

The Local Line

“A PPA Award Winning Publication”

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

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Five Palatine PSEs to Convert on 3-31-18!

It is not often we have good news and USPS rarely converts PSEs, but we were informed by Palatine management that the senior five PSEs will be converted to career on 3-31-18. They will all be placed into tour 2 residual vacancies with Wednesday/Thursday off. Sadly, the #3 PSE on the list to be converted to career was Dellis L. Carter who passed away on 3-3-18. Condolences to Dellis' family and friends. Hearing that really put things in perspective as we do not know how long anyone has and as a union we have to keep trying to make things better for our members. For our PSE members being converted to career status is important and its important to us. Congratulations to the five new career Clerks. Management tried to get us to give up these residuals under threat of excessing but we refused to give up PSE rights to be converted to career. We filed a grievance to fill the five residuals as soon as the Palatine excessing was cancelled.

No Probation for them
PSEs who have served one 360 day appointment will not have to serve a new probation period upon conversion to career. The POSTPlan, Filling Residual Vacancies, and Travel Q&A #14 states “When converted to career, does a PSE have to serve a probationary period? **Answer:**

Clerk Craft PSEs who have already served one full term as a PSE will not be required to serve a probationary period as required by Article 12, Section 1, after conversion to career.”

First COLA of 2018
APWU career employees will receive a 25 cent per hour cost-of-living-adjustment that will increase annual pay by \$520.00. The COLA is effective 3-3-18 and will be on paychecks dated 3-23-18. COLA increases for this contract total \$1,144 per year. PSEs do not get COLAs but have five wage increases this contract. PSEs had a 2.3% increase on 11-25-17 and will get a 21cent hourly raise on 5-26-18. We expect to get COLA increases when the cost of living rises but non-union workers do not.

Carol Stream Changes
Carol Stream Clerks have suffered through two rounds of bid changes inflicted by management since August of 2017. Many of these changes did not make sense and some were corrected in the next round in February 2018. I know of no other plant that has done what Carol Stream has done in the past six months, which is to disrupt the lives of Clerks and Mailhandlers for no apparent reason, but because we were told to. The August mass repost was allegedly based on USPS headquarters telling CS to post exactly what the Function 1 scheduler spit out even if it said to eliminate tour 2 multiline. In February they brought back tour 2 multiline bids showing the F-1 scheduler changes were messed up. CS reduced the number of tour 3 Automation bids in August and then added bids back in February, all the while changing NS days to separate more Clerks from their bids. These changes were timed just prior to the early out (no money \$) that ends on March 31, 2018. Was the intent to make CS more efficient or was it to get more employees to leave?!

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Why be a Retiree Member?

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Carol Stream Continued...

The second round of CS bid changes was supposedly based on the "earned complement" which is what the higher-ups determine is the number of employees needed to staff the facility. No matter the office, that number is not realistic. In this case CS had to reduce the number of bids to match the unrealistic "authorized complement". They eliminated some Expeditors, and reduced the Clerk staffing on the AFSM and APBS to the point where you don't have staffing. How do you staff five stations on the APBS and three Clerk sweepers with seven or eight total bids? That means you have no Clerk sweepers to rotate to the stations so you use Mailhandlers instead. After Clerks were thrown out of their bids on the AFSM because of NS days changes CS reduced the number of bids on tour 2 to six and tours 1 and 3 to seven bids. That would be enough to staff two machines with no NS day staffing. I spoke to a Clerk who said she has lost AFSM and APBS bids in the last few months and now sees that two bids with the same NS days which made her a no-match in tour 1 APBS are being posted! Management gave unencumbered Clerks the minimum Wednesday notice for changing schedules which was adding insult to injury. I asked Plant Manager Mayberry to give the unencumbered two weeks instead of two days and he agreed but I don't know if this has filtered down to his managers. Management has the right to schedule and staff under Article 3 of the contract but that right often leads to abuse as we see at CS. I don't know who is responsible as they blame it on headquarters. Maybe CS was the test case for successive rounds of bid changes. What was accomplished but to undermine employee morale due to dislocation and inconvenience?

Dan Halfman named A/Plant Manager at Chicago Metro

Busse has a third plant manager since November when Devette Murphy departed for southern IL. Chuck Spahn from Milwaukee got Busse through Christmas and discovered that Busse gets blamed for late trips when the trips come into Busse late. Not our fault! He transitioned with Dan who is the titled Maintenance Manager at Carol Stream and previously a Maintenance manager at Palatine. We expect to get along with Dan for however long he is at Busse. There have been rumors he may be going back home to Palatine. **Same Problem at Palatine PDC** Palatine P&DC and its employees have suffered under A/Plant Mgr. Elizabeth Wulf since November. I am at the point where I contact her if there is no other recourse and she no longer gets back to me unless I contact her boss, Senior Plant Manager Robert Prahl. She creates problems, denial of light duty, blanket denial of advance sick leave, cross-section overtime, closing Leave Control so there is still no place to get or sign a 3971, using "deems desirable" in lieu of restricted sick leave regulations. The list goes on but the common thread seems to be a total lack of consideration for the employees and lack of respect for the unions. I don't think upper management is overly concerned about how she treats employees or the unions, but they do care about results. Is Palatine doing better or worse? Have there been any Town Hall meetings to tell employees how Palatine is doing on her watch? As I have said, we still have AOs doing poorly under the managers she left in charge as the MPOO. Park Ridge keeps getting worse and Glenview is trying to recover, as are Evanston and Des Plaines. With this track record, why her? Palatine does not deserve this.

Postmaster Narbi Miulli...

I don't know who appointed her so I cannot blame Ms. Wulf for it, but Narbi Miulli is the only PM I know who seems to intentionally create a bad work environment. Why else would she take the Postage Due job from the Clerk who has been in the job since 2009 so she can post another window job, and then work three experienced window Clerks (one PSE) in the Postage Due/Business Reply unit for 30 hours per week for the six months after eliminating the job? This Clerk had S/S off and has now been given a schedule of TH/F off, requiring her to work on Sunday for Amazon, like a PSE. This Clerk's life has been turned upside down for no reason other than the Postmaster has authority to change bids and authority can be misused and abused by some. This reminds me of the movie "Gaslight" where her husband is trying to make Ingrid Bergman think she is losing her mind. **Maintenance Open Season** Our very busy Maintenance Craft Director Joe Golden asked me to include a reminder to maintenance employees about Open Season. Article 38.5.B.7 provides maintenance employees the opportunity every 3 years, during the month of March, to apply for promotions to any position for which they are not qualified. This gives you the opportunity to apply and test and have your scores placed on the Preferred Eligibility Registers. Open Season ends on March 31. Joe works very hard and he gets results as he has obtained many thousands of dollars in settlement money for maintenance members. **Why be a Retiree Member?** NWIAL Retiree Chapter President Bob LaFoe reminds us that it only costs \$36.00 to remain a member. When you retire consider being a member of our Retiree Chapter.

