

# THE LOCAL LINE

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I hope everyone had a great holiday season and New Years celebration.

## **BUSSE**

Effective Saturday, 12/30/2023, we lost the Busse facility. We wish our former members well. We as a Local lost 289 members due to the consolidation. Due to having residual vacancies we have been able to have some positions for the impacted Busse Clerks and 9 have returned to our Local so far. In the January 21 day e-reassign our Local has another 17 residual vacancies we hope to fill with the Busse employees. The 21 day e-reassign is for impacted employees only and the Busse Clerks have what is called Priority status. This allows them to transfer without having to worry about attendance, safety, or discipline concerns.

Management has to take them and cannot use those issues as criteria to turn them down.

The employees coming to Palatine via the 21 day e-reassign also keep their seniority due to being impacted Clerks.

## **New Members**

As stated above, we lost 289 members. Even adding the 9 who have returned and the 17 residuals we hope to get filled, that is still a big hit to our Local. We need all of our members, who know of non-members, maybe they're even your friends, but we need to get them signed up as members. It's not fair and it's not right, that they get benefits without paying their share.

## **E-Reassign**

We have had some new Clerks arrive at Palatine from other facilities. I came from the Arlington Heights Local (where I started out at) and I

from Tacoma Washington. Welcome. Please be sure to stop by the Union room and introduce yourselves and meet your stewards.

## **Holiday issues**

I have heard from several employees that they did not receive their holiday pay for Christmas and/or Thanksgiving. They told me they worked the day before and they day after the holiday so they should get their holiday pay. Upon questioning the members I was informed they did not work the holiday despite being scheduled. Article 11 Section 6C of our contract reads, as follows; "An employee scheduled to work on a holiday who does not work shall not receive holiday pay, unless such absence is based on an extreme emergency situation and is excused by the employer." It is important that if you are

sick, and cannot work the holiday, that you call in, or at least, try to call in. With all the crap going around (Covid, RSV, Flu) you shouldn't go to work when you are ill. Protect your pay by calling in. Give us something to work with. Otherwise it is a no call no show and there is nothing we can do. If you just don't want to work the holiday, try asking your supervisor if you can work a half day

#### **Attendance**

The hardest discipline to fight is attendance discipline. Management has their evidence in black and white. While you should stay home when you are not feeling well, please don't abuse your leave. We have to justify your absences and show management violated the contract, or that they failed to give due consideration to your reason for absence. Calling in 5-7 hours after your starting time has to be justified to keep it from being an AWOL. Our stewards are good but please

don't make it more difficult. Also, if you have a condition that can be covered by FMLA, please get FMLA protection. I have spoken to employees being issued discipline for attendance and was told they were off for a condition they could have had FMLA for, but didn't. Flu and Covid are covered by FMLA. If you have the Flu or Covid, when you call in say it is FMLA. When you return to work pick up an FMLA form from the Union if possible. If not, get a form from management if one was not already mailed to you per your call-in. Have your Dr. fill it out, and most importantly, **TURN IT IN. Hot Water**

There has not been hot water at the Union building for at least 20 years. Our plan is to change this and buy a water heater. When we had the washrooms and kitchen repaired last year we realized we don't have one. I hope to have one by the next

Union meeting but for sure by the March meeting.

#### **Zero Tolerance**

We are still having fights between employees. One was over a scanner. One was a verbal altercation. If you get into an altercation, physical or verbal, you will be walked out and you will probably be issued a Notice of Removal. We will fight them (bad choice of words) in the grievance procedure, but you will still be off work without pay. How will you pay your bills? How will you feed your family? **If someone approaches you and tries to confront you, WALK AWAY!** Don't get caught up in the moment. Don't let someone ruin what you have, or your financial security. It is not worth risking your job over.

#### **2 year PSEs**

Congratulations to those of you who were just converted from PSE to career.

**Work Safe! Stay calm!**

