

**National Association of Letter Carriers  
Branch 1484  
P.O. Box 241  
Puyallup, WA 98371**



**Labor/Management meeting 11 March 2009**

Representing Management: Cindy Antis and Travis Brown.

Representing the Union: Teressa Lenkey, Debbie Munden, Cisco Yopez, Mike Adams, Juan Montoya, and Clayton Ching.

**1. On going problem of different policies for the different stations. Since this is "Team Puyallup" and one Installation shouldn't the rules be the same for both stations?**

Withdrawn by the Union.

**2. Sick leave saver program. What is the status?**

Union (U): Do you approve Sick-Leave-Savers in the month of December and approve PTFs to take them in conjunction with Holidays?

Management (M): No.

U: Lou has approved Sick-Leave-Savers in the month of December, approved PTFs to take them in conjunction with Holidays.

Discussion (D): M will talk to Lou and explain the program. Program was not rolled out on the Hill. M will have a standup and go over the Sick-Leave-Saver program. A carrier at the Main Office turned in his SLS cards and got nothing. Cindy will look into this.

**3. Continuing problem. Lack of communication from management to carriers. Carriers that are absent are not getting information that was put out at standups.**

M: The hot sheets are posted and the carriers can read them.

U: Some carriers don't know there had been a standup.

D: Management can let carriers know there was a standup in their absence while taking commitments. Management will also look at posting the hot sheets near the time clocks so all can see.

**4. Annual Leave not posted. (updating the master leave board)**

M: This should be done jointly right?

U: Yes, the one under the glass is the master and the other copies are just for our info. Problem was taken care of by management after the agenda was made.

**5. Difference between ECRWSS (carrier route walk sequence saturation) and ECRWHS (carrier route walk sequence high saturation) and which can be cased.**

D: One morning we had a standup that we are never to case coverages and the next morning some carriers were allowed to. Following a discussion with Travis, Clay was told to write the PM. The PM did not respond. Some carriers feel there is favoritism when others can case their papers but they can't. Several carriers were named. Those that were not allowed are not making office standards. Cindy will get the Supervisors to monitor more closely who is casing coverages. This policy is directed from higher and not from the local level. Carriers are not to be casing coverages in overtime.

M: Will give a standup that its management's decision to make daily and on a case by case basis.

**6. Continuing problem. Lack of communication from management to carriers. Carriers and Union officials are doing as ordered and writing the PM with concerns and questions with no response. (see item 5)**

U: Complained about Charles saying he was just the Rural Carrier Supervisor and every answer is "that's not my job."

M: Cindy will talk to the supervisors.

**7. Not posting routes.**

**8. Not promoting PTFs.**

M: We are currently under Article 12 withholding. We are withholding positions due to the AMC closure.

**9. ODL going home early and then management must mando non-ODL. Or ODL not carrying overtime when they don't want to.**

D: ODLers trying to chose mounted over walking swings. ODL not wanting OT. People not wanting to carry swings in undertime.

M: Cindy will get with supervisors on this.

**10. Medical certification required only for some and not others.**

D: on which carriers are being asked and which are not. On what the doctor's letter must say and what it does not. Management will not issue a blanket policy but will require those carriers with poor/er attendance records to provide medical certification. Case by case basis.

M: Will post a sample doctor's letter.

**11. Requiring carriers to accept customer keys to private mailboxes.**

M: Not an issue. Will address this. No more codes for gates or customer keys. The customer must provide a key box for access.

**12. Allowing carriers to trade leave dates in violation of the LMU Item #4.**

M: Cindy will talk to Lou and make sure he understands Item #4.

**13. Management not providing/allowing steward time.**

D: PTF Stewards are not getting time to work on grievances.

M: Stewards are to fax requests for time to Cindy and she will schedule.

**14. Route 12 at the Main Office is now "jackpotted" in violation of Article 19, M-39, and M-41.**

M: Cindy will check this out and correct.

**15. VOMA position, what is going on with it? When will it be posted for bid?**

M: Will be posted by the end of the week but only Downtown.

U: Why? Should be installation wide.

D: VMF (Oscar) told Cindy that the position is out of Downtown only. Debbie brought up Hedger and he was assigned to the Hill. Cindy can't find old bids. Clay says that Hedger was already the VOMA when he came to work at the PO in 1994. Cindy will check with Oscar again.

Added during meeting:

**16. Keeping the ODL tracking up to date.**

D: It is all caught up now but Lou and the PM do not understand it. Greg now knows how to do it. Cindy will get with Lou.

**17. A female supervisor continually bad mouths people on the workroom floor. Discussions with the other supervisor on the workroom floor is unprofessional.**

D: a supervisor is critical of clerks and carriers to the other supervisor on the workroom floor within earshot of carriers and clerks. She should conduct these discussions in the office where others can't hear.

M: Cindy will talk to her.

**18. Payments to grievants are late.**

D: There is a problem with the payments and they are not correct.

M: Travis and Cindy will get together later.

Juan Montoya  
President  
NALC Branch 1484

Cindy Antis  
Acting Postmaster