

# The Local Line

"A PPA Award Winning Publication"

The Official Voice of the  
Northwest Illinois Area Local

Floor Edition

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## Update by: Jackie Engelhart

### Carol Stream Staffing Plan is Approved...

Carol Stream will meet with the union before Thanksgiving to discuss their Realignment plan. Tour 2 will increase from 31 clerks to 136, tour 3 will go from 211 to 209, and tour 1 will reduce from 144 to 40. Ten Priority bids will be posted at 2100 and there may be some manual bids at 10 am on tour 2. The AFSM will run on tours 2 and 3, but not 1. Automation will start at 0800 and DPS at noon. Tour 2 Automation will start at 0800 and tour 3 will start at 1200 and 1600. Automation will run 20 hours per day from 0800 to 2400, depending on mail volume. Tour 1 will run less than eight hours and will be staffed mostly by PSEs, who should get two (2) non-scheduled days. With DBCS machines running longer, fewer will be needed, and the plan is to remove 11 of the Phase I machines. CS will get all LO-11 mixed state standard mail from Fox Valley. Fox Valley is on the closing list but is still open because they have FSS machines.

### Palatine Changes...

Palatine management met with us on 11-3-14 and we shared information in a floor letter on 11-4-14. I returned from vacation on 11-17-14 and received copies of letters sent by management to Clerks affected by the changes. All Clerks holding tour 1 Automation bids were notified their bids were not needed and would be abolished. Tour 2 and 3 Automation Clerks whose non-scheduled days did not match with the changed staffing plan, were notified their bids would be reposted, and tour 2 and 3 Clerks whose NS days did match were given option letters to keep their bid with the change in starting time. For tour 2 the change is from 0500 to 0800 start. For tour 3 the change is from 1300 to 1600 start. Signing the option letter allows you to keep your bid with the time change. You can still bid on other jobs when the new jobs are posted in December. As stated in the 11-4-14 floor letter, Palatine is eliminating Sun/Mon, Tues/Wed, and Thurs/Fri NS days in Automation and the AFSM based on the RPG programmer.

### No Excessing out of Either Installation...

We have been informed there will be no excessing of Clerks out of either installation and management does not anticipate any excessing out of the installation in the Maintenance or Motor Vehicle crafts. Tour 1 will be the new Maintenance window and cleaning tour at each facility and that may impact tour 2 Maintenance bids. Both plants are working on their staffing changes and have not given us specific information on MVS or Maintenance changes. CS said any changes to MVS would be minimal. The national start date for the service change is still 1-5-14 but CS says they may not be ready on 1-5. This is a national plan and only Congress can stop it. While 50 U.S. Senators and 160 Congressmen have signed letters against this "Realignment" no postal reform legislation has been passed and it is unlikely Congress will act. The four postal unions held a national day of action on 11-14-14 and urged our members to get involved in the fight to stop the slow dismantling of the Postal Service and the loss of postal jobs.

Jackie Engelhart  
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#### Special points of interest:

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From the Vice President

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### Reposting vs. Abolishment

We have asked management at Palatine to set up meetings with the employees regarding the bid changes they are making due to the national Realignment but as of today no meetings are scheduled. Palatine seems to have problems with communication these days, but we shared the information we were given in the last Local Line. One question we are hearing from the employees is why they do not have closed section bidding when they are losing their bid and why they do not have retreat rights. The CBA requires closed section bidding when the number of bids in the section is being reduced. Article 37.3.B.2 states *"In the Clerk Craft, when excessing from a section occurs (12.5.C.4), any duty assignments remaining within the section occupied by Clerks junior to the senior Clerks whose duty assignment was abolished will be posted for bid to currently qualified clerks in the section."* When the number of bids in a section is being reduced the junior clerks are excessed out of the section first and then the remaining bids are posted in closed section. The clerks who were excessed have retreat rights to the section. When a job is reposted but the number of bids in the section is not being reduced there is no closed section and the employee does not have retreat rights. Reposting is required when the non-scheduled days are changed. When management makes major staffing changes they tend to change the matrix of the NS days. Management at both plants state there will be changes in NS days due to processing time changes. Management has the right to schedule and staff but any bid changes must be made in accord with all contractual provisions. The Union's job is to make sure the contract is complied with.

### Non-Compliance Grievances...

National Advocate Doreene Motley finished a second day of hearings for the Kenis non-compliance grievance filed by Dave Baskin. The original grievance was filed after Palatine allowed clerks to volunteer senior in lieu of to the Mailhandler Craft within the installation, which is a violation. Management stated they paid the employees what they were owed. They were paid out of schedule but the union said they were not paid guaranteed pay and overtime, as included in the union's remedy. The second day of hearing was held on 11-18-14 and the parties wait for her to issue an Award. I read the Closing Statement submitted at the end of the hearing by Doreene and felt it was excellent. She states in part *"Management wants to re-litigate this case. To allow the Postal Service to re-define the Union's remedy is to give them a back-door entrance to taking a fifth bite of the same apple... This would go against the negotiated instruction in Article 15.5.A.6 "All decisions of an arbitrator will be final and binding..." and destroy the grievance process."* Our national Industrial Relations Director said we should not have to re-litigate cases won in arbitration and that the Arbitrator should finish the job if there is dispute as to the meaning of an Arbitration Award. It has been a management tactic to delay payment for an Award and force the Union to file a grievance for non-compliance so they can re-argue money cases. Director McKinnon states he will assist us in non-compliance cases. The Dobry non-compliance case is continued until 1-8-15 and Labor states they cannot pay out on the ADRP grievance until they get a decision on the Dorby case as two grievants are in both cases for the same time period. We have filed a non-compliance grievance.

### Safety and Health Committee

The Unions and management meet at quarterly Safety meetings. The issues at Palatine are serious, as management continues to work one clerk per machine on tour 1, sinks need to be replaced in many of the bathrooms for two years, and safety grievances are not being discussed by the Committee. The Plant Manager was not in attendance as he did not know that a meeting was scheduled. The meeting lasted over two hours as representatives of both unions addressed their safety complaints to Safety Specialist John Nieves, Maintenance Mgr. Ricky Hilliard, and Transportation Mgr. Wilson. Lakeland will not retreat Clerks because they say they will have enough after the Realignment. Otherwise they would continue to work one Clerk per machine and jeopardize their health and safety. Chairs are being ordered for PAU and Rewrap, and Leaners will be ordered for Manual Letters when the parties agree on the best one.

**From the Vice President...**

A special thanks to all that came out on 11/14 for the "National Day of Action" on a brutal, over-cast day to send our message to outgoing PMG Donahoe & the USPS Board of Governors. They are poised to lower service standards by eliminating overnight delivery and closing 82 Mail sorting centers. Retirees and employees came out on their NS day, before tour and after tour, to stand and march in solidarity to picket and protest the proposed changes on 1/5/15. National media attention was generated throughout the country as these events were sponsored by all four postal unions across the 50 states. This shows we can make a difference when we get involved and take a stand, job well done sisters & brothers. Pictures to be posted on the Union Board and on [www.nwial.com](http://www.nwial.com).

