

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

Contract Proposals (APWU News Bulletin)

"On March 7, 2019, the APWU and the USPS exchanged their final economic proposals as both sides prepared for interest arbitration.

APWU Proposals:

Solid annual pay raises, two COLAs every year, adding top Steps to the lower career pay scale, reduction of non-career workforce and increase in the career workforce, automatic PSE conversion to career after a set time of service, increased USPS contributions for health plans, raising the pay of PSEs. The union presented proposals and continues to fight for work hour guarantees for PTFs, and a guaranteed day off for PTFs and PSEs. The Union submitted proposals to eliminate subcontracting including MVS/PVS work, for a moratorium on plant closings, and for no mandatory overtime, and to address the hostile work environment and sexual harassment. USPS economic proposals are draconian... No increase in pay rates, a freeze for current employees;

USPS Proposals cont.

one lump-sum payment in lieu of the usual annual pay raise; lump sum payments in lieu of COLAs; decreasing the career workforce; increasing the percentage of non-career employees to 25% in the clerk craft; reintroduction of 10% PSEs into the maintenance workforce, undoing the all career maintenance craft, reintroduction of 10% PSEs into the MVS craft; pay and benefits substantially cut for all future conversions to career and future hires. A converted PSE would take a pay cut of almost \$1.00 per hour and work into year three before getting back to the PSE rate; current career employees with less than six years seniority must work 15 years to gain "no lay-off" protection; and elimination of no lay-off provision for all future workers.

More USPS Proposals...

USPS proposed creating a Universal Clerk with no restrictions on working the window, PSEs being allowed to work in level 18 offices to replace career jobs, replace career PTFs with non-career PSEs, eliminate the 50 mile radius on excessing

employees, eliminate all existing Local Memos, and eliminate any on the clock union steward time to represent employees.
APWU Response...
APWU Chief Spokesperson, Industrial Relations Director Vance Zimmerman told USPS negotiators, "This is blatant disrespect for postal workers...this is not even close to respecting the value of the service we provide. I could go on but I will just say I find this insulting." President Mark Dimondstein said, "There are clearly two sides in this fight and the battle lines have been drawn in our efforts to obtain a contract that respects postal workers. The USPS proposals reek of contempt for the workforce. APWU members will fight for what we deserve in the interest arbitration process as we continue "Fighting today for a better tomorrow."

For those of you who have been wondering, as I have, what was discussed during contract negotiations, these were the proposals. We know USPS does not want to give us anything but in fact they want to take things back from us. The Union has always had to fight to improve things.

April 8, 2019

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CIOSS Machines Leave Palatine

Palatine will lose two CIOSS machines in April and two in May. The FPARS will leave in June. We have been informed that once the PARS mail leaves there will be some realignment of the bids, but no details given at this time. At Palatine the PARS and FPARS was 100% Clerk work with PARS considered part of Automation, and FPARS considered part of the AFSM-AI. We did not negotiate PARS/FPARS as a separate sections. The PARS Waste Mail operation was used to accommodate injured Clerks. We have not negotiated anything different at Carol Stream. *I was unable to attend a meeting on 4-4-19 to discuss PARS at Carol Stream due to late notification and do not know what was discussed at that meeting. Palatine Plant Manager Liz Wulf has informed us that no Clerks will be excessed as a result of the loss of PARS and she will be able to accommodate injured Clerks even with the loss of Waste Mail. This is good news as the last time Palatine lost mail to Carol Stream there was mass Clerk excessing.

Working Alone on DBCS...

We know the 12 o'clock PSES are being forced to work alone on a DBCS from noon to 3 pm daily. We have talked to Plant Manager Wulf about this several times in an effort to get her cooperation but there is no cooperation on this. First she denied it was happening and when that did not work, she blamed it on employee availability, meaning not coming to work. Plant Manager Wulf is very stingy with overtime while the last two plant managers would call OT to get the mail out. She chooses to work Clerks alone for three hours in violation of the proper staffing. She says some PSES prefer to work alone to avoid harassment from their co-worker but that is a poor excuse for what's going on.

The Best Way to Stop It...

The best way to stop management from violating the proper staffing of a DBCS as agreed in the JCIM, is for each violated Clerk/PSE to ask for a Union Steward every day and write a statement so we can file a grievance. Some PSEs are afraid to write a statement because they fear management retaliation. We need the statement to file a grievance and get the violated Clerk paid an extra 50% for the time they work alone on DBCS. Plant Manager Wulf says this should stop after PARS leaves. **Palatine Requests NMO Sorters** (NMO is Non-Machine Outside.) With the departure of PARS mail, Plant Manager Wulf is requesting NMO Sorters to fill the space in the annex that will be empty with the removal of CIOSS machines. The IPP belt has been moved from the annex to the workroom floor. She said she requested a Universal Sorter (USS), a Robust Bulk Universal Sorter (RBUS), and an APBS machine, in that order. The Universal Sorter is the largest volume USPS NMO machine with machine goals of 1350 parcels per hour. The RBUS is a mechanized semi-automatic/manual conveyor system for processing the NMOs. The staffing on these machines should be similar to the APBS. **Newly Converted & Health Ins.** CS converted 13 PSEs to career on 3-30-2019 and these Clerks should know they have 60 days to choose a health plan in the Federal Employee Health Benefit - FEHB. USPS will drop the USPS PSE health insurance after conversion. USPS should inform these Clerks that they have 60 days to sign up but newly converted CS Clerks should be aware they have 60 days from the date of conversion to sign up for health insurance or have to wait for open season in November. USPS pays 73% of the premium for career employees.

Request for Climate Assessment at Northbrook Goes Nowhere...

In late January I contacted MPOO William Misinski to ask him to conduct a Climate Assessment at Northbrook as they did at Park Ridge in August of 2017. The Park Ridge results were horrible thanks to PM Calamity Winbush. At Northbrook the concern was and is Postmaster Narbi Miulli and her ongoing confrontational hostile and vindictive behavior. It is our contention that she issues discipline to intimidate the Clerks. She has fired a senior Clerk three times in the last year while the Clerk had a clean record prior to Narbi Miulli's arrival in 2016. I emailed a large volume of documents to Mr. Misinski in regards to the reason for my request and he finally sent someone to Northbrook to interview some Clerks. By then one Clerk transferred out to avoid being fired and another was fired again for the third time. Mr. Misinski sent me an email on 2-23-19 stating the complaints from the Clerks were mostly about other Clerks not doing their job. They did not talk to all Clerks or tell them why they were there. Many of the Clerks feel Miulli creates a hostile work environment but this is allowed to go on... **APWU Tax Day Actions...** The APWU is asking us to pass out flyers at our local post offices to inform the public that the Post Office Receives Zero Tax Dollars. Tax Day is April 15th a Monday. If you are willing to pass out the flyers at your local post office or the one you work at let us know and we will get the flyers to you. This is an effort to inform the public that the Post Office does not receive tax dollars and relies on the sale of its products/services. Flyers will be available at the plants for anyone willing to help. Our efforts to stop privatization will need the public's support.

