

The Local Line

“A PPA Award Winning Publication”

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

President Elect Trump

For those of us who wanted and expected a different outcome the shock has just started to wear off. Each day you wake up and remember that yes it's not a dream. I really wanted to see a woman president in my lifetime and believed Hillary was the most qualified to be president. She won the popular vote! Trump won the Electoral College but she won the most votes. This is the second time in the last 20 years that the candidate with the most votes actually lost! This election was very close and shows how divided the country is. President Obamas tried for years to work with the other side but that never happened. Voters in this election wanted change, liberals wanted Sanders, and conservatives wanted Trump. Hillary was not a change candidate but seen a continuation of Obama. Obama is popular but people wanted change. We knew what Bernie stood for, we know what Hillary stood for, and we know what Trump has said he stands for. I guess we will find out.

Many who did not vote for Mr. Trump are afraid. This is especially true for people of color who feel Trump appealed to race. Hope for the best and prepare for the worst.

Federal Hiring Freeze

In Trump's 100 day action plan to “Make America Great Again” plan he promises to freeze federal hiring to reduce the federal workforce through attrition, exempting military, public safety and public health. I don't think this affects USPS. We do not know how Trump will deal with postal issues but we know many in his party want to privatize USPS. Trump was a Democrat for many years before changing to Republican. He is not a ideologically conservative as VP-elect Mike Pence who has historically supported limiting the size of the federal workforce and moving government employees to a pay for performance system. We do not know what Trump's intentions are towards the USPS, and it may well depend on who he's listening to. For the last eight years we had a president who would not sign legislation harmful to the USPS.

Local Negotiations

Local negotiations ended on 11-7-16 and for most Associate Offices we agreed to extend their current Local Memorandum of Understanding until the next contract in 2018. We have a few smaller offices where we made proposals to change Items 21 and 22 because those items were incomplete. Busse wanted to change the 15% allowed off during the choice vacation period to at management's discretion. Since we did not agree with that they did not agree to any of our proposals, so no changes. At Carol Stream we did not agree to management proposals to add language to item 19.C which is parking or to change the holiday pecking order to move PSEs up above volunteers for holiday and NS days. Management said they would take that one to Impasse arbitration. Management did sign our proposal to allow employees to have annual leave for their birthday, and to add APBS as a section. At Palatine management agreed to some minor changes and to allow employees to have annual leave on their birthdays unless the quota is full.

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Palatine Meeting Scheduled for New Equipment Coming in 2017

Management has notified both unions they want to meet with us on 11-22-16 to discuss the new machines coming in March 2017. The letter states Palatine will get an Automated Package Processing System (APPS), and a High-Speed Tray Sorter, which will replace Low Cost #1 and #3. (One FSS machine will be also be removed.) The meeting will allow the unions to provide input to management regarding crafts to be assigned. There have been rumors on the floor that management will give all work on the new Tray Sorter to Mailhandlers but no information should be put out by anyone until the three parties have met and management has reviewed the input (positions papers) submitted. Clerks are used to this at Palatine as management has a history of taking our work, as they did years ago in IPP and on the Low Cost. Distribution by zip is Clerk work. RI-399 Dispute Resolution Procedures state *"Management will not engage in operational changes for the purpose of affecting the jurisdictional assignments in a facility. It is the intent of the parties to continue craft jurisdictional assignments which are not already the subject of a grievance..."* We consider the sorting of trays by zip-code to be distribution even if it is called "containerization". There is a very old RI-399 dispute on this at the national level which goes back to before Palatine and Carol Stream were in existence. I would think containerization is throwing tubs or trays of mail into a container but sorting tubs and trays into containers by zip code is distribution and is Clerk work. Management likes to take our work from us and we prefer to keep it. We should keep the work we have on Low Cost #3 as we have had this work since 1993.

Delaying Claims & COP

Human Relations Committee Members and Stewards held a meeting during our membership meeting to discuss problems at both Palatine and Carol Stream with management delaying the processing of CA-1s for injured employees which has caused a delay of COP to some employees. Supervisors do not like filling out Injury Claims but they must be filled out in a timely manner or the employee will not get paid. We have seen this happening at both plants because of management either taking too long to get the Claim Form to Injury Comp. or telling the employee to fill out the wrong form, CA-2 not CA-1. We have knowledgeable Stewards at Palatine and Carol Stream who can help our injured members.

Fiscal Year 2016 90% Hours

This refers to the MOU which states each facility must provide information to the union showing they performed 90% of required MS-47 cleaning hours or pay their Custodians at the overtime rate for all LDC-38 hours not performed. LDC-38 is Custodial workhours. We have gotten the hours from many of our offices but not all. At Highland Park the Custodians are required to stack empty tubs and trays, shrink-wrap pallets and move empty containers around. This is not work included in the MS-47 staffing packages and cannot be counted as cleaning hours. We have filed a grievance in Highland Park to deduct the hours that Custodians were assigned to Empty Equipment and the hours are coming from the Custodian who knows how much time they spend doing this every week. Any office where Custodians are working Empty Equipment should contact me so I can file a grievance to deduct those hours from hours claimed by management, and get their Custodians paid.

Harassing the Steward...

Northbrook Steward, "Mike T" is being harassed by management. Postmasters run their office by telling the supervisors what to do. In this case it is obvious that the postmaster, Narbi Miulli, had the supervisor issue Mike a Letter of Warning for Failure to Follow Instructions. During the Step 1 meeting I asked the supervisor what instruction she gave and she said the postmaster told her she gave Mike an instruction not to leave "documents" on the desk. In this case Mike was trying to hold Step 1's at Northbrook but the supervisor would not meet so he left his grievances on the desk. He came in to hold step 1's while on leave and the office had been informed the previous day that he would be in and at what time. The supervisor did not have the authority to settle this grievance at step 1 and I am sure she was told to issue it by Postmaster Miulli. I am sure this is in retaliation for Mike doing his job as a Steward and to show the Union who is the boss at Northbrook. I told the supervisor that she cannot write him up for protected union activity but again she did not have authority. In my opinion the postmaster is trying to bully our Steward to again show him who is the boss. This is an office where Clerks not on the ODL have been required since June to work overtime, six days per week ten hours per day to cover normal staffing because of management's failure to fill jobs. Non-ODL Clerks are threatened with discipline if they don't work overtime caused by management incompetence and indifference.

\$15.00 Jewel Gift Cards

All NWIAL dues-paying members as of pay period 24-2016 will receive a **\$15.00 Jewel gift card** for Christmas this year. The gift cards should be available on 12-15-16.

