

THE LOCAL LINE

July 18, 2025

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Contract Negotiations

On Thursday, July 10, our new contract was ratified by the members. The vote was 34,867 in favor and 1,863 against. It is a good contract and our Local was in favor of it. The contract included wage increases and no givebacks. It also included job security. I have not yet been notified as to when we will see the wage increases in our paychecks.

Some Details

It is for 3 years. 9/21/2024-9/20/2027. There are wage increases. 1.3% effective 11/16/2024 paid retroactively, 1.4% effective 11/15/2025, & 1.5% effective 11/14/2026. Because PSEs do not receive a COLA, there will be an additional 1% increase or 2.3%, 2.4% and 2.5%.

There will be a total of 6 COLAs. 1/2025 which is set at 19 cents an hour, 7/2025, 1/2026, 7/2026, 1/2027, & 7/2027.

Pay scale changes

No later than the first full pay period 180 days

after the contract is ratified by the members, Grade (level) 4 will have step JJ eliminated, Entry step GG will be eliminated from Grades 5-7 eliminating the two-tier problem. Grade 3 will be upgraded to Grade 4 effective 9/19/2026 There will be a new top step for Grades 4-7 (Step J, Step L, Step M & Step M respectively).

Night Differential

Night Differential will be increased by a fixed amount of 4%. Effective 9/19/2026, Night Differential will be increased by a fixed amount of 2%.

Job Security

The "No Layoff protection" remains in effect for those employees with 6 years of service. Additionally, those current employees who are on the rolls as of the date of ratification will also receive the No Layoff protection for the life of the contract..

The 50 mile limit on excessing remains.

The current moratorium on subcontracting of PVS work will continue

during the life of this agreement.

The 2 year PSE conversion to career agreement remains in effect.

Health insurance

The 95 % postal contribution to the APWU consumer driven health plan remains

Additional work rules.

*Annual Leave

Exchange will increase from 40 hours to 80 hours.

*Annual Leave carryover will be changed from 480 hours to 520 hours.

*Additional family members to be included for Bereavement Leave. Mother &

Father-in-Laws, Grandchildren, and Step Parents will be included.

*Employees will no longer be required to serve 2 probationary periods if converted to career within their first term, no matter the Craft.

*A one-time purge of Letters of Warnings that are at least 6 months old.

*PSEs to be allowed Administrative Leave for "Acts of God".

Retirement seminar

Our yearly Retirement seminar has been set for Saturday, September 20. The morning session will be from 9:00 am – noon. After a 1 hour lunch which we will provide, the afternoon session will run from 1:00 pm -4:00 pm. Once again, Joe Gordon from Michigan and Jim Henry from Minnesota will be our guest speakers.

The NWIAL's Ray Wience Scholarship

Our yearly scholarship drawing will be held during our September membership meeting. There will be five (5) \$1,000.00 scholarships awarded with 2 alternates just in case. The September membership meeting will be held on September 14, at 2:30 pm. at the Union hall.

Welcome back meetings

I have recently been made aware of what management is calling a "Welcome back" meeting. When an employee take a day of unscheduled leave, management is having the employee go into an office and be given a welcome back discussion where the employee receives a

Return to Work

Checklist and 4 pages of rules and regulations for taking leave. Then, Management will have the employee sign, and date, the checklist.

Employees off due to OWCP, FMLA, will be given this meeting when they return to work.

Employees calling in, even if it is their only call in for 5 years will get called into the office for the welcome back discussion. When I found out what the welcome back meeting was I contacted our Regional Coordinator to let her know. She agreed with me that this seemed to be a form of harassment. I asked who I would file a grievance with since I was told it was new District policy, I was told if it was just our Local, to file a class action grievance. If other Locals are also affected by this policy, I should notify our National Business Agents and have them file. I reached out to other Locals and found out that they too are being given welcome back meetings. Not only is this harassment, it is management violating the contract by basically giving the employees

written official discussions. It is also an abuse of authority. It has been suggested that employees request a steward and refuse to sign the form.

Local expansion?

Our Local's membership has dropped

severely.(Busse, VER)

We have less than 1,100 members. I heard that the Arlington Heights Local might be interested in merging with us. I reached out to the Local President to see if he was, in fact, interested in joining our Local. He said he was. We will be going through the merger process to include them in our Local. This will require a vote, by our members, at a membership meeting. We have to post a notice for 30 days. Since our August meeting is in less than 30 days, the earliest we can hold the vote is September.

If able, come to work

Attendance disciplines are the hardest to defend. The easiest way to lose your job is theft, fighting, harassing others, and not coming to work. If you are ill, stay home. But, if you are able to come to work, come to work.

Work safe, Be safe