NALC Labor/Management Meeting – Tuesday February 23, 2021

IN ATTENDANCE:

Larry Slane, A/Postmaster, Pittsburgh

Mark Arthrell, MCSO Area B

David Trainer, MCSO Area A

Ted Lee, President, NALC Branch 84

Pat Rothwell, Vice President, NALC Branch 84

Matt Kucenic, Mgr. Operations Programs Support

Susan Bartko, Labor Relations Specialist

Matt Helbig, Customer Service

Meeting began at 11:30 AM

**1 – COVID-19 Sign-up and Vaccination Status Update (Union)**

No national plan currently in place for USPS for vaccination rollout. Union states they were informed by HR Manager Lori Price there may be a sign-up sheet once available. Matt K. responds that HQ has advised any vaccinations will be handled by state & local municipality. Larry plans to follow up with Lori for any additional information.

**2 – Quarterly Safety Meeting Minutes, Joint Safety Task Force, when will this task force start back up (Union)**

Union received all safety minutes from the 4th quarter. Mgmt. explains about new safety program rolling out shortly similar to the Accident Repeater program of the past. City has been emphasizing communication and use of the technology to promote safety. MDD text messaging with different safety messages daily that Larry reviews. Larry brought up an idea of a zoom meeting with new CCAs to talk about the importance of safety. Union agreed that it would help and may make new employees more focused with the message coming from the Postmaster. Larry suggested these meeting could include Ted or Pat. Union asks about % of accidents happening on Sundays but the exact number was not immediately known.

**3 – Clock Ring Integrity (Union)**

Nothing specific from Union. Only 1 issue recently & was handled with Manager of that office. Mgmt. questions any disallowed time each week & offices must provide documentation & explanation.

**4 – Pa Issues (with COVID leave) Liberal leave policy is not being messaged to supervisors (Union)**

2-3 cases where people were not being paid by office & Union had to go to Lori Price to have corrected. Understood that COVID leave ended December 31st, but Liberal Leave policy is still in effect (Own leave used). Carrier Chase one example cited that has since been corrected. Union want to ensure any issues can be corrected timely without having to go to HR Manager.

**5 – Start Times (Union)**

Both sides agree the goal is to start earlier. Larry mentions part of conversation with Plant Manager Steve Tarpey about ways to have mail at offices earlier especially with the continued decrease in flat volumes. Possibility of discontinuing FSS and going back to curtail & rotate where necessary.

**6 – Steward Representation (is done with full time officers) (Union)**

Agreed that Union Stewards in field should be represented by Ted or Pat

**7 – CCA Retention (Union)**

Retention has risen from 54% in August to 70% in January. Carrier to route ratio improved from 1.19 to 1.22. Both small improvements but moving in the right direction. AVP has become more focused on this topic. PS form 1750 will be an increased focus moving forward and Union states will extend probation on any CCA that is struggling & in need of additional training/monitoring. Union believes the biggest key is the OJI. New CCAs have been sent on OJI in a 2-Ton truck which does not allow for proper training on how to load a vehicle. Larry goes thru the current program in the City of additional training, delivery only to begin then teaching them how to load and other functions, and no Sundays. Focus on consecutive days. City limits to 10 days. Union has not had any calls recently about any CCAs working too many days in a row.

**8 – ELRA – Enterprise Leave Request Application status for City of Pittsburgh (Union)**

No changes to current protocol. All City carriers must contact their Supervisor to report off. **(Union/ Branch 84 believes WPA carriers should be permitted to use this application like all the other regions throughout the country.)**

**9 – OTDL not posted & updated weekly. Want to establish city memo on forcing regulars on Sunday & actual holiday for parcels (Union)**

Union states ongoing issue with the posting of ODTL. Gets corrected for a short time then goes back to not being posted. Would like a memo to be sent about forcing FTR on Sundays & Holidays. Some carriers are getting worn down & tired from every NS day. Should be rotation throughout all offices. Union would like an agreement. Nothing was finalized and will revisit. CCA program to be revisited where CCAs do not work Sundays for 30 days. Also brought up was revisiting of UAR having Sunday as a set day again. Mgmt. would like to get back to all CCA Sundays & no regulars. Changes coming up to add an additional Sunday hub to possibly lighten the workload.

**10 –** **Possible Temporary parcel routes for some offices. – (Union)**

Currently being done in Pleasant Hills & Mt. Oliver. Parcel Overflow routes are designed to take parcels off certain routes to bring to parcel volumes from past June thru August. So far has been working in Pleasant Hills. 2 temporary routes added in Mt. Oliver to assist with volume. Volume has been decreasing in Pleasant Hills with a decrease of 1800 total for previous week. POR routes are being done by CCAs currently from other offices.

**11 – Awards not being presented (discussed at previous meeting) - (Union)**

40-year award in Pleasant Hills – Dave & Harry will present. District Manager as well as PM Slane would like to attend. Pleasant Hills the biggest impact. **(Union would like to be present as well.)**

**12 – Joint Safety Talks – (Management)**

Discussed in item # 2 – Ted will get together with MCSOs once return from DC. Coordinate offices thru Teri Lang. Both agree small offices need done as well as the larger.

**13 –Employees sending medical documentation to NALC instead of Management- (Management)**

Previously discussed. Dave Trainer states he typically gets documentation from Randy (Ball) and only when due to Covid. It appears certain carriers are looking to bypass Management by sending documentation to Union. Carriers are not communicating with their offices and/or not responding when called by Management. If an issue with the local Management, Union can contact MCSO. Difficult to schedule if there is no communication. Union has not told anyone not to contact local management. Sue Bartko suggests when Union receives email/information from carrier, to respond with instructions to speak to Management. Union states no everyone has fax or ability to email, Dave responds no reason they can’t pick up the phone to call Management.

**14 – Proper Uniforms & Footwear. – (Management)**

Union agrees all carriers in full uniform. Pat addressed carrier who admitted his uniform did not fit. Carrier went to Union hall & found uniforms that fit. Issue has improved, but still needs work. Carriers may be sent home for repeatedly not being in uniform.

Minutes submitted by:

Matt Helbig – Supervisor Customer Service Support

* **Changes/additions by union are in bold italic type**.