

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Update by: Jackie Engelhart

3 Million for Palatine Line H Grievances

On 5-2-2022 the parties at Step 3 agreed to a 3 million dollar settlement of grievances filed for Palatine custodians by Maintenance Craft Director Joe Golden for the years 2014, 2015, 2016, 2017, 2018, and 2019. Once the grievances are settled there is more work in determining who (ODL) gets paid and how much, and this time-consuming work is also done by Joe. If you were a Palatine ODL custodian during those years you will be part of this major settlement. Joe has provided a list of the amounts the ODL custodians will be paid. If you were on the ODL for all of the quarters and were not on long-term leave at the time, the amount is \$81,000! There are a few long-term non-members on this list for the payout. One in particular laughs and thinks it's a joke that he doesn't pay dues. In my opinion this type of person has no integrity and does not deserve the benefits of a union. Thanks to those that do pay dues this settlement was made possible!!!

APWU Loses National Arbitration for USS

On 5-24-2022 Arbitrator Sharnoff issued his award on the national dispute filed by APWU on craft jurisdiction on the USS. He upheld the USPS 2019 determination that all operations on the USS should be assigned to Mailhandlers, except for the Scan Where You Band Operation which he determined to be properly assigned to the Clerk Craft. He emphasized the "heavy burden" for the challenging Union to prove the USPS acted in a manner that was arbitrary, capricious, or unreasonable, and that the APWU did not meet that burden that the craft determination was an abuse of the USPS discretion.

APWU testified that "5-digit distribution takes place on each one of the runoffs, and when the containers get full they are pulled out for the MEO's to dispatch. It is exactly the same as what the Low Cost Universal Sorter. It is different from the sweeping on the APBS where the employee does not perform 5-digit distribution. So while they like to lump the sweeping on the USS

as just sweeping, it's really a 5-digit distribution, in my opinion, and also a sweeping function." "The Arbitrator finds that, as asserted by the USPS and the NPMHU, the sweeping operation is conducted by an employee who is located between two of the arm/legs, onto which parcels are automatically distributed based on the sort code which sends scanned parcels on the USS to the arm/leg for that 3 or 5-digit zip code. The employee removes each parcel from the arm/leg to which is has been directed by the machine and places it, based on the zip code, into the appropriate 5-digit container. The container, when full, is removed from the arm/leg and moved to a location where it is staged for dispatch. The employee who places the parcel in the appropriate container does not have to make any determination other than to place the parcel in the appropriate container matching the zip. No scheme knowledge is required." This is another example of USPS taking distribution from Clerks and giving it to MHs, and an arbitrator refusing to overturn them. Distribution is clerk work.

Floor Edition

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Special points of interest:

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Carol Stream Safety Grievances
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2022 Scholarships

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Carol Stream Safety Grievances

Last Local Line I wrote about the Carol Stream Plant Manager refusing to buy new chairs for manual letters, and then bringing in ancient leaners from Rockford. She pointed out that employees should not be sitting and brought in leaner/stools to make a point. The Union filed a Safety grievance on the lack of decent chairs and on the Nixie Review Clerk being told she had to work at an high standing old work bench that showed up in the Nixie unit.

Both grievances were referred to the Safety and Health Committee, and should be discussed at the next Safety and Health meeting.

New Pay Rates started 6-4-2022

New pay rates went into effect on 6-4-2022 and were on the 6-24-2022 pay check. We do not have a date for the retro-active pay but they cannot calculate the retro pay until the new pay rates have gone into effect, so USPS can now work on the retroactive pay. PSEs were to get a \$.50 cents per hour raise starting on 6-9-2022 but did not get the raise on 6-24-2022 and USPS is trying to track down the problem. PSEs will get the owed \$.50 per hour with their retro pay. The pay raise for Full Time Regulars includes the 1.9% effective on 11-19-2021, and a \$.63 per hour COLA effective 2-26-2022. According to the National Union this adds up to at least \$1.14 per hour. With COLA and the next raise, full time salaries will rise by over \$3,300 a year in 2022, after similar wage gains in 2021. A letter to all non-members APWU says: "Every postal worker can afford a couple off dollars a day in union dues. The foundation of all our union won accomplishments starts with the members. The significant accomplishments are won because we have a union and the vast majority of postal workers voluntarily belong to the APWU."

MOU Clerk Craft Residuals

This MOU concerns reassignments and PTF/PSE conversions. A residual vacancy is a duty assignment posted within the installation that nobody bid on. If there are unencumbered Clerks within the installation who are able to do the job they will be placed in residual vacancies by seniority. If there are Clerks excessed out of the installation they can retreat by seniority. Then the residual is posted on e-reassign for Clerks impacted by excessing. Finally the job should serve to convert the senior PSE or PTF depending on the office. There is a ratio for transfers on e-reassign and PSE conversions of 1 in 4 at larger (100 work-year offices) and a ratio of 1 in 6 at smaller offices. That means there should be one reassignment for every 4 conversions in larger offices and 1 in 6 at smaller offices. The new contract makes this process continuous. We track the transfers and conversions to make sure PSEs are not improperly denied conversion. In regular e-reassign an employee is applying for a transfer to another installation (bid cluster), not a specific duty assignment. This application is active for 12 months from the date of submission or until reached for review. The employee can withdraw the application at any time in that 12 month period. When the employee is placed in review, a decision is made to accept or deny the transfer request. If the employee's transfer request is accepted and he or she reports to the new installation (bid cluster), all active transfer requests for that employee are closed. If the transfer request is denied, the application to the installation is closed. Applicants can extend their requests prior to the 12 month expiration in accordance with the instructions on the confirmation screen in e-reassign.

Abusive Managers

I could just about write a book on abusive managers within USPS. In my opinion there is currently one postmaster who stands out as abusing his power especially with PSEs. I would use the word ruthless to describe him. He does the same with regulars as well, in a recent case threatening to change the schedule of the custodian who filed a grievance for less than two weeks of out of schedule pay. Currently he had his right hand man (woman) call a PSE in with no union representation and told her she was a liability (because she had a recent on the job injury and was working with restrictions) She allegedly told the PSE that she could either resign or be terminated at which point the PSE started to cry but resigned under duress. This clearly appears to be retaliation for being injured on the job and is against the law, but that is how this office is. We have requested information and filed a grievance and hope we can help. Previously this same dynamic duo fired a PSE Clerk allegedly for needing time off for doctor's appointments but it seemed it had more to do with her writing a statement for our Steward when the Steward and a PSE-204B had a disagreement and they issued discipline only to the Steward. You do not want to be a PSE on probation at this office, if you get injured and or tell the truth... **2022 NWIAL Scholarships** Chief Trustee Ray Wience tells us its time to fill out the application for the 2022 NWIAL scholarship. There are four (4) \$1,000 scholarships this year, up from \$750. Applications are available at your union office and will be mailed to the Associate Offices. All applications must be received at the Union Hall by 8-14-2022 no later than 2:30 pm when the drawing will be held by Ray- Ray himself.

