

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

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Update by: Jackie Engelhart

Sexual Harassment

There are a few bad apples who engage in this type of conduct but those few are responsible for most of the harassment. Palatine management is investigating a complaint against a supervisor who had a similar complaint filed last year. The supervisor was moved so that employees would not have to work for him but this supervisor has generated another sexual harassment complaint. "Under federal antidiscrimination law, harassment is defined as unwelcome verbal or physical conduct that demeans or shows hostility or aversion toward an individual or group of individuals because of their race, color, religion, sex, national origin, age (40+) mental or physical disability, or in retaliation for EEO activity. To be considered harassment under the law the behavior must also (1) result in an intimidating, hostile, or offensive work environment; (2) unreasonably interfere with an individual's work performance; or otherwise adversely affect an individ-

ual's employment opportunities." Once you tell the harasser to stop, if they do not stop, report it. **This was from a Local Line dated 6-6-2016...** A sexual harassment complaint against this same supervisor was sent by me to Palatine Plant Manager Allen Mitchell on 11-3 and 11-4-2021. "I am attaching a statement from a Clerk regarding unwanted attention from Supervisor X. This is not the first time. I have a settlement from 2016 where he was not supposed to be on the same floor as the grievant. I am sure there are others. This needs to be investigated ASAP. I also sent him a copy of the 2016 grievance and settlement so he knew it was the same supervisor. Mitchell did not get back to me so I called him and he said he assigned MDO Michelle Oliver to investigate. Publication 552, Manager's Guide to Understanding Sexual Harassment states "Immediately contact your District or local Human Resources office to start and investigation of the allegations. I sent an email to Mitchell's boss, Division Manager Todd

Hawkins, who said he would get back to me. That was on 11-17-2021 but I have not heard back. The statements I read are disturbing and in my opinion this supervisor should not be in the building. Instead he was told to stay off the floor where the grievant works but he has been seen on that floor. A craft employee would be walked out of the building but a supervisor can be a serial harasser and told to go to another floor until things cool off and the next harassment claim is reported to management. MDO Oliver told me that the complaint has been sent to the HR Manager Barbara Singleton who I do not have much faith in. Statements provided to management and the union over the last few years show this supervisor to be a serial harasser. From the latest statements it appears that this supervisor feels he can continue to harass. I believe if Chuck Sciorba was still the Division Manager he would have gotten back to us, and the Plant Manager might have sent this to the District for investigation instead of to a Palatine MDO. We await the outcome of management's investigation...

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Special points of interest:

Sexual Harassment
The Postal Board of Governors and the
Postmaster General
DeJoy's 10 Year Plan
From the Associated Press
Per VP Dave Baskin...
Welcome New Stewards!
T-Shirts Available Soon...
2021 Christmas Gift Cards \$25

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The Postal Board of Governors and the Postmaster General

On 11-19-2021 President Biden announced two new nominees to the Postal Board of Governors, Dan Tangherlini and Derek Tan, pending Senate confirmation.

They will replace John Barger and Ron Bloom whose terms end on 12-8-2021. Bloom is the Chair of the Postal Board of Governors and also the Vice Chair and Managing Partner of Brookfield in charge of their \$60 billion investment fund. Recently the Washington Post wrote that Postmaster Louis DeJoy bought \$305,000 in bonds from Bloom's company. Ron Bloom is DeJoy's boss. DeJoy also helped give a \$125 million contract to his former company, XPO Logistics. There have been calls for an investigation into the financial dealings of Chair Ron Bloom and PMG Louis DeJoy. When the two new nominees are confirmed we will be closer to getting a new Postmaster General.

LABORNOTES reports:

DeJoy's New Breed Logistics (before it merged with XPO) was a contractor to the USPS for more than 25 years, "supplying the organization with logistics support for multiple processing facilities. XPO Logistics does extensive business with the Postal Service potentially putting DeJoy in the position of overseeing decisions that affect his personal financial interests. He served as XPO's CEO before retiring in 2018 and he and his wife own \$25 to \$50 million in XPO stock. The XPO website states "Our focus is on robotics, autonomous vehicles, automated sorting systems, drones, and other cutting edge technologies that speed goods through the supply chain."

DeJoy's 10 Year Plan

DeJoy is moving forward with his 10 year plan which calls for raising prices twice per year, closing

some post offices earlier, closing mail processing plants, and slowing down service by eliminating air transportation in favor of ground (truck) transportation. He states this is for efficiency and to save money but it looks like a privatization plan and a conflict of interest with him making money. According to the USPS plan submitted to the Postal Regulatory Commission, 70% of first class mail will continue to be delivered in 3 days with the remaining 30% being delivered in 5 days. The argument for this is that transporting mail by air is too expensive and trucking it would save money. The 30% of first class mail being slowed down is in the Western U.S. The Postal Regulatory Commission issued their opinion and advised the USPS not to slow down first class mail as it would lead to a decline in use of FCM. DeJoy ignored the PRC and is going ahead with slowing the mail as well as raising prices for a second time in 2021, back on 8-29-2021. Slowing service while raising prices is not good for business.

From the Associated Press:

"A year ago, more than a third of USPS first class mail was late by the time Christmas arrived... To get a handle on the volume the USPS is transitioning more than 30,000 non-career employees to career by peak season, hiring 40,000 seasonal employees, and leasing extra space at more than 100 locations to ensure there's room for parcels. The USPS installed more than 100 new package sorting machines as of early November, part of \$40 billion of planned investment over 10 years. More than 50 package systems capable of sorting large packages are expected to be deployed by December. Combined these expand capacity by an additional 4.5 million packages per day, officials said."

Per VP Dave Baskin...

Clerks at the Palatine P&DC have been waiting a long time, some back to 2018, for settlements signed off by Dave and management but never implemented by management. This has been an ongoing struggle to get management to input these settlements. Dave reports that Clerks will start to see adjustments on their pay checks for the past settlements.

Welcome New Stewards!

We recently appointed new Stewards at Palatine and Carol Stream. We welcome new tour 2 Clerk Stewards at Carol Stream Patricia Bonds and Niolani Holoman. We welcome new Clerk Stewards at Palatine Jessica Johnson on tour 1 and Maisha Clark on tour 3, and new tour 3 Maintenance Steward Troy Saldana. Thank-you for stepping up to represent your co-workers and fellow members.

We are soliciting for a tour 2 Maintenance Steward at Palatine.

T-Shirts Available Soon...

USPS just delivered the T-Shirts. They will be available to those members who ordered them soon. We asked members to go to the website and order the shirt online. Hopefully all members who want a shirt placed their order online. We have ordered additional shirts for those who did not order online. Shirts will be given to members who ordered online before others. T-Shirts are for members only.

2021 Christmas Gift Cards \$25

We increased the amount for the Christmas Jewel gift cards from \$20 to \$25 this year and they will be given to every one who was a dues paying member as of pay period 23-2021. These gift cards will be available by 12-15-2021. Gift Cards are for members only. Without the members there is no union as non-members don't care. Thanks to all NWIAL members who pay their dues and support the union. U are the Union.

