

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

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Dan Halfman is titled as Plant Manager...

Mr. Halfman has been Acting Plant Manager at Chicago Metro L&DC for approximately one year and is now titled. He has worked hard to make Busse better and has worked with APWU fairly well. We would like to see our Steward on tour 2 get more time without having to beg, and we need to stop moving Clerks from the Mixed State Racks every night to the LUCAS #1. Congratulations to Dan.
In-Plant Support Manager Dapo Oladeji leaving Busse for Area
Dapo has been Busse's In-Plant Support Manager for the last few years and is leaving for a job at the Great Lakes Area. He knows his job and will be missed at Busse. APWU has had our ups and downs with Dapo mostly over RI-399 craft jurisdiction issues under former plant manager Devette Murphy. He has been working with both Unions for the past few months per a national RI-399 MOU on an updated Inventory. We have made progress with Dapo's assistance. Good luck Mr. Oladeji.

Ms. Wulf at Palatine

We had a cordial Labor-Management Meeting with her on 1-11-2019. She seems more willing to accommodate employees requesting light duty or schedule changes for serious personal reasons. She has created less disruption this time than she did on her last go round. Her previous detail as plant manager was a bad experience for Palatine. We see an improvement.
Steward Sent Home!?
Having said that I don't know why she felt it was necessary to send one of our Stewards home on Friday night for Saturday because he said he could not work automation but was working his bid in manual flats and requested needed union time. Instead of allowing him to work where he could since she said she had 52 call-ins on tours 3 and 1, Ms. Wulf and T1 MDO Locke sent him home. How do you send a Clerk home on a bad-weather night with 52 call-ins for lack of work when he had work in his bid and could have been given needed union time as requested. This was all unnecessary and will result in another grievance being filed.

Carol Stream Problems

I communicated with CS Plant Manager Mayberry that we have been getting complaints about tour 3 MDO Kathy Brown calling PSEs "stupid" with at least one citing the MDO on his or her resignation. Mr. Mayberry said he would check with Calvin as he has not heard this. The MDOs left in place by former Plant Manager Mike Kotula have been a problem for the employees and this is nothing new. MDO's Katina Powe and Kathy Brown have both generated complaints from the employees since day 1. When (former) Clerk Ray Wience has a problem with you there is something wrong MDO Powe. It must be pretty bad when a PSE quits their job due to being disrespected by MDO Brown but no one wants to be called stupid in or out of the workplace. I don't know either of these ladies but I have not heard anything too good. It's a shame that management thinks this is the way to move the mail by calling an employee stupid. Mr. Kotula titled them but Mr. Mayberry is the boss. I hope I never hear of another Clerk resigning because of harsh treatment.

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

Special points of interest:

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Northwest Illinois Area Local
American Postal Workers Union
194 W. Lake Street
Elmhurst, IL 60126
Phone: 630-833-0688
Fax: 630-833-0248
Email: nwial7140@yahoo.com
Web: nwial7140yahoc.com

22 Clerk Bids Posted at Palatine

For the last two years management has reverted just about every vacant Clerk job at Palatine saying they are over-complement. The last time any amount of bids were posted was the result of a Step 2 grievance settlement on 7-27-17. Bids are now being posted as a result of management agreeing to settled some of the grievances filed on every Palatine reversion. 20 of the jobs posted on 1-16-19 are reverted bids and 2 are Bulk Mail jobs being reposted to change the non-scheduled days. Palatine is now at complement according to management but that could change when the PARs mail goes to Carol Stream whenever. The PARS staffing is 17 Clerks so the loss of this mail will reduce the authorized Clerk complement. Once again the higher-ups are sending Palatine mail to Carol Stream to the detriment of Palatine Clerks who lose their work. A/Plant Manager Wulf has fought to keep PARS as long as possible but it's a done deal that it is going.

Carol Stream has Residuals!
Carol Stream is also finally at the authorized complement of 316 with 318 Clerks on rolls. The good news is there is only one unencumbered able-bodied Clerks and 19 residuals effective 1-19-19. These jobs should be posted on e-reassign on 2-1-19 and if not filled on e-reassign should be offered to CS PSE Clerks by seniority. I see that one or two PSEs are being offered PTF jobs in the Associate Offices but they should decide if they want to be a forever PTF at an AO or a FTR at Carol Stream. Carol Stream is being told they will not get more FTR jobs for the PARS mail but with 19 residuals to be filled they will be gaining 19 FTR Clerks and will most likely replace any converted PSEs. Seeing senior PSEs converted should improve PSE morale.

USPS and Zero Tolerance

In the past month there have been Clerks walked out of each of the three plants we represent due to the USPS Zero Tolerance policy. I received an email from a Clerk who did not understand why he was walked out for reporting to management that he felt threatened but that is usually the case. Once an incident is reported to management they walk out both employees and investigate later. Within a few days employees should be contacted to report for an interview with management regarding the incident and they should always ask for a Steward. At that point they should return to work unless management decides they consider one or both a threat. Sometimes they leave the employees out for a week or longer but how long does it take to conduct an investigation which is usually to gather witness statements? All the postal unions and management associations agreed to the Joint Statement on Violence in the Workplace except for the APWU because APWU thought the policy would be used against the craft employees and not enforced with management personnel. Other postal unions who did sign the Joint Statement have since come to agree that it is unfairly enforced against craft but not management. When confronted with a physical or verbal threat the best advice is to walk away from that individual. You may be the victim but allowing someone to provoke you into responding to a threat is not good. USPS applies the Joint Statement to employee on employee incidents but not to abusive managers. An MDO calling an employee "stupid" should not be tolerated. **The Joint Statement** states in part, *"We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no*

excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for an will be no tolerance of harassment, intimidation, threats, or bullying by anyone. We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness. The need for the USPS to serve the public efficiently and productively, and the need for all employees to be committed to giving a fair days work for a fair day's pay does not justify actions that are abusive or intolerant.

"Making the numbers is not an excuse for the abuse of anyone."

Those who do not treat others with dignity and respect will not be rewarded and or promoted. Those whose unacceptable behavior continues will be removed from their positions..."

Dreading Going to Work...

This is what I hear from many of the Clerks at Northbrook due to the atmosphere created by Postmaster Narbi Miulli, with the assistance of two of the supervisors. I asked MPOO Bill Misinski last year to conduct a Climate Assessment in Northbrook like they did in Park Ridge but he declined. The results at Park Ridge were horrible just as we predicted. In my opinion Miulli is worse!!!

Miscellaneous

1. When you move, etc., fill out a change of address with us.
2. When you retire become an APWU Retiree Member
3. Tour 1 employees writing a witness statement should make sure they have the right date.

Get Well Marcy...

600 CCD Marcia Lloyd is on crutches due to a fall and we wish her a speedy recovery. I said no more heels for you and she said she will be back in her heels!

