

Labor/Management minutes

The Labor/Management meeting was held on Thursday, July 23, 2009. Amy Campaign, Tom Preston and Kenneth Lerch represented the NALC. Lisa Nash, Harmeet Bedi, Deneen Taylor and Lakhjit Dheman represented management. The agenda items are underlined.

1U) Union time. The Steward(s) will clock on 613 (Union time) and hand the Union time form to management. If management is busy at that time, the Steward(s) will stay on Union time and management will sign the form when they can. Union time will be requested in writing and will be provided immediately until the Shop Steward has completed their Union work unless all the ODL'S are working 12 hours and all the NON-ODL'S are working 10 hours. If this occurs the Union time will be granted when the Shop Steward clocks in the next work day. This was agreed to by all parties.

1M) Unreasonable Union requests for time. Management stated that this concerned the Union time form and that the first block is for the time to see the Carrier and the next block is the time to investigate and process the Informal A. The Union agreed with management's interpretation of the form.

2U) Ridiculous amount of contract violations. It was agreed that management was violating Article 8 Section 5G of the National Agreement and that ODL's, PTF's and TE's are available to provide assistance to the NON-ODL's until 6:00pm on the street. We also agreed that PM office duties could be cut off by management after 15 minutes if the Carrier worked on one route. Additional PM office time could be authorized by management on a case by case basis.

We agreed to the following; Call Back Policy, Call back understanding, supervisor's role--- Carrier's unable to complete their assignments in the allotted time will call back by 3:00PM or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisor's will inform the carrier

to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time. The following day, the supervisor will ask the carrier why there was a need for additional time.

2M) Fishing expeditions with information requests. Management stated that this concerned the Union time form and that the first block is for the time to see the Carrier and the next block is the time to investigate and process the Informal A. The Union agreed with management's interpretation of the form.

3U) Respect for Union representatives. Union and management will treat each other with dignity and respect.

3M) 24 hour time limit for returning information. We agreed to the following; Any Shop Steward will hand a written information request to any supervisor who will sign the form. The information request will be fulfilled within 24 hours and handed to the Shop Steward. If management cannot provide the information requested within 24 hours, they must call Lakhjit Dheman who will call Kenneth Lerch and a mutually agreeable time to provide the information will be worked out consistent with the spirit and intent of good-faith bargaining.

4U) Management should exercise dignity and respect when talking to the employees and to the union. We agreed that all parties will treat each other with dignity and respect.

4M) Respect for the supervisor job. We agreed that all parties will treat each other with dignity and respect.

5U) Management has repeatedly denied union time and made remarks to Tom Preston that delivering the mail is more important than union time. Management agreed not to say this from this point forward.

5M) Union official disrupting the workroom floor. Response- The Union will not disrupt the workroom floor.

6U) Management making inappropriate comments to the Stewards. Relationship is contentious. We agreed that both parties will strive to improve the Labor/Management relationship.

6M) 1700 window clarification. It was agreed that management was violating Article 8 Section 5G of the National Agreement and that ODL's, PTF's and TE's are available to provide assistance to the NON-ODL's until 6:00pm on the street. Both parties agreed that to comply with the Letter Carrier Paragraph, all ODL's, PTF's and TE's must be utilized up to the point of penalty pay to prevent a regular Carrier from working overtime on their own route on a regularly scheduled day.

7U) Standup Talks- The Union suggests that the supervisors clear the information with the OIC before giving the talks. Management agreed that this would be done.

7M) Personal belongings at the Carrier cases. The Union acknowledged that this is a Postal rule. Family pictures will continue to be allowed. Any concerns about the pictures will be brought to the attention of Kenneth Lerch by Lisa Nash.

8U) Management causing disturbances on the floor. The Union withdrew this item because it is addressed in these minutes.

9U) Management giving instructions without knowing if those instructions are correct. The Union withdrew this item because it is addressed in these minutes.

10U) Management instructions have been given such as; Cannot go to the bathroom during the golden hour unless it is an emergency- cannot take mail out of the bucket and load the ledge because that is a time wasting practice and "no talking." Management agrees that these instructions are improper.

11U) Management refusing to sign information requests- stating that they are too busy and to give it to Lisa, the OIC. See items 1U and 3M above.

12U) Management telling Tom Preston and Amy Campaign that he knows how long it takes to do grievances because he did them for years. That must cease. Response- The Steward(s) will clock on 613 (Union time) and hand the Union time form to management. If management is busy at that time, the Steward(s) will stay on Union time and management will sign the form when they can. Union time will be requested in writing and will be provided immediately until the Shop Steward has completed their Union work unless all the ODL'S are working 12 hours and all the NON-ODL'S are working 10 hours. If this occurs the Union time will be granted when the Shop Steward clocks in the next work day. This was agreed to by all parties.

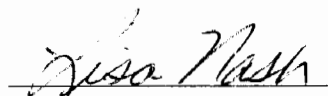


**Kenneth Lerch 7-28-09
President NALC 3825**



**Amy Campaign
VP NALC 3825
Chief Shop Steward Germantown**

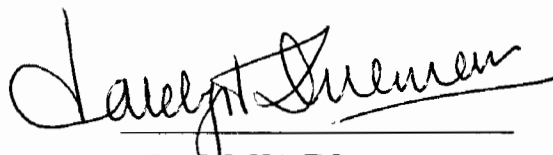
**Tom Preston
Recording Secretary, NALC 3825
Shop Steward Germantown**



**Lisa Nash
OIC Germantown**

**Harmeet Bedi
Supervisor
Germantown**

**Deneen Taylor
Supervisor
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**Lakhjit Dheman
Postmaster Germantown**