

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

APWU New Contract Arbitration Award
Arbitrator Goldberg issued the Award for the new APWU three year contract from 9-21-2018 to 9-20-2021.

Wage Increase

Three annual wage increases totaling 3.4% over the life of the Agreement.

1.3% effective 11-24-18 (retroactive)

1.1% effective 11-23-19 (retroactive)

1% effective 11-21-20

Cost of Living COLA
Semiannual COLAs for career employees will continue under the current formula. Management pushed but failed to convert COLAs into One-time lump-sum payments. \$624 or \$.30 hour COLA will be retroactive to 8-31-19, \$166 will be applied retroactive to 2-29-2020. Future COLAs will be applied in September 2020, March 2021, and September 2021. To date COLAs add \$790 annually or \$.30 hourly. The APWU is not the only postal union that has protected and maintained full COLA.

Adding the 3.4% in wage increases with the COLAs, compensation

for a level 6 step O employee will increase pay by \$2,855 over the life of the Agreement. With the three additional COLA increases, the total increase over the life of the Agreement will be about \$3,600 annually, an increase of \$1.75 per hour. In addition, those not yet at the top step of the lower career wage scale will gain new step increases with each step representing an approximate \$.50 hourly raise.

Step Increases

APWU argued for the return of higher steps to the lower tier schedule. In response, Arbitrator Goldberg narrowed the gap in the two-tier career pay schedules by adding additional top steps in Grades 5 -8 for employees hired after 5-23-11. There is no lower tier for Grades 9 and above.

Grade 5: one additional top Step Increase (K)

Grade 6 -7: Two additional step increases (Steps K & L)

Grade 8: Two additional Step increase (Steps L &M). Depending on each Grade, each added step increased adds about \$1,000 per year based on full-time straight hours.

PSE Wage Increases

Since PSEs do not receive COLAs, they get larger annual wage increases: 2.3% effective 11-24-2018 and 2.1% effective 11-23-2019 (both retroactive) 2.0% effective 11-21-2020 PSEs will receive an additional forty cents per hour raise as follows: \$.20 per hour effective 5-23-2020 and \$.20 per hour effective 5-22-2021. In the life of the contract a Level 6 PSE's hourly pay rises from \$17.19 to \$18.69.

PSE Conversions

One time PSE conversions: All PSEs in 125 work year and larger offices with 30 months or more of service in the installation as of the date of the Award will be converted. Over 4,000 PSEs will be converted under this provision within 60 days of the Award. There will be no increase in PSE percentages in the Clerk craft. Only union not seeing increase of no-career %.

Maintenance & MVS

Maintenance will remain an all-career workforce. MVS will remain and all-career workforce, and maintain the exception that PSEs may be hired to perform some of any "new work" returned to the bargaining unit.

March 13 2020

Jackie Engelhart
President
Walter Elerby Jr.
Vice President
Alan Czerwinski
News Director

Special points of interest:

APWU New Contract
Arbitration Award
Nominations for 2020
NWIAL Election

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No Layoff Protection

The no-lay-off protections of Article 6 for career employees with more than six years of service remain unchanged. Management argued for increasing the six years to 15 years for current employees with no protection for future hires. In addition, no lay-off protection is extended for the life of this Agreement to all career employees on the rolls as of the date of this Award who have not yet qualified for protection under the six year rule. A ban on subcontracting PVS driving work during the life of the contract. No employee can be excessed out of an installation beyond a 50 mile radius.

Career Employee Health

The FEBH Health Plans and benefits remain in effect for career employees. No change in employee share of premiums in 2019 and 2020. In 2021 the USPS contribution for health premiums will be reduced from 73% to 72% and then remain the same in 2022. 72% is the share federal agencies pay for federal employees and the Postal Service pays for annuitants and EAS employees. This 1% shift represents a cost to an employee of between \$75 and \$165 per year depending on health plan.

PSE Health Benefits

Improvements in USPS payments of PSE Health insurance premiums gained in a June 13, 2018 grievance settlement will be included into the Agreement. The Postal Service will make a bi-weekly contribution equal to 65% of the total premium in the USPS Non-career Health Card Plan for either self plus one or family coverage during a PSEs initial year of PSE employment, which rises to 75% after the first year. The Postal Service will continue to pay 75% of the total premium for PSEs in the APWU Consume Driven Plan in the FEHB.

Work Environment

The Union and Management established a joint task force to address hostile work environments.

Work Rules

For the first time, pregnancy is now included in the non-discrimination language in the contract. The Filling of Residual Jobs MOU continues in full force and has resulted in 70,000 PSE conversions since March 2014. Arbitrator Goldberg reaffirmed that custodial positions should be fully staffed. However he changed under certain conditions what hours apply in calculating "Line H" violations of staffing. Hours associated with long-term absences and excessing events can be exempted from calculations when fully staffed. *This was one of the issues that caused the union to go to arbitration as we did not agree in making exceptions for the Line H custodial cleaning hours.

Improvement in maintenance training selection. PSE overtime rules from a June 13, 2018 settlement will be included in the new contract, specifically time and one half after eight hours of work in a day and double time over 10 hours in a day or 56 hours in a week.

Uniform and Work Clothes

5% increase in the uniform and work clothes allowance in 2020.

2.5 % increases in 2021.

Retroactive Pay

The Union and management are meeting to determine the exact dates when the new pay rates will be reflected in the paychecks and the date when workers will receive back pay retroactive checks.

Clerk Complement Numbers

Since the last Local Line we have been informed that the authorized Clerk complement for Palatine has dropped from 308 to 254, and the Carol Stream Clerk complement has increased from 312 to 361. Palatine has approximately 285 Clerks on rolls and CS has 338.

Nominations for NWIAL 2020 Election

President

1. Mary Corner
2. Jackie Engelhart

Vice President

1. Teddy Ervin
2. Dave Baskin
3. Walter Elerby Jr.

Treasurer

Bhupendra Patel (**unopposed**)

Secretary

1. Carmen Bell
2. Linda Duncan-Retel

Chief Trustee

1. Janice Alexander-Scott
2. Ray Wience

Clerk Trustee

1. Latara Collins
2. Sue Rodriguez

MVS/Maintenance Trustee

Gary Meyers (**unopposed**)

Clerk Director 600

Marcia Lloyd (**unopposed**)

Clerk Director 601

Calvin Taylor (**unopposed**)

AO Director

Kathy Stokes (**unopposed**)

Maintenance Craft Director

1. Anthony Pritchett Jr.
2. Joseph Golden

MVS Director

1. Michael Raia
2. Allen Ferguson Jr.
3. Kenneth Redinger

Ballots will be mailed out to all members by the American Arbitration Association on 3-20-2020. If you do not receive a ballot call the ABA at **312-616-6560**. No calls accepted before 3-25-2020.

