



GENERAL MEMBERSHIP MEETING

MORGAN PLANT

5/15/2024

The meeting began at 5:19 pm

Reading of the previous meeting minutes. The motion to suspend the reading for the previous meeting was voted in favor at 5:20 pm

Ms. Tu Read the secretary/treasurer report at 5:21 pm

Ms. Jimenez-Bruno Read the Financial Secretary report at 5:23 pm

Both reports were voted in favor of, and no questions were asked.

The meeting ended at 6 pm.

The guest speaker, Ms. Stephanie Myles, from Morgan P&DC (MDO) spoke about progress enhancement and thanked those who were on board and collaborating with her to drive Morgan. Ms. Myles spoke about giving respect, demanding, and requiring respect. Ms. Myles spoke about struggling with some supervisors as they are not accustomed to being challenged.

Q & A Ms. Dyer asked all attendees if they had any questions. Does anybody have questions? Ms. Delacruz asked Ms. Myles why a supervisor would be entitled to get corrective action, when in fact they were not present at the prior meeting and did not see an e-mail regarding policy changes. A. Ms. Myles said that as for her team, " I give them the expectation as far as productivity on machines." "I do weekly meetings. and I give them the expectation, as far as corrective action, supervisors are expected to hold their employees accountable on time & attendance, and productivity on machines. I do expect a change because this is part of the supervisor's responsibilities. I even gave passes to a lot of them. I struggle with some supervisors because they are not accustomed to being challenged.

Ms. Myles continued to say that Everything we do in the post office is a routine and unless you take mail and move it to another station, it is a routine every day. Everyone has a checklist that provides step-by-step guidelines and what needs to be done. Ms. Myles said that she gets on telecom every day and must chase supervisors for information, oftentimes having to rely on cameras to take an educated guess as opposed to getting feedback on operations for her telecom. The cooperation is not reciprocated.

Ms. Dyer interjected and clarified that we all need to do our part to be successful. Documentation and updates are crucial for the operations to be efficient for both customer service and mail processing operations.

Elevator issues were brought up. Maintenance manager Ellery Ramos spoke about the elevator issues and stated that he has been in Morgan since November 2023 and has been dealing with Schindler the elevator service company. He has weekly meetings with them, and issues arose from service parts reordering to employees tampering with the elevator. Mr. Ramos stated that the post office pays Shindler 1.5 million dollars and therefore he gives them pushback to the point where a supervisor was terminated for noncompliance with fixing the elevator issues in



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Morgan. Mr. Ramos asks that Morgan also cooperate with maintenance in getting the elevator issues resolved and address those employees tampering with the elevators. Mr. Ramos stated he is focused and working diligently on the elevator problem at Morgan.

Ms. Dyer asked, "How is it that Morgan coaches and trains their new supervisors"? because she does receive a lot of complaints about this issue. Ms. Myles stated that a lot of the new supervisors are paired up with another supervisor to help them get familiar with the operations. They receive assistance to also get familiar with the employees and a binder has been created by the TACS coordinator to assist them with awareness of what is needed for them. They go to the book and use it as a reference to help them with their operations. Ms. Myles stated that they have made it so easy for them to do their job successfully. SDOs do complain about other supervisors, and she informs them that they own their operation, and expects them to execute the expectations given. Ms. Myles said it is the lack of communication and the lack of asking questions from the new supervisors that hurt the operation. Ms. Myles has no problem with coaching and teaching. She encourages every supervisor to ask questions if they do not know anything.

Mr. Ramos asked every supervisor "What is the hardest part of your job?" Ms. Delacruz said, "You do not want to hear it! Ms. Dyer stated as an example that sometimes, if we do not know what is expected of us can be the hardest part of our jobs. Ms. Dyer also stated what might be hard for one person may not be hard for another, it all varies from person to person. Many supervisors stated that it is hard for them to answer that question because every day is a different day. There is no one problem. A supervisor said, "We deal with a combination of people and things." Many things happen throughout the day because many things plague them at any given time. "What we need is tools from above us." The book spoke about prior needs to be updated. The instructions are never consistent, and supervisors are not given credit. Some requests are not given until months down the line. Now we are deep into the problem.

Ms. Dyer said that she still did not hear the answer to the question, what is the hardest part of your job? Her answer is "time management" is the most difficult thing for her"! Ms. Dyer stated that this is a membership meeting and if they need a labor-management meeting, send the branch an email and Naps will be happy to come back for a labor-management meeting.

Supervisor (Segal) stated about Time management, that schedules on tour 1 are not consistent, the supervisors don't have a schedule, there hasn't been one for years, supervisors never have the same operation, never see the same employees, & when they request time to write somebody up MDO tell the supervisors, you need to make your own time and if you don't write somebody up, then they want to write you up!

Ms. Dyer addressed rumors about the supervisory position being abolished, and she stated it is not a RIFF. Some stations are losing supervisors because of SWCS. There was a telecom with HR and some of the factors are that there are two stations in one building or facility Like Fort George/Washington Bridge, and HR is going to put something together to put the final numbers together for SWCS. Part 2 of the rumor is that some relief supervisors will be part of this canvas and right now we have 3 relief supervisors who are part of the excess. Her question to HR was how this was going to be determined as some supervisors with more seniority are all domiciled



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with NY PO. The answer was that a canvas letter was going to be distributed and those supervisors would have to select a position within 50 miles from the location where they were employed. 10 positions are being looked at to be abolished within NY1. Currently, there are only 5 level 17 positions for the customer side of NY 1.

Ms. Dyer addressed the TACS issue and emphasized that this is a clerk job and not a supervisor job unless there is a dire emergency. APWU just filed another grievance where a clerk was just awarded \$60,000. It was urged that SDOs and MDOs concentrate on ERMs, and upper management is looking to issue Letters of demand to supervisors conducting TACS duties.