

LOCAL

Jackie Engelhart — President

Walter L. Elerby, Jr. — Vice President

Al Czerwinski — News Director

THE OFFICIAL VOICE OF THE NORTHWEST ILLINOIS AREA LOCAL AMERICAN POSTAL WORKERS UNION, AFL-CIO

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Notice of Nominations and Election Page 3

The President's Report . . .



by Jackie Engelhart,
President

This newspaper is a collector's edition because we stopped putting out newspapers several years ago because it was not worth the cost when we can print floor letters in house with the same information at very little cost. This paper is being mailed to all members because it is election time for NWIAL and we are required to mail a Notice of Nominations to all members.

It is hard to believe that I and many of the officers I work with have been in office for 12 years. The time has gone by very quickly and the job has sometimes been difficult but also rewarding. I have always been a grievance filer, as a Steward, as a Chief Steward, as the 600 Clerk Craft Director, and during my time as President. I don't believe in just answering phones and passing everything along to the Stewards, while I do answer phones and perform administrative duties.

Based on the number of Clerks we have fewer Stewards than we used to have at the plants but it seems like we still have plenty of violations. For the most part the Stewards do their own grievances in the plants but there are times when we are short-handed, or when there is an issue I think I need to be involved with, so I will write up the grievance and fax it to a Steward. The President is a grievance-handling officer and should be able to file grievances for any craft.

Due to our problems in keeping Maintenance Stewards at Chicago Metro L&D C I have filed quite a few Maintenance grievances at Busse. The Clerk Stewards and Maintenance

Time Goes By Quickly

Craft Director Golden all file Maintenance grievances at Busse, so we work together to get it done. Ray Stripling is back as our Tour 1 Maintenance Steward at Busse but one Steward cannot do it all, so we will continue to file grievances as needed, but it's definitely good to have Ray back.

One of the most rewarding things about this job is working with new Stewards and watching them progress.

been forced to fight for union time filing grievances on denial of union time. Ericka is professional and not afraid to speak her mind even to the plant manager. These are two examples of the Stewards of the future who will carry on when the seniors retire. In the meantime Ericka will be able to learn from Tour 3 Chief Steward Ramone DePeralta, and Tour 3 Stewards Vivian Henderson, Glenn Pugh, 601

searching issues, and calling the Business Agents if necessary. They are both very good Stewards who continue to learn because they really care about Busse members.

The majority of my grievance-handling time is taken up by the Associate Offices because we do not have Stewards in the small offices and many of the Stewards in the larger AOs do not file Step 2 Appeals. Stewards in Associate Offices do not have computers to work on like we do in the plants so they have to hand-write their grievances. It is harder to get union time in the AOs and when they get union time they do not have other Stewards to help them so they call me or the Associate Office Director Kathy Stokes. I am at the Union Hall and Kathy is on the window.

Kathy is a part-time officer who works as a Window Clerk at the Mount Prospect Post Office. She cannot possibly file grievances in all 18 NWIAL Associate Offices as a part-time officer. She knows the AO members and gets many calls from them but she cannot leave her window job at Mount Prospect to file grievances in all these offices so that job falls to the one full-time officer. I file most of the grievances in the AOs. Sometimes the Steward will file the Step 1, but normally I file the Step 2 and Appeal to Step 3/Arbitration. Stewards are our eyes and ears in the AOs.

We had a full-time Vice President until the constitution was changed effective 9-11-2010 for budgetary reasons. The Vice President position was made full time when we had 3000+ members we had less than 2000 members due to attrition and could not afford two full-time officers. By changing the Vice President back to part-time we saved enough money to keep the Local financially sound from 2010 to the present with enough money to fund all necessary expenses. Al Modi served as Treasurer for 13 years and was our leader in maintaining the Local's finances, but all the Executive Board members can take credit for

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At Palatine and Carol Stream we have experienced Stewards that can and do help the newer Stewards learn what they need to know. Latara Collins was appointed as a Palatine Steward while she was a PSE on Tour 1. She was converted and bid to Tour 2, and is now a Tour 2 Steward. Tour 2 Chief Steward Rick Szczesny says she writes some very good grievances and is not afraid to confront management when they are wrong. Latara benefits from working with senior Stewards such as Rick Szczesny, Al Czerwinski, 600 CCD Marcy Lloyd and Chris James. She is motivated and will be attending new Steward training in Champaign, IL.

At Carol Stream Ericka Williams is a newer Steward who also started her postal career as a PSE. She is now a career employee and Tour 3 Steward who is not afraid to confront management when they are wrong and has

CCD Taylor and Vice President Elerby Jr. Next week we will train new CS Tour 2 Steward Diane Pendleton who replaces Dorene Motley. Diane is a PSE Clerk, anxious to get started, and we hope she will one day be training others.

We have fewer Stewards at Busse than Palatine and Carol Stream and they do not have senior Stewards at the facility to learn from, so Busse Stewards get on the phone and call the plants. Tour 3 Chief Steward Yolanda Salsaf and Steward Bhupendra Patel are Stewards who have learned a lot by reading the contract and by asking questions of Stewards in the plants. They are teaching newer Steward Jobman Mathew who will be attending Steward training in Champaign.

They all really care about the members at Busse and have learned a lot on their own by reading the contract, re-

From The Vice President's Desk . . .



by **Walter L. Elerby, Jr.**,
Vice President

Voluntary Early Retirement Authority (VERA) is offered by the USPS when they want to downsize or restructure. It allows for employees who could not ordinarily be eligible for retirement the opportunity to do so. It temporarily lowers the age and service requirement and encourages voluntary early separation. The Postal Service must request

VERA vs Retirement Incentive

and receive approval from (OPM) Office of Personnel Management. If approved a specific time period would be allowed for employees to accept the option along with the ability to receive an immediate annuity. VERA covers both (CSRS) Civil Service Retirement System and (FERS) Federal Employees Retirement Systems. VERA requirements are normally age 50 with a minimum of 20 years of service or any age with at least 25 years of service. The last time a VERA was offered to APWU covered employees was in November 2014. A Retirement Incentive is basically identical to the VERA, however a lump sum payment will be attached to it. An incentive also could include a no age or service requirement for employees that would like to take the payment and just go. However they still will be subject eligibility require-

ments for retirement benefits. Terms of incentives are negotiated with the APWU at the headquarters level. The last incentive was offered in January 2013 where eligible employees were offered \$15,000 in deferred payments of \$10,000 and \$5,000.

When Will The USPS Offer Early Out?

The answer is, when the USPS request of OPM and is approved for it or either negotiate with the APWU at the headquarters level to offer a monetary incentive for employee's to go. Now that all postal unions have a two tier pay scale along with a new lower wage and benefit workforce, it will be in the best interest of the USPS financially to consider. For example, a level 6 step O Clerk's 2016 salary and benefit statement is approximately \$85,000; more or less depending on overtime, holidays worked, night premium etc. . . In comparison a newly converted PSE to Full Time Regular salary and benefits will be approximately \$53,000 give or take. Your benefits includes annual leave, sick leave, holiday leave, TSP employer matching contributions, life insurance, FEHBP Employer contribution portion any employer contribution for retirement. When you look at your Personal Benefit Statement that is mailed to you every year, it shows what the USPS pays for each employee per year regardless of your net take home. "Do the math" I am sure the USPS has, so let's see how soon they will look into alleviating higher salary and benefits of the older workforce by offering either a VERA or Early Retirement Incentive.

Saving Plans (FSA) Flexible Spending Account. Any PSE that was converted immediately became the recipient's of a minimum of at least an additional \$26,000 in salary and benefits compared to their PSE status. I encourage each and every one of you to take advantage of your TSP and invest at least 5% of your salary so that you can gain matching contributions from the USPS. This is your equivalent of a 401K it can be used to supplement your retirement, invest early and often and you soon will have a sizable nest egg. Take advantage of your FSA which is tax deferred money you can use for medical and child/dependent care expenses. Bank your sick leave it can carry you financially in the event you ever have health setback in the future. It also would be wise to select the maximum coverage for life insurance if you are 60 and under. Life insurance does not have an open season every year like the Health Plans its every 3-5 years or so you can down grade your coverage outside of open season but you would have to wait for open season to increase it. For our current PSE's that are newly hired or did not quite make the 2.5 year requirement for career conversion. Outside of the traditional PSE to Career conversion process. The new Contract mandates that the Postal Service meet with APWU and discuss another one-time conversion in July of 2017. No guarantees, but we remain optimistic and will bargain in our members best interest.

Call To Action

We have saw events in the Political atmosphere that we could not have even imagined take place over the last few months. We have an anti-labor & anti-Union President including an overwhelming number with the same agenda holding congressional seats. The USPS has been under attack for years however when we had a bipartisan congress and democratic president not many of the bills and measures made it to the floor or to vote. These bills and agendas would have negatively impacted the Postal service along with our rights and protections as Postal employees and retired postal employees. Yes I said retired, so if you are nearing retirement don't believe that you will be excluded, our rights and protections are governed by our Contract which allows for the Handbooks and Manuals of the USPS to be recognized. Many of the USPS's handbooks and manuals provide our entitlement to our benefits. Law can supersede contract. Not to alarm you but we have a Republican President

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THE LOCAL LINE

Northwest Illinois Area Local
American Postal Workers Union
194 W. Lake St., Elmhurst, IL 60126

EXECUTIVE BOARD

President.....	Jackie Engelhart
Vice President.....	Walter L. Elerby, Jr.
Secretary.....	Linda Duncan
Treasurer.....	Blagendra Patel
Clerk Craft Director 600.....	Marcy Lloyd
Clerk Craft Director 601.....	Calvin Taylor
Maintenance Craft Director.....	Joe Golden
Motor Vehicle Craft Director.....	Rigel Thomas
Chief Trustee.....	Ray Wience
Associate Office Director.....	Kathy Stokes
Trustees (Non-Board).....	Seok Kwon and Dan Mulligan

The Local Line is the official voice of the Northwest Illinois Area Local and is published bi-monthly. Northwest Illinois Area Local consists of the Palatine Processing and Distribution Center, Carol Stream Processing and Distribution Center, Chicago Metro Surface Hub (Busse) and the following Associate Offices: Franklin Park, Highland Park, Kenilworth, Melrose Park, Mt. Prospect, Forest Heights, Northbrook, River Grove, Wheaton, Winnetka, Glenview, and Lake Forest, Glenview, Golf, Techy, Wilmette, and Park Ridge & Winfield.

Union Headquarters are located at 194 W. Lake Street in Elmhurst, IL 60126. The phone number at the Union Building is (630) 833-0088. The phone number to the Carol Stream Union room is (630) 260-5169. The phone number to the Palatine Union room is (847) 590-6627. Our fax number is (630) 833-0248.

Northwest Illinois Area Local is affiliated with the American Postal Workers Union, AFL-CIO, and we are a proud member of the Postal Press Association.

Opinions expressed in The Local Line are those of the authors and not necessarily those of the Editor, News Director, NWILA, or any of its elected officers.

News Director..... Alan Czerwinski

Union Meetings are normally held on the second Sunday of each month at Union headquarters at 194 W. Lake Street in Elmhurst, IL. Check the Union bulletin board for notification of meetings.

Articles submitted for publication must be signed. Names will be withheld by request. Any mistakes you find were put there on purpose to keep those of you who waste time looking for such trivial things on your toes!



**100% UNION
PRINTER PRODUCED**
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 United We Stand - Divided We Fall!

— It's Election Time —

by Arlene Thomas-Benford,
Chairperson

Another year has begun and we should prepare ourselves to VOTE!

The Northwest Illinois Area local officers are approaching the end of their current term on April 30, 2017 and we must vote for those we feel should be in charge of our local for the next three years, beginning on May 1, 2017 and ending April 30, 2020.

Nominations

Nomination will take place on Sunday March 12, 2017, at the regular monthly NWIAL meeting held at the Union Building located at 194 W. Lake Street, Elmhurst Illinois 60126.

In accordance with the Constitution of the NWIAL:

Article II-Nomination and Elections

The Officers of the Area Local shall be elected by plurality vote and shall consist of the President, Vice President, Treasurer, Secretary, Clerk Craft Director 600 — must be a clerk in the 600 office, Clerk Craft Director 601 — must be a clerk in the 601 office, Maintenance Craft Director — must be a maintenance craft employee, Motor Vehicle Craft Director, must be a motor vehicle employee, Chief Trustee, two (2) Trustees, and the Associate Office Director — must work in one of these offices or their branches: Melrose Park, Highland Park, Mt. Prospect, Lake Forest, Northbrook, Wheaton, Franklin Park, River Grove, Winnetka, Wilmette, Park Ridge, Winfield, Glenview, Glenbrook, Golf, Kenilworth, Techny, Bellwood and Elk Grove Village. To be eligible for an office under this Constitution, a candidate must be present at

the nomination meeting or submit a declaration letter of candidacy to the Secretary, Linda Retel, for the office desired. The declaration letter of candidacy shall serve as an official nomination and shall be read to the membership meeting at the March membership meeting before any nominations can be taken from the floor.

You may mail your letter of candidacy to the:
Northwest Illinois Area Local
Linda Retel-Secretary
194 W. Lake Street
Elmhurst, Illinois 60126

You can fax the letter to (630) 833-0248 — Attention: **Linda Retel**

All correspondences must be received by Secretary Retel no later than **March 11, 2017, by 3:00 pm.** All other nominations shall be made at the March membership meetings. Members shall have five (5) days following the March Nomination meeting to accept their nomination.

Eligibility

No member of this Local shall be eligible for nomination or election to office unless he has been a member in good standing of the NWIAL for at least one (1) year preceding the nomination.

Individual who have involuntarily exceded into this local and who were dues-paying members in good standing of other APWU locals when exceded, shall be allowed to credit their time as a member of the APWU towards satisfying the one — year requirement of a member in good standing, thus making themselves eligible to be nominated for local office.

Any Postal employee eligible to be a member of the American Postal Worker Union who voluntarily holds a managerial, supervisory, or EAS

position with responsibility for issuing or recommending discipline, or applying or interpreting the National Agreement for the equivalent of one pay period in a year, shall be ineligible to hold office at any level of the American Postal Workers Union (APWU) or to be delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one year (1) from the time the employee vacates such position.

No nominated member may be a candidate for more than one (1) elective office of this local. After the nomination of candidates, the duly appointed Election Committee shall immediately hold a drawing by lot to determine the position on the ballot each candidate for each office will hold.

If there are any questions please see one of the committee members.

Arlene Thomas-Benford — Franklin Park, Illinois
Vivian Henderson — Carol Stream, Illinois
Dennis Cattenhead — Carol Stream, Illinois
Christopher James — Palatine, Illinois

Please make sure that NWIAL has your current address and, Please Vote in this election, it's a privilege!

Election Committee

This is a tentative schedule for us for the March 12, 2017 — Nominations

Meeting-02-15-2017 — Department of Labor, beginning review of mailing list.

Membership meeting 03/12/2017 — Report to membership, Breakout — prepare copies, ballot and forms selected.

1st-Mailing — March 27, 2017

2nd-Mailing — April 14, 2017

Ballot Count — April 28, 2017

Treasurer's News . . .



by **Bhupendra Patel,**
Treasurer

Dear Union Brothers and Sisters,

I hope you and your family had a wonderful holiday and New Year. New Year brings the new hope and new challenges in life. We have to keep fighting and do the best everyday of our lives.

I am the new treasurer for our local NWIAL I thank the members of the Executive Board for having trust and confidence in me, when they all approved my name as treasurer. I also

Thank You To The Membership

thank all of the membership for unanimously approving my name.

Little bit about my background. I am from India and working with Postal Service since 1998. I am working as Steward at Chicago Metro L & DC (Busse) since 2008. I took position as steward when our steward at that time suddenly, got ill. I have learned the contract and defending Union member's right and working condition.

I have gone to many training courses. I have attended IPWU and National Seminars. I have participated in all protests that were arranged by Local and National Union. I went to a rally in Madison, Wisconsin and all local protest against "STOP STAPLES" movement. We were able to stop Postal Stores in Staples, effective by end of February. It shows that if we all fight together for common goal, I believed any goal is not impossible to achieve.

I truly believed in Union as I am the live example. I truly believed that

I am at current stage of my life due to Union negotiated all benefits for me and all other. Union protects the rights, wages and working conditions of employees. I always say "without members there is NO UNION". We all have to participate in Union Activity to protect our rights and job. If we do not than who would do for us?

Now something about the Position "Treasurer" for our local. Treasurer is responsible for taking care of local union fund. It is money of the members. It needs to spend very wisely and only for Union activities. I am responsible for accurate book keeping, paying bills and officers. I have business experience and knowledge about the rules and taxes requirement of IRS and Department of IL. I took this position when our long serving Treasurer Al Modi was not able to do his duties. I have been given responsibility, I have spent lots of hours learning what needs to be taken care

Union business as treasurer from the first day. I am responsible to comply with all applicable IRS, IL, and Department of Labor laws and regulation.

I thank you Jackie and all other executive officers who placed trust and confidence in me. I will work hard and do my best to fulfill my responsibility as our Local Treasurer. Thank you and Have a Bless Day.
In Solidarity.

Tied Up In Knots?



**CHECK WITH
THE UNION!**

601 Clerk Craft Report



by Calvin Taylor,
601 Clerk Craft Director

After much debate and eventually coming to an agreement, the Automated Parcel Bundle Sorter (APBS) machine is up and running and fully staffed at the Carol Stream facility. Management contended the APBS machine did not function the same as the Small Parcel Bundle Sorter (SPBS). If this was proven to be true, the employees whose bids were abolished when the SPBS machine was removed I would no longer have retreat rights to the APBS. It was the Union contentions the two machines performed the same functions. This was the contention of the American Postal Worker Union at the National level.

This is a portion from the APBS Position Statement from then National Director of the Clerk Division Rob Strunk dated July 12, 2011.

"The APWU does not believe that the implementation of the APBS sufficiently modifies the Small Parcel and Bundle Sorter (SPBS Operation) as to be considered and "operational change". There has been no real change in either the sweeping or dumping functions. Keys still key a significant percentage of parcels at each induction station. The only real change is that the keys are now asked to recognize those parcels which bar codes are readable and face those parcels to be read by the reader instead of keying them."

This was our stand and we were sticking to it. Management, after conferring with others, agreed that this was the same machine and the APBS and SPBS performed the same function and the former SPBS employees did have retreat rights to the APBS machine.

The Union was also able to secure more positions than originally planned.

When management originally posted the bids without offering the retreat rights, there was also no qualifying provisions listed. This too had to be corrected. If this machine was the same as the SPBS it had to have a

Automated Parcel Bundle Sorter (APBS) At Carol Stream

Dexterity qualification. This too was added. Some successful bidders were apprehensive about having to qualify. Some admitting they do not test well at this stage in their life. As of January 27, 2017, everyone who has taken the test has qualified.

There were accusations that the union had dropped the ball on the APBS machine negotiations. Let's review

Employees who had retreat rights to the SPBS machine were able to exercise those retreat rights to the APBS.

The staffing package was increased. Everyone qualified. The union did

not drop the ball but hit a grand slam. If you do not think we did, talk to the present leadership of the mailhandler craft. Patience is a virtue.

PSE Conversion

The signing of the Collective Bargaining Agreement on July 8, 2016 called for the one time conversion to career employment those clerk PSEs in a facility with 200 work year facility who had a seniority of 2 1/2 years. The union has been asked when is the next career conversion and is there a freeze on conversion? With the signing of the 2016 agreements, the opposite parties were ordered (the key

word is ordered) to meet a year from the signing of the 2016 agreement to discuss the possibility of another one time conversion. The meeting should take place by July 8, 2017. This does not prohibit PSEs being converted the old fashioned way. Residual vacancies.

Residual vacancy – a duty assignment that remains vacant after the completion of the voluntary bidding process. If no one bids on the job, no unassigned employees are available to place into the position. The jobs are not claimed on E-reassignment, the senior PSE(s) in the facility will be offered the career position.

601 APWU Representatives

Franklin Park/Schiller Park Arlene Thomas Benford, Melrose Park/Hillside/Northlake Christine Porties, Jemise Beasley Wheaton/Danada, Maria Patang

CAROL STREAM TOUR 1

Danny Recinto
Sue Rodriguez
Elaine Bartlett – Walker
Fred Ginsburg – Maintenance
Allen Ferguson MVS
Calvin Taylor * (Clerk Craft Director **)

TOUR 2

Michael Cooley

Melanie Bellmon
Alkesh Modi
Diane Pendleton
William (Bill) Murphy – Maintenance
Tom Conway – Maintenance
*Certified for Tour 3. ** Alternate for all tours

TOUR 3

Ramon de Peralta
Walter Elerby Jr (Vice President**) Ericka Williams
Glenn Pugh
Nigel Thomas (MVS Director **)
Jim Hovorka – Maintenance

VERA vs Retirement Incentive

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along with a Republican controlled Congress the Republican agenda has been anti-union for years it's no secret. As a Postal worker you must be active in any campaigns to protect your future employment, engage your friend, family and neighbors. But most of all educate yourself and stay tuned with the events going on in Congress right now we are not safe as we would like to be. You can't afford to sit on the side lines become active in your Union, visit your Union's website **APWU.ORG** frequently so you know what you can do as a Postal Worker and as a Union Member. I have a minimum of 15 years before I can even think about retiring so I pledge to do my part to ensure the vitality of the USPS and the Union. What about you?

Service To The Local

I would like to thank the members

of the NWIAL #7140 for the opportunity to serve you as your Vice President. I have been able to extend my knowledge and experience as Vice President not only to my home office of Carol Stream but also the Palatine and Chicago Metro Surface Hub (Busse). In addition to the 18 associate offices we represent in the 600 and 601 zip codes. My position has been challenging at times; However, I have developed a wealth of knowledge concerning the Associate Offices along with the Maintenance and MVS/VMF Crafts. Prior to becoming your Local Vice President my services were limited to the Carol Stream Plant. While serving as Vice President I have had the opportunity to speak with members from all plants and some of the associate offices. I have also continued to expand develop respectable working relationships with most members of management in order to effectively represent the membership. It has been

a privilege to serve you and it is my intent to continue to serve the members of this great local in an Officers capacity.

In true solidarity,
Walter L. Elerby, Jr.
Vice President
APWU-NWIAL #7140
Office 630-260-5169 Fax 5769
Cell 773-620-3925
welerbyjr@nwial@hotmail.com



Maintenance Craft Report



by Joe Golden,
Maintenance Craft Director

My Union brothers and sisters, it has been awhile since the NWIAL flyer has been issued, which gives me the opportunity to stress issues concerning the maintenance craft in our local. Some major and serious issues have risen in the past few years. Management has continued their assault on the bargaining unit employees by moving operations to Tour 2 and moving equipment to other facilities. Fox Valley P & DC, which was on the hit list for consolidation, but now, has become flat mail only sorting facility. Does that make any sense? First the Postal Service wants to close the facility and a year later they designate it a flats only facility and they spend big bucks to move the PSS from Carol Stream to Fox Valley.

In another major move, the Postal Service has begun a new type of cleaning of the postal facilities. It is called Custodial Team Cleaning (CTC). First, some history. In 2001 the Postal Service unilaterally removed the 1983 MS-47 Handbook and created a new handbook in which performance standards and frequency were reduced to "as needed". The National APWU fought this unilateral change and won the case in arbitration. Arbitrator Das ruled that the Postal Service must return to the 1983 handbook and compensate the then current custodians \$47 million dollars.

The Postal Service was determined to rid themselves of the 1983 Handbook citing it was ancient and out of date with new cleaning methods. But, their real goal was to reduce staffing of bargaining unit employees. The Postal Service was informed that in order to revise the Handbook they had to have an agreement with the APWU. In Washington, the Maintenance Director agreed to the Team Cleaning concept and signed the July 9, 2014 Memorandum of Understanding. This new method of cleaning is supposedly designed to remove germs and dust. But it also reduced the staffing of custodians.

In our local, the CTC was initiated at the Palatine facility in October 2015. The Carol Stream facility in 2016. The Busse facility has talked about it but nothing has happened as of yet.

Arbitrator Das had also ruled on the annual custodial workhours approved in the facilities. Das stated the Postal Service had to fully complete all hours of custodial work, routes and component cleaning, within the year. Double routes and bypassed routes were to be grieved. This award has now been negated with the July 9, 2014 MOU. In fact,

90% of the hours on Line H. In fiscal year 2016, Busse again failed to meet the 90% of the annual hours. But, management has refused to compensate the custodians.

One argument we are making on the CTC is any work performed not included and entered on Line H of PS Form 4852 must be subtracted from the hours the custodians worked. This means that any work, e.g., moving furniture, painting, trouble calls, group leader hours, must be subtracted from the annual hours worked. But, the Union must prove two things. First the work was

facilities have been attempting to assign lower level mechanics to perform higher level tasks. This is a violation of Article 7. Higher level employees can "work down". What this really means is that an ET's job description encompasses an MPE's job description, and a MPE's job description encompasses a MM's job description. Each preventive maintenance checklist task is assigned a minimum skill level. Lower level employees cannot "work up" unless the higher level employees have been maximized. A level 7 mechanic cannot perform a level 9 task and a level 9 mechanic cannot perform a level 10 task. Plus, if the lower level employee is not qualified it could be an issue of safety. If management assigns you to perform higher level work, then you must be paid for higher level work. Grieve it if they refuse to pay you for the higher work performed.

Most if not all mail processing equipment now has electronic Conditioned Based Maintenance (eCBM). Each task has a due date. If the due date has expired, the MS-63 Handbook states it must be entered as bypassed. In this day and age, maintenance management have insisted that the expired task be performed. If management assigns you to perform the expired task, request of work order. It is considered additional work not entered in the staffing package. If management refuses to provide a work order, request to speak to the Union steward. You must file a grievance. Expired tasks are as stated, expired. Management failed to schedule overtime to perform the task before it expired. It is your overtime, your money.

Another issue the Postal Service continues to ignore is the filling of vacant maintenance positions and the opportunity for current employees to be promoted. Management is obligated to fill all authorized vacant duty assignments with a total of 58 days. Management must foresee the future and create In-service registers and hiring registers to fill the vacancies. Again, if the vacancies aren't filled management must schedule overtime to cover the loss of man hours. At least 36 hours per week per vacancy.

In our Associate Offices, here again management must meet the 90 % of the annual work hours during the fiscal year. Our local President Jackie Engelhart has been a consistent officer ensuring that management either meets the 90% or compensates the

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every award, settlement, and agreement prior to the MOU has been negated.

The USPS and the APWU did agree that if the facility did not meet 90% of the annual work hours on Line H of PS Form 4852 the Postal Service shall compensate the custodians for all hours under the 90%. So now, we cannot grieve the routes or component cleaning were not performed or any deviation of custodial work not performed because all management has to do is schedule custodians on the clock for 90% of the annual hours, whether or not the work was performed. Recently, management has learned that meeting the 90% of the annual hours is not as easy as they first believed. Busse, even though they have not as of yet begun CTC, has yet to meet the 90%. In the last two fiscal years, Busse management has failed to meet the 90% and have waited until September of each fiscal year to ask custodians from other facilities to work overtime at the Busse facility, not to perform the work, but to attain the

performed and second the work is not included on Line H of PS Form 4852. To prove this we need work orders or assignment worksheets stating what additional work was performed. So it is vital that all custodians enter on their worksheets what work was performed and the amount of time it took to perform the work.

All maintenance work and the time it takes to perform the work must be entered into the electronic Maintenance Activity Report System (eMARS). Every minute, every hour, every day, every week, every month, 24 hours 7 days a week. This includes Mechanics and Electronic Technicians. If you suspect, that the work management assigns you, has not been included in the staffing packages, Custodians (PS Form 4852) and Mechanics and ETs (eWHEP), then you must request a work order. The work must be entered into eMARS for tracking purposes and proof the work is additional to the hours entered into the staffing packages.

Of recently, management in all

Time Goes By Quickly

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keeping the Local financially sound. When I became an officer (600 CCD) in 2008 the Local was broke and had unpaid bills. We never want that to happen again. We take our duty of fiduciary responsibility seriously and do not waste union funds. Other Locals have had financial difficulties due to the loss of members through attrition (as the post office downsized) but we are not one of them.

Some Locals save money by not paying dues to the IL Postal Workers Union or to the IL AFL-CIO but we are not one of them. NWIAL always paid our dues to the State IPWU but we were a Scab Local when it came to paying our AFL-CIO dues until about ten years ago when we joined. We decided we wanted to support the House of Labor and we now have one of the 35 seats on the IL AFL-CIO Executive Council where our issues are usually supported by the other unions. That is what we call solidarity, and the other unions backing the APWU Staples boycott helped.

The officers and Stewards are on the same page on most issues which makes for less dissension and more harmony. That does not mean we always agree but we are usually able to come to a consensus when there is disagreement. This has been a quiet 12 years as far as internal dissension, which makes it easier for us to do our jobs and work together for the greater good.

I know that 601 CCD Calvin Taylor and the Carol Stream Stewards will take care of Carol Stream and for the last term we have had a Vice President (Walter Elerby Jr.) who is from Carol Stream. I occasionally file grievances at Carol Stream for issues like failing to make Rehabilitation Officers, and refusing to allow Limited Duty Clerks to be placed on the Manual ODL when that is where they are assigned per

their Job Offer. We finally got management to agree in writing that Limited Duty Clerks assigned to the Manual Units would be allowed to sign the manual ODL and work manual overtime if they could perform the work where the overtime was being called. We have had the same agreement at Palatine P&DC that was signed by Thomas Miller in 1993. We also filed a grievance at Carol Stream when then Plant Manager Greg Johnson took too long to assign Clerks to the AFCS-200 when USPS assigned this work to Clerks. The grievance pushed management to post bids but they were six day NTFT bids that nobody wanted so PSEs were assigned. The grievance was finally settled at Step 3 for \$10,000 to Tour 3 Automation Clerks.

I know that 600 CCD Marcy Lloyd will keep me informed on what is happening at Palatine P&DC and the 600 CCD usually comes from Palatine and works most of their hours at Palatine because that is the bigger plant. With Marcy holding down the fort at Palatine, I can spend more time in helping Busse and the Associate Offices. The AOs take up a large part of my day on most days. Marcy and I have worked together since we started as Palatine Stewards in 1996 and I trust her. It is good to have Craft Directors that do their job but there is always more work to be done.

Many times I have seen Maintenance Craft Director Joe Golden at the Union Hall on his day off working on grievances or preparing for Arbitration. Being a Craft Director is hard work and no one works harder than Joe. I was the 600 CCD for three years before running for President and my thinking at that time was the job of president cannot be any harder than being the 600 CCD.

That job prepared me well. If you do these jobs right you do not have a lot

of time to walk around and schmooze people. I try to get to each plant weekly but that is not always possible, and am always happy to speak to any member who wants to speak to me on the workroom floor. I don't know everybody by name but am always happy to meet a member and talk with them. I appreciate it when members stop me on the floor or call me at the Union Hall to let me know something I may not know about. I welcome calls from members with questions, concerns, and with information, because quite often I get good information from the members who call me. If you see me on the workroom floor and have a question or concern feel free to talk to me!

At Palatine we finally exhausted the retreat right list for clerks who were excessed out of the facility in 2005, 2007, 2009, and 2010. The retreat rights were exhausted just before we received the new contract on 7-8-16 that converted PSEs who had been working for 2.5 years or more. Palatine PSEs were waiting the longest for conversion because of the excessing and we were glad that the retreat rights were exhausted so there was no problem in converting. One of the most frustrating things I have encountered in my years as a union representative is management continuing to give Clerk work (distribution) to the Mailhandlers, such as the Low Cost Tray Sorter and the Flat Sorter, AF-SM-AI and PSS. This is all Clerk work taken from Clerks. We see this with the Palatine "High Speed" Tray Sorter which management wants to give to the Mailhandlers when distribution of tubs and trays has always been Clerk work until Ron Woodall gave LCTS#2 to the Mailhandlers back in 2004. Looking at the Clerk and MH seniority lists at the plants you can see that there are now almost as many Mailhandlers as Clerks whereas years ago there were 3 times as many Clerks because management keeps giving our work to them.

The second most frustrating thing I have encountered in my years with the union is not a thing but a person, Ann Kenis the pro-management arbitrator. Many a case we should have won came back with us losing the case because she found a way to give it to management. For the last few years we did not have enough arbitrators on our panels so we complained to Industrial Relations Director Tony McKinnon. He did nothing and we were stuck with Kenis being assigned to most of our cases for the last three years. Tony McKinnon was not re-elected to his position as many Locals were tired of him not following through. Maintenance NBA Vance Zimmerman de-

cided to challenge McKinnon and he won with the support of the national ticket and a majority of the Locals because we know Vance will get the job done. We will now see less of this pro-management arbitrator and have a better (fairer) chance to win cases in arbitration.

The third and final frustrating thing I have encountered is what I call the "Bully Postmaster" who is Northbrook Postmaster Narbi Miulli. In my opinion she is out to terrorize not only the Clerks but also her supervisors. It is my experience that they cannot make decisions without running into her office because she is micro-managing everything in that office, but especially discipline and how grievances are handled. Since her arrival in August many Clerks who had clean records, all of a sudden are being written up by the supervisors. What has changed to make these good discipline-free employees the target of so much discipline since August?

Northbrook Steward Mike Tijerina is a new Steward and he is on the firing line in Northbrook because he is doing his job, filing grievances on violations, and he is being harassed by Miulli. He has received two Letters of Warning in the last few months, one for leaving some step 1 worksheets on the supervisor's desk, and most recently because he allegedly left a hamper of mail in the wrong place. Did management hold an Official Discussion before issuing LOWS? NO! I have seen Miulli in action when she stormed into an office where I was meeting with a supervisor for a Pre-Disciplinary Interview (PDI) for our Steward Mike, about the hamper. Miulli insisted that I hold the PDI with two supervisors in the room and I refused. She claimed our Business Agent Linda Turney said I had to allow this but Linda said she never spoke to Miulli. She finally allowed the PDI to be held with one supervisor. When she stormed into that room yelling and telling me what I had to do, I thought if she is this hostile and aggressive with me, I can imagine what she is doing to the Clerks, the Steward, and even some of the supervisors.

Most recently Miulli had a Clerk walked out because she insisted on having her Steward with her in a meeting which was either a PDI or an Official Discussion, not sure. The Clerk said she had to go to the bathroom, hoping to alert the Steward, and was followed by the supervisor, who was yelling for her not to speak to Mike. She was called into Narbi's office and when she refused to meet without her Steward was walked out with the supervisor reading off a paper about her being a

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WE WON!!!

The USPS And Staples Deal Is Over!

Postal management informed the APWU in writing that the "Approved Shipper" program in Staples stores will be shut down by the end of February 2017. This victory concludes the APWU's three-year struggle. The boycott against Staples is over!

"I salute and commend every member and supporter who made this victory possible," said APWU President Mark Dimondstein. "I never doubted that if we stayed the course, stuck together and kept the activist pressure on, we would win this fight."

APWU Sprung Into Action

"The Staples pilot was an acceleration in the privatization of retail services and a direct assault on our jobs," said Dimondstein. "It was time to draw a line in the sand."

"We wasted no time swinging into

action," Dimondstein continued.

Early in 2014, the Stop Staples campaign started to put pressure on Staples and the USPS. On April 24, 2014, APWU members staged a country-wide National Day of Action with 56 Stop Staples protests in 27 states. After this, the APWU launched the official Staples Boycott.

The APWU delegates to the 2014 National Convention reaffirmed the Stop Staples fight, authorizing necessary resources for the campaign. A thousand delegates took to the streets in front of a Staples store in downtown Chicago, IL, proclaiming, "The U.S. Mail is Not for Sale!"

"If Staples was going to take our work and jobs for their private profit, we were going to hit back and affect their bottom line," Dimondstein explained. The APWU launched StopStaples.com where

tens of thousands pledged to join the boycott. The union also engaged in a postcard campaign which resulted in over 100,000 postcards delivered to Staples' CEO.

The entire labor movement showed great solidarity with the APWU. Many national unions endorsed the boycott including large teacher unions, the American Federation of Teachers (AFT) and the National Education Association (NEA). The other postal unions enthusiastically supported the campaign. The 12 million worker-strong AFL-CIO added Staples to their official boycott list. UNI the Global Union, an international union association, endorsed the Staples boycott urging all of the affiliated unions throughout the world to put pressure on Staples, since the company does business in 26 countries. Dozens of state AFL-CIO federations, local unions, Cen-

tral Labor Councils, community allies and city councils passed resolutions endorsing the boycott.

Kept Up The Pressure

The fight continued for another two and a half years, but APWU members did not give up. Constant pressure was maintained, especially in Atlanta, Boston, New York City, Philadelphia, Pittsburgh, and the San Francisco Bay Area. Protesters held signs and distributed leaflets in front of Staples stores across the country. APWU members and supporters spoke with prospective Staples customers and answered questions about what the protest was about and why they should not shop there. Many customers chose to respect the boycott.

In February 2015, the APWU released two research papers critical

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APWU 2017 LEAVE CHART

BROUGHT FORWARD		PAY PERIOD BEGINS										EARNED THIS PERIOD					USED THIS PERIOD				BALANCE	
ANNUAL	SICK		SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	ANNUAL	SICK	ANNUAL	SICK	ANNUAL	SICK
		Jan. 7, 2017																				
		Jan. 21																				
		Feb. 4																				
		Feb. 18																				
		March 4																				
		March 18																				
		April 1																				
		April 15																				
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		Sept. 30																				
		Oct. 14																				
		Oct. 28																				
		Nov. 11																				
		Nov. 25																				
		Dec. 9																				
		Dec. 23																				

Leave year Begins: PP 02 2017 Jan 7, 2017 Leave year Ends: PP 01 2018 Jan 5, 2018

Time Goes By Quickly

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danger to herself or others. This Clerk told me that she is afraid to be alone with management because Miulli yells at and badgers her. She has been yelled at for using a fax machine that she is not using, and about giving her a copy of her medical after she stated it was sent to the Medical Unit. Miulli asked her was it in her car and told her to go get it. The Clerk states once when she was holding a written request for a Union Steward Miulli snatched it from her and tore it up. The Clerk states just before she was walked out for being a "danger" Miulli ordered her into her office telling her to "Get in there now" like she was a dog.

I contacted Miulli's boss who just came into the position and he said there was no reason for her not to have allowed the Clerk to take a Steward present. I am in contact with the Lakeland Labor Relations Manager, Fred Schraeder, and will take it to the District Manager, if needed. In my opinion Miulli is creating a hostile work environment at the Northbrook Post Office and if I felt threatened when she stormed into the PDI meeting, yelling and telling me what I had to do, I am

sure the Clerks and the Steward in this office are also feeling threatened by her behavior.

The USPS Joint Statement on Violence and Behavior in the Workplace signed in 1992 states "We openly acknowledge that in some places or units there is an unacceptable level of stress in the workplace; that there is no excuse for and will be no tolerance of violence or any threats of violence by anyone at any level of the Postal Service; and that there is no excuse for and will be no tolerance of harassment intimidation, threats, or bullying by anyone . . . We also affirm that every employee at every level of the Postal Service should be treated at all times with dignity, respect, and fairness . . ."

Why is it that management always uses the Joint Statement when craft employees get into an argument in the workplace, but when a manager is bullying and harassing craft employees, which is specifically addressed in the Joint Statement, they never look at the Joint Statement? Since the Joint Statement is used against employees for oftentimes minor incidents, what about Managers who abuse their authority against craft employees? This is why APWU did not sign. We knew it would be used against craft employees and ignored when it comes to management. The violated Clerk was not a danger to herself or others, it is the Postmaster who is the danger. It is up to the

Union to get justice for the violated Clerk and stop the hostile work environment created by the Postmaster at the Northbrook Post Office, and that is why we do what we do.

All of you reading this article are APWU members and we thank you for your membership, because without you there is no Union, and without the Union, there is no good Union Job. "In Solidarity there is Strength" means every single non-member weakens the Labor Movement. So thank you for being a member, and as we put out this Election issue of the local line, take your union membership seriously, and return your ballot (vote) in the 2017 local election of officers.

Maintenance Update

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custodians. Jackie has been very successful in winning these grievances and we owe her a round of applause for the grievances she has been filing. I truly appreciate our President's full court press and tenacity in filing these grievances. I couldn't do this all myself with the three major facilities and

management's consistent attempt to thwart the process of obtaining information and the grievances filed.

Some good news is our National Business Agent for Maintenance Vance Zimmerman is our new National Industrial Relations Director. Vance wants to speed up the grievance process and reduce the backlog of grievances and the length of time it takes to have a grievance adjudicated.

Vance also seeks to have more arbitrators and more cases heard at arbitration. There is no reason a grievance takes years to adjudicate. Vance is determined to have your grievance and/or class action grievance heard as soon as possible, not years. I will be working with our new Business Agent Craig Fisher and Vance to assist in moving our grievances through the process.

WE WON!!!

The USPS And Staples Deal Is Over!

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of Staples' proposed \$5.5 billion merger with Office Depot and met with the staff of the Federal Trade Commission (FTC) examining the merger. The FTC eventually blocked the merger and Staples was forced to pay a \$250 million penalty to Office Depot.

The APWU carried out investigations that proved Staples was shortchanging the Postal Service in revenue, undermining the security of the mail and trashing the Postal Service's brand. The union requested a USPS Office of Inspector General (OIG) investigation that further proved these facts. The APWU won a series of cases before the National Labor Relations Board culminating in a recent Administrative Law Judge's decision that said the USPS failed to bargain with the union over the subcontracting of postal work to Staples.

"This is not only a victory regarding the Staples' dirty deal," Dimondstein said. "In regards to the USPS's planned retail privatization expansion to dozens of other corporations, those compa-

nies have largely backed-off and gotten the message – mess with postal workers and customers and you will have to tangle with the APWU family!"

"With the Staples deal out of the way, there is a fresh opportunity for postal management and the APWU to consider the future expansion and improvement of retail operations without these misguided privatization schemes that undermine great service, good jobs, and a strong postal brand." President Dimondstein said.

President Dimondstein applauds "the many local and state organizations that joined in the fight; our retiree and auxiliary chapters who stepped up with enthusiasm; APWU National officers and staff who stayed the course; and especially the many Stop Staples activists, active and retired, career and non-career, who worked day-in and day-out to see this struggle through and were the heart and soul of the campaign."

"A job well-done, Sisters and Brothers!" said Dimondstein. "The struggle continues and this victory helps strengthen and steel us for the battles ahead."



THE LOCAL LINE
Northwest Illinois Area Local, APWU
P.O. Box 86200
Carol Stream, IL 60188

Change Service Requested