

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

PSE Custodians are Converted to Career
Effective 8-9-14 all PSE Custodians nationwide were converted to career per a national settlement signed on 7-9-14. This was good news for ten PSE Custodians at Carol Stream, three at Busse, one who was returned to Palatine, as well as those in the Associate Offices. Nationwide more than 3150 were converted per National Maintenance Craft Director Raymer. PSE Custodians were to be converted "in place" or into the duty assignments they were covering, and don't have to serve a probationary period if they had completed two terms as a PSE. These conversions were part of a settlement for custodial staffing levels. The agreement stipulates the MS-47 Handbook - Transmittal Letter 5, which governs custodial work / staffing will be implemented as written. The settlement states:

1. Management must maintain custodial staffing levels according to the MS-47 procedures.
2. The USPS is prohibited from disciplining custodians who

exceed estimated handbook times.

3. Management must include all duties custodians perform in staffing packages they prepare locally.
4. Performance standards will be revised based on the work and time standards outlined in ISSA 50.
5. There will be an automatic penalty if USPS fails to ensure all required custodial work is performed.
6. There will be no excessing of employees based on the change to the MS-47 Transmittal Letter 5 (except for cross-section excessing within the Maintenance Craft and the installation.

Director Raymer states "This MS-47 TL5 will result in a reduction in staffing at many locations and will vary, with larger reductions at the larger facilities...but the settlement includes important protections for current custodians and will help protect Maintenance Craft work for the future...No excessing can occur to any custodians based upon implementing The TL-5 at any location.

PSE Clerks Still Waiting

At Palatine we have a grievance pending at Step 2 for seven tour 1 bids reverted after the 28 days allowed by the contract. I was recently informed by management that the jobs were residuals but the reversion notices did not state they were residuals. These jobs should have been offered to those with retreat rights to the Clerk Craft at Palatine P&DC. Palatine has Clerks who must be retreated from the Mailhandler Craft as well as Clerks who were excessed out of the facility. PSE Clerks cannot be converted to career at Palatine until all Clerks with retreat rights are retreated or offered the option to retreat. 14 Carol Stream Clerk Residuals were posted in August on e-reassign and if any of those jobs remain after being posted on 21 day and regular e-reassign they should go to CS PSE Clerks to convert to career by installation seniority. Busse wants to revert six Clerk residuals but there is a grievance filed because Busse did not post all residuals per the MOU on Filling of Residuals. Busse has been waiting for Headquarters approval for a new staffing plan.

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Special points of interest:

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APWU National MOU Signed on Filling of Residual Vacancies

On 3-20-14 APWU signed a Memorandum of Understanding with the Postal Service regarding the filling of residual vacancies. The MOU lists the order in which residual vacancies will be filled for each of three APWU Crafts.

Clerk Craft

1. *Unencumbered Clerks in the same installation.*
2. *Employees with Clerk Craft retreat rights pursuant to Art. 12.5.C.5.a(5) or 12.5.C.5.b(6).*
3. *Full-time regular Clerk Craft employees from an installation impacted by excessing pursuant to Article 12.5.C.5, who request voluntary transfers beyond the District or 100 mile geographic radius through eReassign 21 Day Posting.*
4. *Conversion of Part-Time Flexible (PTF) Clerks in the same installation.*
5. *Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.C.5, who request voluntary transfers beyond the District or 100 mile geographic radius through regular eReassign.*
6. *One time posting of remaining residual duty assignments to PTF Clerks in other installations within the District who are on the rolls as of the effective date of this agreement.*
7. *A. Transfers through regular eReassign, from other APWU crafts, employees with priority consideration. B. Transfers through regular eReassign from all crafts, employees without priority consideration.*

The MOU was negotiated to establish a fair procedure to convert PSEs and fill residual vacancies. Palatine and Busse want to revert their residuals and Carol Stream's had to be found and reactivated.

Clerk Understaffing in AO's and the Plants...

The national MS-47 TL 5 settlement will probably end custodial understaffing and bypassing of routes that has gone on for years. We have no similar settlement in the Clerk Craft and management has cut Clerk staffing to the bone in Associate Office and Plants. Every Associate Office is short based on their "earned hours". Carol Stream and Palatine have paid thousands of dollars out in free money because they work PSE Clerks over 8 and over 40 instead of using available ODL. Carol Stream has stopped the PSE over 8 and over 40 violations as of pay period 12 but we still check the clock-rings every pay period. Management has the right to staff with up to 20% PSE Clerks per district but if those work-hours add up to a duty assignment we can file a grievance to post a bid. We have filed on the reversions at Palatine where management has been reverting tour 1 Automation jobs for approximately one year. Management will continue to understaff until the overtime gets too high or they can't get the mail out. I was told that years ago by an Area Manager and he was right.

Palatine Plan to Staff DBCS

We met with A/Plant Manager Quentin Mayberry on 8-7-14 to discuss Clerk staffing problems. On any given night tour 1 Automation is 20 Clerks short and some DBCS run with one Clerk. We asked him to retreat some of the excessed Clerks but he said he has not been authorized to do that. His plan is to change NS days in tour 1 Automation so most of the Clerks have F/S, S/S, and S/M off. His plan is to have the majority of the regulars off on the weekend days and to schedule in all PSEs. Management has not completed their staffing plan and will discuss any changes with the Union.

Appointment to Fill 600 CCD

Olivia Norman transferred to Maintenance on 8-26-14 and the President must fill the vacancy by appointment subject to approval of the Executive Board and the members at the next Membership Meeting. I intend to appoint tour 3 Chief Steward Marcia Lloyd to fill the vacant 600 CCD position. She was appointed CCD in 2010 when Palatine was in turmoil due to the excessing and the NRP. She was on the floor regularly talking to angry employees and in my opinion did a very good job. Some people say we are friends but I have developed friendships with many Stewards since 1996 when I first became a Steward. Another Steward wants the job and came to the last meeting but left after asking if I was going to make the appointment that day. I understand he wants the job and does not want Marcy to have it, but the constitution gives the authority to make this appointment to the President. I hear members are being solicited to come to the next meeting to vote against my choice and force me to appoint someone I do not want as CCD. I will not appoint someone I do not want to this position and ask members to support my choice.

NWIAL Scholarship Winners

1. Danial Bari, son of member Farah Bari (CS)
2. Erin Luca, son of member Nielsen Lucas (CS)
3. Erika Williams, member (CS)
4. Racheal Taylor, daughter of member Catherine Taylor-Thomas (Palatine)

Alternates are

1. Ayreal Bankhead, daughter of member Latees Dennis (Pal)
2. Melinda Brown, member (Pal)

PSEs Not Coming to the Union

When you receive discipline you must contact the Union ASAP as you have 14 days to file a grievance but you must let us know!