervisors did not input the FMLA leave sought by the employees into the system. When the FMLA Coordinators receive the FMLA paper work they could not verify the paper with the leave in e-RMS. Therefore, they deny the FMLA protection to the employees. In response to that Steve Shawn pointed out the circumstances wherein the supervisors could not put the leave into the system, such as surgery date not scheduled, leave slip not presented, etc. A lot of discussion on this point, FMLA eligibility, serious health condition, chronic condition, etc, took place. Thereafter, it was mutually agreed that with the present integration of TACS and ERMS, if employees' requests for FMLA protected leave were properly input into the system by the supervisors the gievances of such nature would come down.

While on this subject, Nageshwaran pointed out to the management:- 1) Whenever employee's request for FMLA protected leave is denied for ineligibility that should be documented on the PS Form 3971. 2) If leave is input in e-RMS for a block of days and subsequently, employee cancels leave and comes back to work even for one day, the system drops all the leave input.

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Therefore, he cautioned the Managers to go back and check the leave into the system and correct the leave before the clock rings get uploaded.

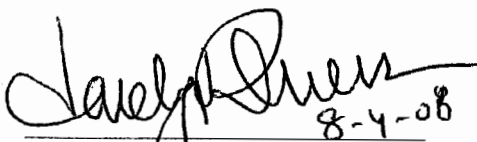
Article 8

Lakhjit Dheman emphasized that Management has to follow the provisions of Article 8.5 F, 8.5 G and Equitable Distribution of overtime. He said that union had won many grievances for violating this Article. He brought to light some of the settlements on the violation of Article 8. As regards the equitable distribution of overtime, he reiterated that the Managers/Supervisors to meet with the stewards on every Saturday to make sure we are on track. If any adjustments need to be made for distribution of OT that could be done in the following week. He did not want to see any grievance on this issue. He also wanted the Managers to strictly follow the Article 8.5 F and 8.5 G to avoid grievances. In case some of the supervisors need to be trained on this point he offered to do that.

General

Michael Shawn pointed out that in Twinbrook office Article 8.5G is violated when Non-ODLs run into overtime by carrying pivots rather than ODLs. Kenneth Lerch said the same thing is occurring at the Pike Annex.

Lakhjit Dheman advised Sharon Maclin to enforce the 10 minutes break time in the office. Sharon Maclin wanted to change the break time for Potomac Carriers and was told to provide Kenneth Lerch a copy of the change.


8-4-08
Lakhjit Dheman
Offier-in-Charge, Rockville, MD


Kenneth Lerch
President, NALC

8-4-08