

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

Palatine Time Changes

Management informed us on 4-19-19 of the time changes planned for the Palatine P&DC which will change multiple starting times to 3 main start times of 0700 for tour 2, 1500 for tour 3 and 2300 for tour 1. These were the starting times years ago before the 2009 tour 2 compression eliminated tour 2 mail processing and before the 2015

"Rationalization" which moved mail processing back to tour 2 and eliminated mail processing on tour 1. Now we are back to 3 main start times like it was years ago. Some Clerks will see a time change of one hour or less and they will go into the new start time on 4-27-19. Clerks with time changes of more than one hour must be given an option letter and will not be changed until 5-11-19.

Option Letters...

Article 37.3.A.4.c (3) states "The incumbent shall have the option of accepting the new reporting time, if negotiated at the local level. If the incumbent accepts the new reporting time, the assignment will not

be reposted. If the incumbent does not accept the new reporting time, the assignment will be reposted." Clerks whose time is being changed by more than one hour but remain on the same tour should be given an option letter for the new time. If they decline, the bid will be reposted and they will be unassigned. For that reason, most accept. We were not given a reason for the time changes and this does not seem to be a national decision like some of the others. 600 CCD Lloyd said it may be to make it easier for management to track who is on lunch/ break. Plant Manager Wulf was unwilling to make any changes in the start times. IPP bids have been at 12 since they were created and there is mail at 12 every day so why make them come in at 1500? Ms. Wulf said the IPP mail at 12 is delayed mail from the previous day. **No PARS Excessing** Plant Manager Wulf said she is expected to reduce work hours equivalent to 22 FTR positions and she will do that by reducing PSE hours and will not be excessing any Clerks. That is the good news.

What the Heck is This?!

Tour 2 Carol Stream Steward Melanie Bellmon faxed me a note recently about a form management had an employee sign regarding attendance policy. This form will no doubt be used against the employee in attendance discipline. We cannot tell if the employee signed it or the supervisor wrote the date and the employee's name. The employee does not have to sign this which will be used against them. **PARS Adding CS Jobs** Four more Carol Stream PSEs will be converted on 4-27-19. This is in addition to the 13 who were converted on 3-30-2019. 23 PSEs were hired at CS on 4-14-19. As Palatine loses the equivalent of 22 FTR Clerk positions CS gains jobs to work the PARS mail in Automation and the FPARS to be worked on the AFSM. It is always better to gain mail than to lose mail. CS has been steadily getting mail from other plants since Great Lakes Area offices were moved there in 2010. I think that the presence of the GLA ensures that Carol Stream will continue to receive mail from other plants and be the last plant standing.

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CS Plant Manager Mayberry to ISC for 3 Month Detail...

Plant Manager Quintin Mayberry is on a 3 month detail to the International Service but will he be back? I think the Post Office is running out of plant managers and don't have enough to go around. The A/Plant Manager at CS is Pamela Bronson and I hear she is doing Town Hall meetings and we will be meeting her next week. It seems strange that they would send the CS Plant Manager out as CS is starting the PARS transition. *That fact lends credence to they are running out of plant managers.

Busse Problems...

Devette Murphy left problems for the current plant manager but we can't seem to get him to fix them either. The Low Cost Universal started operation in July of 2014. Management took the position that this machine also know as the High Speed was part of NMO. They also took the position that the smaller LUCAS was part of the NMO unit. Fast forward to the present and management has been moving Clerks out of the Mixed State Racks every night to staff the LUCAS. This is in violation of the contract which states *"Normally, the successful bidder shall work the duty assignment as posted and shall not be displaced by a junior employee."* Every night Clerks with bids in Racks are being moved to the LUCAS. Clerks were not clocking a move to the LUCAS operation and they need to clock to that operation so the clock-rings show they moved. Plant Manager Halfman is aware that Clerks are being moved every night but he has failed to post any bids for the LUCAS. We filed a grievance months ago but the clock-rings did not show moves. We are now filing on this weekly. The junior Rack Clerks are being moved to the LUCAS and later senior Clerks are being moved to

Mobile Scan on the APPS which is the least preferred area to work. This is totally messed-up thanks to Devette Murphy but Dan Halfman has ignored all requests to fix it. Since management refuses to post bids where needed and allow Clerks to work in their bids, we asked that management allow the senior Clerks to be able to volunteer before requiring junior Clerks to be moved to LUCAS. Junior Clerks and management do not agree with this but there is nothing in the contract that says they cannot ask for volunteers. Managers will say show us where it says we have to do this or that because they do not want to give us anything they don't have to. That is the management mentality. We have had this in writing at Palatine for years and will continue to try to get it for CS and Busse. It does say in writing employees should normally work their bid but Busse managers ignore that. Management created the problems at Busse, they need to fix them.

Zero Tolerance at Palatine

Plant Manager Wulf informed me that she will be contacting the OIG (Office of Inspector General) to assist in investigations regarding "work place violence" issues. She says this is for our protection. This has rarely been done in the past for so-called zero tolerance issues as most of these are minor verbal disagreements that do not rise to the level of any threat. The usual investigation consists of interviews and witness statements. Management typically over-reacts and puts a craft employee off of work but when a manager is involved nothing happens to them. This is the double standard of the zero tolerance policy. We have an employee out for 3 weeks and we don't know what s/he is accused of and neither does management. Ms. Wulf states the OIG is involved but how long does it take!

Union in Transition...

Some Stewards at Palatine and at CS will be retiring in the next year or two and the Union will be losing some of our most experienced and knowledgeable Stewards. Some of our Stewards have been working for the Union 30+ years. We are currently soliciting for new Stewards on tours 1 and 3 at Palatine as tour 3 Steward Tom Miller will be retiring this year and tour 3 Steward Dave Baskin was covering tour 1 but with the time changes that won't work. Tour 3 Clerks will start at 1500. *Dave is on leave from his Steward duties for the next 3 months.

In order to be a Steward you must be a member, be willing to learn, and want to fight for the members. This job would not be anything without the Union and even with the Union management continues to violate the contract every day.

A Case in Point...

On 4-22-19 at 3:15 pm I saw an Ad Hoc unit set up outside the Palatine APWU office. There were wire containers set up for 600 Direct Offices with three employees sorting bundles into the containers. I asked one of them if they were Mailhandlers and he said "yes". They said they were told to do this by MDO Koger. I asked one MHA her name or where her card was racked and she just smiled. No cooperation. I spoke to MDO Jackie Koger who said she would come upstairs with me and take a look after her meeting but went home instead. I spoke to tour 3 MDO Cliff Williams who said it was Mailhandler work because they do it on the APPS (but Manual Distribution is Clerk work). A MH Steward was there and she said the mail was not being finalized meaning it was MH work?! This is what we have to deal with to protect Clerk work. At 5:15 pm I got the MHAs name and a grievance will be filed.

