

# The Local Line

"A PPA Award Winning Publication"

The Official Voice of the  
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

## 2017 Election Results

The ballots for the 2017 NWIAL election were counted on 4-24-17.

The candidates are listed in ballot order with the winners in **bold type**.

### President

1. Mary Corner
2. **Jackie Engelhart**

### Vice President

Walter Elerby Jr.  
(unopposed)

### Treasurer

Bhupendra Patel  
(unopposed)

### Secretary

Linda C. Duncan-Retel  
(unopposed)

### Chief Trustee

Raymond Weince Jr.  
(unopposed)

### Trustee - Clerk

1. Janice Alexander-Scott
2. **Sue Rodriguez**

### MVS/Maintenance Trustee

Gary Meyers  
(unopposed)

### Clerk Director 600

Marcia Lloyd  
(unopposed)

### Clerk Director 601

1. **Calvin Taylor**
2. Elaine Bartlet-Walker

### AO Director

Kathy Stokes  
(unopposed)

### Maintenance Craft Director

Joe Golden  
(unopposed)

### MVS Craft Director

1. Jerrod Oden
2. **Kenneth Redinger**

Congratulations to the winners and those who were unopposed. Thanks to Chairperson Arlene Thomas-Benford, and Election Committee Members Vivian Henderson, Erika Williams, and Christopher James. They very worked hard to ensure that the member and mailing list was as accurate as possible so that all members got their ballot. The American Arbitration Association printed, mailed, and counted the ballots. Last election 963 ballots were counted in the race for President but this year only 597 ballots. Union elections are not known for high turnouts but voting by mail is easy and only takes a minute. Your vote is important!

### USPS Reversion Plan

USPS is reverting jobs based on the authorized vs. actual complement based on what they call the Function 1 Scheduler. It says Palatine is authorized **317 FT clerks** and vs. **338** actual clerks. It says Carol Stream is authorized **362** vs. the **414** Clerks on the rolls when they started reverting jobs in January. Busse is reverting Clerk jobs as their authorized complement is **95** vs. **101** Clerks on the rolls. USPS at the Headquarters level is requiring all plants to revert jobs until they get to authorized complement, and the system will not allow them to post jobs. Carol Stream just reverted an APBS job that is definitely needed. Palatine reverted a Review Clerk job that is needed because the plant only had three Review Clerks and with this reversion has two. They are reverting jobs in Automation which relies on non-career PSE Clerks. In the past USPS said plants were overstaffed based on BPI productivity and the Labor Scheduler. Function 1 Scheduler is based on "earned complement" which is how many hours USPS allows each plant to process their mail.

April 25, 2017

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

### Special points of interest:

Election Results  
USPS Reversion Plan  
Labor Scheduler continued ...  
Plants Threaten to Abolish  
The Reality of Earned Hours  
Thank You Gail Towner!!!  
Palatine APPS Machine in June

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: nwial7140@yahoo.com

### **Labor Scheduler continued...**

USPS has been telling plants what their authorized complement is for some time now, but now they are enforcing it. They have been doing the same thing in the Associate Offices for years, reverting jobs based on earned complement. Clerks must clock very carefully from operation to operation in the AO's to avoid losing more jobs. Most AO's are understaffed to the point that if a Clerk calls in or is on vacation its an emergency and the Postmaster has supervisors or Carrier Assistants sorting mail. This is constant at some offices like Glenview and Park Ridge, and intermittent at other offices. ODL Clerks at Glenview have been paid thousands of dollars over the past year because of the constant crossing crafts and supervisor doing bargaining unit work. They have received thousands more for PSE overtime violations.

### **Plants Threaten to Abolish...**

The plants have threatened to abolish jobs if the Union does not agree to revert residual vacancies. We have five at Palatine with a grievance at Step 3, and we have three residuals at Carol Stream that should be filled per the Residual Vacancies Clerk Craft MOU. \*Residuals are jobs that have been posted for bid that nobody bid on. The MOU pecking order calls for all (able-bodied) unencumbered to be placed, and then to offer them for retreat rights. The jobs are then posted on e-reassign, where if they are still not filled, would be used to convert PSE Clerks within the installation by seniority. By reverting jobs USPS is denying Clerks in the plants the ability to bid as there is nothing to bid on. By reverting jobs management is eliminating residual vacancies which are used to convert PSEs. Palatine converted 28 PSEs per the new CBA and that is the exact number they say Palatine is over.

### **The Reality of Earned Hours**

Grievances will be filed on all of these reversions because the jobs are needed and the only reason being given for reverting them is the facility is over complement, based on their "earned hours". Article 37.3.A.1. of the contract has language that requires the use of all available work hours for creating Clerk duty assignments and the USPS models/tools using earned hours are not applicable. The reality of intentional understaffing by management is they will not be able to process their mail without massive amounts of overtime as we have seen in the last two years since early 2014. With fewer Clerks the plants will be forced to call even more OT and will continue to push Clerks to work harder and faster as USPS pushes them to make their BPI. Their BPI productivity goals are rarely if ever met at any plants, but they are constantly pushing it. Article 34 of the CBA calls for a fair days work for a fair days pay. That is what the parties agreed to. There is no such thing as required productivity but management tells you that you are not meeting it. The supervisors and MDOs on the floor are being pressured all the way from headquarters to meet an unattainable productivity goal. I spoke to senior management at both plants to ask what happens when you reach your authorized complement and you don't have Clerks where you need them as I could see what happens next. Palatine says they think most of the Clerks are where they will be needed and Carol Stream says they are one of the better plants in having Clerks in the right places. Chicago Metro L&DC does not have as many Clerks as the plants and the effects of F-1 scheduling should be minor in comparison. Earned Complement is not reality, but massive overtime will be.

### **Thank You Gail Towner!!!**

Many Palatine Clerks know who Gail Towner is because she was the In-Plant Support Specialist responsible for posting Clerk bids, but she was much more than that. She was a honest person and a nice person who would go out of her way for the union and /or any employee who called her with a bid question or problem regardless of how busy and stressed she was. Gail is one of the nicest people I have ever met in management and I know that many Clerks feel the same way as she took time out of her busy schedule for everyone. She is also one of the few in management who has never lied to us and always been unfailingly nice. Gail retired recently and will be missed at Palatine. Thanks Gail!

**Palatine APPS Machine in June**

Management has said the APPS should be up and running in early June and will work Palatine mail currently being worked at Busse. All work on the APPS was assigned to Mailhandlers at the national level on 6-2-2004, and we filed a Local dispute at Palatine in 2004 to be held pending the national level dispute. The APPS was removed from Palatine in 2008 and sent to AMC O'Hare. The APPS will run bundles on tour 2 from 530 am to 1400, with a Maintenance window from 1400 to 1800, and run Priority mail starting at 1850. I asked how the APPS will affect Clerk staffing in IPP and Priority and they said they won't know until the machine starts running. They said Palatine will add Rockford IPP and Priority mail in July. The primary purpose of the APPS is to distribute mail but USPS assigned all work on it to the MHs. USPS has automated distribution since 2000 and transferred Clerk work to MHs. Most of the national RI-399 disputes filed by APWU are still waiting to be arbitrated.



The counting of ballots took place at the American Arbitration Association's Chicago Regional Office located at 150 N. Michigan Ave., Suite 3050 In Chicago, IL on April 24, 2017 in the presence of observers at 9:00 AM (Central).

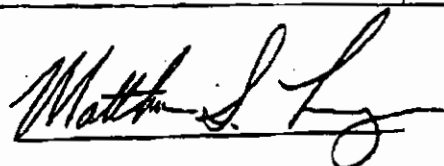
Secrecy of the ballot was maintained at all times. The results are certified to be as follows:

<b>PRESIDENT</b>	
<b>Mary Corner</b>	<b>150</b>
<b>Jackie Engelhart</b>	<b>447</b>
<b>BLANKS/VOIDS</b>	<b>8</b>

<b>TRUSTEE</b>	
<b>Janice Alexander-Scott</b>	<b>197</b>
<b>Sue Rodriguez</b>	<b>377</b>
<b>BLANKS/VOIDS</b>	<b>31</b>

<b>MOTOR VEHICLE CRAFT DIRECTOR</b>	
<b>Jerrold Oden</b>	<b>21</b>
<b>Kenneth E. Redinger</b>	<b>35</b>
<b>BLANKS/VOIDS</b>	<b>1</b>

<b>CLERK CRAFT DIRECTOR - 601</b>	
<b>Calvin Taylor</b>	<b>134</b>
<b>Elaine Bartlett-Walker</b>	<b>93</b>
<b>BLANKS/VOIDS</b>	<b>1</b>



Matthew S. Lacy  
Director  
Dated: April 24, 2017