



# The Hi-Lites



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

(Proud Postal Press Association National Awards Winner)

87

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Volume 42 Issue 4

# WE ARE ...

NEITHER  
SNOW...



NOR  
RAIN...



NOR  
HEAT...



NOR  
PANDEMIC



# ESSENTIAL

Milwaukee Wisconsin Area Local

Big Bend	Brookfield	Burlington	Butler	Cedarburg	Cudahy	Darien
Delafield	Delavan	East Troy	Elkhorn	Elm Grove	Franklin	Fredonia
Germantown	Grafton	Greendale	Hales Corners	Hartford	Hartland	
Jackson	Kewaskum	Lomira	Milwaukee	Menomonee Falls	Mequon-Thiensville	
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Okauchee	Pewaukee	Plymouth	Port Washington	Salem	Slinger	S. Milwaukee
Sussex	Wales	Walworth	Waterford	Watertown	Waukesha	Whitewater



**Paul McKenna  
President**

*I am hoping that by the time you read this issue of the Hi-Lites, we will be well on our way into recovery mode of the Coronavirus Pandemic. It has been a very troubling and trying times for all of us in many ways. It has been a balancing act to keep our families safe and to balance our work obligations too. From the stress of worrying about taking care of kids being out of school, to making sure Mom, Dad and Grandma and Grampa stay as far aware from anyone who looks the slightest sick, it's been rough.*

Just like family, we as a union need to make sure we take care of our co-workers as well. In normal times, if we felt sick, we would certainly stay away from our elders to make sure we don't pass it along to them. But the Coronavirus (COVID 19) is so much worse. This virus is nothing like we have seen before in our lifetime. For some people with certain health conditions, being infected with the COVID 19 could be a death sentence.

In response to the pandemic, the Federal Government passed the new "Families First Coronavirus Response Act (FFCRA), which took effect on April 1<sup>st</sup>. The FFCRA gives us additional paid time off if we are infected with the virus, someone in our immediate family is infected with it and we need to care for them. or we

## Challenges Of Getting The Mail Out

*"The union has been meeting and having daily telecoms with management to keep us all informed of new issues that arise ..."*

need to be self-quarantined for a variety of reasons. It also gives us paid time off because schools or childcare is closed and we don't have a babysitter for our kids. So, there is no reason for any of us that are feeling sick from COVID19 to come to work and spread the virus to our work family. The bottom line is if you're feeling sick, stay home.

As you can imagine, there are a lot of our members who have been missing work because they are ill. This has created problems of getting the mail out to our customers. The union has been meeting and having daily telecoms with management to keep us all informed of new issues that arise every day because of the pandemic. Of course, one of the bigger problems has been how to get the mail out with so many people being sick and not being able to come to work for a variety of reasons.

The National APWU as well as our Local Union have been negotiating with management on different ways that will benefit both parties. We have agreed to relax some of the overtimes and work rules where we can, without violating our contract. One of the areas where we reached an agreement on, is allowing employees who want to work overtime from outside of our local contract sections to work overtime in the plant.

Management in the plant and at the MMPA has also notified us that they are going to allow employees to exceed the 60-hour weekly cap, if the employee wants to.

No one should be forced to work

more than 12 hours a day, or 60 hours a week. If you do work over the OT cap, the APWU believes you are still entitled to additional 50% pay for the violation. Management is probably not going to automatically pay you this premium pay. You will have to file a grievance on it. The stewards and officers are going to be receiving all of the reports showing who went over the OT Cap, but you should still check with your steward to make sure you're on the list. I hope we all come out of this pandemic safe, virus free and a better society because of it.

In union solidarity!

**CORONAVIRUS DISEASE 2019 (COVID-19)**

**SYMPTOMS OF CORONAVIRUS DISEASE**

Patients with COVID-19 have reportedly had mild to severe respiratory illness. Symptoms can include

- Fever
- Cough
- Shortness of breath

\* Symptoms may appear 2-14 days after exposure. If you have been in China within the past 2 weeks and develop symptoms, call your doctor.

[www.cdc.gov/COVID19](http://www.cdc.gov/COVID19)

# EMPLOYEE RIGHTS

## PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

### ► PAID LEAVE ENTITLEMENTS

**Generally, employers covered under the Act must provide employees:**

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- $\frac{2}{3}$  for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at  $\frac{2}{3}$  for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

### ► ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.*

### ► QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;</li> <li>2. has been advised by a health care provider to self-quarantine related to COVID-19;</li> <li>3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;</li> <li>4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2);</li> </ol> | <ol style="list-style-type: none"> <li>5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or</li> <li>6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services.</li> </ol> |
|--|--|

### ► ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR

For additional information  
or to file a complaint:

**1-866-487-9243**

TTY: 1-877-889-5627

[dol.gov/agencies/whd](https://dol.gov/agencies/whd)



WH1422 REV 03/20





**Chris Czubakowski**  
**Vice President**

*During the past six weeks the local and national APWU have been working hard to protect the health and safety of our membership and our customers. As part of that work, however, we need to make sure that the people we ELECT to represent us in Washington D.C are providing the support postal workers need to do the job.*

The Coronavirus pandemic has put an unprecedented strain on Postal Service finances. Postal costs are increasing. These costs include funds for the safety items we need and the extra leave that is required to care for ourselves and loved ones. At the same time, postal revenue is expected to dramatically curtail in the coming months.

As postal workers we are providing essential services to the United States including the delivery of affordable and essential deliveries to and from small businesses and American households. Without the Postal Service's network of 157 million daily delivery points and 35,000 post offices there would be no way to carry out these essential activities.

Jacking up package delivery rates, as Trump is now demanding, would economically harm our customers, particularly in "red" rural areas-just when the need affordable service the most.

## Like Having A Job ? Read this...Take Action Now !!!

*"Trump believes that Postal Workers don't deserve a financial lifeline."*

When Congress and the President passed the recent 2 trillion dollar stimulus package, they provided aid for businesses such as airlines (\$61 billion), private cargo shippers (\$17 billion) and other corporations (\$425 billion). Although UPS and FedEx received billions of dollars, the much needed financial relief for the USPS (included in the House of Representatives version of the stimulus) was left out of the final bill that Trump signed into law. Why did this happen? Pay attention.

Trump believes that Postal Workers don't deserve a financial lifeline. In fact, Representative Gerry Connolly (D-VA) stated that Trump PERSONALLY INTERVENED to strip the Democratic postal rescue proposal from the final bill. When asked about this, Trump lashed out at the USPS with yet another steady stream of lies.

The Grifter-in-Chief gaslighted that the USPS loses money "carrying the water" for Amazon. This widely debunked "Pants on Fire" lie is not only contradicted by his own 2018 postal task force's conclusions but also by the most recent USPS quarterly report that shows a 2.3 percent increase in revenue from parcel delivery. There is an old saying that goes, "Opportunists never let a good crisis go to waste." By playing hardball, Trump and his corporate privateers believe they can gain long sought leverage to gut the USPS. We cannot let a mishandled public health crisis trigger a postal financial crisis that will be inevitably be exploited by the

Trump Administration in efforts to privatize the USPS.

By contrast, the House Democrats who had proposed a 25 billion dollar cash infusion to prevent the collapse of USPS are still standing with postal workers. Fortunately, we can send a message to both the White House and Congress to ensure that the Postal Service gets the support it deserves from lawmakers in the next Coronavirus stimulus bill.

### ***WE NEED TO SEND THEM A MESSAGE NOW !!!***

- Invest \$25 billion in the Postal Service now to help it whether the pandemic and the deep recession it is causing
- Keep our Postal Service Running during the crisis with quarterly payments to cover the Postal Service's increased costs and decreased income.
- Treat the Postal Service like other employers by funding the cost of COVID-19 related sick leave and family medical leave introduced by the Families First Coronavirus Response Act.
- Any legislation to provide and fund COVID-19 related hazard pay must include postal workers, who face heightened exposure risks to the virus on a daily basis
- Stop the Treasury Department from forcing operational and pol-

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- Any legislation to provide and fund COVID-19 related hazard pay must include postal workers, who face heightened exposure risks to the virus on a daily basis
- Stop the Treasury Department from forcing operational and policy changes on the Postal Service as a condition for borrowing, and remove the annual limit on borrowing authorities.

You can send your message at <http://www.apwu.org>

The more specific link at [https://actionnetwork.org/letters/covid-support-the-postal-service?source=lightbox&\\_ga=2.17021113.1037911547.1586545677-1085266167.1586443523](https://actionnetwork.org/letters/covid-support-the-postal-service?source=lightbox&_ga=2.17021113.1037911547.1586545677-1085266167.1586443523)

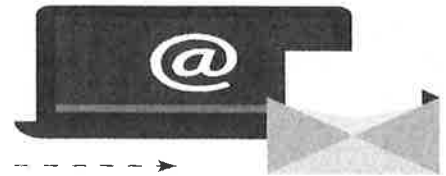
The last thing we need is for the president to use his mishandling of the coronavirus pandemic to dismiss the gravity of the USPS financial situation. Hardball privatization tactics might make sense in a real estate deal but in this case they could be devastating for every community in this country. Members of Congress need to hear your story about how the USPS the country during these hard times. Please take a moment to do so in order to save your career.

\* \* \*

## Email Your Members of Congress

**TODAY - tell them to  
include postal funding  
in the next stimulus**

@ [apwu.org/covidletters](http://apwu.org/covidletters)



Now is the time for urgent action to **save the United States Postal Service** from the devastating financial impact this crisis is having on its ability to operate and serve the American people.

Postal workers are essential workers who proudly step up everyday and serve the country by processing and delivering: the mail, lifesaving medical supplies and prescriptions, critical information from the Centers for Disease Control and Prevention (CDC) and absentee ballots.

### **We are calling on Congress to add these provisions in the next stimulus bill:**

- One-time funding of at least \$25 billion;
- Funding of the difference between postage revenue and actual operating costs;
- Compensate the USPS for paid sick leave;
- Hazard pay for USPS workers;
- No strings attached for money borrowed by the USPS.

We are asking for everyone's help to ensure that this pandemic does not destroy the U.S. Postal Service, a true national treasure and a vital part of America's response and eventual recovery from the COVID-19 pandemic.

### **Tell Congress: Support Our Public Postal Service**

As Congress prepares further legislation to address the ongoing COVID-19 crisis, it is crucial to contact all our representatives and urge them to provide the financial support the Postal Service desperately needs.

**To write a letter to your House Representative and Senators, go to:**  
[apwu.org/covidletters](http://apwu.org/covidletters). Share this with your friends, family, and co-workers!

## The Postal Service Deserves A Permanent Bailout

by: Eric Levitz, *Intelligencer*

Imagine if the United States had a federal agency so well run that it had maintained a 90 percent approval rating even as the public's trust in other institutions had cratered. Imagine this entity also created hundreds of thousands of high-quality, middle-class jobs at a time when such positions were in short supply — while providing a valuable, publicly subsidized service to rural areas in desperate need of federal support.

Now, let's say that some historic calamity dealt the U.S. a massive economic blow, triggering Great Depression-era levels of joblessness this year and putting America on pace to suffer upwards of 9 percent unemployment through the end of 2021. Let's further stipulate that this crisis also happened to make the overwhelmingly popular agency's services indispensable for meeting consumers' needs and preserving the integrity of U.S. elections.

Finally, let's say American taxpayers could fully fund this hypothetical agency for about \$14 billion a year — in other words, for about one-tenth of the amount of money Congress has added to the Pentagon's annual budget since Donald Trump took office. Would you describe this agency as disastrously unaffordable and demand that it slash jobs, reduce employee benefits, and cut service to low-density areas as soon as possible?

If you are President Trump, a congressional Republican, or a centrist Washington Post columnist, then the answer is yes. The agency I describe is, of course, not some utopian bureaucracy but the actually existing United States Postal Service (USPS). In real life, however, the USPS is not funded by congressional appropriations. Rather, since the 1970s, Congress has required the Postal Service to simultaneously:

- Finance its own operations, as though it were a business.
- Provide mail service to every part of the country — and charge Americans the same (affordable) postal rates no matter where they live, even if such Americans happen to reside in rural hinterlands that private carriers ignore because they cannot be profitably served.

This dual mandate was always a challenge. But as the internet's growth reduced demand for snail mail, it became nigh impossible for the USPS to meet both of these requirements without cutting jobs and employee compensation. And, in 2006, a Republican Congress deliberately made the agency's predicament worse by (needlessly) forcing it to prepay all its employees' pension and retirement health costs decades in advance. All this rendered the Postal Service technically insolvent before COVID-19 made its presence felt in the U.S. Now that the crisis has also drastically reduced America's overall mail volume, the agency's revenue is in free fall. According to Postmaster General Megan Brennan, USPS will incur \$22 billion in new losses over the next 18 months.

Congressional Democrats would like to help the Postal Service through this troubled time by providing it with a federal bailout. The Trump administration would like to use the agency's financial crisis to both force through cuts to postal workers' compensation and (for God knows what reason) screw over its own rural base by allowing the agency to charge low-density parts of the country higher rates. The president, meanwhile, ostensibly wants the USPS to bilk Jeff Bezos until he stops funding journalism critical of Republicans (this might be sound policy for punishing Trump's personal enemies, but it would not actually solve the Postal Service's funding woes).

Trump may boast the most absurd (and blatantly corrupt) position in this debate. But Beltway centrists who present "structural reforms" to the USPS as an objective, apolitical necessity are arguably more dangerous. In truth, there's nothing wrong with the Postal Service's business model that can't be fixed by ceasing to run this essential government agency as though it were a business. The USPS' growing crisis of profitability presents America with a choice: It can maintain the Postal Service in its current form by providing the agency with federal funding, or it can force the agency to cut jobs, benefits, and service provision.

The Washington Post's Charles Lane does not want Americans to understand that the former is an option. Or at least this is what his recent op-ed on the subject would suggest. Observe how the columnist characterizes the Postal Service's

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plight to his readers:

For years, experts warned the federal government that a disaster was brewing, yet elected officials of both parties took no action. And so here we are, scrambling to prevent a possible national tragedy, having squandered precious time that could have been spent preparing for the inevitable.

All of the above refers, of course, to the financial crisis engulfing that venerable, and vital, institution known as the U.S. Postal Service. The service amassed more than \$77 billion in losses over the past 12 years, according to subsequent GAO analysis ... “Urgent” change was needed, the GAO said in 2010, to right-size a far-flung network of post offices and other USPS installations, and to reduce labor costs that accounted for 80 percent of spending. Nothing fundamental was done, despite repeated legislative efforts, because Congress refused to act. Congress balked because beneficiaries of the status quo — subsidized commercial mailers, rural congressional districts and postal unions — resisted structural change.

Lane eventually allows that, in the present crisis, some federal aid to the USPS is “clearly warranted,” but adds, “the agency cannot survive over the long term without the structural change that has been postponed for too long.” The columnist never acknowledges that the Postal Service was not always expected to cover its own costs, or that requiring it to do so was (and is) a political choice. Instead, he suggests that it is an objective, mathematical fact that the Postal Service “cannot survive” unless it slashes compensation for its workers and service for rural Americans.

This rhetoric is not only dishonest but dangerous. The COVID-19 pandemic has provided a harrowing object lesson in the importance of maintaining public faith in expert opinion. Many have rightly criticized the anti-vaxxer movement and right-wing cranks for undermining the trust in authorities on public health. But centrists who disguise advocacy for their tendentious policy preferences in appeals to “expert” opinion also bear some responsibility for the rising tide of anti-intellectualism.

In Lane’s accounting, the Postal Service has lost about \$6.4 billion a year over the past decade. Since Trump took office, the Pentagon’s annual budget has grown by \$130 billion. In other words, Congress could completely eliminate the Postal Service’s “financial crisis” by (1) reducing the Defense Department’s Trump-era raise by a tiny fraction, or (2) increasing America’s annual deficit spending by a tiny fraction, or (3) raising federal taxes by a tiny fraction.

Why, exactly, should these policy options be viewed as so self-evidently absurd that a respected commentator can write as though they do not exist? After all, America has no crisis of fiscal capacity. In recent weeks, Congress approved \$2.2 trillion in deficit spending — and inflation remains undesirably low while the U.S. dollar remains stronger on international markets than policy-makers would like. Simply put, if we can afford to reward the Pentagon’s calamitous failures with a \$130 billion bonus, we can surely afford to solve the Postal Service’s financial problems by printing another \$14 billion each year (or whatever single-to-low double-digit billion-dollar sum is required to defray the agency’s losses).

What’s more, if the present crisis has highlighted our country’s immense fiscal capacity, it has also exposed America’s dearth of state capacity: America is a country that can painlessly inject trillions of dollars into its economy but can’t actually put checks into its citizens’ bank accounts without a few months of advance warning. In this context, maintaining a government agency that boasts functioning offices in every corner of the country might be more valuable than avoiding an infinitesimal increase in the federal deficit. For much of its history, the Postal Service provided Americans with a public option for basic banking services. If Congress gave the USPS the authority to reestablish such services, and offer all Americans a free bank account (as congressional Democrats have proposed), then the federal government would be able to dispense rapid relief to individuals in future crises and recessions, potentially averting many billions of dollars in lost economic activity in the process.

To be sure, one can reasonably argue that America has public needs more pressing than indefinitely maintaining six-day-a-week mail delivery, even as the internet steadily reduces demand for that service. Perhaps, if we could cut mail service to five days a week — and seamlessly transfer the resulting surplus of manpower and resources into green-energy projects or high-quality eldercare — we would be wise to do so. But in the United States we actually live in, a dollar saved on the Postal Service would very likely become a dollar earned for the beneficiaries of regressive tax cuts or the military-industrial complex.

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***Permanent Bailout...***  
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Regardless, the case for cutting public jobs and restricting mail service in the middle of a pandemic-induced depression seems quite weak — so weak that its centrist proponents would rather deceive the public into believing there is no alternative than argue for their position forthrightly.

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## **Bernie Sanders Says Congress Must Stop Trump From Exploiting COVID-19 Crisis to 'Bankrupt and Privatize the Postal Service'**

Sen. Bernie Sanders on Sunday urged Congress to act immediately to stop President Donald Trump from using the novel coronavirus outbreak “as an opportunity to bankrupt and privatize the Postal Service,” a longstanding goal of the conservative movement. “It is not an exaggeration to say that our men and women in the Postal Service, who were already performing one of the most important jobs in America, are now literally putting their own lives on the line to deliver the food, medicine, and essential supplies that hundreds of millions of Americans depend on every single day during this pandemic,” said Sanders.

“The Postal Service leadership must do everything in its power to protect these heroes by immediately distributing protective gear, implementing strong workplace safety policies, and making sick leave easily available,” Sanders said. “I will look forward to hearing from the Postal Service’s leadership on what progress they have made on this absolutely urgent matter. Now, more than ever, we need a strong and vibrant postal system to deliver mail 6-days a week,” tweeted Sanders, a senator from Vermont. “Congress must act now to save it.”

Sanders’ call comes as the Postal Service is warning that it will completely run out of cash within the next several months if Congress doesn’t act swiftly to provide relief. The USPS has been hit hard by the sharp decline in mail volume caused by the COVID-19 pandemic, Postmaster General Megan Brennan told the House Oversight and Reform Committee in a briefing Thursday. “At a time when America needs the Postal Service more than ever,” Brennan said, “the reason we are so needed is having a devastating effect on our business.”

The Postal Service is calling on Congress to provide \$75 billion in cash, grants, and loans, but President Donald Trump is standing in the way of any relief funding for USPS. As the *Washington Post* reported Saturday, the president “threatened to veto the \$2 trillion Coronavirus Aid, Relief, and Economic Security Act, or CARES Act, if the legislation contained any money directed to bail out the postal agency.” “We told them very clearly that the president was not going to sign the bill if [money for the Postal Service] was in it,” an anonymous Trump administration official told the *Post*. “I don’t know if we used the v-bomb, but the president was not going to sign it, and we told them that.”

During a press briefing last week, Trump went on a falsehood-filled tirade against the Postal Service and said the independent executive branch agency should simply “raise prices” by “a lot.” Ronnie Stutts, president of the National Rural Letter Carriers Association, told *Yahoo News* Sunday that he believes Trump’s attacks on USPS are part of an effort to “privatize Postal Service.” “Everything was going good with this until they got to the White House,” Stutts said of the congressional push for USPS funding in the previous stimulus package. “There’s no two ways about it. And when it got there, he killed it. They said no. He was not going to give us any money.”

***Sanders...***  
(continued on page 11)



## **Trump: Postal Workers Don't Deserve a Financial Lifeline**

by: Sarah Anderson, Inequality.org

*No one else can deliver essential goods to every home in America. But the president is dismissing dire warnings of an imminent USPS collapse, falsely claiming that postal financial woes are self-inflicted.*

The financially strapped United States Postal Service wound up with crumbs in the \$2.2 trillion stimulus deal, despite playing a vital role in our nation's public health and economic stability at this time of crisis. Rep. Gerry Connolly (D-VA) accused President Trump of personally intervening to strip a Democratic postal rescue proposal from the final bill. Asked on Tuesday for his response, Trump lashed out at the beleaguered Postal Service with a stream of false accusations.

"They lose money every time they deliver a package for Amazon or these other internet companies," Trump said. "If they'd raise the prices by, actually a lot, then you'd find out that the post office could make money or break even. But they don't do that... Tell your Democrat friend that he should focus on that." For years now, Trump has repeated the lie that USPS loses money through its contracts with Amazon and other private corporations to handle the last legs of their deliveries. A task force Trump himself commissioned in 2018 contradicted that argument. In its most recent quarterly statement, USPS reported a 2.3 percent increase in revenue from parcel delivery and increased revenue per package.

The real cause of the Postal Service's immediate financial crisis is the coronavirus pandemic. Mail volumes have plummeted under the economic shutdown and package delivery profits cannot make up for the loss. USPS management has warned that mail volume and revenue could drop by 50 percent or more this year.

What's behind Trump's attacks? Support for the Postal Service crosses partisan lines. And you'd think a bit more compassion might be in order at a time when postal workers are on the frontlines, straining to meet the skyrocketing need for home deliveries of essential goods. But playing hardball on crisis aid gives Trump and others in his administration the leverage they've been seeking for years to gut the public Postal Service. The crumbs in the stimulus law amount to \$10 billion in additional debt, subject to conditions imposed by Treasury Secretary Steven Mnuchin. By contrast, House Democrats had proposed a \$25 billion cash infusion to prevent the Postal Service from possible collapse. It's also stingy compared to the benefits offered to USPS competitors Fedex and UPS. Under the airline bailout, both of these companies are eligible for a portion of the \$4 billion in cash assistance for payroll support and another \$4 billion in loans and loan guarantees for air cargo carriers. While Mnuchin's loan conditions are not public, they likely echo recommendations from the 2018 task force he chaired, which included partial privatization, draconian cuts to wages and services, and elimination of employee collective bargaining rights.

Unlike many other industries, the Postal Service cannot furlough workers and still achieve its essential mission. Like health care professionals and emergency responders, postal workers are essential to our public health because their deliveries make it possible for people to stay at home and not spread the virus. Millions of people are relying on them to deliver medications and other essential goods, as well as the stimulus checks they're waiting for to help cover their bills. Jacking up package delivery rates now, as Trump is demanding, would harm postal customers, particularly in rural areas — just when they need these services most.

*Postal workers are rising to the challenge of a crisis unlike any we've ever experienced.*

The last thing they need is for the president to dismiss the gravity of the Postal Service's financial situation. Hardball tactics might make sense in real estate deals. In this case, they could be devastating for every community in this country. Trump and leaders in Congress must immediately fill the gap in the stimulus bill with direct relief on the scale needed to save our public Postal Service and the many businesses and families that depend on it.



**Greg Becker**  
**South Sectional Director**

*This, the fourth in a series of articles outlines the most serious challenge to our Union jobs in the future. As a 25-year steward and officer in our local, I have seen a thing or two about how external forces and trends effect our Union and our jobs. As I am getting older (wiser?), I have some questions/concerns about the future of the USPS and how it will affect our Union. I do not have a crystal ball, but this is one of the factors which must be considered that may affect our Union jobs in the future.*

We, as Union members, must get involved to collectively challenge management decisions to reduce our jobs, and political decisions that destroy the USPS. Employees will lose in the long run by witnessing the slow elimination of our duty assignments due to political decisions, privatization, and technology. I have addressed these three issues in my previous articles.

Apathy is defined as "Indifference, lack of interest, enthusiasm, or concern." Workers have an interest in keeping their job, and, to be treated with dignity and respect. While private sector non-union workers have the same interests, they do not have collective bargaining rights and, thus, wages are lower on average, benefits fewer, and rights on the job (other than those in labor law) are non-existent. Non-Union workers are

## Will We Fight To Protect Our Union Jobs In The Future

*"Part 4 - APATHY"*

deemed "at-will" employees, meaning they are working at the will of their employers! And if you complain about anything, you may be led out the door.

Union workers have collective rights to bargain over wages, hours, and working conditions and have the collective right to democratically elect their leaders, who make educated decisions on the member's behalf. These elected leaders are bound by a constitution that outlines the goals and objectives of the Union, and Labor laws that mandate the duty of fair representation.

However, the Union is not only the democratically elected leaders, the Union is the collective body of members, including the leaders. Bargaining strength is gained by the bargaining unit (workers under the jurisdiction of the Union) getting involved and urging the employer towards the common goal of better wages, improved benefits, and rights on the job.

The Union is an organization that exists solely to better the interests of its workers in the bargaining unit and their personal life. Why someone would not be a member of an organization that exists solely to benefit their work and personal life is a mystery. Consequently, non-members erode the bargaining power of the Union and demonstrate to the employer that the non-member's goals are in line with their own and not with their Union. This is a conflict of interest in the labor (Union) vs. capitol (employer)

dynamic. In effect, to choose to not join the Union is a statement that the non-member is against higher wages, more benefits, and opposed to rights on the job...which is the same power dynamic as non-Union workers.

In my opinion, it is hypocritical to accept the benefits of the Union's hard work, but not contribute your fair share for that hard work (to say it nicely). Furthermore, to continue to attain the hard fought wages, benefits, and rights without contributing to the Union organization that fought for those rights is affirming the non-member's desire for their Union negotiated position without paying their fair share for the cost of negotiation and enforcement.

Non-members weaken the Union financially by allowing workers to enjoy the benefits of Union contracts without belonging...the so-called "right to work" provisions of the Taft-Hartley Act, enacted over President Truman's veto in 1947. This law was written, according to J. Mack Swigert -a conservative lawyer, who was interviewed years ago and written about in the SCHOOL FOR WORKERS publication, to restrict organized labor and make it more difficult for Unions to recruit new members by outlawing the "closed shop." According to the interview, J. Mack Swigert knows a thing or two about the Taft-Hartley Act. He wrote it. The law was written with the specific intent to restrict organized labor and functioned as envisioned. Union strength eroded because of the act

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according to Mr. Swigert. Thus, employees who choose not to join the Union are financially weakening the bargaining power of the Union and demonstrate to the employer that they are indifferent and unconcerned with the goals of the Union.

Workers can also show a lack of concern by not advocating for the legislative and political goals of the Union. Because the Union's role is to advocate for laws that benefit the workers or jointly benefit the workers and the employer, bargaining unit employees should participate and advocate for these laws urged by the Union for the best interest of our careers. The Union cannot advocate for issues outside of the scope of its mission of workers and the USPS, and cannot use Union dues for any political advocacy. Congressional bills that relate to better (or worse) retirement benefits, more (or less) revenue opportunities for the USPS, and laws that enhance (or restrict) the Union's bargaining rights have a clear interest to the bargaining-unit. Furthermore, bills that could relieve the USPS of its prefunding requirement are in every postal worker's interest, including management. President Trump has recently voiced his opposition to helping the USPS financially because of the Covid-19 Pandemic as the USPS is warning about becoming insolvent because of the decline in mail volume. Every Postal employee has an interest in insuring that the USPS remains solvent and should advocate and/or vote towards that end.

The APWU has been very proactive in sending out messages and emails asking members to contact their legislator to urge passage of laws that will help the USPS. Every Postal worker has an interest in these laws. Furthermore, all bargaining-unit workers have an interest in insuring that their contract is complied with. The contract protects the wages, hours, and working conditions of all bargaining-unit employees, who must be the eyes and ears to ensure the contract is followed. To "look the other way" as management, or other crafts, perform our work, or jeopardize our safety and health in the interest of getting the mail out, places mail over our rights on the job, and results in the elimination of our duty assignments.

How do we demonstrate enthusiasm and concern for our careers? We must be prepared to fight for our interests and to strengthen our Union while providing good, meaningful work, wages, and benefits that result in a better life for every member and their family. We must vote for candidates that protect our livelihood. Contact your legislator and voice your opinion about bills/laws that effect your job. Be an activist, attend your union meetings, volunteer to be on a union committee, read your union publications and encourage non-members to join. Learn the issues that affect you... knowledge is power! Volunteer to be a Union Steward. The Union is a true democracy...millions of dollars are NOT being spent to influence your mind and your vote in Union elections. Solidarity is strength...the more involved the union members are, the more power we have to influence these issues...and our future.

\* \* \*

**Sanders...**

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Analysts argue that the Postal Service's financial crisis was manufactured by Congress, which in 2006 passed legislation requiring USPS to prefund its retirees' health benefits through the year 2056. As the *New York Times* reported last week, "the Postal Service has not taken federal funding in decades, running instead off revenue raised from stamps and other postal products. But since the 2008 financial crisis, it has struggled to stay in the black, weighed down largely by a congressional mandate to prefund its retirement benefits programs." "The agency has stopped making those payments in recent years, running up billions of dollars in debt, while its mail delivery business has otherwise remained profitable," the *Times* noted. "Lawmakers in both parties have proposed overhauls to the service along the way, but none have taken hold."

In February, the House of Representatives passed legislation authored by Rep. Peter DeFazio (D-Ore.) that would repeal the prefunding mandate. The bill stalled in the Republican-controlled Senate. Rep. Gerry Connolly (D-Va.), who has been outspoken in his criticism of Trump's refusal to assist the Postal Service, warned in a tweet Friday that "a progressive response to this pandemic is not possible without USPS," pointing to proposals such as nationwide vote-by-mail, more direct cash payments, and prescription drug deliveries to the vulnerable. "This isn't just another squabble," said Connolly. "This is at the core of all we've fought for."



**John Miceli**  
**Treasurer**

( FedSmith.com )

*Protecting our loved ones from financial burden and hardship is understandably a high priority for many folks. A lot of times this is accomplished through the use of life insurance. The key is to establish the appropriate amount of coverage to protect your family, then research the most cost effective way to provide that safety net.*

The Federal Employee Group Life Insurance (FEGLI) Program offers four different options to choose from: Basic, Option A, Option B and Option C.

The Basic coverage is the only option newly, eligible employees are automatically enrolled in unless they waive coverage.

Alternatively, the remaining three coverages must be elected.

While Option B allows for the most coverage, it is also potentially the most costly option. Many people realize FEGLI Option B premiums do increase over time but they may not grasp the significance of the increase. For example, from age 44 to age 65 the premiums for FEGLI Option B increase by 1,244%.

So how do you avoid paying too much for your life insurance?

## How To Avoid Overpaying For Life Insurance

*"...from age 44 to age 65 the premiums for FEGLI Option B increase by 1,244%."*

### ***Establish the Right Amount of Coverage***

Too often, people select an arbitrary figure for life insurance coverage (\$250,000, \$500,000, \$750,000, etc.) without putting much thought into it. Maybe it's just enough to pay off mortgages and other debts. However, the reality is that's just the beginning of the assessment.

Take into consideration your family's income needs, current investments, inflation, education needs (if you have children), survivor benefits from a pension and current income life insurance.

Of course, you want to maintain the same lifestyle for your family, but you also don't want to over-insure. Find the happy medium. You can use an online tool to help you establish the appropriate amount.

With FEGLI Option B, you have the ability to select 1, 2, 3, 4 or 5 multiples of your salary rounded to the next \$1,000. You then have the opportunity to get as close as possible to your target coverage amount but it may be difficult to get the exact amount of coverage you need.

The alternative is private level premium term life insurance where you can select the exact dollar amount of coverage.

### ***Do Your Research***

The biggest issue with FEGLI Option B is the extreme premium increases over time. The increase occurs every five years; more specifi-

cally, every time you have a birthday ending in 0 or 5. It's hard to imagine, but the premiums increase over 2,400% from age 49 to 75 which means they become extremely high the older you get.

If you aren't aware of these increases, you may inadvertently miss the opportunity to plan ahead and lock in lower rates with term coverage. In some cases, you may even receive a medical diagnosis causing you to be uninsurable.

Essentially, you would be stuck paying high premiums and this could cause your household financial hardship in order to keep your family protected. Good news is this is certainly something you can and should avoid.

The best way to avoid overpaying for life insurance is to do your research. Term life insurance offers the opportunity to lock in low-level premium payments that will last however many years you choose (15, 20, 25 or 30 year terms).

Make sure you only shop A-rated insurance carriers and make yourself aware of any optional riders you can add to the policy – Accelerated Death Benefit / Critical Illness rider, Child rider, Spouse rider, Premium Waiver rider and Return of Premium ride, etc. You may opt to add one or more or you may find them unnecessary.

When it comes to getting life insurance, the sooner you get covered the better. If you have people that depend on you financially, start doing your

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research now and run a life insurance needs calculator. Typically, the entire process for getting private life insurance takes 30 to 60 days from application to approval, so it's best to get a head start. I always recommend getting quotes from at least 3 to 4 different carriers, so you can compare your options and make sure you get fair pricing on your insurance coverage.

\* \* \*

## **The Sky is Falling! Time to Sell Your TSP Stock Funds?**

by: Ralph R. Smith, FedSmith.com

The stock market has gone down rapidly in February. No doubt, there are fewer millionaires in the government's Thrift Savings Plan (TSP) than there were earlier in the month. If a TSP investor owned 10,000 shares of the C Fund on February 19, that investment had a value of \$496,572. A few days later, on February 27, that investment went down to \$436,997—a loss of \$59,575 or about 12%. No one likes to lose this much money, particularly in such a short time. For a person planning on retiring in the near future, it is easy to imagine the intense emotion this near-term retiree must feel and the concern about losing a big chunk in future retirement income.

Many will start selling their shares. And, if prices continue to go down, more shares will be sold. The thought process will lead some to conclude: "I have already lost almost \$60,000 dollars. I could lose another \$60,000 in the next few days or few weeks. I am selling my stock investments now to avoid losing any more money." When stock prices drop like a rock, panic sets in, and many will start selling at low prices. At that point, investors have locked in their losses and will not benefit when the market recovers. Panic can quickly set in when watching the stock market ticker descend quickly. Any stock investor who claims not to have felt this pressure and urge to sell in a down market is likely lying. We have all felt this emotional shock.

Investors who are panicking are not thinking logically. Nobody logically decides it is time to panic. Panic is an emotional response, not an intellectual one. Nobody knows what stock prices will do next. The sharp drop in stocks does not mean that prices will recover quickly. But, based on past experience, prices do recover. Sometimes they recover quickly. Other times it will take a year or more. Selling today risks missing the recovery that has always happened as we know from past experience. Investing can be an emotional issue. Money is important to us. In retrospect, stock prices seem to go up when investment fundamentals may be telling investors to take it easy. The emotional high feels good and "this time it will be different" often takes over.

When prices drop fast, there is often a triggering event. In this case, the trigger is our fear of the possible potential impact of the Coronavirus (COVID-19) on our lives. Fear of the unknown can be scary. At the same time, others are concerned about the impact of the national elections on our economy. And other people have been expressing concerns about a recession or the stock market having hit new highs and no significant downturn in the stock market for a record-setting period of time. In other words, there may be plenty of reasons to be scared of the future and panic hitting the stock market is not unexpected.

No one can convince investors of the best way to invest for their future security when events beyond our control are hitting the headlines. One question any investor should ask himself or herself before deciding to sell a substantial amount of stock investments is whether they are just reacting in a panic likely to harm their financial future without having considered how scary events of the past have played out over time.

## **Upset Victory in Wisconsin Supreme Court Race Gives Democrats a Lift**

by: Reid J. Epstein, New York Times

Democrats scored a significant victory in Wisconsin on Monday night when a liberal challenger upset a Trump-backed incumbent to win a State Supreme Court seat, a down-ballot race that illustrated strong turnout and vote-by-mail efforts in a presidential battleground state. The victory, by upward of 120,000 votes as of Monday night, came as a shock to Republicans and Democrats alike in Wisconsin, where contests for president, governor and the state's high court in the last four years have all been decided by about 30,000 votes or less. It followed weeks of Democratic anger over Republicans' insistence on holding elections amid the coronavirus pandemic.

Wisconsin's map on Monday night looked like a dream general election result for former Vice President Joseph R. Biden Jr., the presumptive Democratic nominee — stronger than typical for Democrats in the suburbs and a respectable showing among the state's blue-collar white voters in rural counties. But officials from both parties cautioned against overinterpreting the Supreme Court results, given the bizarre circumstances surrounding the high court race. The challenger for the court seat, Jill Karofsky, ousted the conservative incumbent, Justice Daniel Kelly, in a contest with broad potential implications for voting rights in Wisconsin's November general election. Justice Kelly became just the second incumbent State Supreme Court justice to be ousted at the polls since 1967. President Trump had boasted that his endorsement of Justice Kelly had unnerved Democrats in the state.

Ms. Karofsky's surprise triumph came after Republicans in the State Legislature, and later conservatives on Wisconsin's Supreme Court, rebuffed Democratic efforts to move the date of the elections — held last week but with the results delayed until Monday by a federal judge — or send mail ballots to all voters because of the pandemic. The decisive Democratic win offered a signal that the party, highly energized and mobilized heading into 2020, could organize and execute a winning get-out-the-vote program against strident Republican efforts to limit voter turnout in a narrowly divided state widely expected to be crucial in this fall's presidential election. Indeed, senior officials in both parties view Wisconsin as a potential tipping point in a general election between Mr. Trump and Mr. Biden, the presumptive Ms. Karofsky's victory suggests Democrats have built a superior turnout operation in a state where elections are decided on the margins.

The election was also the last competitive contest of the 2020 Democratic presidential primary, with Mr. Biden easily capturing the Democratic vote over Senator Bernie Sanders, who dropped out of the race last week. The Wisconsin vote, held at in-person polling sites last Tuesday after an 11th-hour court ruling that voting should proceed despite the virus, came amid a pitched outcry from Democrats in the state and across the country that Republicans were making Wisconsinites choose between imperiling their health and exercising their constitutional right to vote. Wisconsin Democrats spent the last week in a state of fury, angry that Republicans had forced in-person voting and risked spreading the coronavirus.

In Wisconsin's 10 largest counties, Ms. Karofsky improved on the 2019 liberal Supreme Court candidate's performance by at least five percentage points in nine of them. She flipped two such counties, Winnebago in the state's Fox Valley, and Brown, which includes Green Bay. Democrats spent the hours before results were released Monday afternoon bracing for a defeat and making the case that the Wisconsin contest was illegitimate. "It was voter suppression on steroids," said Tom Perez, the chairman of the Democratic National Committee. "They tried to steal this election in Wisconsin." Ben Wikler, the chairman of the Democratic Party of Wisconsin, said many lawsuits would be filed by voters who were unable to cast absentee ballots, or by candidates in the nearly 4,000 local races that were on the state's ballot. There are at least eight pending lawsuits seeking partial revotes of the election, according to The Milwaukee Journal Sentinel. "It's hard to imagine none of those candidates don't wind up looking for legal recourse," Mr. Wikler said Monday morning. By the evening, Mr. Wikler called the result "a victory for justice and democracy in an election that should never have taken place in person."

Wisconsin Republicans, meanwhile, have defended holding an in-person election amid the pandemic. Robin Vos, the State Assembly speaker who rejected the governor's requests to postpone the election, worked as a polling inspector while wearing full protective equipment last week. "You are incredibly safe to go out," he said. In the end, Democratic

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turnout surged in liberal bastions around Madison and Milwaukee. Three weeks before the election, the Democratic Party of Wisconsin shifted all of its get-out-the-vote efforts to virtual organizing and absentee ballot promotion. Turnout in rural counties, which tilt Republican and backed Justice Kelly, did not keep pace. He conceded defeat Monday night.

The results validated concerns among Wisconsin Republicans that a Democratic presidential primary would increase liberal turnout and doom Justice Kelly. Last year the state's G.O.P. leaders considered moving the date of the Supreme Court election so it would not coincide with the presidential primary, but backed off the proposal after an outcry. "Democrats capitalized on the chaos," said Matt Batzel, the Wisconsin-based executive director of American Majority, a conservative grass-roots training organization. "Democrats and Governor Evers flip-flopping from there is no reason to postpone the election to fear-mongering that people shouldn't vote in person, gave them an advantage that carried the day. All the while, the left organized a historic number of absentee ballot requests."

Though Wisconsin's high court is officially nonpartisan, its springtime elections have in the last two decades become vehicles to test voter enthusiasm ahead of the November general elections. The court race took on national significance for both parties. If re-elected, Justice Kelly, who was appointed to the court by former Gov. Scott Walker, was poised to be the swing vote on a pending decision on whether to purge more than 200,000 people from Wisconsin's voter rolls ahead of what is expected to be a tight presidential contest in the state. President Trump three times tweeted his support for Justice Kelly, including an Election Day missive urging supporters to "get out and vote NOW for Justice Daniel Kelly." With Ms. Karofsky's victory, conservatives hold a four-to-three majority on the state's high court. She will receive a 10-year term beginning Aug. 1.

The results follow weeks of acrimonious wrangling between Democrats and Republicans in the state; citing the risks from coronavirus, Democrats wanted to postpone the election as most of the other states with April primaries did. But Wisconsin law forbade Gov. Tony Evers, a Democrat, from changing the election date without the consent of the Republican-controlled Legislature, which wanted the election to proceed. Republicans also resisted Mr. Evers's attempts to relax the state's strict rules requiring voters to upload a copy of a valid identification card to request and receive a mail ballot. When Mr. Evers invoked emergency powers the day before the election postponing it until June, the legislature appealed to the State Supreme Court, which blocked Mr. Evers from doing so.

Major efforts by both parties to get their voters to request ballots led to the largest absentee turnout in the state's history — more than one million votes by mail, according to the Wisconsin Elections Commission, which said the number was already most likely higher and would rise as all the votes were counted. While images from Wisconsin's Election Day focused on hourslong lines outside the five polling places that remained open in Milwaukee — down from 180 that had been planned — turnout by mail was higher in the state's two largest liberal counties relative to the rest of the state than it was during the 2019 State Supreme Court election, which was decided by just 6,000 votes. Still, voters across the state reported problems receiving and returning absentee ballots. More than 11,600 voters requested an absentee ballot and were never sent one and more than 185,000 ballots were sent to voters but not returned, according to data from the commission, a bipartisan agency run by a Republican appointee of the State Legislature. In addition, the United States Supreme Court ruled that mail ballots that arrived after Election Day must have a postmark of Election Day or earlier, a requirement that proved instantly problematic when some ballots arrived in the mail at municipal clerks' offices with no postmark at all. The Milwaukee Election Commission voted Monday to accept 390 ballots that were not postmarked, not postmarked with a date or carried an illegible postmark.

Mr. Biden's Wisconsin victory over Mr. Sanders was anticlimactic marker on the 2020 Democratic primary calendar campaign. Four years ago, Mr. Sanders easily beat Hillary Clinton in Wisconsin, carrying all but one of the state's counties en route to a 13-point victory. But once Mr. Biden accumulated a nearly insurmountable delegate advantage, and with the coronavirus pandemic paralyzing the country, even Mr. Sanders's most ardent Wisconsin supporters found themselves wanting the presidential contest to be over. "His support has been affected by people's desire for security and predictability in this time of crisis and fear," Beverly Wickstrom, the Democratic Party chairwoman in Eau Claire County, said before the Wisconsin vote. "In this environment, his message of revolution is not resonant."

Now with Mr. Sanders out of the race and having endorsed Mr. Biden, the only drama left in the Wisconsin primary was how many of Wisconsin's 77 delegates Mr. Sanders would accrue. Some in the Sanders progressive coalition still hope to influence the party's platform and rules at the convention, but that can happen only if Mr. Sanders has enough delegates to demand votes on key issues.

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*Supreme Court...*  
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## May 9th: Letter Carriers' Annual Food Drive



The National Association of Letter Carriers (NALC) will conduct its 28th annual national food drive on Saturday, May 9 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 9. 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](http://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 9, 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.

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](http://nalc.org/food), [facebook.com/StampOutHunger](https://facebook.com/StampOutHunger), or  
[twitter.com/StampOutHunger](https://twitter.com/StampOutHunger).







**Jeff Worden**  
**North Sectional Director**

*On April 28<sup>th</sup> of every year the Unions of the AFL-CIO unite in observance of "workers Memorial Day". It's a day when working people throughout the world set aside to remember those who have been injured or killed from "on the job" accidents and recommit to the struggle for a safe workplace.*

On this day in 1971, the Occupational Safety and Health Act became effective and the Occupational Safety and Health Administration (OSHA) was formed. Since the law was passed, significantly fewer workers have been killed on the job each year; however, there is still a very long way to go.

Each year more than 700,000 workers are injured and of course some are killed due to work related hazardous. The union continues to fight for safer work places and to enforce the already existing rules/regulations concerning work place safety.

With the current White House administration there is a good chance that current work rules on safety will be... 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

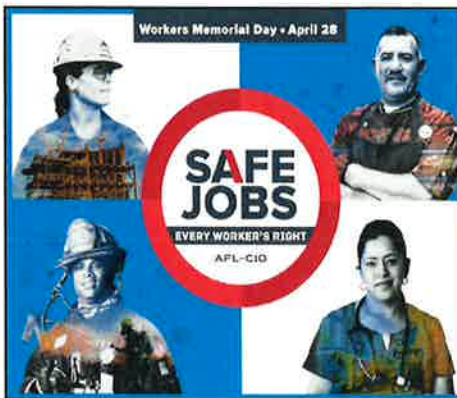
## Workers Memorial Day

*"Speak Up For Safe Jobs Protect Our Rights"*

workers.

This year we are standing united against ongoing attacks on workers' rights and protections. Speak Up for Safe Jobs!

Former (late) APWU National President William Burris stated, "Workers Memorial Day is an op-



portunity to focus on reducing the toll of job injuries and deaths and on keeping good jobs in America".

Like Mother Jones said, "Pray for the dead and fight like hell for the living!"

This year the theme for Workers Memorial Day 2019 is...

### **"SPEAK UP FOR SAFE JOBS PROTECT OUR RIGHTS"**

Here in Milwaukee, the Milwaukee Area Local union hall has been the headquarters for this event for many years. In the past Madison, Green Bay, Wausau and the other large cities throughout Wisconsin have

had some type of prayer vigil to commemorate the event.

This year WILL BE DIFFERENT! With the threat of the Coronavirus and the rules of meetings/gatherings having no more than 10 people in a group, the Workers Memorial Day festivities will be POSTPONED. The event will (hopefully) be held at a later date to be announced. There will be a live "ONLINE" EVENT on April 28<sup>th</sup>. Just go to [Wiscosh.org](http://Wiscosh.org) and look for the link.

What every union member should be concerned about is Staying Healthy while keeping their family health too! We are living in unprecedented times and must take the necessary steps to decrease the chances of acquiring the Coronavirus.

On another note, I am still in the process of settling the "over 15 hrs. a week" grievances for numerous small offices. If anyone knows or has heard of a small office (mal) that believes their supervisor/postmaster is working over the 15hrs...just have them give me a call.

If you have any questions, call me directly at (414) 530-7186. Please stay safe and as always, Take Care.

# AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR SEVENTEENTH 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 22, 2020** in order to be considered for an award.

The winners will be notified the week of **May 25, 2020**.

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 \_\_\_\_\_