



**American Postal Workers Union, AFL-CIO
Milwaukee Area Local
P.O. Box 1995, Milwaukee, Wisconsin 53201-1995**

Phone: 414-273-7838 Fax: 414-273-7843

**Milwaukee APWU
Executive Board**

General Officers

Glenn Griggs
*President APWU
Milwaukee Area Local 003*

Larry Brown, Jr.
Vice President

Chris Czubakowski
Local Business Agent

John Miceli
Treasurer

Pamela Walker
Recording Secretary

Leonard Grant
North Sectional Dir.

Trent Canady
South Sectional Dir.

Marvin Rivera
West Sectional Dir.

Craft Officers

Takaita Conley-Burrell
Manual & Mechanization Dir.

Christopher Paige Jr.
Automation Dir.

Kenni Liggan
Customer Service Dir.

James Arneson
Maintenance Dir.

Larry Victory
Motor Vehicle Dir.

EXECUTIVE BOARD MEETING MINUTES

February 11, 2026

The meeting was called to order at 8:30 A.M.

ROLL CALL OF OFFICERS: Present: Arneson, J. Brown, Brown Jr., Conley-Burrell, Czubakowski, Griggs, Liggan, Miceli, Rivera, Walker, Victory,

Absent: Grant, **Excused:** Paige,

PRESIDENT'S REPORT:

In accordance with Article 9, Section 5D of the APWU Milwaukee Areal Local Constitution and bylaws, this is to announce that the following Elective Offices of the Milwaukee Area Local had no opposition and the Election Committee cast a single unanimous Ballot for the following offices.

- President (Glenn Griggs)
- Vice-President (Larry Brown Jr)
- Local Business Agent (Chris Czubakowski)
- Treasurer (John Miceli)
- Recording Secretary (Pamela Walker)
- Director of North Sectional (Leonard Grant)
- Director of South Sectional (Jyfena Brown)
- Director of West Sectional (Marvin Rivera)
- Director of Manual/Mech (Keke Conley-Burrell)
- Director of Automation (Crystal Mack)
- Director of Customer Service (Kenni Liggan)
- Director of Maintenance (Jim Arneson)
- Director of Motor Vehicle (Larry Victory)
- Trustees (Vacant)

I have accepted the resignations of two stewards. One in maintenance, Jocelyn Ward, and one in the clerk's craft, Kadiejah Conners. We wish them the best in their future endeavors and thank them for giving their time and effort of being a union steward a try. We know being a steward can assume a lot of your time, and it is a thankless job. With that being said, we are looking for clerk stewards on tour 1 at the Oak Creek Annex, tour 3 plant, and a maintenance steward on tour 1 in the Milwaukee Plant. If interested please see your director or contact my office to see what you need to do to be considered.

Management is proposing to move two clerk start times from 6am to 5am for the Milwaukee plant. I believe this would affect clerks in automation and the flat sorter machines' work areas. If you have any questions, feel free to reach out.

We have gotten phone calls about vehicles being towed at the Oak Creek Annex. Keke is filing a grievance regarding this, because management is required to have a parking committee, and give a service talk prior to any vehicles being towed. If you have any questions or concerns about this, see Keke or contact my office.

The next GMM will be March 25, 2026 @ 7pm... I hope to see you all there. This will also be the date the new board will be sworn in as well.

Once again, thank you for all you do, and thank you for being such dedicated union members!!!

TIME AND DATE OF THE NEXT EXECUTIVE BOARD MEETING:

Griggs: Motion to hold the next Executive Board Meeting on **Wednesday, April 1, 2026**, at 8:30 A.M. In person. **Motioned Seconded. Vote Taken. Motion Passes. Unanimously**

REPORTS OF OFFICERS:

Local Business Agent, Chris Czubakowski:

As we begin a new year, we must reflect both on the progress we've made and move forward together to continue protecting our rights and earned benefits.

In 2025, we started the year with reports that the current administration was preparing to issue an executive order to move the Postal Service into the Department of Commerce, ending the USPS's independence as an agency. At the same time, Wells Fargo published a report advocating for the privatization of the Postal Service. In response, APWU members rallied on March 20 to declare "Hands Off!" the Postal Service and took to the streets in New York to protest the global financial services giant.

In late March, our collective bargaining rights were once again under attack. *The Paycheck Protection Act* (H.R. 2174) passed out of committee, which, if it becomes law, would restrict all federal and postal unions from deducting dues and other "fees or political contributions" from employee paychecks. Without our dues-checkoff authorization, the APWU would be placed under financial stress, making it challenging to provide essential services to members.

While we were fighting to preserve APWU members' rights to deduct dues out of their own paychecks, our federal pensions were threatened. On April 30, 2025, the House Oversight Committee advanced cuts to our federal benefits, including raising the Federal Employees Retirement System (FERS) contribution rate, replacing the current "high-3" FERS annuity calculation with a "high-5" calculation, and eliminating the FERS Social Security supplemental "bridge" payment. These dangerous cuts were placed into the so-called *One Big Beautiful Bill Act*.

APWU members made phone calls, attended rallies, and even flew to D.C. to send a clear message to Congress — hands off our union and pensions! Thanks to the hard work of postal workers, labor unions, and allies, our right to deduct dues and our FERS retirement benefits remain fully intact! Although we were successful in fighting against attacks on our benefits, collective bargaining rights, and

REPORTS OF OFFICERS CONTINUED:

Local Business Agent, Chris Czubakowski Continued:

even our jobs, now is not the time to rest! With the midterm elections quickly approaching this November, we must fight back against misinformation on voting by mail. We know first-hand that Vote-by-Mail is both secure and efficient, and that almost 100 million people relied on the Postal Service to process and deliver their ballots in 2024. Any attempt by the federal government to intervene in a state's ability to administer its own elections is an attack on democracy.

The fights we take on affect every postal worker and every community we serve. From protecting good union jobs to defending universal service, success comes when we take action together.

Visit apwu.org/legislative-action-center to access our new "Legislative Action Center," where you can find different ways to support our current fights, such as:

- Donating to COPA
- Calling our Legislative Hotline at 844-402-1001
- Checking your voter registration status
- Finding and joining a rally or other action
- Getting involved in your AFL-CIO State Federation or Central Labor Council (CLC)
- Finding your elected officials at the federal, state, and local level (and a meeting with them)

While we do not know what attacks we may face this year, we invite every one of you to make one important New Year's resolution: stand, work, and fight together with us in 2026!

Vice President, Larry Brown Jr.:

I encourage all members to receive, and hold onto, their notified copies and their returned copies of their 3971s when they submit or return from any type of leave. Management generates 3971s strictly for the purposes of issuing discipline and that signed copy could help your case in the event that you are disciplined. Even if a simple pay adjustment is needed, that could make your life easier. So, start holding onto your paperwork, those are your receipts.

Thank you

Treasurer, John Micei:

Gave local's financial report.

Maintenance Director, Jim Arneson:

I am requesting that all custodians make copies of their paperwork prior to turning it in to the union. There have been reports of discrepancies. We need documentation to show if this is happening.

Customer Service Director, Kenni Liggan:

With the number of reversions that management is doing at the city stations, I have requested the csv/function 4 reports for all of the city stations. Requesting these reports will assist me with staffing concerns at the city stations.

REPORTS OF OFFICERS CONTINUED:

Motor Vehicle Director, Larry Victory:

DO NOT SPEAK TO A SUPERVISOR WITHOUT A UNION STEWARD. IF A SUPERVISOR ASK TO SPEAK TO YOU PRIVATELY. YOUR FIRST QUESTION SHOULD BE. COULD THIS CONVERSATION LEAD TO DISCIPLINE. IF THE ANSWER IS YES. DO NOT TALK TO THE SUPERVISOR UNTIL A UNION STEWARD IS PRESENT. IF A POSTAL INSPECTOR IS PRESENT YOU NEED TO ASK COULD THIS LEAD TO CRIMINAL CHARGES. IF THEY SAY YES OR

REPORTS OF OFFICERS CONTINUED:

POSSIBLE. YOU NEED TO GET AN ATTORNEY AND STAY SILENT. ASK TO RESCHEDULE THE MEETING TO YOU CAN GET SOMEONE THERE TO ADVISE YOU.

We still are in need of union stewards on tour 3 or tour 1. If you are interested, see me or contact the Union Hall

At the Director's Conference I attended the following National officers spoke to the MVS Craft –

President Dimondstein's spoke of the 40% percent growth in the MVS Craft in the last 12 years. He concluded by cautioning that privatization remains "the biggest threat the USPS has faced in modern times," We need to hold everything we curtly have. Has forces attempt to sell off parts of the Post Office.

Vice President Debby Szeredy – Talk about Solidity

Omar Gonzalez- Western Region Coordinator – Encouraged the craft NOT to let management undercut the craft

Anna Smith- Organization Director- reported that MVS is the most organized Craft in the APWU

Other officers in attendance were Charlie Cash- Industrial relations, Sarah Jane Rodrigues- Health Plan Director, Liz Powell Secretary Treasurer spoke on Thursday

Michael Foster – MVS Director – Than gave his report

Mr. Foster spoke of the Contract negotiates from the now settled CBA

Management proposals –

-Wants to raise the level of contracts to \$210,000.00. currently at \$100,000. In Art 32 (Contacting work out)

-Article 32 VMF- Wants to subcontract warrant work, towing, state emission testing

-Want to eliminate Senior qualified in the VMF for Storekeeper and Lead Auto Techs. They want to change it to best qualified

-Management wants a yearly bid in PVS. Bids would only have start time and days off. Management to be able to send the drivers where every they want on a daily bias. There would be no set schedules

-PVS schedules- Want to change the workday from 8 hours within 9 hours. Changed to 8 hours within 10 hours. They want people to sit around for 2 hour lunches. If this is so

REPORTS OF OFFICERS CONTINUED:

Motor Vehicle Director, Larry Victory Continued:

-important to them, Why don't they make 4 days a week /10 hour schedules. I can't believe they want people to sit around for 2 hours on their own time

-Management wants to change language on some of the wording in Article 32

APWU Proposals

- Transfer seniority – you don't lose your seniority if you transfer
- VMF Training – all employees get training on the USPS fleet vehicles
- All new work (Pilot sites) be converted to traditional PVS assignments
- Return VOMA to MVS instead of it being Multi Craft Positions
- Ad-Hoc DSI limited to 20% or create additional Full time positions
- Have a PVS training committee to give non -CDL employees a chance to get their CDL
- Create a Level 11 Diesel Tech
- Create a Level 11 Electric Vehicle Tech
- ALL MVS positions would be upgraded by two levels, VMF and PVS. Mr. Foster the last three contracts this has been brought up. And management wants nothing to do with it. Even do they know the Drivers and techs are underpaid compared to the private sectors
- Would like to add in service testing for VMF duty assignments Would like to prohibit all subcontracting in the VMF

Mr. foster talked about 40% in MVS the past 12 years, then updated us about an Arbitrator award. We are trying to get the proper award from two large cases. Das 110 HCR and Brent 600 HCR. Management continues to fight these awards.

We are up to 10 PVO pilot sites now

- Oklahoma City
- Richmond
- Athens, GA
- Columbus, OH
- Santa Clarita, CA
- Bakerfield, CA
- Little Rock, AR
- Greensboro, NC
- Mid Florida, FL
- Lansing, MI
- Santa Barbara, Ca
- Manchester, NH

Mr. foster then updated on VMF issues DOT drug testing

READING OF COMMUNICATION AND BILLS: None
UNFINISHED BUSINESS: None

NEW BUSINESS:

Glenn Griggs: Motion to donate to COPA \$250 Raffle items for the State Convention at Lacrosse. **Motion Seconded. Vote Taken. The motion passes unanimously.**

Larry Brown: Motion to send the delegates of the Milwaukee Area Local to the Wisconsin State convention that's being held at the Chula Vista resort, April 22nd through the 24th at the Wisconsin Dells at an approximate cost of \$2,000 per person. **Motion Seconded. Vote Taken. The motion passes unanimously.**

Larry Brown: Motion to send the treasurer and the recording secretary to the Secretary Treasurer's Training Conference at the Hyatt Regency Atlanta in Atlanta, GA, April 7th through the 9th at an approximate cost of \$3,100 per person. **Motion Seconded. Vote Taken. The motion passes unanimously.**

Adjournment: Griggs: Motion to adjourn at 9:10 A.M. **Motion Seconded. Motion Passes. Unanimously.**

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Pamela Walker", followed by a long horizontal line extending to the right.

Pamela Walker, Recording Secretary