

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

FEBRUARY 2017

Volume 39 Issue 2

Breaking News: Bigfoot sightings in Wisconsin



PLUS:

2017 ELECTION VOTING GUIDE

PROCEDURES & INSTRUCTIONS PAGE 12

CANDIDATE STATEMENTS PAGE 16



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
Muskego Mukwonago New Berlin Oak Creek Oconomowoc Oakfield
Okauchee Pewaukee Plymouth Port Washington Salem Slinger South
Sussex Wales Walworth Waterford Watertown Waukesha Whitewater



**Paul McKenna
President**

Getting Involved

"...now is the time to get involved with your union."

At the January General Membership Meeting, Treasurer John Miceli presented our yearly budget to those in attendance. The 2017 budget for our local union proposes what we should spend based on projections of what our income will be. The proposed budget passed unanimously.

John gave a very detailed report with explanations of what we have spent in 2016 and where our local is financially headed for the next year. The Milwaukee APWU is very well off financially and will continue to be for years to come.

Our treasury has steadily grown for many years, and we are committed to our fiscal responsibility to our members. All of the officers and stewards have realized that our membership has shrunk over the past 10 years, but we have also cut our expenses to keep us in good financial shape.

Also at our January union meeting, it was once again time for nominations for our union Executive Board. Unfortunately, it seems that we have very few members that are interested in getting involved in our union. Out of the 13 positions on the Executive Board, only 2 are being challenged.

It's a little disheartening to see this happen. As many of our current officers and stewards get older and are beginning to see the sun set on their union positions, we need to get other members to stand up to the plate and take a swing at getting involved in union business.

We need young, fresh blood that can carry the torch for many years to come.

So I am asking that if you are at all interested in standing up for yourself and your co-workers, now is the time to get involved with your union.

We have some very talented and knowledgeable officers and stewards involved in the Milwaukee APWU, but that didn't happen overnight. It takes years to get to the point where you can feel confident of knowing the Local and National Contract. Much of this knowledge doesn't come from reading the APWU contracts or USPS handbooks and manuals that we need to know. It comes from experience.

This experience takes time. The officers and stewards are involved in enforcing the contract every day. But every one of them are willing to pass their knowledge and experience on to any member that wants to learn and fight for what the APWU has bargained for through many, many contracts over the past 40+ years.

It's like a Momma Bear teaching her young cub how to survive in the dangerous world they live in. She passes her experience on to her cub, and before long the cub can wander out on its own. But someday, Momma bear is going to leave, and that cub needs to survive on its own.

Without that teaching from Momma Bear, the cub won't survive when that mean wolf gets hungry. At the USPS, we sometimes work for that hungry wolf, and without being taught what your rights are in our APWU contract, that mean, hungry wolf of a boss is going to eat you up.



**The lesson for today is ...
get involved in your union!**





Mark Ferrari
Local Business Agent
& Health Plan Rep.

Employees under the Federal Employees Retirement System (FERS) understand that once retired from the USPS they receive an annuity (pension), their Thrift Savings Plan (TSP) and Social Security (when age eligible.) However, many do not realize they also can receive an additional retirement payment which I will explain below.

If you are covered by the Federal Employee Retirement System (FERS) and retire before you turn age 62, you may qualify for what is referred to as the FERS Annuity Supplement.

This payment is in addition to a FERS annuity payment that you receive when you retire and is designed to bridge the years between your retirement date and when you can receive social security (age 62.) It is paid until the earlier of: The last day of the month before the first month for which you would be entitled to actual social security benefits, or the last day of the month in which you reach age 62.

Sometimes people refer to the FERS Annuity Supplement as the Special Retirement Supplement or the "Social Security Supplement" be-

FERS Annuity Supplement

" Sometimes people refer to the FERS Annuity Supplement as the Special Retirement Supplement..."

cause it supplements a FERS retiree's income until they reach eligibility for Social Security. However, Social Security does NOT pay the supplement. The Office of Personnel Management (OPM) makes the FERS Annuity Supplement payment.

To be eligible for the FERS supplement, you must be under 62 years old and able to retire with an immediate annuity (pension). To retire with an immediate annuity, you must be at least 60 years old and have at least 20 years of service or if you are younger than 60 you must be at the minimum retirement age (MRA) with 30 years of service (see below.)

If you were born

Before 1948

1948

1949

1950

1951

1952

1953-1964

1965

1966

1967

1968

1969

1970 and after

Your MRA is

55

55 and 2 months

55 and 4 months

55 and 6 months

55 and 8 months

55 and 10 months

56

56 and 2 months

56 and 4 months

56 and 6 months

56 and 8 months

56 and 10 months

57

If you retire under a Voluntary Early Retirement (VERA), you would still qualify for the supplement as long as you are at your minimum retirement age (MRA)

when retiring or when you reach your MRA after retirement. However, if you receive a deferred benefit, a disability benefit or a MRA + 10 benefit you would not qualify for the FERS supplement.

For those FERS employees who have bought back their military time, please remember that while that time can be counted towards your MRA and FERS annuity, it cannot be counted when calculating the FERS Annuity Supplement.

Applying the formula used by OPM to figure out your FERS Supplement amount, take the latest estimate of what your social security payment would be at age 62 (you can get this information at ssa.gov). Then, multiply that number by your number of years in FERS and then divide that by 40.

So, hypothetically, if your current estimated social security payment at age 62 is \$1,000 per month and you have worked 30 years under FERS, OPM will divide 30 by 40 and take the result of 0.75 and multiply (\$1,000 x 0.75 = \$750 per month.)

Keep in mind that your current social security estimate is based on you working until 62.

Thus, if you retire prior to that, it would affect your final amount somewhat.

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Ferrari...

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A few other things to know about the FERS Annuity Supplement:

- ◆ Civil Service Retirement System (CSRS) employees do not receive an annuity supplement. It is solely for FERS employees.
- ◆ If you work after retirement while receiving the FERS annuity supplement, your earnings will be held to an earnings limit. Your supplement will be reduced by \$1 for every \$2 earned above the limit. The limit is \$15,720 for 2017. (Your annuity, Thrift Savings Plan and other retirement funds do not count towards the earning limit.)
- ◆ The FERS supplement does not receive a Cost Of Living Adjustment (COLA.)
- ◆ The FERS Annuity Supplement is taxed as regular earned income.

(For more information on retirement related issues you can visit *opm.gov*.)

* * *

The End of Milwaukee's Right Wing Radio Monopoly

For far too long, Milwaukee's airwaves have been dominated by five ultra-conservative talk radio hosts, none of which reflect the diversity of our community's views and opinions.

Without diverse voices on the air, Milwaukee's right-wing radio monopoly of alternative facts have played a key role in dividing our cities and suburbs, shifting public opinion to the far right, demonizing teachers and workers, and swinging our elections.

That all changed when NEWS/TALK- 1510 AM went live on February 1st, 2017.

1510 AM is one of the last independently owned radio stations in the country that is not part of a conglomerate. Their daily programming schedule includes a top notch assortment of radio hosts.

Milwaukee's own Earl Ingram Show will air 6:00-8:00AM, The Stephanie Miller Show will air 8:00-11:00AM, the Thom Hartmann Show will air 11:00-2:00PM, Wisconsin's own Devils Advocates Show will air 2:00-5:00PM, and Free Talk Live will air 6:00-9:00PM, the Leslie Marshall Show will air 9:00-10:00PM.

The mission of 1510 AM is to offer fact based political conversations that reflect the true diversity of opinion in those, rather than serving as another radical right-wing echo chamber or get-out-the-vote machine.

With a signal that reaches the whole metro Milwaukee and Madison area, 1510 AM provides progressives with a tremendous opportunity to change the political conversation and landscape in Southern Wisconsin.



Be Vigilant - and Watch out for Big Foot

by: Kathy Danek, President APWU Auxiliary

The title might seem a little crazy, but the President of the United States Donald Trump has already signed several executive orders including some we like and some we hate. Yet, in the mark of some historic legislation and executive reversals, he continues to throw up distractions – like spending two days talking about how many people were watching the inauguration. While we all listened to the press as they were under attack as being disingenuous, real action was taking place in the West Wing of the White House.

The press plays an integral role in the transparency and accountability of our nation. We must have access to true and accurate facts, and the ability of the press to check those facts, to make sure our nation is moving in the right direction. That is our individual responsibility. So, be vigilant, be aware, and be involved.

Speaking of involvement, millions of women marched on the Saturday January 21, 2017. They marched in Washington DC, Grand Junction CO, Lincoln NE, Helena MT, Portland OR, Los Angeles, New York City, Boston, Seattle and many, many more. Additionally, marches took place in more than 20 other nations and on all seven (7) continents. Heck, there was even a group marching in Antarctica. Women, men and children exercised their first amendment rights to have a peaceful protest. There were millions of people all over the world coming together to support the rights of women. Few of us realize that in 1909 women were prohibited from voting in this nation. We don't realize the profound efforts of the women who came before us to ensure our equality in this nation. There are still some cultural issues, including violence against women, pay inequity, health and reproductive issues and more. Thank you to all the men, women and children who believe that each and every one of us needs to be treated equally.

What's next? Did you protest for one day and say, "I've done my part." It takes a constant and pervasive effort to ensure real change. You must stay informed and get involved. Build a relationship with your Congressperson and Senator. Make sure they know the issues affecting us as postal and working families. Don't be afraid to make an appointment and visit with them in your local office. Send them a letter. It might be a thank you for something you can agree. It might be an issue that is important to your family. Don't wait until things are acted upon. Get involved today to help shape policy that will help our families and our postal jobs.

So here is what we need to do:

- 1- We still need to find ways to restore sensible delivery standards for the USPS. Two and three day delivery across the towns we live in is ridiculous. We have the technology and should restore the jobs to make this happen. The movement to extremely large plants did not address the inability to transport mail to and from these plants. Mail is important, it's trusted and it's our jobs.
- 2- Get involved in local politics. Policies are made at the local level. Support candidates for school board, city council, county commissioners, state senators and representatives who are labor friendly. You might walk precincts, make phone calls, put up yard signs. It is truly grass roots politics for our everyday lives. There wasn't just a massive take over in Washington DC. It happened in states and cities all over this country. Your involvement in every local, state and national election is imperative to protect and build policies that affect working men and women.
- 3- Make sure you vote in EVERY election. Work to register others to vote. Create relationships with these men and women to make sure they stay informed on working family issues. Create a calling list to get their help. Draft sample letters of support for candidates, issues and so on.

Finishing up, this is a call to action for our Auxiliary. – don't get caught looking for Big Foot while Congress votes to destroy our jobs, benefits and rights. We need each and every one of you to know the issues, share the issues and work to enact the issues that affect members of the American Postal Workers Union and all working families. Thank you to each of you for your very hard work. Our job is not finished and the work is not easy. **Together we can succeed.**



Chris Czubakowski
North Sectional Director

While many federal employees have had prior military experience the biggest question they continue to ask is, "Does it make sense for me to buy it back?" If you are a veteran and you fall into one of the following categories **YOU SHOULD BUY BACK** your military service time in order to receive credit for that time or to prevent your postal pension from being reduced when you become eligible for social security.

- Employed under CSRS and eligible for social security (40 quarters paid into social security) and your military service time was post 1956
- Became employed with the Postal Service on or after October 1st, 1982 and your military service time was post December 31st, 1956.
- Hired after January 1st, 1984 and are employed under FERS
- Veterans whose military service time was post December 31st, 1956 and are under the CSRS and are not eligible for social security at this time but plan to work in the private sector after retirement in order to acquire 40 quarters of social security, thereby becoming eligible for social security.

Military Buyback 101

"Does it make sense for me to buy it back?"

If you are a veteran and fall under one of the following categories, you **DO NOT NEED TO BUY BACK** your military service time.

- Employed under the CSRS system prior to October 1st, 1982 and military service time is prior to December 31st, 1956
- Employed under the CSRS system prior to October 1st, 1982 and military service time is post December 31st, 1956 but are not now or never will be eligible for social security

How Much Does it Cost?

Four factors determine how much you will have to pay in order to buy back your military time; you length of service, how much were you paid during your length of service, how much interest has accrued since that time and whether you are FERS or CSRS.

In order to find out how much you were paid each year you will have to get a copy of your DD-214. Take the total amount of military base pay you received and multiply that by 7% (CSRS) or 3% (FERS). Once you have that number, you will now need to account for interest.

The interest rate for buyback is different for each year. The rule of thumb is that the longer you wait to

do your buyback the more interest you will have to pay. It is not uncommon for interest to be 2 or 3 times the amount of your initial base pay. But don't worry, you will almost always get a greater benefit in your pension that what you will have to pay to buy back your time with interest.

How Much Will It Affect Your Pension?

Your Federal Pension is determined by your High-3 Salary, your Years of Service and your CSRS or FERS pension multiplier. Bottom Line, if you decide to do a military buyback it will increase the number of years in service that are used in your annuity/pension calculation. **The more years you have - the larger your federal pension.**

For example; Colton served in the Military for 3 years. Colton now is 60 years old and has 25 years of federal service. For easy numbers, lets say Colton's High-3 salary was \$100,000.

- $\$100,000 \times 1\% \times 25 \text{ years of service} = \$25,000 \text{ annual FERS Pension.}$

However, with military buyback, Colton could add those 3 years of service to the calculation.

- $\$100,000 \times 1\% \times 28 \text{ years of service} = \$28,000 \text{ annual FERS Pension.}$

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By buying back his military time and adding three years to his creditable service, Colton will now receive an extra \$3,000 a year in his FERS pension for the rest of his life.

How Can It Affect Retirement Eligibility?

Another benefit to buying back military time is that in addition to a higher retirement pension, it may allow you to retire sooner. If you're right on the cusp of retiring- buying it back will allow you to retire sooner than you thought.

How do you "buy back" your military time?

In order to start the process of buying back your military time you must call the USPS HR Shared Service Center at 1-877-477-3273 (Option 5) and tell the representative that you wish to buy back your military time. The USPS will then send you a packet which includes a form for obtaining your estimated earnings during military service. Follow the instructions in the packet for obtaining your estimated earnings and also your DD 214 (Report of Separation).

An official copy of your DD 214 must accompany your request for estimated earnings. The DD 214 must be a "Member 4" copy or one which contains character of service and time lost information. If you are unable to locate a copy of your DD 214, you will need to order an undeleted copy at <http://vetrecs.archives.gov> or complete and mail the SF180 form enclosed in the packet.

After you obtain your estimated earnings from the U.S. Military, send the completed forms back to the Postal Service's HR Shared Service Center by using the return mailing label included in the packet. If you wish to make payment for your military service, you will need to complete Section 12, Election of Payment, on PS Form 2805, *Military Deposit Worksheet* and SF 3108, *Application to Make Service Credit Payment* (instructions and forms included in packet). You may make a lump sum payment by check or money order, installment payments (\$50.00 minimum) also by check or money order, or payroll deductions (in \$5.00 increments).

When the deposit has been paid in full, your retirement computation date will be adjusted to include your military service.

* * *

As the U.S. Inaugurates its 45th President, APWU Reaches Out to Trump Administration

APWU News Bulletin 1/25/17

Donald Trump was inaugurated as the 45th President of the United States of America. After the election, President Dimondstein pledged to work with President Trump and all elected representatives to achieve the APWU's goals to defend good service, protect good union jobs and preserve our national treasure.

On December 20, 2016, President Dimondstein and APWU Legislative Director Judy Beard had a productive meeting with a representative from then President-Elect Trump's transition team. They discussed the many facets of the USPS as well as the many urgent issues facing APWU members, their families and communities.

At the beginning of the new year, President Dimondstein wrote a letter to President Trump, to continue the conversation about the fiscal challenges facing the USPS and the importance of a vibrant public Postal Service for all Americans. The letter is posted on the APWU website (apwu.org).

The Postal Service Reform Act of 2017 A Positive Step Forward

APWU Web News Article 2/07/2017

On Feb. 7, a hearing was held before the full House Committee on Oversight and Government Reform on the *Postal Service Reform Act of 2017* (H.R. 756). The legislation, introduced on Jan. 31, is sponsored by the Oversight Committee's Chairman Jason Chaffetz (R-UT) and Ranking Member Elijah Cummings (D-MD) as well as Representatives Mark Meadows (R-NC), Gerry Connolly (D-VA), Dennis Ross (R-FL) and Stephen Lynch (D-MA). H.R. 756 is very similar, but an improved version, to the postal reform legislation passed out of the committee in May 2016.

The bill addresses two serious key issues of concern: the pre-funding mandate and increasing postage revenue. Judging by the criteria that this bill will move the Postal Service towards solid financial footing, and should not place any undue burden on active members and retirees, the APWU joins its sister postal unions in encouraging the adoption of H.R. 756.

"This legislation is a necessary step to solving the disastrous pre-funding mandate that is dragging down the Postal Service," said APWU President Mark Dimondstein. "Postal reform has been a great concern to postal workers, the four postal unions, the USPS, commercial mailers and the American people for a long time. We are encouraged by the bipartisan effort to fix the financial problems currently facing the USPS while preserving good union jobs and public postal services."

'Medicare Integration'

H.R. 756 addresses the pre-funding mandate through "Medicare integration" within the Federal Employee Health Benefits Program (FEHB). It would place Medicare-eligible postal workers in Medicare Parts A, B and D. At this time, approximately 80 percent of Medicare-eligible postal workers and retirees are voluntarily enrolled into Medicare A and B. Many APWU members say that having a FEHB plan and Medicare saves them money in the long run. In addition to expanding Medicare's role as a primary payer, FEHB plans would be given access to discounted prescription drugs through an Employer Group Waiver Plan with Medicare Part D.

The bill achieves the following goals of the union:

- ◆ The program remains part of the Federal Employees Health Benefits Program;
- ◆ Medicare integration is part of the comprehensive reform bill, not a stand-alone measure;
- ◆ Medicare Part D results in no additional costs to employees and retirees;
- ◆ The Postal Accountability and Enhancement Act's (PAEA) required payments to pre-fund future postal retiree health care will be virtually eliminated by Medicare integration because it will create a huge reduction in the current unfunded liability costs.
- ◆ Whether or not they enrolled, postal employees have long subsidized Medicare, paying over \$30 billion in Medicare taxes since 1983. Postal employees, retirees and the Postal Service can realize the benefit of those contributions through Medicare integration. The APWU believes, although not perfect, this bill provides a workable route to achieve a robust future for America's Postal Service.

Postal Rate Increases

The bill restores and makes permanent half of the exigent rate increase (postal rate increase) which expired in April 2016. This would result in increased postal revenue of approximately \$1 billion annually. The APWU firmly supports a responsible rate increase to adequately cover costs and support the postal network's President Fredric Rolando testified

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on behalf of the four postal unions (the APWU, with the National Postal Mail Handlers Union and Nation Rural Letter Carriers' Association, contributed with full input to the offered testimony).

"Since 2012, [the USPS] has not been able to make the payments [for the pre-funding mandate] at all – though the expenses associated with the missed payments have continued to be recognized, driving the misleading impression that the Postal Service is failing operationally," Rolando said. "All four postal unions urge the Committee to adopt this legislation as quickly as possible. We pledge to work with all of you and our broad coalition of mailing industry partners to make this legislation a reality."

Also under consideration by the Oversight Committee is a postal companion bill (H.R. 760), introduced by Rep. Stephen Lynch, allowing the Postal Service to invest retiree health funds. Investing a portion of the tens of billions of dollars in the Postal Service Retirement Health Benefits Fund in a Thrift Savings Plan-like vehicle can help the fund keep pace with growing health care costs.

Within the next few weeks, H.R. 756 is expected to be "marked up in committee," where the bill can be amended and advanced to the full House of Representatives. As the legislation continues to be revised and works its way through Congress, the APWU will stay engaged in the process with lawmakers and staff to improve the bill every step of the way. As Congressman Connolly remarked at today's postal hearing, "Until a bill has passed and been sent to the president for signature, it's always a work in progress."

"In these uncertain times and contentious political climate, we are heartened by the bipartisan support behind responsible postal reform," said Legislative & Political Director Judy Beard. The APWU continues discussions with congressional representatives on improvements to the bill. By doing so, we continue to keep the door open to possible allies and are growing bipartisan support for comprehensive postal reform. Stay informed about the progress of H.R. 756! Sign up for legislative updates and check the Legislative & Political Department's webpage regularly.

* * *

Scott Walker and the Fate of the Union

by: Dan Kaufman, New York Times Magazine June 14, 2015

In 2010, Terry McGowan, the president of Local 139, a statewide union of 9,000 heavy-machinery operators, endorsed Walker, because he had promised to increase highway funding and build more roads. McGowan supported him again last year, but since then, he has come to reconsider.

Last fall, McGowan met with Walker, who was seeking a contribution and another endorsement for governor, at a small campaign office in Wauwatosa, outside Milwaukee. "I looked across the table at him, and I said, 'We are both God-fearing men,'" McGowan told me. "If you can tell me that right-to-work will not

come on your desk, then I will take you for your word.' He looked me in the eyes, and he said, 'It will not make it to my desk.' He was looking for a contribution, and I was looking for a commitment. We both got what we came for. He kept his, and I lost mine.

In early March, I visited Dave Poklinkoski, the president of Local 2304, an electricians' union, at his office in Madison, where he was drawing up a right-to-work-compliant union contract. "Divide and conquer, it works," Poklinkoski said. "It works real well." He dug out his iPad from under a pile of

papers and pulled up an editorial cartoon by Mike Konopacki that showed a bloodied Terry McGowan, the Local 139 president, with a sword in his back, the hilt and handle in the shape of Walker's head, labeled "R-T-W."



Tell Congress We Oppose HR 6278 (PAGE Act)

by: Thomas Benson, President of APWU Lake Geauga Area Local 1204

This bill was introduced on September 28, 2016, in a previous session of Congress, but was not enacted. It has been introduced by Congressman Todd Rokita, Republican Representative for Indiana's 4th congressional district, this bill if passed will be devastating to federal employees.

Defined in the bill is "employee", this is an extremely important thing for every Postal Union member to understand. "The term employee has the meaning given such term in section 2105 of title 5, United States Code, and includes any officer or employee of the United States Postal Service or the Postal Regulatory Commission."

Under HR 6278 all new Federal employees will considered AT WILL EMPLOYEES. At-will employment status for new Federal employees is defined as:

"Such an employee may be removed or suspended, without notice or right to appeal, from service by the head of the agency at which such employee is employed for good cause, bad cause, or no cause at all."

We at the USPS have been protected for many years and have been under the radar as Federal employees. There will be many who will say that HR 6278 does not target Postal Employees. Let me remind you that the bill was specific in defining the word employee.

" Any employee in the civil service (as that term is defined in section 2101 of title 5, United States Code) hired on or after the date that is 1 year after the date of enactment of this Act shall be hired on an at-will basis."

Brothers and Sisters, this bill targets the U.S. Postal worker. While all the attention is on President Trump, bills like this will continue to be introduced. Another very important part of HR 6278 that every Union member of not only the USPS, but all federal agencies need to be paying close attention to is:

Section 8 Limitation on official time and use of Government resources in carrying out union activities
If HR 6278 is passed it will change Section 7131 of title 5, United States Code to the following:

In carrying out any activities relating to the internal business of a labor organization (including the solicitation of membership, elections of labor organization officials, and collection of dues), an employee may not...

1. **perform such activities unless such employee is in a non-duty status; or**
2. **use any Government property (including office space or computers).**

The intent of this bill is to target USPS union members as well all federal Union members. The intent is to take Union representation and slowly choke it out. Make all new employee's AT-WILL employees with no rights or representation. This is a direct attack to all Federal employees.

It is easy to get sucked up into the news surrounding the new President and his administration, but we all need to pay attention to what Congress is doing. Remember, the Republican Party currently controls Congress and Senate. We as Union members understand that the Republican Party usually does not vote favorably on behalf of Unions. With a Republican President, the Republicans have complete control and can literally pass any bills they feel fit without any concern of the Democrats being a threat.

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You may reach your Congressman by calling 202-224-3121 and telling the switchboard operator your Congressman's name. You will be connected to your Representative's office keep your message direct, respectful and on point about your opposition to the Page Act Congress maintains statistics on the number of calls they receive.

To the employees who are still working. A few things to remember:

The U.S. Postal Service is one of the most important institutions in this country. The Postal Service is the center of the mailing industry. There are roughly 8.4 million jobs that are supported by the U.S. mailing industry. This equates to 6 percent of all U.S. jobs. More than 76 percent of the mailing industry jobs depend on the U.S. Postal Service. The mailing industry as a whole also supports \$1.3 trillion in sales revenue and an estimated, 8.6 % of the U.S. gross domestic product (GDP).

The U.S. Postal Service has recently been the victim of negative attention, from getting hacked to announcing continued multibillion-dollar deficits, yet it still enjoys the most positive image of 13 high-profile government agencies based on a Gallup pole.

The average person doesn't truly realize the effect the USPS and its employees have on their every day lives. Rather than talking badly and downgrading our place of employment, we should be lifting it up so that the general public truly understands how important the USPS is. If " We " the employees of this great institution continue to demoralize the company to the public, it will only make it that much easier for Congress to institute adverse bills such as the " PAGE " act. Although this bill (HR 6278) was introduced in the 114th Congress and referred to the House Committee on Oversight and Government Reform. The 115th Congress will more than likely see this bill (PAGE Act) reintroduced and with the House Committee on Oversight and Government Reform being chaired by Congressman Chaffetz , it's very possible that it can pass.

The members of the APWU, NALC , NPMHU and the NRLCA must educate their members as well as the public. If we fail to gain positive support , the future of the USPS and its employees will be adversely changed.

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ELECTION VOTING PROCEDURES & INSTRUCTIONS

CLERK CRAFT BALLOT

In addition to the general ballot, each member of the Clerk Craft will receive one (1) Clerk Craft ballot. The offices and candidates are as follows:

DIRECTOR NORTH SECTIONAL

Mike Schepp
Bryon Holland
Marvin Rivera

In accordance with Article 9, Section 5E of the Constitution and By-Laws of the Milwaukee Area Local, an unanimous ballot will be cast for the following unopposed candidates for the offices listed below:

PRESIDENT

Paul McKenna

LOCAL BUSINESS AGENT

Mark Ferrari

VICE PRESIDENT

Jeff Worden

TREASURER

John Miceli

RECORDING SECRETARY

Karen White

DIRECTOR MOTOR VEHICLE

Mark Krueger

DIRECTOR OF AUTOMATION

Larry Brown jr

DIRECTOR CUSTOMER SERVICE

Glenn Griggs

DIRECTOR OF MAINTENANCE

Jim Arneson

DIRECTOR OF MANUAL / MECHANIZATION

Kim Smukowski

DIRECTOR NORTH SECTIONAL

Chris Czubakowski

DIRECTOR SOUTH SECTIONAL

Greg Becker

TRUSTEE

Glenn Gittings
Kathleen Walczak

ELECTION VOTING PROCEDURES & INSTRUCTIONS

Ballots will be mailed on **Wednesday, February 22, 2017.**

If you fail to receive a ballot by **Friday, March 3, 2017**, please notify the Election Committee Chairperson, Julie Slotty-Williams or any member of the Election Committee listed on the following page.

Call the Union Hall at: (414) 273-7838 to leave a message or write to:

The Election Committee
APWU Milwaukee Area Local
417 N. 3rd Street
Milwaukee, WI 53203

INSTRUCTIONS TO VOTERS:

- 1) Mark ballots. Follow instructions for each office.
- 2) Make certain your name, address and craft appear correctly on the envelope.
- 3) If changes are to be made on the ballot or if there is trouble sealing the envelope, contact the Election Committee no later than Friday, March 17, 2017.
- 4) Place your completed ballot in the envelope marked "BALLOTS ONLY".
- 5) Seal the envelope.
- 6) Taped or stapled envelopes are not valid. Please **DO NOT** mark on the ballot envelopes.
- 7) Place envelope marked "BALLOTS ONLY" in the return envelope, then seal this envelope and mail.
- 8) All ballots must be received at P.O. Box 14457, West Allis, WI 53214-0457, no later than 5:00 p.m. March 22, 2017.

**BE CERTAIN TO FOLLOW THESE INSTRUCTIONS CAREFULLY
TO AVOID HAVING YOUR BALLOT VOIDED.**

Please Mail Early !

*APWU Milwaukee Area Election Committee
Julie Slotty-Williams, Chairperson*

ELECTION VOTING PROCEDURES & INSTRUCTIONS



Marked ballot (s) are to be placed in the above envelope marked, "Ballot Only" which is to be sealed.



The sealed envelope containing the ballot (s), are to be placed inside the stamped mailing envelope above.

- * **PLEASE MARK AND MAIL THE BALLOTS AS INSTRUCTED.**
- * **BALLOTS MAY BE HAND DELIVERED TO EAST BANK STORAGE ONLY.**
- * **BALLOTS MUST BE RECEIVED NO LATER THAN 5:00 PM: MARCH 22, 2017.**

Ballots will be counted and the election results to be announced on:
Thursday, March 23, 2017.



ELECTION VOTING PROCEDURES & INSTRUCTIONS

CANDIDATE STATEMENTS

(pages 16-18)

Each candidate running for office was invited to submit a campaign article to be printed in this issue of *The Hi-Lites*. The campaign articles were to be limited to 250 words.

Articles will appear in the same order as candidates' names appear on the ballots. The Election Committee conducted a drawing which was held on January 27, 2017 (GMM/Nomination Meeting) to determine the placement of candidates' names on the ballots. Editing for these articles were the responsibility of the individual candidates.

The opinions, positions, and endorsements contained in the candidates' articles are those of the candidates themselves. They are not considered to be official opinions, positions or endorsements of the APWU Milwaukee Area Local.



2017 ELECTION COMMITTEE

Julie Slotty-Williams, Chairperson

Cathy Bystra

Rick Bystra

Jordan Holland

CANDIDATE FOR DIRECTOR WEST SECTIONAL



MICHAEL
SCHEPP

My name is **Michael Schepp**. I am your candidate for **West Sectional Director**. My postal career extends 27+ years. I have worked the LSM, FSM, SPBS, DBCS, and manual units. I have worked at the plant and Priority Mail Center.

I have been an APWU steward for 10 years. I have represented members at the annex, plant, airport, and other areas. I have handled many cases, including some very tough and difficult cases. I have experience settling cases at Step One, Step Two and appealing sound cases to Step Three and Arbitration. I have helped members with a wide variety of issues from OT by-passes, discipline and job bidding to payroll, FMLA and many other issues. My experience is extensive. I am not afraid to tackle the tough issues and tough cases. I will work hard representing you.

As your West Sectional Director, I will work hard uniting the membership. I will work hard increasing membership in all facilities. I will work passionately protecting your rights within the contract. I will work hard protecting clerk work and ensuring APWU members are doing clerk work and not management. I will work hard for you.

The best way to accomplish this is to keep in constant contact with the membership in all facilities. I will answer your calls in a timely manner. I will visit all West Sectional facilities regularly and as often as necessary representing you. I humbly ask for and would greatly appreciate your vote for **West Sectional Director**.

Commitment...Experience...Unity



BRYON
HOLLAND

Greetings fellow union brothers and sisters. My name is **Bryon Holland** and I'm running for the office of **West Sectional Director**.

I've been an employee of the Postal Service for 29+ years and I first became a steward in September 2012.

Over the past 4 years I've had the opportunity to file grievances for a variety of contractual issues. Discipline, OT/Holiday bypasses, letters of demand, 204b violations...in fact one of my 204b cases was chosen to be the lead case in our local's arbitration, which will eventually result in our members being awarded in excess of **1 million dollars (and counting)!** I've also been successful getting "reverted" jobs reposted, in getting new positions created, and holding on to present jobs while management seems intent on cutting them!

I believe I'm the best candidate for this job because I'll be able to hit the ground running the very first day. I've known Jeff Hansen (Waukesha Postmaster) and Mike Bennett (New Berlin Postmaster) personally for many years, have a good rapport with both of them, and I believe this will help make resolving contractual disputes with them easier. In turn this should help me in my dealings with the other Postmasters of the offices I would represent. Also because my bid job is on Tour 2, I will be able to deal with any issues that may arise swiftly, and if needed, come out to the office quickly to resolve them.

I respectfully ask for your vote...

Bryon Holland – West Sectional Director

CANDIDATE FOR DIRECTOR WEST SECTIONAL



MARVIN
RIVERA

My name is **Marvin R. Rivera** and I'm currently running to be your next **APWU West Sectional Director**.

I'm a proud Marine that has had the privilege of serving this membership as an Executive Board Officer and Steward for eighteen of the twenty years I've been employed at the Postal Service. I believe in a daily commitment to hard work and improving the working conditions of all Union Members; PSE and Career. I also possess a proven track record of being approachable and timely when addressing and resolving the issues of our membership.

During the last few years I have sought out new opportunities to hone my skills and knowledge prior to running for this position. I was appointed City Station Steward by Customer Service Director Glenn Griggs and selected by North Sectional Director Chris Czubakowski to represent members at the North Sectional offices. This experience is the reason why I am the only candidate in this race to be endorsed by the current West Sectional Director/Vice-President Elect Jeff Worden.

I intend to utilize all the knowledge and experience I have gained to address issues and negotiate resolutions that are unique to Associate Offices. I am committed to establishing an APWU presence in your workplace and assure you that I will be a responsible and accountable leader.

With the serious challenges ahead, it is imperative that members elect a qualified candidate who is ready to go on day one.

I am that candidate! Thank you for your consideration.

RETIREE SOCIAL...

The retirees hold monthly meetings at the Union Hall (417 N. 3rd Street) on the second Thursday of every month from:

1:00 – 4:00 PM.

All retired APWU members are invited to share the food, refreshments, card games, and conversation.

AMERICAN POSTAL WORKERS UNION Milwaukee Area Local, AFL-CIO PO Box 1995 Milwaukee, WI 53201

The *Hi-Lites* is the official publication of the Milwaukee Area Local, affiliated with the APWU, the AFL-CIO, and the Postal Press Association.

Any articles or items intended for publication herein must be signed. The author's name will be withheld upon request.

Opinions expressed in *The Hi-Lites* are not necessarily those of the editor, the Milwaukee Area Local, or its elected officials.

Articles that are libelous or defamatory will not be published. Articles submitted should deal with issues rather than personalities.

The Deadline for submitting articles for publication in *The Hi-Lites* will be the day of the GMM prior to the month of intended publication.

This deadline will remain constant unless notification is given by the editor. All articles submitted for publication will be published as is, except for punctuation and spelling corrections.

Communications should be addressed to:

Editor, The Hi-Lites
PO Box 1995
Milwaukee, WI 53201



Jeff Worden
West Sectional Director

We all need to be more active throughout the next 4 years. With the recent elections behind us we not only have a Republican President but also a host of anti union millionaires, and CEO's filling out his aptly titled "SWAMP CABINET".

With the Senate and Congress both with Republican majorities, we will have our work cut out for us. There will be those who will say "what can we really do?" My answer is "a lot"! Back in the 1980's the USPS thought it would be a good idea for the SEARS CO. to sell stamps and other postal products/services.

The APWU National was right there and right on it from the start. Joining postal workers were people from other unions and those not even affiliated with a union. In unison, we all demanded that Sears STOP doing postal services at all their locations. Thousands of people even went as far as to cut their Sears credit card (s) in half!! These people then sent those cards to the CEO of Sears. Voila!! Sears finally ceased the practice of providing postal services at their Sears stores.

Just recently, the STAPLES stores stopped their attempt to offer postal services from untrained, non-postal

The Next 4 Years

"We must be more active by writing/e-mailing our elected officials. "

employees. Fact is, the decision to stop just didn't happen out of any good heartedness on behalf of the CEO. It was because postal workers and many others took the time to put pressure upon the company. Yes, putting pressure on them stopped them from doing postal services.!!!

Yes, I agree there are thousands of places that sell stamps and I agree that it would be GREAT if ONLY the USPS sold stamps. The problem facing us is when these non-postal businesses try to offer services that only trained and qualified postal employees should be performing.

This is what takes away from the

safety and sanctity of the mail. Let's face it, you wouldn't want your car fixed by an untrained/unqualified mechanic...would you?

We must be more active by writing/e-mailing our elected officials. Of course, another good thing to consider is donating to COPA and becoming active with the local legislative committee. The next 4 years will, in no means, be a "cake walk". We are going to have to write/e-mail as needed, as well as help with info-picketing and phone calling when needed.

We have been through a lot but, we CAN and WILL prevail IF we stand in alliance as one...as a union!

TALKIN' SHOP

APWU Q&A on FACEBOOK

Charles Smith, State President of Washington APWU has created a closed Facebook Group called "APWU Q&A". This group has become a valuable social media tool for many APWU members, stewards and officers that need answers to questions. The group is open to APWU members and primarily only allows answers that are supported by citations from the CBA, ELM, JCIM, etc. Conjecture, thoughts and opinions are more than likely to be deleted (unless they are on point). Like the grievance procedure, the group is interested in the fact not argument.

Miscellaneous comments that don't provide direction or answers will be deleted as will any comments that criticize the union or any of its representatives.

Check it out. Ask a question. Get an answer.

LABOR'S LADEL



Bigfoot Bundt Cake

Bigfoot Bundt Cake

(serves 10)

Ingredients:

- pre-made chocolate cake
- 3 cups all-purpose flour
- 1/2 teaspoon baking powder
- 1/2 teaspoon baking soda
- 1/2 teaspoon salt
- 1 cup (2 sticks) unsalted butter
- 2 cups sugar
- 3 eggs
- 1 cup buttermilk
- 1 teaspoon vanilla

Directions:

Cut out pieces of the chocolate cake using the Bigfoot cookie cutter. Set aside.

Preheat the oven to 350 degrees.

In a bowl whisk together the flour, baking powder, baking soda and salt. Set aside.

In the bowl of an electric mixer, cream the butter and sugar, then add the eggs one at a time until combined.

Alternate the flour mixture with the buttermilk and vanilla just until combined.

Generously grease a bundt pan. Pour a layer of batter along the bottom of the pan, then place the Bigfoot cake pieces *upside down*, randomly around the cake pan. Carefully pour in the rest of the batter over and around the cake pieces until they are just covered.

Place the filled bundt pan on a baking sheet (in case of spillage) and bake for 1 hour or until a skewer test comes out clean.

Let the cake cool in the pan until the pan is cool to the touch, then turn the cake out onto a wire rack to cool completely.

Slice the cooled cake to reveal the hidden Bigfoots.



*<http://nerdist.com/bigfoot-bundt-cake>