

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

Excessing Update

Several Clerks have retired at both Palatine and Carol Stream since the 2nd round of excessing impacts were issued in October 2017. Attrition will reduce excessing. Palatine's first impact was for six Clerks and we had an attrition of 10 but that was not good enough for the bean counters so they issued a second impact for 11, for a total of 21 Clerks. By the next move date in February Palatine should be very close to an attrition of 11 more. CS had a much larger impact with 35 to start, and a second impact raised to 60 Clerks plus an attrition of 11 for a grand total of 71 Clerks. Now the number is 52. CS can't lose any Clerks and still get the mail out. Palatine has a 20% overtime rate since the 2014 realignment because the plant is short of Clerks. A/Plant Manager Wulf cut overtime at Palatine and mail is backing up. She brought in injured employees from AOs to cut the MH overtime but that is not working out and it upset the MHs. Playing games with the staffing does not work.

Plant Managers...

Quintin Mayberry told us at our 11-14-17 Labor Management meeting that he is now the titled plant manager at CS. Palatine and Busse have A/Plant Managers with Ms. Wulf at Palatine and **Charles Spahn at Busse**. Busse Plant Manager Devette Murphy is on a detail to Bloomington, IL. It is doubtful that she will be back but who knows. Ms. Murphy was not big on communication with the Union and it does not seem as if Mr. Spahn is either as he has failed to reach out to us and has ignored my letter to him. I am told he was the Lead MDO in Milwaukee and I know nothing about him. At some point I assume he will want to meet us. In the meantime he is not generating complaints. Mr. Mayberry is not generating complaints at CS but has some MDOs who do and is left with the staffing results of the idiotic F-1 Scheduler at CS. The problem is **Liz Wulf** at Palatine who cuts overtime by crossing crafts. Don't call overtime in Automation and assign Mailhandlers to DBCS. Crossing crafts is a tool of the trade for Ms. Wulf.

A Fair Days Work ...

Article 34 of our contract calls for a fair days work for a fair days pay. It does not require any specific productivity but USPS bases it's staffing on their unknown productivities. They continually harass employees on machines about their productivity. Clerks know how to run the machines and how to process mail but they are not machines themselves. Management continues to reduce the complement, to revert all Clerk jobs, and now to threaten excessing. That is why they rely on overtime in many cases to get the mail out on time. They'd like to get out the mail with fewer Clerks and without the overtime so they try to scare Clerks into working harder and faster. Career postal employees are well paid and most do their job conscientiously but cannot do the work of two people. USPS says staffing cuts are needed based on mail volume decline but they always cut too deep and push the craft employees to work harder and faster. With their F-1 Scheduler they unnecessarily take bids from and inconvenience the employees who actually work the mail.

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

Special points of interest:

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Retiree Director Bob LaFoe

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

Clock on the Right Operation!

600 CCD Marcia Lloyd and Steward Dave Baskin were discussing the fact that Palatine has been working Manual Clerks on tour 1 on overtime in Automation under Ms. Wulf. Marcy has been telling Clerks to punch a move to the right operation so we can track the cross-section overtime violations. Always make sure to clock to the right operation as this is the data USPS uses to determine staffing, and clock-rings are needed to file overtime bypass grievances. Some Clerks are being moved around like Casuals but they should normally work their bids as posted. It is one thing to not have mail in your bid area and be moved to another unit, but you should not be moved around on a regular basis when you do have mail because management does not have staffing in another unit. In many cases they are moving Clerks and PSEs into units where they have reverted bids because they said the bids weren't needed. The real reason for the ongoing reversion of bids at all the plants is that USPS Headquarters has mandated that all plants must be at authorized complement and of course they say all plants are currently over-complement based on mail volume and productivity. If a plant is not at whatever level of productivity USPS HQ want they say the plant is overstaffed. They can say whatever they want but the fact remains the plant is not overstaffed and they have to call overtime to get the mail out. If these plants were really overstaffed they would not need to work large numbers of non-career employees 40+ hours every week. For Thanksgiving Clerks were drafted back to 1970 at Palatine, and on Thanksgiving Day MDO Josie Flowers announced that no Clerks would be allowed to leave early (to be with their families).

Park Ridge is the Worst AO!!!

NWIAL has three problem AOs but Park Ridge is now the worst. The second runner up is Glenview where Postmaster Yolanda Cage has used supervisors and Carriers to perform Clerk work regularly. She also had two Clerks with clean records issued 14 Day Suspensions for writing witness statements on the cross-craft and bargaining unit work violations. The grievances and NLRB charges filed on her attempt to intimidate these Clerks were all sustained. The first runner up is Northbrook where Postmaster Narbi Miulli has no contact with the Union but dumps all Step 2 grievances on dutiful Supervisor Vivian Childs. *This is the bad thing about being a supervisor, you have to do whatever your boss tells you to do. Steward Mike Tijerina has filed over 100 grievances this year and has been issued three Letters of Warning this year, once for trying to hold a Step 1 meeting and once in retaliation for grievances filed. They reposted jobs of clerks they don't like to add window but already had enough window qualified clerks to staff three windows. Park Ridge under Postmaster Calamidy Winbush is by far the worst NWIAL Associate Office. Steward Jasmine Barrientos has filed 70 grievances and I have filed 24 grievances this year. Most of the grievances are for Supervisors, Carriers, and the Custodian doing Clerk work. A Climate Assessment was done on 8-29-17 and the results reflect the toxic work environment in this office due to Calmidy Winbush. Manager William Misinski conducted the Climate Assessment and is now doing nothing about it. It is so bad that one FT Clerk went to PTF at another office to escape. The Steward was threatened by a co-worker and does not feel safe so she is currently off of work.

Legislative and COPA

CS Clerk member Linda Carter was appointed NWIAL Legislative Directed on 11-12-17. She has been an active committee member in the past and will assist the Local with keeping members informed on legislative issues of importance to postal workers and with increasing COPA donations. COPA (Committee on Political Action) is the APWU PAC used for supporting candidates at the national level who support us. Congress can pass and the President can sign legislation that is either good or bad for current postal workers and postal retirees. The current "Tax Cuts and Jobs Act" is not good for any worker. Deductions would be reduced or eliminated under this bill for state and local property taxes, mortgage interest and student loan interest. This bill gives the wealthy and corporations the biggest tax cuts. This budget bill would cut billions from Medicare and Medicaid and cut subsidies for the Affordable Care Act, effectively putting hard to ensure Americans back where they were before Obamacare, at the mercy of insurance companies. This is one example of why we as union members need to contribute to our Union PAC so APWU can make our voice heard on issues of importance to our members and to support those who support us. Treasurer Bhupendra Patel has taken the initiative to talk to members at Busse about signing up for automatic COPA deductions from their paycheck with some success. Most APWU members can afford \$1 or \$2 per pay period to COPA. The wealthy and corporations use their money to buy influence and union members must do the same. Contact us for more information. **Retiree Director Bob LaFoe** Reminds us of the importance of staying an APWU Retiree member for only \$36.00 per year.

