

# The Local Line

"A PPA Award Winning Publication"

The Official Voice of the  
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

July 5, 2017

## USPS Cutting Jobs

The USPS has issued over 1500 impact statements affecting over 15,000 employees nationwide. APWU President Mark Dimondstein and NPMHU President Paul Hrogian signed a joint letter dated 6-21-17 to Postmaster General Megan Brennan in response to the proposed massive job cuts affecting APWU & NPMHU represented employees. It states in part *"As presidents of our respective unions representing over 250,000 postal employees, we are deeply disturbed by the wholesale and massive job cuts under way by your administration. The cutting of an already skeletal workforce will not only cause massive disruption to the workforce but will cause further degradation of postal services for the American people throughout the country."* An article on the APWU website states *"Meetings at the national level, including meetings with PMG Brennan, have emphasized blatant reduction of duty assignments when the duty assignments are needed."*

The web article also states *"The APWU and USPS agreed in Article 37.3.A.1 of the CBA that, "Every effort will be made to create desirable duty assignments from all available work hours for career employees to bid." This includes hours worked by PSEs. This provision was part of an overall agreement for more APWU jobs."* The web article also states what the union is doing to respond to the attempt to eliminate career jobs. *"The APWU has been conducting Max Duty Assignment Tool (MDAT) training across the country on how to demonstrate new duty assignments whenever management tries to eliminate duty assignments or excess employees. We have designated National Business Agents in each area that are working directly under the direction of the National Clerk Craft Officers to work with Local and State organizations to develop strong grievances and coordinate our actions."* NBA Linda Turney held a class for our Stewards in January, and we hosted another class in June for other Locals in the area.

## Local Impact Notices

Within the Local we have received impact notices for six clerks at Palatine, four at Carol Stream, and five clerks at Chicago Metro L&DC (Busse). Palatine has had clerk overtime percentages of 18%, 20% and 19% from 2015 to 2017 because we do not have enough clerks. Mail volume is low in the summer but when it picks up in the fall how do they get the mail out? OT!!! Busse had clerk overtime percentage of 10%, 14%, and 9.5% over the last three years. CS had clerk overtime percentages of 6.4%, 7.79%, and 7.6 % over the past three years. The number of clerks at the plants continues to decline due to retirements. With so many facilities being impacted by these excessing notices where would the employees go? The national presidents letter refers to *"an already skeletal workforce"* and this is especially true in the Associate Offices but they are issuing impact notices in many of them. It seems like the USPS want to close down post offices and send all our customers to Stamps.com since the Union interfered with their Staples deal.

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

## Special points of interest:

USPS Cutting Jobs  
Local Impact Notices  
Associate Office Impacts  
Why?  
Management is not your Friend  
Free NWIAL Shirts Coming  
To Future Retirees from Bob  
NWIAL Scholarships 2017

Northwest Illinois Area Local  
American Postal Workers Union  
194 W. Lake Street  
Elmhurst, IL 60126  
Phone: 630-833-0088  
Fax: 630-833-0248  
Email: nwial7140@yahoo.com  
Web: nwial7140ayahoo.com

### **Associate Office Impacts**

Wilmette has seven FT clerks and three PSE Clerks and management proposes to excess two FT Clerks and keep all three of the PSEs.

River Grove has two FT Clerks and one PSE Clerk and management proposes to excess one FT clerk and keep the PSE Clerk.

Winfield has two FT Clerks, two PTF clerks and one PSE Clerk.

Management wants to excess one FT clerk and keep the PSE Clerk. The PTF clerks have been PTF for a long time while the PSE is new. Management is telling the PTF Clerks in this office they can forget becoming FT, the FT they are not safe, and the PSE that you will never be a FT Clerk in this office.

Bellwood has one FT Clerk, two PTF Clerks and one PSE Clerk.

They want to excess one PTF Clerk and keep the PSE Clerk.

Northbrook has 13 FT Clerks and three PSE Clerks with an impact notice to excess three FT Clerks and keep the three PSE Clerks who were all just hired in 2017. Prior to hiring three PSE Clerks in 2017 management had required all Clerks on and off the Overtime Desired List to work up to 56 hours per week in this office going back to June of 2016. One of the Northbrook Clerks was issued discipline because she was tired and did not report on one of her non-scheduled days at that time. So they hire three PSE clerks and finally stop the forced overtime, and now they plan to excess three FT clerks out of Northbrook PO. Does the office go back to forced overtime when the mail picks up?

Melrose Park has 15 FT Clerks to cover the main office, Hillside branch and Northlake Branch.

They have an impact notice for one FT Clerk while keeping one PSE Clerk. They recently filled two clerk residual vacancies by e-reassign and PSE conversion, and now want to excess a FT clerk.

### **Why?**

Mail volume is down and it is the summer but we have gone through several summers without massive excessing and relatively high clerk overtime percentages since 2015.

In 2014 USPS changed the service standards from overnight to two day delivery for first class mail.

They changed the mail processing window to tour 2/tour 3 from tour3/tour 1, and eliminated most tour 1 jobs. The major benefit of this change for employees was the increased number of jobs posted on tour 2, allowing employees to work days and live a normal life. This realignment saved USPS money by cutting night differential pay but it also led to an increase in the amount of overtime.

There has been little excessing since 2010 for the simple reason that USPS had already cut Clerk staffing to the bone and many post offices were now under-staffed.

There was an increase in Carriers and Supervisor doing Clerk work.

The plants and the AO's rely on PSE Clerks to get their mail out. USPS is allowed to have 20% PSEs per district and many PSEs work 40 hours or more per week. Thousands of PSE Clerks in 200 work year installations (with 2.5 years of service as of 7-8-16) were converted to career on 9-8-16 as a result of the one-time conversion.

The contract states that one year from the date of the Agreement, 7-8-16, the parties will evaluate the possibility of another one-time conversion of Clerk Craft PSEs. USPS has prepared for this date.

They are trying to recoup those conversions by reverting all jobs to prevent PSEs from being converted into residual vacancies.

They are taking it one step further by issuing 1500+ impact notices. This is to replace FT clerks with PSE clerks in the post offices and to prevent PSEs from being turned over to career in the larger offices.

### **Management is not your Friend**

This is not against any particular supervisor/manager we work for. They all have to do what their told whether they agree with it or not. That's part of being management. Some employees think they do not need a union because management is their friend. A "nice" supervisor will still do what they are told, even if it's wrong, they have to. Union members support the union so when USPS does something wrong they're part of the solution. Non-members think they do not need the union or are just cheap. Your supervisor can be the nicest person in the world but if they are told to do something wrong and it negatively affects you, they do it.

What can you do? Call the Union. Non-members are not your friend. Someone who just refuses to pay union dues but takes advantage of what others pay for are SCABS. If you got out for "some reason" but believe in unions, get back in. Strength in solidarity is UNION.

### **Free NWIAL Shirts Coming**

All NWIAL members will get a Union T-shirt as a thank you and to show your Union pride at work. We are currently soliciting for the best design. You may submit a design to Ray Wience at PO Box 86200, Carol Stream, IL 60188. The deadline is 8-10-17. The winning design gets a \$100 gift card.

### **To Future Retirees from Bob**

NWIAL Retiree Director Bob LaFoe reminds us that we will all be retirees one day and we can stay part of the APWU for only \$36.00 per year. An application comes with the retirement watch.

### **NWIAL Scholarships 2017**

Four \$750.00 scholarships will be awarded this year. Applications are available at the union room and must be received prior to the membership meeting on 8-13-17. Rules are on the application form. 4 winners and 2 alternates will be pulled from Ray's "Bozo Drum".

