

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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New APWU Contract agreed to with USPS
The parties reached agreement on a new 3 year contract on 12-9-2021 which was unanimously approved by the Rank and File Bargaining Advisory Committee on 12-10-2021. APWU is preparing the complete tentative agreement to be sent to all APWU members with their ratification ballot. The new agreement must be ratified by the members before it goes into effect. **Highlights:**
General Wage Increase and Cost of Living
1.3% wage increase for each of the three years from 2021 to 2023. Six Cost of Living Allowances (COLA) for career employees effective in March and September of each year, with no change to the current COLA formula. PSEs receive the general wage increase and an additional 1% increase each year in lieu of the COLA.

Job Security

Protection from layoff for career employees with six years of service remains in effect. Any current career employee on the rolls as of 9-20-

2021, with less than six years of service will be included in the no layoff protections for the life of the contract, providing an additional 72,000 career employees with no layoff protection. The 50 mile radius for excessing of employees is included. The current moratorium on subcontracting of PVS (Postal Vehicle Service) work will be continued.

Holiday Pay

Juneteenth was added to the holidays for career employees for a total of 11 paid holidays. PTF pay rate will be increased effective 1-1-2022 to reflect 11 holidays as they do not get holiday pay.

Health Insurance

No change to the USPS contribution to premiums for those participating in Federal Employee Health Benefits Program. 95% USPS contribution to premiums for the APWU Consumer Driven Health Plan. PSEs converted to career will receive credit for time they were enrolled in a FBHBP plan towards the 1-year qualifying period for the 95% USPS contribution to Consumer Driven Option premiums.

Enhanced Level 8 & 11 Pay Scales

Grade 8 Pay Scale will have the bottom Steps FF-AA eliminated with Step A becoming the first step. A new top Step P added. Employees currently in Grade 8 will move into new steps while retaining all credit toward next step. Steps FF -BB moved to Step A, Step AA moved to Step B, Steps B - O moved up one Step.

PVS drivers are underpaid and these changes are a step in the right direction. Grade 11 Pay Scale increased by an average of 2.3% prior to any general wage increases or COLAs.

PTF Work Rules

Schedule guarantee of 24 hours per pay per period, increased from 2 hours per pay period. Guaranteed at least four hours of work or pay when scheduled. Forty hours of annual leave will be advanced at the start of each leave year for immediate use. Guaranteed a minimum of one non-scheduled day per service week except during the peak season exception period with notice on the Wednesday of the week prior. Within 90 days of ratification a One-time Voluntary Transfer Opportunity to residual vacancies within larger offices within a district.

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Special points of interest:

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General Wage Increase and Cost of Living
Job Security
Holiday Pay
Health Insurance
Enhanced Level 8 and 11 Pay Scales
PTF Work Rules
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Palatine Sexual Harassment investigation Drugs on...
ECOMP for Filing a Claim
Happy New Year to All!!!

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Automatic Conversion of PSEs in Level 20 offices and above

PSEs will be converted to career status upon reaching 24 months of relative standing. Clerk PSEs assigned to offices 21 or higher will be converted to Full-Time Flexible with such assignments made in accordance with Article 37.4. Clerk PSEs assigned to level 20 offices will be converted to PTF. MVS PSEs assigned in any size office will be converted to PTF. PSEs converted under this provision start at a new Step GG in grades 5 -7 and Step A in grade 8. Automatic conversion does not apply to PSEs assigned to level 4 RMPOs. Conversion will still occur prior to the 24 months. The filling of Residual Vacancy MOU and Article 37.5.D is continued. MVS Craft Conversions will be made in accordance with Article 39.2.A.11. Conversion occurring earlier to 24 months start at Step FF for grades 5 - 7 and Step A for grade 8.

Other PSE Provisions

Forty (40) hours of advanced leave upon completion of an initial 360 day PSE appointment in level 20 offices and above. PSEs assigned to Level 4 RMPOs receive an additional one hour of paid annual leave per pay period upon completion of two 360 day appointments. PSEs assigned to Level 4 RMPOs upon completion of two 360 day appointments will receive 40 hours of advance leave. PSEs will be offered one non-scheduled day each week except during peak season with notice given Wednesday the week prior.

PSE Staffing

12 PSEs per district assigned to Level 4 RMPOs will no longer count against the 20% district cap. 10 PSEs in each of the 46 Package Support Annexes will not count against the District cap and will be allowed to work in the installation to which the PSA is attached.

Uniform/Work Clothes Program Allowances

2.5% increase to the uniform/work clothes allowances in 2022, 2023, and 2024. Delivery/Sales Service Distribution Associate will receive type 1 uniform allowance. New "Rollover" program where unused funds can carry over to a successor allowance year.

Additional Work Rule Improvements

90 Day waiting period to use annual leave eliminated for new career employees with 90 days continuous service prior to their conversion. Updated Deaf and Hard of Hearing MOU. Work Environment Improvement Task Force. Work Place Free of Harassment. (How will they accomplish that?) Article 8 Task Force to address excessive overtime, particularly in relation to non-list employees. Election Mail Task Force MOU. Window training starts within 10 days after posting senior bidder. MVS PTFs identified for conversion to convert within 28 days.

Maintenance

No additional custodial staffing packages will change from MS47 TL-3 to TL-5 for the life of the contract. Changing from the TL-3 to the TL-5 reduces the number of Custodians. Annual cap on the number of times an employee can be involuntarily assigned to off-site training courses. Career employees may request to be tested for maintenance craft positions and if rated eligible may request placement on the appropriate in-service register. Updates to the posting of relief assignments in the craft. Agreement to consolidate and upgrade multiple legacy jobs. Full per diem for employees training at the NCED facility.

Information on the ratification vote will be announced in the near future. Only members can vote. All postal employees should be in their union and this is why...

Palatine Sexual Harassment Investigation Drags on...

We are still waiting for the results of the sexual harassment investigation regarding a Palatine SDO. A complaint was given to the Union and forwarded to Palatine Plant Manager Allen Mitchell on 11-3-2021. The investigation is being conducted by District 1 Labor Relations Manager Lawrence Edwards Jr. after first being assigned to MDO Michelle Oliver, who I hear tried to get complainants to drop their complaints according to one of our Stewards. I have no reason to doubt our Steward or those who confided in him, but I was not present at the time. Since then the Union received information from another Clerk who states she submitted a statement regarding sexual harassment by this supervisor to the Union in March of 2021 and she was called into a meeting with MDO Oliver, a Union Steward and the SDO. You see this has been going on and on and nothing done about it. How long does it take to figure out that this person should not be supervising anyone at the USPS?! You have to protect the rights of the accused but you also have to protect the victims of this abuse.

ECOMP for Filing a Claim
We will have information on ECOMP in the next Local Line but for now know that you can go to the ECOMP website: <https://www.ecomp.dol.gov>. to file a claim if you are injured on the job. Always report an on the job injury to your supervisor immediately. Since all of Northern Illinois is now District 1, the old Chicago District, the processing of OWCP has gotten worse instead of better.

Happy New Year to All!!!
As we close out 2021 we thank all of our Members, Stewards, and Officers for their support of the Union and hope for a better 2022 for all APWU-NWIAL Members.

