

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

Palatine Custodian Settlement amount is \$1,150,000.00

In the last Local Line I said Maintenance Craft Director Joe Golden settled a Palatine Custodial staffing grievance for 2012, 2013, and half of 2014 for \$999,998.66. Joe corrected me on the amount of the settlement which is \$1,150,000.00. The first payment was \$999,998.66 but the total is \$1,150,000.00. Joe Golden continues to get results for members. **Palatine Clerk Payout** Palatine Clerks have been paid for the past violation of the Clerk Craft Jobs MOU for using 204b supervisors in Clerks units instead of having Lead Clerks. Dave said he settled the grievance for the most he could get but it was not 100% of what it was worth, but he knows that going to arbitration is taking a chance of getting nothing for Clerks. **Tom Miller \$88,000.00** Steward Thomas Miller reports he was able to get Labor Relations to implement numerous old step 1 settlements resulting in payment of a total of \$88,000 to Palatine Clerks. Thanks Tom!!!

Pay Issue in PP 21...

APWU News Update on 10-18-18 states "The previously announced payroll issue caused by a faulty computer program affected 88,782 APWU represented employees. USPS informed APWU that management will begin to do manual pay adjustments beginning 10-18-18, starting with the employees who are missing the most pay. The goal is to have the majority of the pay adjustments done in time to be included on the next pay check dated 11-2-18, with the remainder done by the 11-16-18 pay date. There is no guarantee this will be accomplished. All employees should check their paystubs and verify that they are paid correctly for all work hours and leave hours, including overtime pay. USPS has agreed to give salary advances to any employee who requests one by making request to their regular supervisor. **USPS Stand-Up Talk** The stand-up talk states adjustments will be on the 11-2-18 pay checks with the remainder on 11-16-18. OT pay advances requests are to be made to your supervisor.

Time Changes in Plants

Palatine P&DC A/Plant Manager Jeff Grendziak recently moved Clerk start times up one hour from 0800 to 0700 and from 1630 to 1530, and most Clerks are happy. On the flip side Carol Stream Plant Manager Quintin Mayberry recently notified us that they were changing Clerk tour 2 start times from 0800 to 0850 and tour 3 from 1600 to 1700. PSEs will be moved from 0900 to 0950. This was a local decision and their reason for the change is mail is coming in later. Mr. Mayberry thinks this will help him to reduce the Clerk overtime by 25%. I don't know why one plant is moving start times earlier and one later but I do know most employees don't want to move later. Mayberry has stated he does not have enough Clerks so changing times will probably not make much difference except for the affected Clerks who will get home later and be in worse traffic. This is to push Clerks later to help cover the lack of tour 1 staffing. Since the 2014 Network Rationalization tour 1 processing was to end by 1am but that has never happened.

October 24, 2018

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

Special points of interest:

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Steward Raymond Stripling!
Happy Retirement to Honorary
Bellwood Steward John Rogers!

Northwest Illinois Area Local
American Postal Workers Union
194 W. Lake Street
Elmhurst, IL 60126
Phone: 630-833-0088
Fax: 630-833-0248
Email: nswial7140@yahoo.com
Web: nswial7140@yahoo.com

14 Palatine PSEs to Convert

As the results of local grievances filed by myself and or CCD Lloyd 14 Palatine PSEs will convert to career status on October 27, 2018. We will continue to work to get more PSEs converted to career. Management does not have any residual vacancies so the newly converted clerks will not have duty assignments but assignments. Article 37.4.D of the contract says *"When the number of full-time regular Clerk Craft duty assignments in an installation is less than the number of full-time employees remaining unencumbered for a period of 120 calendar days shall demonstrate the need to post the newly established duty assignment in accordance with Article 37.3.A.1.a."* What that means is if a Clerk is without a bid for 120 days management must post a new duty assignment. Management at both Palatine and Carol Stream have been reverting many Clerk jobs because they say they have too many Clerks which they know is not true. They do this to lower the number of full time jobs and to avoid converting PSEs to career. We filed grievances at Palatine on the reversions and some of them were resolved at Step 3 requiring Palatine to convert the 10 PSEs. Four more are being converted based on Steward Dave Baskin's Lead Clerk settlement requiring Palatine to post 4 Lead Clerk jobs. All of the newly converted Clerks will be assigned to a 2300 tour 1 start time 7 assigned to Automation and 3 assigned to Manual. In 2014 USPS eliminated tour 1 mail processing jobs nationally because they moved processing to start at 0800 to end at 1am with non-career PSEs staffing tour 1. This has never worked and the mail is not finished by 1am so management relies on tour 3 overtime to finish the mail. They will have to post some tour 1 bids.

Request a Union Steward...

We assume most employees know to request a Union Steward when they are called in to meet with management, and to ask if this meeting could result in discipline. If they say the meeting could result in discipline you need to request a Union Steward and wait until you get one. You do not have to answer any questions until you get a Steward. If you receive discipline you have 14 days from the date you received it to have a grievance filed on your behalf so you need to bring it to the Union ASAP. It is not 14 days from when you bring it to us but 14 days from when you receive it. If you do not file a grievance within 14 days the discipline will stay on your record for 2 years and the next time they issue you discipline it will be more serious. If you already have a Letter of Warning the next time it will be a 7 Day Suspension and then a 14. Depending on the circumstances we may get it rescinded, reduced, or have a shorter retention period.

Harassment Discipline...

At the Northbrook Post Office management (in my opinion) uses discipline to harass those who work for or with the Union, including APWU Steward Mike T, and Clerks who report violations. A senior Clerk was issued two Removals within 30 days, one based on what I consider to be a lie and the second for being rude to another employee. Steward Mike T. was issued a 7 Day for allegedly losing an Arrow Key. National Business Agent James Stevenson met with issuing Supervisor Vivian Childs and asked her about the missing key and he went and found it to which she said maybe it was a duplicate but it was the original serial number. Postmaster Narbi Miulli concurred on this 7 Day to the Steward but the key was there all along...

When the Steward is Away...

Our Highland Park Steward is off on medical leave but reports that as soon as she left management told the Clerks they would not longer be required to work OT. That's because Postmaster James Schroth is bringing City Carrier Assistants (CCAs) in at 4 am to sort the mail and crossing crafts. Management was requiring Clerks on and off the ODL to work OT because they are short of Clerks. A grievance will be filed on this so Mr. Schroth might make his budget look better but he will cost the post office grievance money.

Early Voting Has Begun...

Take advantage of early voting and don't wait for election day. We can't tell you who to vote for can say that exercising your right to vote each election is important. If all eligible voters voted how would that affect the outcome? Find out where your early voting place is and get there before early voting ends so you get to vote. Don't wait for election day when something happens to interfere. If you don't vote don't complain.

Open Season Health Fair Dates

The Health Fair dates for Open Season are Monday, 10-29-19 for Chicago Metro L&DC, Tuesday, 11-6-18 for Carol Stream, and Friday, 10-16-16 for Palatine P&DC. The hours are from 6am to 6pm.

Happy Retirement to Busse Steward Raymond Stripling!

Ray has been our Maintenance Steward for the last several years and has been an excellent Steward and a dedicated Union member. Ray will definitely be missed.

Happy Retirement to Honorary Bellwood Steward John Rogers!

John called us in 2010 when he was President of the Bellwood Local to request a merger with us. He has been at just about every union meeting since the merger. He's a true union man and a really nice person. We will miss him!

