

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

\$2.75 Million Custodial Staffing Settlement for Chicago Metro L&DC
National Business Agent Vance Zimmerman negotiated this settlement for Busse Custodians. Management agreed to the settlement after they lost a case in arbitration filed for one pay period. Maintenance Craft Director Joe Golden was the Union Advocate who won the case for a grievance filed by former Busse Steward Jonn Johnson. The grievance was filed for custodial understaffing because Busse was understaffed for years but failed to call overtime for the Custodians to perform the required cleaning. The period covered by this settlement is 2009 to 2014 when a national custodial staffing settlement went into effect. Due to the large number of cleaning hours management failed to cover during the period of the violation, it is likely that Custodians on and off the ODL will be paid. The Union will decide how the money is to be paid out based on the number of Custodians at Busse for each quarter from 2009 to 2014.

How Much Did Busse Management Save?

Busse /Chicago District management may have saved money not filling custodian vacancies and not calling overtime for Busse Custodians for years but thanks to Jonn, Joe, and Vance, and some good contract language, management will have to pay free money for work not performed at Busse. Palatine P&DC also has a large liability due to Custodial staffing grievances filed because management did not fill vacancies and would not call overtime to perform the required cleaning hours. Carol Stream hired ten PSE Custodians and called overtime for the Custodians to perform required cleaning hours. In order to ensure a clean and safe facility management must perform the number of cleaning hours required in their facility MS-47 staffing package. When that does not happen grievances are filed for Custodians to be paid. It makes more sense to fill positions or call OT than to bypass cleaning and pay free money for not cleaning the facility. This free money will not make Busse any cleaner.

National MS-47 TL-5 Settlement Changes...

This settlement agrees to accept the **MS-47 TL-5** dated 6-27-14 as well as Maintenance Management Orders for **Team Cleaning Tools and Equipment for Facility Custodial Cleaning, and Housekeeping Inspection Techniques**. It also calls for automatic payment of overtime to custodians in installations where 90% of custodial cleaning hours were not performed in the fiscal year. *"In facilities that are maintained by USPS custodians, upon the conclusion of each Postal Fiscal Year (FY), during October of the new FY, the total custodial work hours for the just completed fiscal year shown on the end of year reports for LDC 38 (custodial work) will be compared with 90% of the custodial work hours shown on line H of PS form 4852. The results will be provided to and discussed with the Local APWU President or designee. Falling short of 90% of the work hours shown on PS Form 4852 Line H will result in compensation for each hour short of 90% of the hours on PS Form 4852 Line H paid at the overtime rate."*

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C S Bids Posted on 2-3-15

We met with Plant Manager Mike Kotula and In-Plant Support Manager Doug St. John on 1-29-15 so questions/concerns on both sides could be discussed and answered. Most if not all tour 2 and tour 3 Automation Clerks will have the option to match with their current bids with a only a time change. Tour 3 Manual will be a closed section due to a slight reduction in the number of bids in the section. Closed section bidding ensures that all but the most junior who are excessed out of the section are able to remain in the section. The new bids were posted on 2-3-15, the closing date is 2-13-15, the Award posting date is 2-22-15, and the effective date for the bids is 3-7-15. On 2-23-15 five more machines worth of DPS will move from tour 1 to tour 2 (0800) and management will solicit volunteers from tour 1 to go to tour 2. They say if they do not get enough volunteers from tour 1, they will move PSEs to tour 2 until the new bids go into effect on 3-9-15. Sometime in April Carol Stream should get back all of the LO-11 Standard Mixed States Mail from Fox Valley which may or may not be closing as it has been on and off of the list of plants to close. 601 CCD Calvin Taylor, Vice President Walter Elerby Jr, and tour 3 Chief Steward Ramone DePeralta Jr. have all reviewed the bid material for errors and Walter and Ramone have gone through the bid changes section by section. All this effort was made to ensure that as many CS Clerks as possible are able to stay in their bids. Management states if you have not received your employee notification letter, see your tour MDO. Canvassing for sections that are closed will be wrapping up soon. The parties have worked together to follow the contract and ensure that the disruption is minimized.

CS ADRP Grievance to Step 3

After extending time limits for months waiting for management to post residual vacancies per the MOU Filling Residual Vacancies, management finally informed us that they would not be filling the 22 residuals they had available for conversion of PSE Clerks at CS. We appealed the grievance to the next level (step 3) as the residuals were available during the period when the MOU was in effect and 22 more CS PSE Clerks should have been converted to career. Central IL District Complement Coordinator Dedra Morris stated that Headquarters said CS was at complement and no conversions. Per the MOU after the residuals were posted per the first seven steps, step 8 requires conversions. *The decision not to convert PSE Clerks was made by Headquarters and not by Local management.

Busse...
Plant Manager Devette Murphy informed us that management will be making some Clerk bid changes and they will meet with the Union prior to making any changes. The Racks are gone and the Rack Clerks are working in NMO's. Priority NMOs are worked in the "Corral" and the "LUCAS" which is a Low Cost Sorter for NMOs. Staffing has been shifted from the Corrals to the LUCAS because the software has been fixed, and the LUCAS is more efficient because it avoids double-handling of mail in the Corral which does not have all of the necessary sortation's. Senior MDO Bernie Hudson said Priority volume is up since UPS and FedEx raised their prices. He said he hopes this increase in mail volume will help Busse get the High-Speed Universal Sorter they were supposed to be getting. Jobman Mathew was appointed as an alternate Steward on tour 3. The regular clerk Stewards are NS S/M but Mathew will be available.

New CS In-Service Register

On 1-20-15 tour 2 Steward Bill Murphy signed a Step 1 Resolve, wherein management agreed to create an In-Service Register to fill custodian positions in-house. They agreed to start the process within 30 days and to post the announcement in the Employee Information Center. The agreement will allow employees in other crafts to submit letters requesting reassignment to Custodial jobs. Palatine P&DC has an In-Service Register which has been used to fill almost all custodian vacancies.

Short-Staffing in the AO's
Clerk staffing in Associate Offices has been cut so far that it is right where management wants it to be. When a Clerk is missing there are long lines at the window and supervisors doing clerk work to get the line down or get the mail out.

We Need Witness Statements
That's why something written by Palatine P&DC Branch President Manuella Morris caught my eye. She wrote "*Mailhandlers Witness Statements are very important and crucial to the grievance process. If you don't write a statement it becomes impossible to move forward on grievances. So if you witness a violation by all means, write a statement.*" She is right. For many grievances a statement is needed, especially for supervisors doing bargaining unit work. Stewards should also be watching and writing statements if they see supervisors doing craft work but they cannot be every where and that's why we need statements. When the Palatine Plant Manager decided to assign Mailhandlers to Clerk units because he was short of Clerks after the Realignment, we did not get many statements. These violations take work from the craft and result in free money.

Palatine Steward Appointments
Thomas Miller was appointed on tour 3 and Chris James on tour 2.

