

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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Excessing is Cancelled for Carol Stream...

Carol Stream notified us on 1-16-18 the Clerk excessing is cancelled and they will reduce the number of PSE Clerks. I contacted APWU Regional Coordinator (Sharyn M. Stone) and she has not been notified of the CS cancellation, which makes it official. It should happen soon. This is the end of the excessing notices from June and October 2017 for the three plants represented by the NWIAL. The Move Date for this excessing would have been February 3, 2018. I spoke with a CS Clerk yesterday who said he asked to see the Union to write a statement and was told there was no one to relieve him and the other Clerk would have to work alone if he went to the Union room. If that is how short they are then they should not have been planning to excess Clerks out of CS. USPS continues to cut but employees are going as many are retirement eligible. They continue to make life difficult for employees so more of them will decide to go. Don't let them push you.

Pushing Clerks to the Window or to Retire...

Management at the Northbrook Post Office abolished a window job and then reposted four jobs to add window. After abolishing the window job they said they did not have enough window Clerks and reposted four Clerk jobs to add window. They had six Window Clerks and one window qualified PSE to staff their three windows. They did not need more Window Clerks but used this as an excuse to throw Clerks out of their bids. The Bulk Mail Technician and the Postage Due Technician were reposted but you cannot add window to those jobs and both continue to perform the former level 7 duties. A Clerk with 31 years lost her bid while off for surgery for an on the job injury. She was sent to window training on her first day back and decided to retire. This is one way to get rid of Clerks. Congratulations to Postmaster Narbi Miulli and MPOO William Misinski who made this happen. The next office targeted for pushing Clerks to the window or into retirement is Highland Park.

Wulf Creates Many Problems at Palatine

When the shock wore off after they named Liz Wulf as A/Plant Manager at the Palatine P&DC I expected that she would continue her past pattern as MPOO. She cuts staffing to the point that Postmasters feel they have to regularly cross crafts and have supervisors do Clerk work. Palatine is not an AO but she came in and cut the overtime and brought in injured employees from other offices to work in the Mailhandler Craft. I doubt that using a few injured employees to prep mail on the FSS or AFMSM would make a difference in getting the mail out but it was a slap in the face to the violated union/craft. She found out that overtime is how Palatine gets the mail out but does not want to call NS day OT. She is a micro-manager, right down to how she wants her subordinates addressed by employees. She does not think craft employees should be on a first name basis with the supervisors and MDOs. She makes it clear she is above and we are below. I hear many supervisors are afraid of her and hope that she will be leaving.

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Special points of interest:

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Restricted Sick Leave vs. "Deems Desirable"

The "Deems Desirable" issue was raised with Ms. Wulf at Palatine on 1-9-18. I stated management cannot use Deems Desirable in place of Restricted Sick Leave. She referred to the ELM which contains both of these provisions. **ELM 513.36 -**

Sick Leave Documentation Requirements 3 Days or Less

For sick leave call-ins of 3 days or less supervisors may accept the employees statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service.

Over Three Days

For absences in excess of 3 days, employees are required to submit medical documentation or other acceptable evidence of incapacity for work or of need to care for a family member unless some responsible supervisor has knowledge of the employee's continuing situation."

ELM 513.39

Restricted Sick Leave

"Supervisors or installation heads who have evidence indicating that an employee is abusing sick leave privileges may place the employee on the restricted sick leave list. In additions, employees may be placed on the restricted sick leave list after the sick leave use has been reviewed on an individual basis and the following actions have been taken:

- A. *Establishment of an absence file*
- B. *Review of the absence file by the immediate supervisor and higher levels of management.*
- C. *Review of the absences during the past quarter of LWOP and*

Sick leave used by employees. (No minimum sick leave balance is established below which the sick leave record is automatically considered unsatisfactory.)

D. Supervisor's discussion of absence record with the employee.

E. Review of the subsequent quarterly absences. If the absence logs indicate no improvement, the supervisor is to discuss the matter with the employee, to include advice that if there is no improvement during the next quarter, the employee will be placed on restricted sick leave."

Notice and Listing

Supervisors provide written notice to employees that their names have been added to the restricted sick leave listing. The notice also explains that, that until further notice, the employee must support all requests for sick leave by medical documentation or other acceptable evidence."

To the best of my knowledge no one is on Restricted Sick Leave. Management does use this process because it is a lot of work and they refuse to staff Leave Control. Instead of using Restricted Sick Leave procedures created to deal with employees who they think are abusing their sick leave they use "Deems Desirable" instead. My understanding of Deems Desirable is for when management has reason to doubt the call-in.

If your 3971 was disapproved and you then called in that would be a valid reason for deems desirable. Deems Desirable should be on a case by case basis and not used in place of Restricted Sick Leave. Deems Desirable is being required for FMLA call-ins with no reason. There has to be a legitimate reason for requiring documentation.

We need to file grievances when this happens but the employees must come to us and let us know.

This is wrong and is intended to make it harder for you to call in.

Anti-Employee Attitude...

Last year chairs were stacked up in the second floor cot-room area while employees complained to the union and plant manager there were no chairs in the breakrooms. Mr. Hilliard said they were in the women's bathrooms but we found they were stacked up in a locked storage area per his instructions. Mr. Mayberry did not know this. Now we are asking for microwave ovens because they are all broken. He is against buying microwaves. He says Social and Recreation bought the last two, so buy some! Does anybody get a bonus for not replacing broken microwaves?

The VERA with no \$ Money \$

People are always asking about an early out and we don't know until about the same time as you know. The VERA announced on 1-4-18 does not include any incentive money for employees to take it. Details are available at your facility union office but there is no \$. USPS is hoping some employees will leave without an incentive. Will there be a monetary incentive in the future? We do not know.

NWIAL Shirts for Members

We are buying an NWIAL T-shirt for every member who wants one. Members who want a shirt should put their name on a list by tour in their facility union office to include their size and bid area.

If you do not want a shirt don't put your name on the tour list. If you do want one now is the time to put your name on the list. We will have the lists available for the next two weeks or better, and will then place the order.

Associate Office members should see your Steward to give us your name and size. If you are in a small office without a Steward you can call 630-833-0088 x12 and give your information to me. The winning shirt designs were submitted by CS members Carolyn Caldwell and Jurl Woods.

