

# The Local Line

"A PPA Award Winning Publication"

The Official Voice of the  
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

## PARS Leaving ...

600 Clerk Craft Director Marcia Lloyd states she has been told by Plant Manager Elizabeth Wulf that the PARS mail will leave Palatine in April. She said she tried to keep the mail as long as possible. This decision was made by the higher ups at USPS awhile ago. Two years ago when I tried to track down a rumor circulating at Palatine that PARS was going to South Suburban I was told by Mark Tovey, who was the District Manager for Central IL, that PARS was not going to South Suburban but would eventually go to a plant with an outgoing operation, most likely to Carol Stream. Palatine lost cancellation and outgoing mail in the 2010 consolidation of mail to CS which resulted in over 100 Clerks being excessed. In 2011 Palatine was designated as the PARS site for most of Illinois. This additional mail volume helped bring excessed Clerks back to Palatine beginning in 2013. In 2015 Palatine added an FPARS operation in the AFSM, and this mail will also be leaving.

## CS Residuals...

Management posted 18 Clerk residual vacancies on e-reassign on 2-1-19. We don't know if any of these residuals were bid, and were told that the District is working on it. The next step for any unfilled residuals not taken on e-reassign it to convert Carol Stream PSEs in seniority order ASAP. With CS preparing to add PARS mail from Palatine these 18 jobs are needed. Clerks are retiring every month and not replaced. Palatine states the PARS staffing is 22 Clerks so this mail should create an additional 22 Clerk jobs at Carol Stream but CS says they have been told they will not be getting additional Clerk staffing. **MDAT Grievance Filed** Tour 3 Steward Ericka Williams filed a grievance using MDAT which stands for Max Duty Assignment Tool, which is an APWU program used to document grievances filed for bid reversions and abolishments, and to create duty assignments based on PSE workhours. Ericka said the PSE work hours showed the need **for 72 new Clerk jobs.** Thank you Ericka for filing this grievance for CS.

## Chicago Metro L&DC

We had a Labor-Management meeting scheduled on 2-27-19 but were told when we arrived that Plant Manager Halfman was at the Area and we were to meet with the Senior MDO. We told her we would like to re-schedule as we were expecting to meet with him. It makes no sense for us to hold a Labor-Management Meeting without the Plant Manager, the Maintenance Manager, and the Transportation Manager there, as they have the authority to respond to our issues. Mr. Halfman did get back with us and say he was called away unexpectedly. **Employee vs. Employee** We have a few injured on duty Clerks working 4 hours per day and some are allowed to work their first 4 hours while others are assigned to work the last 4 hours of their shift. Instead of starting at 1950 they make them come in at 2300. We have asking that the injured Clerk be allowed to report at her normal start time 1950 and work her 4 hours. Now we are hearing that instead of allowing this Clerk to come in at 1950 they are going to make the other Clerk come in later.

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### Special points of interest:

PARS Leaving...  
CS Residuals...  
MDAT Grievance Filed  
Chicago Metro L&DC  
Employee vs. Employee  
Congratulations Ms. Wulf  
Report from the Rank & File  
Last but not least, Northbrook

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### **Employee vs. Employee (cont.)**

Instead of helping one they are harming the other so no one can claim discrimination and both are being treated equally unfairly. This is not what we had in mind. Employees should not fall into the management trap of pitting one employee against another when it is management that is making the decision to punish one by making them come in later than the other. Management could allow both. The unfair treatment of one Clerk pits them against the other who they see getting what they want. The problem here is management not the other injured employee. There is no reason that these few employees should not be allowed to work the first 4 hours at 1950.

**Congratulations Ms. Wulf...** Perseverance paid off and Elizabeth Wulf is now the titled Plant Manager at the Palatine P&DC. She held Town Hall meetings on 2-7-19 where she said she came back to 4 million pieces of delayed mail on hand. She also said she wants to get Palatine back to being a world class facility, and we all want Palatine to succeed. She has taken positive steps such as reaching out to employees for feedback and doing a better job of communicating with the union. Having said that we do not agree with management working PSE Clerks (who start at 12) alone on a DBCS for 3-4 hours per day or with employees being told they do not get a break on overtime. The Palatine P&DC has followed the agreement signed in 1993 by then Plant Manager Mark Tovey which states "The parties agree to continue the past practice regarding breaks in the manual distribution section units. Employees shall be given a 15 minute break (including travel time) approximately every 2 - 2.5 hours. **This also applies if overtime is involved.**"

### **Report from the Rank & File**

The APWU was not able to negotiate a new contract and is going to arbitration because the Rank and File Committee of Local Union officers rejected what was presented to them by the President. They state that the USPS wanted the union to agree to exceptions on three negotiated agreements. Those are the number of hours a postmaster can work in smaller offices, the number of PSEs who can work the window, and the requirement to perform a certain number of custodial cleaning hours each year or pay violated custodians if the hours are not worked. This was part of the TL5 Cleaning MOU previously agreed to that resulted in a reduction of cleaning hours and loss of jobs. We all know how clean postal facilities are under Team Cleaning. USPS wanted "relief" from having to pay the "Line H" hours. The USPS "relief proposal" would be triggered by USPS initiating excessing under Article 12. As stated by Rank & File Committee Chair Scott Hoffman, the USPS was seeking relief from their own bad behavior and they would be able to do so initiating excessing. He states "*One of the largest areas of concern of the Committee was the over arching involvement of Article 12 in all this. As we all know, Article 12 is the Article that governs excessing. One need only recall the events of 2017 to see the connection and devastating effects Article 12 can play, and that management is prone to use it without proper justification. In 2017 management put the APWU universe under Article 12. In doing so, they reverted and abolished positions. They cut the workforce by fear mongering to induce retirements. They effectively halted conversions by eliminating necessary positions and withholding others as residual vacancies.*"

*In the end, this exercise resulted in a minuscule amount of actual excessing. Under the guise of phantom excessing, a tremendous amount of damage occurred. Each of the "relief proposals" would incentivize USPS to turn to a weapon that has already been used, Article 12...The USPS would be incentivized to place a facility under Article 12. They could eliminate their liabilities in regards to payment and performance of custodial work. Our facilities would not be cleaned properly, nor custodians paid for work that should have been performed. In the Clerk Craft, as in the past, they would now revert positions, withhold vacancies, and now claim exceptions for allowing mail processing PSEs to backfill the reverted jobs without penalty. The Committee is merely recalling the realities of management's proven tactics of a year ago. Why on Earth would we make it even more beneficial to hurt us, and to do so with impunity? This was part of the contract our national President wanted to agree to. The Rank & File Committee is a safeguard against a bad contract. They told the National President they did not agree to send this contract to the membership and that is why we go to arbitration.*

**Last but not least, Northbrook** Its been over a year since we had a Labor-Management meeting at our worst office, Northbrook. Postmaster Narbi Miulli called me three times in one day to tell me I could not bring our usual officers. She left a message saying only I and the office Steward would be allowed and referred me to HR Manager Diana Nygaard who is in training this week and cannot be reached. After several emails to the MPOO and the Lakeland Labor Relations Manager we were told that our officers can attend. What is Narbi Miulli afraid of?

