

The Local Line

"A PPA Award Winning Publication"

The Official Voice of the
Northwest Illinois Area Local

Floor Edition

Update by: Jackie Engelhart

December 19, 2017

We Got a Raise!

Effective 11-25-17 the salaries of all APWU represented employees increased by 1.3%.

A level 6 Step 0 Clerk makes \$28.64 per hour and \$59,572 per year. Our salary and benefits are good even if USPS is making life harder.

Palatine and Busse Impacts Cancelled!

Effective 12-19-17 the Palatine impact for 11 Clerks and the Busse impact for 18 Clerks have been cancelled. No Clerks will be excessed from either plant. Palatine has relied on overtime since 2014 and Clerks are retiring. These impacts made no sense and are cancelled.

CS Impact Reduced

The Carol Stream impact for 60 Clerks was reduced to 14 effective 12-19-17. On 12-1-17 we were notified the number was reduced to 21 Clerks and the 21 would be reduced by any attrition prior to 2-2-2018. That number has been reduced to 14 due to the attrition of 7. At this point 14 Clerks remain impacted but that number will be further reduced by any attrition prior to 2-2-2018.

Carol Stream Possible Reduction of PSEs

Carol Stream said they would follow the contract and reduce the number of PSEs prior to excessing.

The said they have 73 PSEs and would reduce that number down to 27, a reduction of 46 PSEs. It is doubtful that CS can lose 14 Clerks and 46 PSEs and move the mail. The Union suggests that Management reduce the PSE hours and not the number of PSEs at CS.

More CS Job Reposting

Carol Stream Clerks just experienced a mass job reposting in September and management is getting ready to do it again. The September repost was mandated by USPS at the headquarters level based on the Function 1 Scheduler. This constant changing of bids seems to be a management plan to upset and inconvenience employees so they retire. Palatine will repost bids in the new year but has not met with us yet. All three plants continue to revert every vacant Clerk job until they reach their authorized complement and we continue to file grievances on reversions. Palatine must be close to authorized complement.

Light Duty Requests

Limited Duty is for job related injuries and Light Duty is non-job related. Limited Duty employees who cannot perform their regular duties are either accommodated or they are paid OWCP which is paid for by the Postal Service. Light Duty employees who cannot perform their regular duties must use their own leave if they are denied accommodation. Light Duty requests go to the Plant Manager who should respond in a timely manner so the employee is not off work longer than necessary without pay or using up their sick leave. Palatine has been slow to respond to Light Duty requests under the current A/Plant Manager so they contact the union for help. Plant Manager Wulf says a letter was sent but the employee has no letter. Light Duty areas have been negotiated in our LMOUs so most requests should be approved.

Palatine Medical Fax#

All Palatine P&DC medicals should be faxed to the Lakeland Medical Unit in Milwaukee. The fax number is **650-578-4734**. Medicals faxed in prior to the start of the leave are to be considered scheduled.

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Special points of interest:

We Got a Raise!
Palatine and Busse Impacts Cancelled!
CS Impact Reduced
Carol Stream Possible Reduction of PSEs
Another Ro
Light Duty Requests
Palatine Medical Fax #
Busse Plant Manager Change
Against USPS Shaker Survey
Associate Office Issues
Merry Christmas and Happy New Year!

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Busse Plant Manager Change

Charles E. Spahn was detailed in from Milwaukee as the A/ Plant Manager just before peak season. This seems an odd time to bring in a new plant manager but not so. They want someone who can get results and turn Busse around. Mr. Spahn is the senior MDO at the Milwaukee P&DC and from my brief meeting with him he seems to know how to move mail efficiently and fix the problems. He told me that Busse gets dinged for late trips all the time but many trips are coming in late from other facilities. He turned his computer monitor around to show me a tracking spreadsheet of the trips. He said he sends his trips out on time and does not hold them. Headquarters is watching Busse very closely this holiday season. They are looking to see results at Busse and the new plant manager may be just the person to do it. If Busse shows improvement and has a good Christmas USPS will finally have found the right person to make this facility successful. That would be good for everyone from the higher ups down to each and every employee at Busse. We know the employees are not the problem but when the facility does not do well they get blamed. Employees do their job but respond to leadership or lack of it. Busse is an important part of the postal network and this may be the time for a real turnaround. It will be interesting to find out how Busse does for Christmas. I am pulling for a great peak season and continued improvement. If he turns it around then maybe Mr. Spahn will be listened to when he tells the higher-ups what he needs in the way of staffing. I hope he sees that the machines are not kept up because they don't have enough Maintenance staffing to do what needs to be done, and they need the machines to run.

Against USPS Shaker Survey

This is the latest version of USPS employee opinion surveys they ask employees to fill out on the clock which is strictly voluntary. APWU has advised our members not to participate in these surveys for years because the responses about being satisfied with our pay on a survey was used against us in contract arbitration years ago.

I don't see anything about pay on the Shaker survey but the national union is strongly against taking it. I looked at a sample survey of 105 generic questions which are about you and not your opinion on how you feel about postal management and how you are being treated.

I don't understand the purpose. In the past they used Postal Pulse which asked questions directly related to you in the workplace.

1. I know what is expected of me in the workplace.
2. I have the materials and equipment I need to do my work right.
3. At work, I have the opportunity to do what I do best daily.
4. In the last 7 days I have received recognition or praise for doing good work.
5. My supervisor, or someone at work, seems to care about me as a person.
6. There is someone at work who encourages my development.
7. At work, my opinions seem to count.

USPS did not do very well on the results of the Postal Pulse so they decided to change up the survey to one that focuses on you such as:
41. Follows rules and regulations.
42. Follow standard operating procedures.

Looking at 1-7 above I understand why USPS might want to change the questions to focus on how you do your job instead of how you are being treated by management. Once again, I will tell you that the APWU is against these surveys.

Associate Office Issues

Clerks in the Associate Offices know they are understaffed and that management in some offices will have other crafts and themselves do Clerk work regularly. Park Ridge is the worst with the Postmaster Calamidy Winbush, her supervisors, the Custodian, and Carriers doing Clerk work. Glenview is also bad and has paid out a lot of money this year on these violation because the Clerks and the Steward are watching. I know this because I file Step 2's. Park Ridge Clerks have gotten smart and are filing grievances on the daily violations in that office. Park Ridge is a dysfunctional mess now and it will not change until they get a new postmaster. If you see a manager or Carrier doing Clerk work in your office and you do not have a Steward call 630-833-0088 x12 and speak with me or leave a message so we can file a grievance for OT pay. Custodians in the AOs should know that at the end of the fiscal year on 9-30, USPS has to show that each office performed 90% of the required cleaning hours, if not then the Custodians must be paid for any hours falling below 90%. In some office the Custodians are working empty equipment for part of the day which is not part of the MS-47 staffing package and is not custodial cleaning. Management does not move them off of the cleaning operation so these hours are counted towards the 90%. All custodians should estimate the hours they spend weekly on MTE and let the union know so we can deduct those hours for the 90% .
Merry Christmas and Happy New Year to all...
We wish all our members a Merry Christmas and Happy New Year from all Stewards and Officers. Thank you for being a member, and remain a member when you retire for only \$36.00 per year.

