

# 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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## Zero Tolerance Policy

This policy has been around since 2-14-1992 when all management associations and all craft unions except APWU signed the Joint Statement on Violence and Behavior in the Workplace on 2-14-1992. APWU did not sign because we thought it would be used against craft employees only. We can all agree with the sentiment that we should all be able to come to work free from threats and/or violence. When an incident is reported to management, most of the time both employees are walked out and kept off without pay until management decides to return them. You might be the victim but since management does not know what happened they put you both out without pay until they figure it out, and they take their time. The latest policy letter from Lakeland District states threats made in jest will not be tolerated. If someone tries to start something with you the smart thing to do is to walk away and not react. Walk away, it's the best way to keep your job.

## CS Ready for Round 2

In August Carol Stream reposted a large number of Clerk bids based on a Function 1 Scheduler program and directions from USPS headquarters. Now they are ready to do it again. This is insane! Management gave the union a list of the bids to be abolished or reposted. The number of bids is going from 334 to 293. Tour 2 Automation and Manual Letters will take the biggest hits. Tour 2 Automation is being reduced from 49 to 37 bids. Manual letters is being reduced on tour 2 from 19 to 10 bids, and on tour 3 from 20 to 11 bids. The plan calls for tour 3 Automation bids to increase from 82 to 91 bids. They just decreased bids in tour 3 Automation in September. Confusing! Bidding will be closed section for any section that is being reduced, which means Manual on tours 2 and 3, and Tour 2 Automation. AFSM-AI is being reduced on tours 2 from 9 to 6 bids and on tour 3 from 11 to 7 bids. Tour 1 Multiline will decrease from 18 to 6 and tour 2 will increase from 0 to 7 bids, reversing the changes made last time.

## Palatine is Next...

I hear there are rumors of a general bid at Palatine. There is no such thing but USPS is micro-managing staffing in the plants so we expect some bid changes to occur early in 2018. Palatine management has not talked to us or shared any information with us so they may not know what they are being told to do. We know they have been reverting bids same as at CS stating they are over authorized complement. On the bright side, the Palatine excessing was cancelled and there was no major reposting of bids in September similar to CS. The excessing was cancelled because Palatine is short-handed and Clerks are leaving meaning that by the time the junior Clerks are to be excessed enough senior Clerks have retired so there is no need. The CS impact has not been cancelled yet but it has been greatly reduced and continues to reduce every time a Clerk leaves. Hopefully by February the number will be so small there will be no excessing. Mail volume is declining but the number of craft employees leaving the PO is increasing every year. It should balance out.

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### **Closed Section Bidding**

A closed section bid occurs when management reduces the number of bids in the section. If the section is reduced by five the five junior Clerks are removed from and excessed out of the section. Management then matches each Clerk starting with the senior until they hit the first no-match Clerk. At this point the no-match and every job below them is reposted in the closed section. Only those in the section can bid in section. The junior Clerks have been removed or excessed out so they cannot bid in the section but they have retreat rights to the section and tour. The only way a Clerk gets out of the closed section bid is if they bid out of the section.

### **Carol Stream Excessing**

The number of Clerks to be excessed is reduced to 12 because of attrition. These 12 Clerks will be excessed effective 2-3-2018 unless there is more attrition by then. Most of the Clerks will be going to Custodian jobs either at Carol Stream, NDC in Forest Park, or South Suburban in Bedford Park. A couple will be going to Clerk jobs, one in Elgin, and one at Park Ridge, one of our worst offices.

### **Park Ridge is a Calamity!**

I have written about the toxic environment at Park Ridge under Postmaster Calamity Winbush and nothing has changed. The results of the Climate Assessment conducted in August revealed a hostile work environment where at least one employee gets special treatment at the expense of others. There seems to be a gender bias by the Postmaster when it comes to the treatment of PSE Clerks. Female PSE Clerks are tired of the double standard but nothing has been done by upper management. The MPOO conducted the Climate Assessment but did nothing after getting the horrible results. Calamity Winbush must go!!!

### **Contract Expires on 9-20-18**

Our contract expires on 9-20-18 and our national officers are preparing for contract negotiations. The APWU national convention in August of 2018 is where delegates from around the country will vote on resolutions for changes to be included in the next contract. If any member has a change they would like to see made in the next contract please let me know as we will be discussing resolutions at the State convention in May 2018. APWU improved PSE working conditions and negotiated PSE conversions in the last contract. One change brought to my attention by an MVS employee is the unfair two-tier wage scale negotiated by former President Guffey.

### **Free Riders Club...**

If you know someone who is always badmouthing unions and organized labor, you might want to share the following statement: ***"I am opposed to all unions, therefore I am opposed to all benefits unions have won through the years, such as: paid vacations, paid holidays, sick leave, seniority rights, wage increases, insurance plans, overtime pay and job security. I refuse to accept any benefits that were won by the unions and therefore authorize my employer to withhold the amount of union won benefits from my paycheck and donate it to charity."***

### **Nabisco Boycott...**

Mondalez Corporation owns Nabisco and their highly paid CEO decided to close U.S. factories and build factories in Mexico to produce Nabisco products. The AFL-CIO supports the Bakers Union in the boycott of Nabisco products made in Mexico. There are two ways to find out if the Nabisco product was made in Mexico. Check for the words "Made in Mexico" or the code MM or MS on the product.

### **APWU Web News Article**

The Postal Regulatory Commission (PRC) issued their long-awaited proposal to change how much the USPS can raise postage rates of market dominant products, which include first class letters, periodicals, and Standard mail, but not package products, which are "competitive" products. The 2006 Postal Accountability and Enhancement Act (PAEA) made two changes that manufactured a postal financial crisis. First, the PAEA forced the USPS to pre-fund retiree health benefits 75 years into the future, draining 5.5 billion a year from the USPS. Second, the PAEA capped future postal rate increases at the Consumer Price Index (CPI). Combined, these requirements starved USPS of much needed revenue. They became the justification for lowering service standards, slowing down mail delivery, closing processing plants and post offices, reducing retail and cutting jobs. The PAEA authorized the PRC to do a ten-year review to assess whether the rate cap system met PAEA objectives which included assurance of adequate revenue to maintain financial stability. The ten year PAEA review found that the price cap system did not generate enough money for the USPS to meet its goals and objectives. To fix the problem the PRC proposes to generate more revenue by raising the cap to CPI plus 2% a year for five years with a review at the end of the five years. These are positive steps but the USPS will continue to struggle financially and will lack sufficient capital to maintain and improve its networks and operations. The price cap deprives USPS of needed revenue to improve facilities, update the fleet, and expand products. The cap and huge pre-sort discounts keep rates artificially low for the big corporate mailers.

