

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

13 CS PSEs to be Converted on March 30th.

The 13 senior Carol Stream PSE Clerks will be converted to career effective 3-30-2019.

The fact that there are residual vacancies seems due to the fact that many Clerks are retiring at CS and the facility may be under complement. We filed a grievance in July 2018 when I became aware that there were 22 unencumbered Clerks and no residual vacancies since 9-30-2017.

The contract requires management to post newly created bids when Clerks are unencumbered for 120 days. That grievance was appealed to Step 3 on 9-17-2018 and not settled yet. In the last Local Line we reported that our 3 Steward Ericka Williams filed a grievance for bids to be created based on PSE work hours. These grievances were filed to create more bids. Jobs that are not bid on become residual vacancies that must be filled by reassignments and conversions. Congratulations to the 13 new career Clerks and to all CS PSEs who move closer to career.

PSE Discipline Carried Over into Career...

Management contends that discipline remains on the record of a former PSE when they are hired as a career employee. The APWU contends PSE discipline cannot be carried over into the career appointment. According to the ELM 421

"a new hire for an appointment without time limit requiring the completion of probationary period that confers full employee benefits and privileges." Accordingly the former PSE is a newly hired career employee and would now have a clean disciplinary record.

If you receive discipline after being converted to career we believe your discipline record should be clean as of your new date of hire. It will be obvious that if your date of hire is 3-30-19 and you have discipline on your record from 2018 that discipline should not be there and not be cited. Employees have 14 days to file a grievance after receiving discipline so you must contact the union ASAP or the grievance could be untimely. Always write a witness statement for discipline.

One Clerk on a DBCS

This is not new at Palatine but under Plant Manager Elizabeth Wulf, it has become a daily occurrence for the 12 o'clock PSEs. I have heard this before and witnessed it again on Monday, 3-11-19 at 1:45. I spoke to the Supervisor who said they can work alone at start up but the clock said 1:45 so it was well past start up. I asked why were the PSEs being required to work alone every day and she said some regulars were also working alone. This is intentional and it comes from the top. I spoke with Ms. Wulf about this on 2-7-19 after her Automation Town Hall meeting. She indicated she was not aware of Clerks working alone but would check. Of course this comes directly from her when the Supervisor is told to start X number of machines without enough Clerks. Ms. Wulf likes to keep the NS day overtime down but you do not do that by working Clerks alone on a DBCS for hours at a time. We file grievances for the violated Clerk to be paid an extra 50% for the time worked alone but this is happening every day. Ms. Wulf, call the OT.

March 13, 2019

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Retirement Strategy Workshop

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RI-399 Monetary Settlement (from APWU News Bulletin)

"As previously reported, in 2018 the APWU, the National Postal Mail Handlers Union (NPMHU), And the USPS reached a tripartite agreement updating the RI-399 work jurisdiction process. As part of the agreement on the update to the RI-399 grievances filed prior to September 1, 2017, were administratively closed with some limited exceptions. The Postal Service agreed that they would pay \$14.5 million to each union in consideration of the withdrawal of national level disputes. The settlement agreement calls for the unions to each make their own determination on how this money would be distributed. After consultation, much discussion, and agreement with the Clerk Craft Director, the APWU has decided that the money will be distributed in equal amounts to clerk craft employees who fall into the following two categories:

- 1. All career clerk craft employees who were on the rolls as of September 1, 2017, in postal installation that employ both clerk craft employees and mail handlers; and*
- 2. All PSE clerk craft employees who were on the rolls on September 1, 2017, in postal installation that employ both clerk craft employees and mail handlers and who are still on the rolls as of March 1, 2019.*

The exact amount of money is yet to be determined as the APWU is still determining exactly who is entitled to payment. We currently estimate this number to be around 85,000 career and non-career clerks (including any eligible career employees who retired after September 1, 2017. The number of eligible clerks is nearly double the number of mailhandlers who will receive payment. Updates will be provided as this progresses."

Bad Deal for APWU Clerks

The Memorandum sent out to all National, Local and State Officers states *"The exact monetary amount has yet to be determined as we are still in the process of gathering the accurate numbers. We expect somewhere in the neighborhood of 85,000 clerk craft employees will receive a payout of approximately \$160.00. We do not know when the payments will be made. Please note that APWU and NPMHU have decided on different methods of payment and of course the numbers will differ in light of the fact that APWU has chosen to distribute the money to twice as many employees."* When the parties agreed to this RI-399 MOU on June 26, 2018 I called it a sell-out and let our national officers know. Most of the work disputes in the system were filed by APWU for work transferred from Clerks to Mailhandler which is what they have been doing for years but especially since the year 2000.

Not only did this MOU agree to withdraw national disputes it also agreed to withdraw local disputes. We had a dispute on the Incoming Parcel Post unit at Carol Stream with Steward Glenn Pugh filing the grievances for Mailhandlers working Incoming Parcel Post. Management calls this unit the Outside Belt but the proper name per the RI-399 is Incoming Parcel Post and the RI-399 has always stated this work is Clerk work. This MOU agreed to withdraw all local and national disputes with the exception of a few filed by the Mailhandlers. USPS wins because they get rid of all these old disputes, the MH Union wins because they get to keep all the work taken from Clerks and the 14.5 million, and the national APWU wins because they did not want to be bothered with RI-399 disputes. Clerks lose our work for \$160.00

Busse Update

We are still waiting for a date for Labor-Management and have asked Plant Manager Halfman when bids will be posted for the LUCAS as management takes Mixed State Rack Clerks out of their bids nightly to staff LUCAS. He asked if this was an RI-399 issue so that may be the holdup. We should be meeting on RI-399 at Busse at the end of the month.

AO Grievances

We have Stewards in most of the larger offices and count on the members in offices without a Steward to contact us if they have a grievance they need to be filed. I write up many of the grievances filed in the Associate Offices and work with the AO Stewards and or members to file on violations. We do need a Glenview Steward.

Palatine T3 Steward Needed

One of our senior Stewards will be leaving in a few months and we need another Steward on tour 3. If you are on tour 3 and interested in being a Steward please send a letter to me with contact number.

Fox Valley Local 7139 Hosts Retirement Strategy Workshop

The Fox Valley Local is hosting a retirement workshop on Saturday, March 16, 2019 at 3:30 pm at the Quality Inn located at 4005 Gabrielle Lane in Aurora, IL.

The speaker is Tim Gambatese. He did a retirement seminar for us years ago and was recommended by State President Bob Gunter. He offered to help fill out retirement papers for a \$100.00 fee, which seems well worth it to me. For those who plan to retire prior to September when we host our retirement seminar you might want to attend this seminar but you would need to let them know. The Fox Valley Local office phone number is 630-978-4380.

All retiring members should sign up to be a Retiree member at a cost of only \$36.00 per year.

