

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

Local Line Overdue

We try to put out the Local Line at least once a month, more often if there is more going on. This one is a little over a month from the last one on 8-30-2022 because I have been too busy to write one thanks to all the grievances I am filing in our 17 Associate Offices. Prior to making the Vice President part-time in 2010 when the number of members was going down, the President and the VP worked together to file grievances in the AOs and plants. Changing from two to one full-time officer shifted the AO work to the President. Lately there have been a lot of calls and a lot of issues in the AOs, especially in Glenview, Buffalo Grove, Wheeling, Highland Park, Wheaton and Melrose Park, and more so with new employees. There is discipline and crossing crafts, some hostile work environment, PSEs being tricked into resigning.. The list goes on and on. We have experienced Stewards at Franklin Park and Lake Forest but the President writes up most AO grievances.

The Palatine Sexual Harassment Award

The Arbitration Award by senior Arbitrator John Fletcher sustained the Union's grievance stating **"SDO Sexually harassed several female employees creating a hostile work environment. Harassed employees award \$2,000.** The hearing started on 7-1-2022 but was re-scheduled to 7-26-2022 by the arbitrator because management refused to sign 3189s or 3971s for the Union's witnesses to revise their schedules as they were all tour 1 employees and the hearing was on tour 2. Palatine management refused to revise their schedules so the Union said we would pay them for lost time if they put in a 3971 but management refused to sign 3971s to prevent them from testifying. Usually management will revise schedules for arbitration. Why did management do nothing about sexual harassment complaints against a tour 1 supervisor brought to the Plant Manager by the Union in November 2021? Management said the report was **confidential** and so they did nothing at all. This was their argument.

Human Resource Manager Barbara Singleton did a lousy job as Labor Relations Manager so they promoted her to Human Resource Manager. When asked what she did with the sexual harassment report she said did not read it and put it in a drawer. Luckily these employees came to the union and we pursued grievances on management's failure to investigate the sexual harassment claims and take appropriate action against the serial sexual harasser. The arbitrator states **"While the above is a mere summary of the devastating testimony and written evidence accepted in this matter, without more it is conclusive that the charges leveled against SDOSW by the female employees who testified and those who have complaints on file in this class action grievance have merit - SDOSW engaged in sexual harassment that contributed to a hostile work environment. A remedy is required...** The arbitrator paid the employee a small amount of money but said it was up to the USPS to address the sexual harassment. The supervisor is now on a detail to another facility.

October 4, 2022

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Special points of interest:

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Executive Board Agrees we Need 600 and 601 Directors for Maintenance and MVS

At the 10-2-2022 Executive Board meeting we discussed the idea of having a 600 and a 601 Director for Maintenance and for MVS. The EB was in agreement that it was a good idea and we should move forward with making the necessary constitutional changes before the 2023 NWIAL election of officers. Joe Golden has been Maintenance Craft Director for several terms and he wanted one Director to be consistent but he has been paying the price for years by working 2 and 3 times the hours he is being paid for. He has worked hundreds of unpaid hours each year leading to burn out. He knows one person cannot do it all as he has tried. The reason these changes are needed is for better representation. Clerks have always had two Craft Directors 600 and 601 with Busse part of 600. When your Director is at another facility members feel they do not see them enough etc. We would like to have the necessary changes ready for the November meeting if I have time...

Busse Line H Settlement

The Step 3 settlement for Line H violation at Busse for 2014 pays the violated custodians \$104,000. The Union (that is Joe) is to submit the names, EIN, and amounts.

NWIAL Retirement Seminar

The NWIAL Human Relations Committee held the annual Retirement Seminar on 9-17-2022. Thanks to Director Vivian Henderson who did much of the work of organizing it and shopping for the lunch on her own time. Also, Thanks to Committee Members and volunteers Tammy Hingleton, Erika Williams, Elaine Bartlett-Walker, Arlene Benford-Thomas, Lynn Burrell and Bob LaFoe. Bob was there for the Veterans. 66 members came to the seminar!

General Expeditors to Report to Mail Processing on 10-22-2022

USPS notified APWU President Mark Dimondstein of the change by letter dated 9-27-2022:

"This is in further reference to the USPS previous correspondence concerning the implementation of a new organizational structure which separates Logistics from Mail Processing and Maintenance. In the letter dated 9-3-2022, you were notified that all Expeditors would report to a designated Supervisor Transportation Operations. Effective 10-22-2022 all General Expeditors will report to a designated Supervisor Distribution Operations. This change in reporting structure for these bargaining unit employees will streamline operations. This reporting structure will have no impact on bargaining unit employees current status, scheduled days off, or tour hours. While their installations will change from Logistics to Processing, employees bid cluster will remain the same. Affected employees will receive a PS Form 50, Notification of Personnel Action, in the mail, which will inform them of their new finance number." Whatever this change was about in the first place, its being undone. Nobody understood it and nobody liked it, and it really did not make any difference in how the Expeditors do their job.

New Stewards Appointed

Tanska Speight was appointed as a tour 2 Clerk Steward at Carol Stream. Patrick Willingham was appointed a tour 3 Maintenance Steward at Busse. Tamika Collier was appointed alternate Steward on tour 1 at Palatine. Janice Johnson and Danielle Howard were appointed alternate Stewards on tour 3 at Palatine. Welcome all. With the wave of retirements and the hiring and conversion of PSEs we have turned the page to a new generation of postal workers!

PSEs Don't Get Tricked...

Recently, I have received calls from upset PSEs who were tricked into resigning when management told them they could resign or be terminated. One was at Buffalo Grove and a grievance was filed because there is a big question about the date of hire. The PSE had Orientation but her start date was delayed by management for some reason. We cannot file a grievance if the PSE is on their probation, 120 calendar days or 90 work days. The PSE was injured on the job and sent for medical but never informed by management of her right to file an OWCP claim. She was working injured as she did not know she could request Continuation of Pay (COP) and when the Supervisor called her in to tell she could resign or be terminated she said the termination was for job performance as she was apparently not working fast enough. She was injured and you failed to inform her of her right to file an OWCP Claim. The PSE said the Supervisor told he she was a "liability" to the USPS. The Supervisor denies saying this and said the PSE is a liar. Wow! She said she was concerned for the PSE's safety. You work her injured, fail to inform her of her OWCP rights and then fire her for work performance but you say you care about her safety? Wow!! I have dealt with this supervisor and she has no credibility with me but she's very good at playing the game, talking nice to the PSE and pushing them out when told to. At Glenview a PSE who was past their probation was tricked into resigning when they were called in and said they could resign or be fired. The PSE was not on probation and had a clean record so she was lied to by management, which is no surprise as Supervisor Santos Perez Jr. carries out the orders of infamous Postmaster Narbi Miulli.

