



The Hi-Lites



The official publication of Milwaukee, WI Area Local APWU, AFL-CIO

(Proud Postal Press Association National Awards Winner)



APRIL 2018

Volume 40 Issue 4

FIGHTING TODAY for a BETTER TOMORROW



Milwaukee Wisconsin Area Local

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Delafield Delavan East Troy Elkhorn Elm Grove Franklin Fredonia
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2018 APWU Contract Campaign

The APWU's national headquarters is gearing up for the upcoming 2018 Contract Campaign!

The current Collective Bargaining Agreement (CBA), also known as a union contract, between the APWU and the USPS expires on Sept. 20, 2018 – just a little over five months from now. The contract determines wages, benefits and conditions of employment.

In June 2018, the APWU will open formal negotiations with management, and preparations are already underway. Some of the APWU's major goals for upcoming negotiations include:

- Ensuring job security, including protecting no lay-off provisions and limiting sub-contracting;
- Providing fair pay raises that reward postal workers for their hard work and contributions;
- Bridging the gaps between the divisive “three tier” wage and benefit structure;
- Protecting and expanding career jobs;
- Uplifting the Postal Support Employee (PSE) workforce;
- Holding abusive managers accountable;
- Expanding and enhancing postal services.

Negotiations are never easy. They will be especially challenging in the current political environment. The APWU's success will depend on how much power and leverage can be mustered with member involvement and public support.

By successfully doing this in 2015, the union made real progress in the last contract.

Over the next months, the APWU will be building momentum, establishing contract action teams, wearing union gear and educating postal customers. There will be many opportunities – **and much need** – for members to get involved.

FIGHTING TODAY
for a BETTER
TOMORROW





The following is a reprint of a column by APWU of Wisconsin President Steve Lord that ran in the November-December 2017 issue of The Badger Bulletin.

On Jan. 3, Lord retired after a 41-year postal career, serving as APWU of Wisconsin president for the past 12 years.

Prior to that, he was APWU of Wisconsin's Legislative & Political Director for four years, Oshkosh Area Local President for 14 years and Oshkosh Area Local Vice President for five years. Lord became an active APWU member in 1978.



Past APWU President Moe Biller and Steve Lord

So, I haven't changed my mind about retiring. I only have 50 days left at the USPS and a few months as State President but, I have changed my mind about a few other things. One of the things I have changed my mind about is term limits for our elected U.S. representatives.

I Changed My Mind

By Steve Lord, President APWU WI

"How much longer will we put up with a Congress that does absolutely nothing to help working and middle-class Americans?"

How much longer will we put up with a bought and paid for Congress and Senate? How much longer will we put up with a Congress that does absolutely nothing to help working and middle-class Americans?

Corporate wealth and billionaire individuals have bought our government and are having their way with our democratic system. I used to be firmly in the camp against term limits but not any longer. The latest tax bill is another slap in the face. Calling it the Jobs Act is a joke. The *Tax Cut and Jobs Act* will line the pockets of the rich and cut deductions for the middle-class and will increase the deficit by 1.5 trillion dollars.

Maybe term limits would give us legislators that aren't beholden to the rich and powerful. I am willing to see if it will work. Something has to be done.

Another thing that I used to think was a bad idea is forming a labor party. I used to think that a Labor Party would be too divisive and hand easy victories to the Republican Party but, labor is so taken for granted that Democrats count on us at election time then ignore us at legislation time. They think, where else will we go? What else will we do? Form our own party that is what. Other countries do it. Coalitions are formed.

Labor's wants and needs would have to be addressed. True change in our government is needed. The other thing I have changed my mind about is Right-to-Work Laws. One state after another passes Right-to-Work legislation calling it a worker's choice bill instead of what it is, a wage reduction bill.

So when I say I have changed my mind about the legislation, I guess what I mean is that I have changed my mind about how to fight it.

When legislators introduce these bills as workers' rights bills we need to say, if you want to make it easy for workers to quit or not join a union let's make it equally as easy to join and form unions. If you want to call it a workers' rights bill, let's truly make it that and see who prevails. Our government is broken and needs to be fixed soon.

Wise up! Rise up!



Steve Lord at the Climate March in Washington D.C. on April 29, 2017



Chris Czubakowski
North Sectional Director

I have been receiving more and more questions as of late regarding mileage. As such, I'm hoping that the following APWU Q and A provides some much needed answers.

Q. Do I get mileage for driving to and from my duty station?

A. No. Driving to and from work is a normal part of employment.

Q. Do I get mileage for using my personally owned vehicle for things like driving between offices {when I am expected to drive to the second office and start working without at least a one hour break in service}, delivering Express Mail, transporting missent Mail, etc?

A. Yes, you are entitled to mileage whenever you use your personally owned vehicle for the business purposes of USPS {assuming no government vehicle is available for you to use}.

Handbook F-15 clearly states, If no Postal Service or GSA vehicle is available, you can be reimbursed for all mileage incurred for official business. Use odometer readings or standard mileage guides to determine the number of miles. Travel time is the reasonable driving time for the distance you traveled.

Mileage Questions and Answers

"...you may be authorized to depart directly from and return directly to your home."

Furthermore, APWU Contract Article 36.2.B also states, " Employees will be paid a mileage allowance for the use of privately owned automobiles for travel on official business when authorized by the Employer equal to the standard mileage rate for use of a privately-owned automobile as authorized by the General Services Administration (GSA).

Any change in the GSA standard mileage rate for use of a privately-owned automobile will be put into effect by the Employer within sixty (60) days of the effective date of the GSA change."

Q. How do I get paid for mileage when I work in another office?

A. 1. When reporting to a temporary duty station at the beginning of the day, you would be reimbursed for the difference in mileage between the permanent duty station and the temporary duty station {if the temporary is farther}.

Handbook F-15 states," When it is advantageous to the Postal Service, you may be authorized to depart directly from and return directly to your home. The Postal Service may reimburse you for any mileage that exceeds the distance between your home and your permanent duty station. If the mileage is less than that between your home and your permanent duty station, you may not claim a mileage reimbursement.

You may claim out-of-pocket expenses such as tolls, parking, etc.

A. 2. If you are required to report to another duty station, and there is no break in service of at least one hour {not including the travel time} you get the mileage driven between the two offices.

A.3. If you report to your permanent duty station, and are required to punch off the clock and go to a temporary duty station, and there is a break in service {split shift} you get reimbursed as noted in number 1.

Q. Do I get mileage if I volunteer to go to another office?

A. Yes. If you use your personal vehicle for USPS business purposes you can claim mileage, regardless of whether you volunteered, or were "forced" to travel.

SCENARIO #1

If an employee is asked to report to a temporary duty station at the beginning of the day, they would be reimbursed the difference between their permanent duty station and the temporary station, if the temporary is farther. If the temporary station is closer, no reimbursement is required.

SCENARIO #2

If an employee is required to travel to another work location after reporting to their permanent duty station,

(next page please)

(continued from previous page)

where the employee is expected to be there ASAP, and no lunch period is included, the employee would be reimbursed for the mileage between the two locations.

SCENARIO #3

If an employee reports to their permanent duty station and is required to take a lunch period any mileage traveled during that time is not reimbursable.

SCENARIO #4

If an employee reports to their permanent duty station and is required to punch off the clock and report to a different duty station, in which the normal meal period is included, the employee will be reimbursed as stated in scenario 1.

SPLIT SHIFTS: If an employee reports to an office other than their home office and they are scheduled for a split shift {i.e. 8-10 am and 2-5 pm}, they are only reimbursed mileage for one trip to/from that office, less their daily commute. What they do between 10 and 2 is their business and the company does not reimburse for interim mileage. It is the responsibility of the employee's home office PM/Supervisor to confirm all mileage being claimed is accurate prior to signing the PS-1164-E."

I hope that this article was helpful to those members who have had questions regarding mileage. If you have any further questions or need to file a grievance regarding mileage please make sure to contact the Director of your specific office.

* * *

Local Legislative Happenings



On Friday, March 23rd, 2018 , APWU WI Legislative Director Chris Czubakowski and Milwaukee Area Local Vice President Jeff Worden met with and presented Congresswoman Gwen Moore with a COPA Donation in the amount of \$1,500.00. Congresswoman Moore remains one of the strongest supporters of postal worker friendly legislation on Capitol Hill. Thanks to the generous contributions of many members – legislators from both parties are aware that the American Postal Workers Union is a political force to be reckoned with.

Milwaukee Area Local Legislative Committee member Kathleen Walczak recently attended a rally for Randy "Iron Stache" Bryce. Randy Bryce, a US Army veteran and union ironworker is running in the 2018 mid-term elections against incumbent Paul Ryan. Bryce's blue collar roots cannot be denied ! He recently announced, " "I decided to run for office because not everybody's seated at the table, and it's time to make a bigger table. Let's trade places. Paul Ryan, you can work the iron, and I'll go to D.C."





**Jeff Worden
Vice President**

On April 28th of every year the unions of the AFL-CIO unite in observance of "Workers Memorial Day". It's the date set aside to remember those who have been injured or killed from "on the job" accidents.

Each year more than 700,000 workers are injured and of course some are killed due to work related hazards.

The union continues to fight for safer work places and to enforce the already existing rules/regulations con-

cerning work place safety. Under the current White House administration many work rules on safety have already been **THROWN OUT THE WINDOW!**

This day should be more than a remembrance; it should be a time to renew our fight for strong safety and health protections. It is important that we stand firm to enforce the current safety and health rules for ALL workers.

Former (Ret) APWU National President William Burris stated, "Workers Memorial Day is an opportunity to focus on reducing the toll of job injuries and deaths and on keeping good jobs in America".

Workers Memorial Day

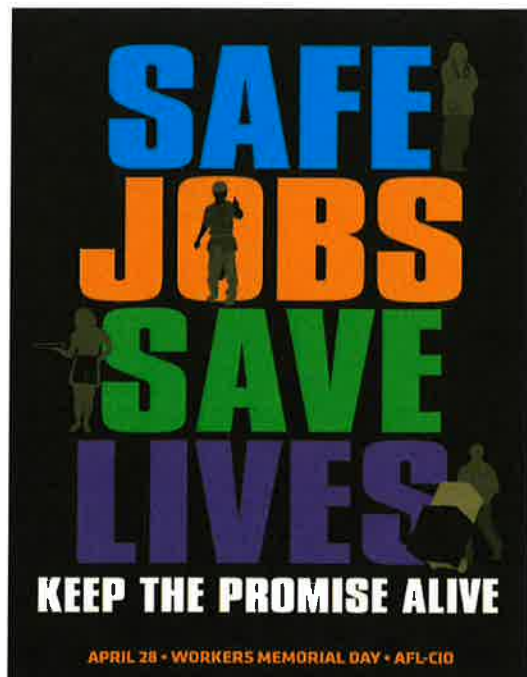
"SAFE JOBS EVERY WORKERS RIGHT"

The Milwaukee Area Local union hall has been the headquarters for this event for many years. But, this year the Prayer/Vigil will commensurate on **APRIL 28th** at **ZEIDLER SQUARE** located at 301 W. Michigan St. in Milwaukee. A prayer vigil will begin at 11:00am.

As of the date of this article the location of the luncheon and speakers have not yet been finalized. We will post this once it becomes available.

If you have any questions you may call the Milwaukee County Labor Council at (414) 771-7070 or you can call me directly at (414) 530-7186.

Take Care.



Pray for the dead and Fight for the living!

- Mary Harris 'Mother' Jones

The APWU encourages all members to wear a sticker and participate in a safety action on



Workers Memorial Day April 28, 2018.

Contact to your local/state officer or steward for more information about events and/or actions in your area.

www.apwu.org

Pray for the Dead and Fight for the Living! Those words are attributed to the great labor organizer and activist, Mother Jones. On April 28, 2018, we will renew our fight for safe jobs in our workplaces.

April 28th of each year is known as *Workers' Memorial Day* - a day to remember those who have lost their lives, suffered injuries, or occupational illnesses on the job. This is also the day that together we let the Post Office know we will ***Stand Up for Safe Jobs!***

The Post Office is a dangerous place to work. Based just on the accidents and injuries reported, the Postal Service is the most dangerous government agency to work for (*Bureau of Labor Statistics, 2016*). More of our sisters and brothers are injured at work than at nearly all other federal agencies combined.

Always be cognizant that you could be the next statistic for the Postal Service if you get hurt! You go to work to earn a living, not to get injured or die.

You have the right to a safe work place and to return home every day in one piece. We encourage you to enforce your safety rights through the Union by acting together with your co-workers, by filling out PS Form 1767s, filing grievances, signing petitions and speaking up! And avoid buying into management plans, like the "Safety Ambassador" program, which are set up to pit worker against worker and bypass your union and union involvement as the most effective path of addressing safety concerns.

Let's not have another post office named after a worker killed on the job. Join your union brothers and sisters around the world on April 28, 2018 and ***Stand Up for Safe Jobs – a Right of Every Worker!***

--Vance Zimmerman, Industrial Relations Director
American Postal Workers Union, AFL-CIO

--Mark Dimondstein, President
American Postal Workers Union, AFL-CIO



Jim Arneson
Maintenance Director

Recently Management has implemented a new attendance procedure for the District. As such, you will see more and more scrutiny on your call-ins. So make sure to protect yourself if and when you have to call in.

If you have a condition that could be covered by FMLA, make sure you request FMLA when you call in. Also follow the appropriate prompts. Make sure to write down the confirmation number at the end of your call when you use FMLA.

Recently, I had a Union Sister call in FMLA and somehow it was changed to non-FMLA. She is now being dis-

ciplined for attendance. Also, if you call in for FMLA and the system requires you to bring in medical documentation for that absence, notify the Union right away.

Your supervisor cannot request medical documentation for a FMLA protected absence. This can only come from HRSSC. And yes, this has happened in the past. This is a way that management tries to intimidate employees from using their protected FMLA absence.

Another form of protected absence is called the "Hoover Act". This act protects federal workers for absences for treatment of a service related disability. Now, the key here is that this treatment must be scheduled in advance, **when possible**. What this means is that at times the service

related disability may not give you advance notice of when it's going to flare up. So for this type of absence you would call in to your supervisor as there is not prompt for that in the automated line.

Another key to this is that the treatment is required by a duly authorized medical authority.

Lastly, upon return to work, make sure you get a copy of the 3971 for the absence. And before you sign it, make sure it is accurate and reflects what you requested. If it does not, **do not sign it**. Once you sign it, you own it! Request to see a steward!

Management is being pressured by their bosses to reduce absences, so make sure to be smart, protect yourself and keep copies of all records.

New Attendance Procedure

*"...before you sign it, make sure it is accurate and reflects what you requested. If it does not, **do not sign it**. Once you sign it, you own it!"*

APWU Stewards Training

Wednesday, May 2nd, 10am-2:30pm

**APWU Union Hall
417 N. 3rd St.
Milwaukee**

APWU Members Only

Please notify the local prior to May 1st if you wish to attend.
414-273-7838



The next Stewards Training Class is on May 2nd. If you know of any members who have good attendance, good communication skills and a willingness to learn and lead, please let them know... The local needs good young people to get involved!

New Postal Reform Legislation Introduced in the Senate

APWU News 3/23/18

On March 22, *The Postal Service Reform Act of 2018* (S. 2629) was introduced in the U.S. Senate.

The APWU recognizes the efforts of the four bi-partisan Senators who worked to craft and co-sponsor the proposed legislation - Tom Carper (D-DE), Jerry Moran (R-KS), Heidi Heitkamp (D-ND) and Claire McCaskill (D-MO). "The APWU appreciates their efforts to achieve postal legislative reform that is fair to the APWU members, postal workers in general, the public Postal Service and postal customers," said Legislative & Political Director Judy Beard.

Much of the Senate bill is based on the foundation of H.R. 756, a bill introduced in the House of Representatives, which the APWU supports (while still seeking some improvements). H.R. 756 is currently stalled in the House. The new Senate bill also includes a number of elements from the *Improving Postal Operations, Service and Transparency Act*, introduced in the last Congress by Sen. Carper.

There are many positive elements in this proposed legislation that the APWU supports as a basis for further legislative action. This includes addressing the unfair and absurd pre-funding mandate for future retiree health care costs, imposed on the USPS by Congress in 2006. The key to passing needed postal reform is strong bi-partisan support. The APWU will continue to work with representatives of both political parties as we remain actively engaged to achieve quality postal reform. The APWU Legislative & Political Department will keep you informed and involved as this new Senate bill works its way through the legislative process.

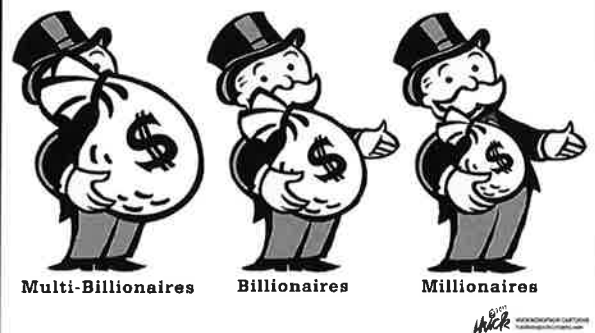
The legislation introduced in the Senate is an attempt to improve the ailing finances of the Postal Service. The Postal Service is hemorrhaging money, having now reported 11 straight years of financial losses. Its latest financial report showed a \$540 million net loss for the first quarter of FY 2018. These losses came amidst the busy Christmas shipping season in which the Postal Service set a record on December 18th when it delivered more than 37 million packages, yet it still had a net loss for the quarter.

It also reported a \$2.7 billion net loss in 2017, which, surprisingly, was an improvement over the previous year. The Postal Service has also been defaulting on payments that were due to the federal government at the end of the fiscal year to pre-fund pension and health benefits for postal retirees. This amounted to approximately \$6.9 billion in 2017. The agency continues to blame the bulk of its problems on a lack of action and reform legislation from Congress.

Trump and the GOP Versus the Middle Class

The 1.5 trillion dollar GOP tax bill gives permanent cuts to corporations and millionaires. But the tax cuts for workers expire after just a few years. 83% of the tax benefits accrue to the top one percent, while Americans earning less than \$75 - 86 million households in all will face tax hikes. Trump billed his tax plan as a boon to workers. But the new law offers a deep tax cut for capital investments, creating a perverse incentive to replace workers with robots. The Trump law also taxes profits from American subsidiaries abroad at just 10.5% . Half the rate for domestic corporate profits. The creates an even more powerful incentive to offshore factories and jobs.

Everyone gets a Tax Cut!



USPS Safety Ambassador Program

APWU News 3/16/18

The APWU was informed on October 26, 2017 of the Postal Service's intent to roll out a new program called the *Safety Ambassador Program*. The Postal Service intends to replace the safety captain program, and any other local safety programs, with this "standardized" and nationally controlled program. The American Postal Workers Union does not support, agree with, or endorse this program. Using their latest catch phrase—employee engagement—the Postal Service claims that this program "will focus on employee engagement, training, communication, hazard identification/abatement, and accident reduction." Having a safe workplace is every worker's right and you must fight for that right! However, the *Safety Ambassador Program* appears to be nothing more than an end-around our currently negotiated joint union-management safety procedures.

We have multiple issues with the program including, but not limited to, the following:

- Rather than encouraging that safety hazards be reported on *PS Form 1767*, the Service encourages "verbal" reporting of hazards where there would be no record or tracking of the hazard. Written records are the basis for showing the hazard was reported.
- Ambassador selection would be at sole discretion of installation head (manager, postmaster) without any union input. Many locals have elected officers and appointed officials who are responsible for safety. We also have reports from the field that management has instructed those making selections to specifically avoid using union representatives and "agitators." It has been reported that the Postal Service is encouraging its managers to select employees who are not active in their unions as ambassadors.
- Ambassadors are supposed to be "volunteers." However, multiple reports from the field are showing that employees are being forced to become Ambassadors.
- Local Safety and Health Committees are not part of the program.
- Ambassadors would participate in creating Job Safety Analysis (JSA) which is currently the function of Article 14 Safety and Health Committees.
- Ambassadors will be observing their coworkers, telling them they are being unsafe, and providing feedback and coaching to them, as well as reporting back to the supervisors on their coworkers' actions.
- Ambassadors will be trained on the use of the USPS Safety Toolkit which again is in the purview of the Safety and health Committees.

The APWU has initiated an Article 19 appeal to arbitration on the implementation of this program (Q15C-4Q-C 18055498). We believe the Service has violated Article 5 *Prohibition of Unilateral Action* (past practice of safety programs and failure to negotiate), Article 14 *Safety and Health*, Article 19 *Handbooks and Manuals*, ELM Chapter 8. Questions on the dispute should be directed to the Article 14 officers at headquarters, Lynn Pallas-Barber and Terry Martinez. Copies of all relevant documents were sent to the NBAs in the field.

We request that any local or state organization that has Safety and Health Committees immediately file a grievance that the Safety Ambassador program is a violation of Article 14 and the negotiated Safety and Health Committee processes as well as Article 1 *Union Recognition* - that the APWU is the exclusive bargaining representative for those we represent. Safety programs are subject of bargaining and the union must be included in the decisions about any safety program. Grievances should also be initiated where employees have been involuntarily required to act as ambassadors. No one is required to be an ambassador and they can decline the offer to be one. Any grievances on this issue held, pending the Article 19 appeal, must be held at Step 3 only, to provide better tracking. The APWU believes strongly that your workplace must be a safe place to work. We believe bargaining unit member participation is important to a safe work place and that we all need to act together to make sure it is. As an individual and in groups you should be able to feel that you can act through using 1767s, workroom floor actions, and filing grievances. You should not have to go through a management-appointed intermediary in order to have a safe workplace! As the Postal Service remains the most dangerous place to work of all federal agencies in the country, we must fight for our rights to have fair, reasonable, and successful safety programs. The *Safety Ambassador Program* does not fit that description as it was fully developed and implemented by management while completely ignoring your union.

EEOC Decision is Final: National Reassessment Program Discriminated Against Injured Workers

APWU News 3/23/18

The time is now for all current and former permanent-rehabilitation and limited-duty postal employees who were subjected to the USPS National Reassessment Process (NRP) between May 5, 2006 and July 1, 2011 to file a *timely* claim with the Postal Service to seek monetary damages and other relief.

The Postal Service has exhausted all of its administrative appeals in the class action discrimination complaint, *McConnell v. USPS*. The EEOC's favorable decision, issued March 9, 2018, is final. The EEOC rejected the Postal Service's request for reconsideration after finding the NRP discriminated against injured postal workers and violated their rights under the Rehabilitation Act. The Postal Service is now required to comply with a number of orders listed in the final decision.

More than 130,000 individuals, many belonging to the APWU, may benefit from this decision. Individuals were not required to file an EEOC complaint to be part of the class but members of the class are required to file a claim within 30 days of receiving notice from the Postal Service to avoid forfeiting any potential relief. Survivors of deceased class members are eligible and encouraged to apply within the designated time limits. Notifications from the Postal Service were said to be mailed to all eligible class members on March 19 and 20.

The law firm who litigated the legal claims before the EEOC informed the APWU that they also made a mailing to all class members on March 24 and 26 that reportedly provides instructions and offers guidance with claim filing. If you did not receive a notification and you believe you should be part of the class, you can still submit a claim. The law firm encourages claims to be filed no later than April 12, 2018. The APWU was advised that this is the first step in the claims process. They have a dedicated website, where we are told individuals can find filing instructions including where to send a claim, suggested claim forms, and more detailed information about the case, the decision and the claims process. We were further advised FAQ's would be added to the site soon. The law firm has also indicated that it has launched a call center manned with paralegals to specifically offer assistance to claimants. For more information visit www.nrplclassaction.com; call (585) 272-0540 or toll free at (877) 272-4066; or consult an attorney of your choosing.

CAUTION: The APWU makes no representation about the accuracy or quality of the information being provided by the law firm. The claim form provided by the law firm commits claimants to being represented by these attorneys. Claimants should carefully review the terms of the retainer agreement, including how their chosen representative is paid. Claimants are not required to use a lawyer to make a claim. The APWU cannot endorse the use of any law firm to submit their claims and cannot give legal advice on making claims to the Postal Service or whether to retain legal assistance for any part of the claim process. The most important thing is to not miss the filing deadline.



AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR FIFTEENTH SCHOLARSHIP YEAR



Two (2) \$500.00 Scholarships will be awarded

- * The John Akey Memorial Scholarship
- * The Milwaukee Area Local Scholarship

RULES AND GUIDELINES

1. This scholarship application is offered to current graduating high school seniors.
2. The applicant must be a child, stepchild or legally adopted child of a current active member in good standing or of a deceased member of the Milwaukee Area Local.
3. The local's Recording Secretary will verify member's eligibility before any application will be considered for an award.
4. The scholarship recipient must attend an accredited college, university or vocational technical school of their choice leading to a two year or four year certificate or degree.
5. Winners must be accepted into an accredited school within 4 months of naming the winners.
6. When the recipient notifies the Milwaukee Area Local Treasurer that he/she will be accepted, the Treasurer will send (to the school's business office) a check in the school's name. The scholarship will be paid directly to the educational facility.
7. In the event that the student does not attend or drops out, any monies refunded must be returned to the Milwaukee Area Local.
8. Students can win the scholarship only once.
9. The application and the completed essay, must be received by **May 18, 2018** in order to be considered for an award.

The winners will be notified the week of **May 21, 2018**.

Disputes concerning eligibility must be made to the scholarship committee and the decisions of the committee will be final.

Scholarship entries sent through the mail should be directed to the below address.
Please enclose the **completed application** along with the **required essay** to:

APWU Milwaukee Area Local
c/o John Miceli
417 N. 3rd St.
Milwaukee, WI 53203



AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

ESSAY INFORMATION:

The completed essay must be attached to:

1. A one-page cover sheet showing the student's name, address, phone number, name of graduating school and the name of the parent who is a union member. **Do NOT put your name on the essay.**
2. All applicants must submit an essay. This year the students will be required to write an essay that answers the following question;

**How has the APWU improved the lives of
Postal Workers and their families?**

3. Essays must be typed written and double spaced. Essays must be 500-700 words in length.
4. The Scholarships will be awarded primarily on the basis of the essay's worthiness, clarity, and originality.

OFFICIAL SCHOLARSHIP APPLICATION

APPLICANT INFORMATION:



Scholarship applicant's name: _____

Telephone # _____

Home Address: _____ City _____ State _____ Zip _____

I will graduate from _____ High School, located in _____ (city)
in _____ (month and year).

I will attend _____ (college, university or vocational school)
in _____ (city and state). I will be enrolled for the _____ (term)
of _____ (year).

Parent/Legal Guardian's Name _____

Signature of Student Applicant _____

Keys to achieving a Stress Free and Fulfilling Life

by: Milwaukee Area Local Union Member

My name is Neil Panosian. I have been an APWU member for 20 years.

I would like to share an event that greatly impacted my life.

It was a cold day in 2008. Although this event happened over a decade ago, in many ways it seems like yesterday. I was a PTF window/distribution clerk at the Greendale station. I was summoned to the postmaster's office. What she lacked in physical stature, she made up for in angst and attitude. The first half of this meeting consisted of informing me what a great employee I was. I have never used a sick day, was always on time and worked hard while I was there. Pondering in what manner I would decline the offer to join management that I though was about to come up, I was shocked with what they told me next. The first part of the meeting lasted several minutes, the last part lasted a fraction of that. I was informed that due to a decline in the volume of first class mail my hours would be declining from the 45 a week I was used to, down to 10. There was a quick, "There is nothing we can do. Have a good night."

I had a 15-minute drive home which was filled with thoughts about how I would tell my family and friends, how I would continue to pay my bills and a million other not so inspiring thoughts. The negative feeling, I had started to grow like a snowball rolling downhill. It is amazing how many thoughts your mind can create in such a short drive. I arrived home mentally, physically and emotionally exhausted. I felt betrayed and confused, unsure of what my next move should be. With continued decline in first-class mail and the outsourcing of jobs, sadly this is story that may be repeated by many of you.

That day I knew something had to change. I decided to go for a walk and clear my mind. Before leaving I checked the mail, a decision that would change my life. In the mail were several letters asking for donations. I found this ironic as I was worried about my own financial situation. As I was about to donate, the envelopes to the recycle bin that is, one caught my eye. On the outside of the envelope in bold letter read, "Better to light a single candle than curse the darkness."

As I began to walk I pondered this statement. I wondered how in the face of job stress, my personal stresses at the time, with all this darkness how could I possibly be a light? Being that funds were in limited supply, I found myself searching for answers at the local library. I was told I would find the answer in the self-improvement section. What I found was a new problem. There were so many books on every subject ranging from self-love, to finding out if your spouse is an alien. Frustrated, I asked myself the question, "Why can't there be a simple book for the average person wanting to reduce stress and increase joy?" It was then a voice in my head spoke to me. Instead of urging me to eat more pizza, it simply said, "Write one."

It was then I began reading every book, listening to every CD and attending every seminar I could. The good news is I love myself more than ever and I am pretty sure my spouse is not an alien. She may not be so sure on that question. I began making notes on what worked best, how it could be improved and what changes occurred. It was then I was urged to share that information with other. I started a website where I discovered other people were interested in this information. Soon that turned into my first book, *"A Happy Life for Busy People."* I also began a YouTube channel and began giving seminars teaching people what I have learned.

I wanted to share a few quick ideas with my Union brothers and sisters as I know the stress that both the job and management can put us under. I would like to share two powerful tips. The first idea is one really needed in our job... find a purpose. Postal workers are some of the most dedicated workers I have seen. Although admirable, this can create a dilemma of tying your identity to the job. Despite what your boss may tell you, there is more to life than the post office. Find something you are passionate about. Pursue this as a hobby, or maybe even part of a business after work. Not only

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will being in your passion do wonders to reduce your stress, it will remind you there is more to you than simply a postal employee. When you face a particularly tough day at the office, knowing you can come home to something you enjoy may be just what you need to keep you going.

The next tip has save my sanity on countless occasions. Make lists. Things that bring you joy. Three lists I recommend starting with are songs that bring you joy. Create a playlist on your MP3 player so you will always have it at the ready should stress come unannounced. It may not do much to change your circumstances but should put you in a far better state to deal with them. This works with other media such as movies and books, but music gives us the quickest fix and is the most portable.

The next list will require you to write down a list just once. Like the playlist, once created, it will be available any time it is needed. I urge everyone to create a list of both things you love, and things you are grateful for. It is easy to focus on what is not working, especially when we are upset, but it helps to know there is always things that are going right in our lives. I even recommend making a regular point to find things to add to this list. This list will not only bring to your attention all the good that is around you but your mind will begin to unconsciously look for grateful and wonderful things to add. Then review this list first thing in the morning to start your day off right, and last thing before bed to go to sleep with peace. I promise if you do this for 30 days your life will seem to change as if by magic. Working together we can make the Post Office a better place for everyone.

* * *

You Can Retire, But..... You Can't Retire From Being Great !

APWU Recording Secretary Karen White retired from the Postal Service on March 29th, 2018 after 21 years of service. Karen held the position of steward or officer within the Local since 1999 and her knowledge, dedication, and compassion for others was second to none. Karen was never too busy to listen to someone's problems or to go that extra mile for someone in need. She intends to spend her retirement doing a lot of traveling with her husband Scott and to enjoy time with her family and grandchildren. She also will be joining the local and national APWU retiree chapter (s) and will continue to advocate for social/economic justice on behalf of the APWU.

The Milwaukee Area Local wishes Karen a happy and healthy retirement! She will be missed!



Letter Carriers' Annual Food Drive Saturday, May 12



The National Association of Letter Carriers (NALC) will conduct its 26th annual national food drive on Saturday, May 12 in 10,000 cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam. The Stamp Out Hunger® Food Drive, the country's largest single-day food drive, provides residents with an easy way to donate food to those in need in the community.

Customers simply leave their donation of non-perishable goods next to their mailbox before the delivery of the mail on Saturday, May 12. Letter carriers will collect these food donations on that day as they deliver mail along their postal routes and distribute them to local food agencies. To learn more, visit www.nalc.org/food to use this link to find and download high-quality versions of the PSA, in English and Spanish.

With the economic struggles many Americans face, the Letter Carriers' Food Drive is as critical as ever. Not only do millions of Americans go hungry, organizations that help them are in need of replenishments. Hunger affects about 50 million people around the country, including millions of children, senior citizens and veterans. Pantry shelves filled up through winter-holiday generosity often are bare by late spring. And, with most school meal programs suspended during summer months, millions of children must find alternate sources of nutrition.

Letter carriers see these struggles in the communities they serve, and they believe it's important to do what they can to help. On Saturday, May 12, as they deliver mail, the nation's 175,000 letter carriers will collect donations left by residents near their mailboxes. People are encouraged to leave a sturdy bag—paper or plastic—containing non-perishable foods, such as canned soup, canned vegetables, canned meats and fish, pasta, peanut butter, rice or cereal, next to their mailbox before the regular mail delivery on that Saturday.

Letter carriers will take that food to local food banks, pantries or shelters. Several national partners are assisting the NALC in the food drive: the U.S. Postal Service, the National Rural Letter Carriers' Association (NRLCA), the United Food and Commercial Workers International Union (UFCW), Valpak, United Way Worldwide, the AFL-CIO, the AARP Foundation and Valassis.

Since the first national Food Drive in 1993, the Letter Carriers' Stamp Out Hunger Food Drive has collected more than 1.5 billion pounds of food; last year's drive brought in a record 80 million pounds of food.

People who have questions about the drive in their area should ask their letter carrier, contact their local post office, or go to nalc.org/food, [facebook.com/StampOutHunger](https://www.facebook.com/StampOutHunger) or twitter.com/StampOutHunger.



People Who Move, Change The World

The second annual Moving Day® Milwaukee event is scheduled to take place at Hart Park on Saturday, June 9th, 2018.

Moving Day, the National Parkinson Foundation's signature fundraising walk, is a fun and inspiring fundraising event that unites families, friends and communities both large and small in the fight against Parkinson's disease. This celebration of movement will feature a family friendly walk course, a kid's area, a refreshment tent and a special Movement Pavilion featuring exercises all proven to help manage the symptoms of Parkinson's Disease.

It is free to register for Moving Day Milwaukee; you can register to "start a team", "join an existing team" or "register as an individual" at their website. Participants that raise \$100 or more will receive a t-shirt and additional fundraising incentives will begin at \$500.00.

Tour 3 Pars/General Clerk Christeen Dlapa has registered a team named "T.R.A.P Pack". The acronym "T.R.A.P" stands for the four primary Parkinson's symptoms: Tremors, Rigidity, Akinesia and Postural Instability. The team will walk in memory of her mother, Marge Dlapa, and her Aunt, Roseanne Peskie. Christeen is currently seeking donations for her team by selling bangles (\$3.00 each) and bracelets / pins (\$2.00 each). Donations for these items may be given directly to Christeen or a separate donation may be made at <http://www.movingdaymilwaukee.org/christeen> for team "T.R.A.P Pack". They collected over \$2,750.00 last year and were voted "Most Spirited Team of 2017!"

Donations will help fund better research, better treatment and better lives for those afflicted by Parkinson's

Moving Day is more than just a walk. It highlights "movement" and exercise as a symbol of hope and progress because of its essential role in treating Parkinson's disease. Each event features the unique Movement Pavilion, with stations such as yoga, Pilates, Tai Chi, dance and much more. Whether you take part on a team or join as an individual, you'll get a chance to move with thousands of supporters who share a common goal—to help beat Parkinson's.

It will be 'A day to move, a day to move others, a day that moves YOU!'





Dr. Jonathan Saigh

We hear it all the time, 'Can I just see my normal doctor for my DOL/OWCP injury?'

There are many great doctors in the area who can help injured patients, but in the case of DOL/OWCP injuries, it's critical to know what type of service you need from your chosen provider. And in the case of a DOL/OWCP injury, in addition to a great doctor, what you need to get on the road to recovery is a team that knows how to properly complete the necessary documentation and paperwork, which is lengthy, complicated, and required by law to open your case successfully and within federal standards. That's why seeing a DOL/OWCP injury specialist first is so important.

It's easy to think, 'I'll take my chances with my regular provider. What's the probability of it really being denied?' We get it, you want to save yourself time and go with what you know.

But here's the thing: it takes time, effort, and extensive training to know the ins and outs of DOL/OWCP paperwork, and in the majority of cases nationwide, doctors and their staff aren't well versed on the details. Claims examiners typically take 30-

DOL / OWCP Choosing A Specialist For Your Injury



60 days to open a case if all paperwork is done right the first time. If there are any issues, this timeline can extend by months, resulting in increased time, money, and potential leave without pay (LWOP) on your part.

The facts: Many injured federal employees think the worst-case scenario will never happen to them, but nationally, only three percent of federal employees are awarded accepted injury cases, and the vast majority of injured employees give up fighting after the first attempt at opening their case.

The logistics: If you happen to be eligible for continuation of pay (COP) and miss work due to the injury, you will continue to receive a paycheck for the first 45 days after the accident. After those 45 days, and if your case is unopened, any missed time will come out of your sick and/or annual time.

If you have exhausted those two categories, you will be assigned leave without pay (LWOP). Using built-up paid leave does not normally cause an issue unless the case remains unopened and you run out of paid leave. The standard timeline for fighting an initial denial is anywhere from 30 days to nine months, and sometimes even longer.

Not seeing a DOL/OWCP specialist when initially injured can put you in a position to not receive the benefits you need and are entitled to. This situation can, and has, put many federal employees in serious financial hardships. Don't take a chance on not getting the benefits you deserve when hurt on the job. Call Advanced Care Specialists to give yourself the best chance of opening your case the first time, and avoiding the headache that comes with denials, appeals, and reconsiderations.

Advanced Care Specialists, with a multidisciplinary setting and specialties ranging from rehabilitation and massage to chiropractic and family medicine (MD), is the only clinic in Wisconsin that stands behind their knowledge of DOL/OWCP cases. So much so that they will not charge you out of pocket if they cannot get your case opened. ACS will also start treatment right away to ensure injuries do not worsen, even if the case is not accepted, and they offer free claims help. With DOL/OWCP reimbursing driving miles for medical appointments related to work injuries, Advanced Care Specialists is the right choice for all of your DOL/OWCP needs.

Visit advancedcarespecialists.com to learn more and set up an appointment.