

# The Local Line

"A PPA Award Winning Publication"

The Official Voice of the  
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

## Palatine Retreat Rights

It is a long time coming but we are at the end of the road for the return of Clerks excessed out of the Palatine Clerk Craft between 2005 and 2011. Since 2013, 100 Clerks have retreated/returned to Palatine, and we are down to the last ten (10). Management informed me on 4-1-16 they have ten residuals and only two unencumbered able-bodied Clerks, and that the rest would be filled with retreat rights. Of the 200+ Clerks excessed there are only ten left to return and or to retreat. Two of the ten have the option to return or not and the rest must return. Management has gone back and forth on this but on 4-1-16 Plant Mgr. Mayberry told me these employees will return. I gave management the list of who is to return and this should happen within the next 30 days. If not for the excessing and retreat rights, we could have converted 100 PSEs at Palatine since April of 2013. With retreat rights ending management will be able to convert PSEs as the need for more career Clerks arises at Palatine.

## PSE Conversion Cont.

We have two grievances at the national level for a total of 20 conversions and management stated they would be posting 18 newly created Clerk jobs on the April posting but they did not post them. These 18 bids were not been posted as agreed to. We contacted management and they said it was in error and they will be posted. Five PSE Clerks have been converted at Busse and the latest seniority list shows 16 PSEs. They should all convert based on the grievances. For Carol Stream there are currently 12 Clerk residual vacancies posted on e-reassign and if they remain after the posting because nobody bid on them they will serve to convert CS PSE Clerks. We continue to monitor all residuals so PSEs can be converted to career. Every PSE wants to be a career employee so they can have benefits and a guarantee of 40 hours. That is why the national union negotiated the "Filling of Residuals MOU" that resulted in thousands of conversions nation-wide. Locally we are using this MOU to convert more PSE Clerks.

## The "N" word...

This is a sensitive subject and should not be an issue, but it has come up, and needs to be addressed. Complaints have been made by MVS employees at both CS and Palatine that they have been subjected to racial remarks including the use of the "N" word by a co-worker. I spoke to two employees and they said they have been called by this name and that this is common knowledge among the Palatine drivers and has been reported to Transportation management. I reported what I had been told to Palatine Plant Manager Quintin Mayberry who took it seriously and said it will be investigated. No one should have to come to work and be harassed and or called out of their name, and should not be subject to racial epithets. The USPS is a diverse workforce and sometimes employees feel they are being treated differently based on race/ethnicity but more often it is a supervisor showing favoritism. An employee being called names and harassed for any reason, including race, should report the incident to management so the offender can be told to stop.

April 11, 2016

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### Special points of interest:

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When Injured at Work...

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### **Palatine Holiday Settlement**

Clerk Craft Director Marcy Lloyd settled a grievance filed for the late posting of the 2015 July 4th holiday schedule resulting in 8 hours of extra 50% for affected Clerks. If you worked less than 8 hours you will be paid the 50% for the equivalent number of hours. CCD Lloyd will not be handing out a copy of the settlement to each affected tour 2 and tour 3 Clerk but they will see an adjustment for approximated \$109.00.

### **Improvement Team & Busse**

The Great Lakes Area VP sent in a team of 70 managers detailed from their regular USPS jobs to improve service for the Chicago District, including Busse as both are near the bottom in service. Three teams are looking at ways to improve mail flow, staffing and scheduling, and maintenance.

When we met with Team Leader Larry Diegle and District Manager Greg Johnson we were told that they wanted employee input but did not say how they would get it. I saw Larry Diegle last week at Busse and told him that management will say one thing and do another which creates problems for the employees and the union. The Plant Manager said that the LUCAS would be part of the NMO bids and the union agreed. Instead of sending NMO bid employees to the LUCAS they send them to APBS and send others including PSEs to the LUCAS. This is not what they said and we sent a letter to Plant Manager Devette Murphy on 3-10-16 asking for a written addendum for the bids so we have it in writing but we have not heard back from her. We are filing grievances because management says one thing and does another but Labor Relations says "we have nothing in writing". Busse will never improve until employees are treated fairly and management keeps their word.

### **Northbrook Postmaster shows who's boss by making Clerks work on the loading dock...**

The Postmaster in question is Calvin Williams. After APWU filed grievances for Carriers doing dispatch work in lieu of Clerks he retaliated against the Clerks by moving the dispatch unit outside on the loading dock and making them work outside regardless of the weather. I went there two weeks ago on a day when we had 1.24 inches of rain and the unit was set up on the dock with water all over the floor due to the rain. Mail containers were set up right on the edge of the dock and any falls could result in serious injury. I filed an OSHA complaint and Safety Specialist Mike Kelly responded to the complaint stating that Safety Talks would be held on wearing proper footwear and being aware of the work environment in inclement weather and exercising caution to avoid injury. I called the MPOO Tom Principie and he went out there but has not gotten back to me since I called him last week to say that Calvin will not move the unit back inside. In this case Safety and the MPOO are allowing this Postmaster to jeopardize the safety of employees for no good reason, and forcing employees to work outside in the wind, rain, cold, snow, because he thinks this will stop APWU from filing crossing crafts grievances. Its not where the work is being performed but what work is being performed that determines craft. Nonetheless Calvin Williams has moved a unit that has always been inside to the loading dock where Clerks must work in bad weather and while inhaling exhaust fumes. When we appeal to his boss and Safety they support his decision. He's allowed to put employees in harms way because he's the boss. It's a shame good employees have to work for someone like this.

### **\*PS Northbrook**

Postal Inspectors came out to see the unit and told one Clerk that the dock doors should be locked and mail should not be left unattended, that they sent Calvin an email and that was all they could do, that it's the Postmaster's responsibility.

### **Safety and Injured on Duty**

Employees are being called in to meet with management to review Limited Duty Status Reports at Carol Stream, and at all offices as part of the new "CARE" program. Stewards are available to assist you in any meeting with management if you request one, as any meeting could result in discipline. The CARE program targets what they call "at risk employees" for quarterly CARE team meetings. "At risk employees" are those with two years or less of service, those observed working unsafely (deficiencies), and those who have had one or more accidents in the past two years (avoidable or not). Management says the CARE program will not be used to take action against employees but they have been known to issue discipline to employees for working unsafe if they have an accident. If your are identified to participate in the CARE program you can request a Steward be present at any meetings with management.

### **When Injured at Work...**

If you report an accident management should fill out an accident report and either a CA-1 for a Traumatic Injury, or a CA-2 for an Occupational Injury for a repetitive injury ( it occurred over time). Supervisors do not like filling out this paperwork and are not there to assist you in filing your claim. They fill out their portion, which sometimes takes way too long, but they do not assist you in filing it. If you have questions and or need assistance filing a claim the union will assist you but this is an extra service for union members only.