

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

Abusive Supervisors

Most supervisors don't fall into this category but a few is too many. I have never heard any thing good about one in particular, MDO Katina Powe at Carol Stream. Whenever her name comes up it is negative. She is not a supervisor and should not normally be giving instructions on the workroom floor. If you think she or anyone else in management is targeting you and or treating you in a hostile or disrespectful manner, ask for a Union Steward and writer a statement so we have a paper trail. We are aware that the supervisors/managers who routinely disrespect employees also retaliate against employees who report them to the Union and or to their superior. If you have complaints about any supervisor or manager, let us know.

AL Carry Over 2022

The parties agree that for leave year 2022, regular workforce career employees may carry over 520 hours of annual leave from leave year 2021 to leave year 2022. Thank you Harish! (CS)

*Employees who retire are only paid for 440.

EFEL Paperwork

EFEL requests must provide the following

1. A completed PS Form 3971, Request for or Notification of Absence;
2. COVID-19 EFEL Employee Notification and Leave Request Form and all documentation required by the specific qualifying circumstance as indicated on the request form;
3. A signed Employee Agreement in Connections with EFEL. The employee agreement is required only for the first use of EFEL. The Employee Agreement indicates that approval of EFEL is conditional and subject to the availability of EFEL funds. All employees who were conditionally approved for EFEL leave under the Postal Service's interim policy, which started on 5-11-2021 must complete an Employee Notification and Leave Request Form, supply additional related documentation, and complete the Employee Agreement retroactively for EFEL that was previously approved. This information must be submitted to their respective supervisor within 10 days of receiving these forms.

Failure to provide these completed signed forms will result in a denial of EFEL. In such cases, the employee's EFEL will be converted to leave without pay and the employee will be liable for repayment of the EFEL taken or the employee may elect to convert the EFEL used to another applicable, paid type of accrued leave. Management is responsible for distributing these forms to all employees who have used EFEL.

Carol Stream EFEL

I am hearing complaints that Carol Stream Leave Control Supervisor Fredy Thomas is telling some employees they will not get paid even though they turned in all their required documentation in person. If the employee turns in their documentation to Leave Control maybe they need to ask for a receipt. For problems with EFEL, contact a Union Steward.

Letters of Demand

Where management says you have failed to provide all required documentation and paperwork they may issue a Letter of Demand for repayment. You have 14 days to file a grievance for a Letter of Demand or management will take money from your check.

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A New Day at CMSH Busse

Busse Plant Manager Dan Halfman has left the building and is now the Plant Manager at South Suburban in Bedford Park. In my opinion, this is good/great news for Clerks at Busse. When he replaced Devette Murphy a few years ago we thought this would be an improvement but we were wrong as it does not look like he improved service and from my observation was disrespectful to APWU and Clerks in particular. Unlike his boss, Chuck Sciorba, there was no communication with the Union. When Chuck was our plant manager at Palatine P&DC he set up regular meetings with the Union to discuss problems and after a few months we did not have very many problems left as he was willing to resolve issues. Just as important he was willing to take the time to listen and to give respect to the Union and the Craft. He would walk the floor and take time to talk to the employees who move the mail and listen to them. Very few plant managers are like that and it is amazing that Chuck Sciorba is now the Division Manager for all processing plants in Illinois, Indiana, and Wisconsin. All plant managers in these states report to Chuck Sciorba, who actually practices dignity/respect. Dan Halfman could take a lesson. I don't know if this is a promotion going to South Suburban but I am sure he is happy to leave Busse. Before Devette Murphy left there was a Team at Busse for months to improve service, and now there is another group trying to improve service at Busse as Halfman goes. Chuck Sciorba decided to make package service his project as all Divisions have to have a project. The last Busse Plant Manager who had the respect of the employees was Gerald J "Jerry" Kubick. He knew how to move the mail and to motivate the employees.

Ask for a Steward!

If you are called in for a meeting that could lead to discipline, it is a Pre-Disciplinary Interview, and you are entitled to have a Union Steward present. Normally, management will have a Steward present because they know that if they fail to provide a Steward at a PDI it will result in the discipline being thrown out. Sometimes they don't have a Steward present and ask the employee if they want one, thinking they will say "no". In one recent AO case, the supervisor scheduled a PDI before the Steward started work and the employee said they did not need a Steward, and was issued a 7 Day Suspension. He came to the Union and we were not aware he had anything on his record. Investigation showed that he had been issued a Letter of Warning 2 months ago and did not file a grievance. The same supervisor held that PDI and asked if he wanted a Steward to which he said "no". The employee did not know to file a grievance on the LOW but figured it out when he got the 7 Day that he needed to file a grievance. If the Union had been in on the PDI for the LOW we would have filed the grievance but we did not know and the employee did not understand to file on it. The supervisor did not have to have a Steward present but has to provide one if requested was betting the employee would say no. If you are called into a meeting that could lead to discipline, ask for a Steward and wait until you get one. That supervisor was being slick and the employee was easy prey. If you receive discipline you have 14 days from when you receive it to file a grievance or it will stay on your record for 2 years and puts you at the next level of discipline for the next 2 years See a Steward ASAP!

What Does a Steward Do?

A good Steward is motivated to represent the employees in their assigned area and tour and to keep their eyes and ears open to what is happening on the work room floor for violations of the contract. They learn the contract as they file grievances and work with other Stewards to file their best case. When we solicit we are looking for union members as you can't be a Steward if you are not a member, we look for people who come to work as you cannot represent your co-workers if you are not here, and we look for members who are motivated to learn on the job. There are still experienced Stewards and Officers at the plants who can teach newer Stewards, but more experienced Stewards are leaving every year. When we need a Steward for a certain craft area and tour we post a solicitation notice. You can apply by submitting a letter or sending an email to the president. If there is an opening we will schedule an interview and make a decision.

"Seamless" in Bulk Mail

Management has been reverting vacant Bulk Mail Technician jobs at Palatine and Carol Stream based on "Seamless" which compares information submitted in the electronic postage statement to mail piece characteristic data obtained during mail processing. As more Mailers qualify for and use the automated Seamless process there is less of a need for Bulk Mail Technicians to perform testing of the mail to determine if all pieces have been paid for, have been paid for correctly, and if the mail has been prepared correctly. I would like to hear from Bulk Mail Technicians at both plants on how this is affecting the workload as we cannot rely on management when it comes to reverting bids. The job you save may be your own...

