

UNION MEETING MINUTES FOR; NOVEMBER 15, 09

THE MEETING WAS CALLED TO ORDER AT 10AM BY PRESIDENT MATHIEU. AFTER THE MORNING PRAYER AND SALUTE TO THE FLAG A ROLL CALL OF OFFICERS AND STEWARD WAS TAKEN. THE MINUTES OF THE LAST MEETING WERE ACCEPTED BY THE BODY. KELLY GAVE A TREASURERS REPORT AND THAT WAS ACCEPTED ALSO. KELLY ASKS THAT MEMBERS BE PATIENT WHEN AWAITING CHECKS. SHE HAS GOTTEN OVER 100 VOE 'S FROM MEMBERS IN THE PAST WEEK SINCE THE SURVEYS THAT NOBODY COMPLETES WERE SENT OUT....ALSO QUARTERLY CHECKS ARE DUE WITH SO MANY OTHERS SUCH AS DRAWINGS NORMAL BILLS ECT. ECT. ECT. LET US ALL COOPERATE.

PRESIDENTS REPORT; THIS PAST YEAR HAS BEEN A VERY TRYING TIME FOR ALL OF US. WE HAVE EXPERIENCED CHANGES IN THE CLERK CRAFT WITH THE TOUR-2 COMPRESSION. IN CUSTOMER SERVICE THE CHANGES IN HOURS AND DAYS OFF STILL CONTINUE. THE MVS CRAFT IS IN THE MIDST OF A PILOT PROGRAM THAT WILL CONSIST OF SPLIT DAYS OFF AND SOME 12 HOUR DAYS. THE MAINTENANCE CRAFT IS CURRENTLY IN THE PROCESS OF PROVIDING A SAFER ENVIORNMENT FOR OUR BROTHES AND SISTERS.....WE HAVE SEEN THE FMLA RULES CHANGE TO PROVIDE MANAGEMENT WITH MORE TOOLS TO DENY THIS RIGHT TO OUR MEMBERS...WE HAVE SEEN THE NATIONAL REASSESSMENT PROGRAM DISPLACE INJURED WORKERS SIMPLY BECAUSE THEY WERE HURT ON THE JOB. WE HAVE DEALT WITH MANAGEMENT OFFICIALS WHO IGNORE OUR UNION AND OUR CONTRACT. SOME COME FROM BROCKTON, BOSTON OR MIDDLESEX. THEY CAME HERE AND THOUGHT IT WAS BUSINESS AS USUAL, MEANING THEY DID THINGS A CERTAIN WAY IN THE FACILITY THEY PREVIOUSLY WORKED.....BUT THEY HAVE LEARNED;"YOU AIN'T IN KANSAS NO MORE" AND I MIGHT ADD THEY LEARNED THE HARD WAY.

EVEN THROUGH ALL THESE CHANGES I HAVE FELT A SENSE OF UNITY. AS I WALK THE FLOOR EVERYDAY I FEEL THAT SENSE OF UNITY THROUGHOUT THE BUILDINGS. THIS IS SOMETHING WE CAN NEVER LET DIE. I KNOW MANAGEMENT SENSES IT AS WELL.

UNION MEETING
MINUTES CONTINUED;

PRESIDENTS REPORT;

THROUGH ALL THESE CHANGES YOUR STEWARDS AND OFFICERS HAVE WORKED HARDER THEN ANYONE CAN ASK. THE CRAFT DIRECTORS HAVE NOT MISSED A BEAT. THEY HAVE DELEGATED AND HELD THEIR STEWARDS TO THE TASK. KELLY YOUR TREASURER HAS NOT MISSED A PENNY BEING SPENT...MARK STREETER HAS WORKED DILIGENTLY ON THE CHANGES IN CUSTOMER SERVICE. JAMES OZANION HAS PUT IN COUNTLESS HOURS FOR EMPLOYEES PUT OUT BY THE NATIONAL REASSESSMENT PROGRAM...MIKE VINAL MADE HAS MADE IT ABSOLUTELY CLEAR THAT IF YOU WANT TO CLOSE ONE OF OUR OFFICES WE ARE NOT GOING QUIETLY. HE RAN A VERY SUCCESSFUL PICKET. ALL STEWARDS IN ALL CRAFTS HAVE STEPPED UP TO THE PLATE AND REMNINDED MANAGEMENT; "THIS IS OUR HOUSE".

WITH ALL THAT HAS BEEN SAID I THANK THE MEMBERS OF THIS LOCAL FOR SEEING WHAT I SEE....THE BEST DAMN UNION IN THE COUNTRY.

VICE-PRESIDENTS REPORT; RAY SAID RON SAID EVERYTHING HE WAS GOING TO SAY SO NEXT MEETING HE WANTS TO GO FIRST....A CUSTOMER SERVICE MEETING HAS BEEN SET UP....WITH ALL THE STEP-2 DESIGNEE CHANGES IN MANAGEMENT SOME MEETINGS HAVE BEEN DELAYED. IT SEEMS LIKE MANagements TEAM IS LOSING ALL ITS PLAYERS...

CLERK-CRAFT DIRECTOR; ALL ABOLISHMENTS ARE BEING GRIEVED. JOBS ARE NOT BEING POSTED IN A TIMELY MANNER. MANAGEMENT CONTINUES TO CUT BACK WHEN THEY DON'T HAVE ENOUGH PEOPLE NOW TO DO THE WORK.

THE "CASUAL" GRIEVANCE KEEPS CHUGGING ALONG...KER-CHING.... KER-CHING.....KER-CHING...

MVS DIRECTOR; BOBBY THANKS HIS STEWARDS FOR THEIR HARD WORK DURING THIS VERY TRYING YEAR....BOBBY ALSO THANKS PRESIDENT MATIEU AND VP RAY KEARNS FOR SUPPORTING THE MVS CRAFT. THEY HAVE BACKED US UP ALL THE WAY.....

DIRECTOR OF ORGANIZATION;

ANN REPORTS SIGNING A NEW MEMBER AND NO ONE HAS DROPPED OUT. OF COURSE WE WILL LOSE MANY MEMBERS THROUGH THE INCENTIVE RETIREMENT. TO THE MEMBERS WHO LEFT WE WISH THEM A GOOD RETIREMENT (YOUR WATCHES ARE ON ORDER) TO THE NON-MEMBER FREE-LOADERS WHO LEFT WE SAY "GOOD RIDDANCE.."

SEE YOU AT THE CHRISTMAS PARTY ON SATURDAY, DECEMBER 5TH.

THE PROBLEMS ARE NOT ONLY IN R.I. THEY ARE EVERYWHERE

WE ARE IN A WAR

CUSTOMER SERVICE REPORT NOVEMBER 2009

Recently there were staffing changes made in customer service that I'd like to go over. I must preface this by stating **THE UNION DOES NOT: HIRE, FIRE, ABOLISH REVERT OR EXCESS EMPLOYEES THAT IS A MANAGEMENT FUNCTION.** We have had ongoing negotiations with Customer service since April. The initial changes that they proposed could have had an impact on about 15 clerks in customer service. The recent staffing changes have adversely affected 4 Clerks. These changes are the most significant downsizing in Customer service that I've seen since I've been a window clerk in 1998. We sat down with management to make sure the contract was adhered to and the impact was kept to a minimum. Article 37 and 12 were used in Reposting and excessing of clerks.

In the case of the Part Time Regular jobs some were abolished and some reposted and some had retreat rights offered to them. This is how the changes break down.

The section of Annex Distribution loss of one PTR job and the reranking of the section due to changes in hours, duties or days off. Re ranking the section amounts to reposting of changes to duty assignments within the section by seniority and level. Annex finance section which includes Weybossett Hill repost two duty assignments for 3 clerks. Results one excessed clerk

The Elmwood distribution section repost 6 duty assignments for 6 clerks within section. The Elmwood Finance Section which includes Elmwood Station, Washington Park and Cranston 10: repost 4 jobs for 5 clerks. Results 1 excessed to needs of section. Also there were retreat rights offered to PTR's from Washington Park and Cranston Finance.

The Centerdale section which includes Esmond 3 jobs reposted for three clerks.

No changes except some start times in North Station section which includes East Side and Providence College. There were some proposed changes but it was worked out to create a new job for PC. This job was cancelled or should be from the current posting. The reason it was pulled because it require it to be a Level 7 position when at PC and Flexible Pool and Relief attached to Main Office Window Unit. This LSSA Position also requires one year window experience. It will be posted on the next bid cycle. Just FYI when a job is cancelled from a bid cycle it may not say it on the actual posting but if you bid that job it will deem all bidders to be ineligible for the bid. That's the only way the Shared Services System can do it.

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East Bay DDU no changes to distribution but an additional FTR position has been posted and also a PTR position posted. In the East Bay Section that includes East Providence Finance, Rumford Finance and Riverside Finance 2 jobs reposted for three clerks results one excessed from section. The creation of one new mentioned above and retreat rights for another PTR.

Johnston Post office repost two positions for two clerks. Also there was a FTR job posted for bid on this bid cycle.

Garden City Post Office one SSA position abolished results one excessed from section. This bid cycle Two distribution positions posted for bid.

As far as the Main Office Window Unit some days off and hour changes but no excessing from section and the creation of the new PC job mentioned above.

Flexible Pool and Relief Fixed Positions 4 jobs posted for 3 clerks. The remaining job will be posted on next bid cycle. These changes to fixed positions were more to align with current changes to the sections and reflect closer to what the Fixed Rovers duty assignment has been. No changes to current Flexible Pool and Relief assignments. Just a note if you see a duty assignment posted for flexible relief and pool assignment and it has PC on it. That is a pool and relief assignment all rovers are now domiciled in the PC finance # and currently assigned and supervised by MOWU supervisor.

I don't think I've left anything out but I'm sure I'll be reminded if I did.

I need to express thanks to President Ron Mathieu, Vice President Ray Kearns, and Craft Director Steve Poole for their guidance and support throughout these negotiations. Don't get me wrong these changes still suck but we did the best we could to keep the impact to the minimum and insure the enforcement of The Collective Bargaining Agreement. We also thought it was important that these changes coincide with the current bid cycle. These weren't the first changes to Customer Service and I'm sure they won't be the last but I can assure you that the same effort will be put forth by The Stewards and Officers of The Providence RI Are Local.

Safe and Happy Holidays to all.

YOURS IN UNION SOLIDARITY

MARK A. STREETER