

NALC Branch 111

Minutes of the regular Union Meeting

August 10, 2017

Convened at 6:36

Pledge of Allegiance by Phillip Rodriquez

Moment of Silence for AJ Broederlow; funeral details are available

Roll by Kimberly Mortensen

Minutes of the July meeting have been prepared, distributed and posted Amie Gallo asked that additional details be added prior to filing; Macy Chapman was present and Manager Pappas requested the grievance documentation that was ultimately shared, 2 years worth of grievance resolutions from the downtown station and authorized by President Wahlquist

Reading of the Correspondence by Kimberly Mortensen, filed for future reference

Application for Membership by Lance Henrie we are missing some 1187, Steve Lopez, Emily Haskel

Special Guest; Joay Wiscombe representing the Muscular Dystrophy Association discussed summer camp and thanked Branch 111 for the postcards, volunteers are needed again for August 16 to help the younger kids send postcards home.

LCPF by Monte Jones not present

Organizer by Jay Reupena no report

MDA by Terry Ehlers

- Would like to do more for MDA, it costs \$800 per kid for summer camp, the kids are phenomenal.

Legislative by Chad Mortensen

- Mia Love has not yet cosponsored our legislation. Vote by mail ballots have been in the mail. Karen Mayne is having a golf tournament fundraiser, would like it if the letter carriers would sponsor a hole. Ogden letter carriers are meeting with Rob Bishop. At Bruce Morgan's request Mia Love's local address will be published in the pavement pounder.

Trustees by Chad Mortensen

- The trustees met last night, there were a couple of warrants that need attention. Mike keeps things organized.

Food Drive by Sherrie Mehl not present

MBA Compensation by Terry Ehlers

- Thanked Kim for providing the mutual benefits brochures provided at the back table. There are IRAs available as well as life insurance.
- OWCP is never done right and never will be.
- Apollo Burger will bring a food truck and proceeds will go to MDA, instead of cooking.

Health Benefits by Jimmy Kerekes excused

Safety and Health by Rick Watson

- Take care of yourself, drink fluids and Gatorade. A lot of 1767 from downtown. When you do a vehicle check, make sure you submit for repairs. Curb it, park it, brake it, windows must be up when away from vehicle.

Retirees by Jeff Asay

- Retirement has been the best decision, contact by phone, text or email to RSVP for retirees dinner, Thanked Mike Wahlquist for the opportunity to serve.

Treasurer by Mike Madsen no report

Vice President by Lance Henrie

- At last month's meeting an investigation was requested and a full investigation was conducted. Andrea Gunnarson's team, the "elite 3999 team" is a group of supervisor that has been in the downtown station that has been watching carriers especially those with medical restrictions, particularly in the 84103 zone. Haidee Schouten requested downtown carriers medical information from Nick Gittins, the postal nurse, management stated only one carrier had restrictions. Andrea Gunnarson asked Pappas to provide two years worth of grievance settlements. Pappas called Amie Gallo and asked for two years worth of grievance settlements, Amie then asked Mike Wahlquist to give Mike Pappas two years worth of grievance settlements. Andrea Gunnarson told Jay Reupena that she called Amie and requested and received two years worth of grievance files. Kaye Skola told Phillip Rodriguez that she also had medical documents. Lance checked with everyone involved there is no evidence that Andrea received files, just the 8190 and decisions. **Phillip Rodriguez**; Did you find out why Andrea Gunnarson wanted settlements? Gunnarson said she wanted compliance with past settlements. **Stan Hawker**: Why would we give management a copies a second time? Paul Price and Lew Drass said we just give them. **Stan Hawker**: Shouldn't management keep their own copies? Lew Drass and Paul Price both agreed that we should have given the copies. In this situation the biggest error was the communication; the downtown stewards should have notified that the management had requested and would be provided. Management was charged for the time and copies. **Christopher Zambos**: Is there a time frame in which we have to give management past

settlements? **Phillip Rodriquez:** Andrea Gunnarson said she knew she was coming downtown and did not want to be sandbagged, were her intentions questioned? she said she wanted to be in compliance, to not have grievances on settlements that she is unaware, the time frame of the grievance material provided was January of 2016 through July, 3 of 2017. **Lance Henrie;** I have no doubt that this how it went. **Adam Willden:** Can we request 2 years worth of discipline for our new supervisor? **Christopher Zambos:** This is a dangerous precedent, management in Northwest stated we'll just request this from the union and give it to you, this will happen again and again. **Jennifer Ogden:** What will happen in the future? **Christopher Zambos:** If there is no time line, why not just limit it to 60 days? **Phillip Rodriquez:** So the Post Office has rights to our grievance files, all they have to do is ask? I was just at headquarters last week and received a different response than Lance. We need to get clarification on specifics of our branch property we must share. **Jennifer Ogden:** What do we have a contractual obligation to give them? **Lance Henrie:** I explained the situation to Lew Drass, we are obligated to give them grievance settlements. **Jennifer Ogden:** What happens if management makes a request and we don't comply? Management has made no effort to work with us, It will go from here, Downtown was a strategic choice, we are 100% organized. **Lance Henrie:** maybe we should have a 3 way conversation with Lew Drass **Phillip Rodriquez:** from my conversation with Lew Drass, our **Lance Henrie:** maybe it's a good time to come up with a policy? Are there any more questions on the investigation?

President by Michael Wahlquist

- I left on July 6, for the vacation of a lifetime, visited 6 countries in the Baltic Sea. While gone, management went downtown, was able to receive some emails and texts. I have an open door policy, I've never refused to talk to anybody. I worked in Paul's office for 3 years. The 8190 and settlement is a joint document, according to Article 15 settlements become part of the contract. I knew I had to share these, I authorized providing the documents when requested, but I also wanted to share them. When we resolve, we want to settle and we want to comply, legally we have to do it and we want to resolve issues. Management will violate the contract and settlements and then we ask for progressive remedies. In Salt Lake City we are now getting \$60 dollars for violations of Articles 17 & 31. **Kimberly Mortensen:** It was LoEne Simpson who asked for a \$20 remedy and got the first progressive remedy on the steward's rights grievances. Andrea Gunnarson said that all of those settlements she received were null and void. **Amie Gallo:** How long are we going to go over the same redundant issue, management also contends the Ralph Hamilton is invalid. **Mike Wahlquist:** If management asks again I will provide them again. National and the Regional office have given different responses on 3999, Gunnarson says if she loses the grievance on giving instruction, she will just call it an observation and instruct all day. Every two weeks we are meeting with the Downtown stewards, Lance is on our dime every morning, first as an observer and now as a full blown steward. **Phillip Rodriquez:** we need a plan going forward, this is chaotic, our stewards are doing their best, as a branch we need a plan when they go to another station. We need to figure out how to move forward and educate the carriers on the workroom floor, the member downtown know their rights. We need to unify.

Micah Wolsey: management knows they can do what they want and get away with it at least until there is a grievance. Knowing your rights is what will stop this. Management knows this takes time. The came downtown first and attacked at full force, the carriers are sticking together. They are going to move to another station, start making carriers aware.

Special Orders none

Unfinished Business none

New Business

- **Mike Madsen:** The executive board suggested we add \$5000 for the president's 120 days, it was moved and seconded. Motion carries with a voice vote.

Good of the Association

- **Christopher Zambos:** would like to discuss the agreement between Mike (Wahlquist) and management only one formal A. It was then moved to withdraw from the agreement. The chair called the motion out of order because the resident has a right to sign an agreement.
- **Micah Wolsey:** Is there a way to get multiple stewards in these other stations, Downtown is union strong; a team of stewards, to follow management, management is trying to create fear. It was moved and second to make a team of people to follow management wherever they go. **Mike Wahlquist:** it will have to first go before the executive board. We can send more people though. POI we cans end people in as observers we can send people in as stewards. **Christopher Zambos:** if committee is formed, would it be next month before they report? It was moved and seconded to form a committee to take the lessons from downtown and teach, question called mation passed, the committee was assigned as follows: Lance Henrie, Mike Simonsen, Micah Wolsey.

Improvement of the Service none

Adjourned 8:43

\$25 Door Prizes Kim Mortensen and Travis Richeson

Retirees \$225 Tammy Phillips (not present) next month \$250

Progressive A \$600 Gary Snead (not present) next month \$625

Progressive B \$500 Maria Vaksmundska (not present) next month \$525