

USPS Reports First Quarter Fiscal 2019 Results

*Revenue of \$19.7 billion, up 2.9 percent over the same quarter last year.
Net loss of \$1.5 billion Return to financial stability requires legislative and regulatory changes,
along with aggressive management actions*

WASHINGTON — The U.S. Postal Service reported total revenue of \$19.7 billion for the first quarter of fiscal 2019 (October 1, 2018 - December 31, 2018), an increase of \$553 million, or 2.9 percent, compared to the same quarter last year.

First-Class Mail revenue declined by \$81 million, or 1.2 percent, on a volume decline of 428 million pieces, or 2.8 percent, compared to the same quarter last year. Meanwhile, Marketing Mail revenue increased by \$218 million, or 4.9 percent, on volume growth of 1.0 billion pieces, or 4.8 percent, compared to the same quarter last year. Shipping and Packages revenue increased by \$516 million, or 8.7 percent, on volume growth of 93 million pieces, or 5.4 percent, compared to the same quarter last year.

Total operating expenses were \$21.2 billion for the quarter, an increase of \$1.6 billion, or 7.9 percent, compared to the same quarter last year. Excluding the impact of the \$621 million non-cash workers' compensation expense increase resulting from changes in interest rates and actuarial assumptions, operating expenses would have been \$20.6 billion for the quarter, an increase of \$939 million, or 4.8 percent, compared to the same quarter last year. The remaining operating expense increase was largely driven by increases in compensation and benefits of \$657 million, due to additional hours and contractual wage adjustments, and transportation costs of \$207 million, due to higher fuel costs and highway contract rate inflation.

The net loss for the quarter totaled \$1.5 billion, an increase in net loss of nearly \$1.0 billion compared to the same quarter last year.

Financial Briefing

Postmaster General and CEO Megan J. Brennan and CFO and Executive Vice President Joseph Corbett hosted a telephone/Web conference discussing the financial results in more detail at 11:30 am ET on February 8, 2019, it was open to news media and all other interested parties.

"We continued to drive growth in our package business and expanded use of the marketing mail channel during the quarter. Nevertheless, we face ongoing financial challenges. We remain focused on aggressive management of the business, legislative reform, and pricing system reform, all of which are necessary to put the Postal Service on firm financial footing," said Postmaster General and CEO Megan J. Brennan. "Our nation is best served by a financially sustainable Postal Service that can invest in its future and meet the evolving mailing and shipping needs of the American public."

The controllable loss for the quarter was \$103 million, compared to controllable income of \$353 million for the same quarter last year.

"Overall volumes increased this quarter driven primarily by growth in Marketing Mail and our package business, which resulted in total revenue growth of \$553 million," said Chief Financial Officer and Executive Vice President Joseph Corbett. "This growth was offset by increased work hours and related salaries and benefits, increases in transportation costs due to these higher volumes and the continued focus on meeting customers' needs."

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First Quarter Fiscal 2019 Operating Revenue and Volume by Service Category Compared to Prior Year

The following table presents revenue and volume by category for the three months ended December 31, 2018, and 2017:

(revenue in \$millions; volume in millions of pieces)	REVENUE		VOLUME	
	2018	2017	2018	2017
SERVICE CATEGORY				
First-class mail	\$6,623	\$6,704	14849	15277
Marketing mail	4665	4447	22045	21045
Shipping & Packages	6461	5945	1818	1725
International	724	771	253	279
Periodicals	311	336	1198	1314
Other	927	949	87	90
TOTAL operating revenue and volume	\$19,711	\$19,152	40,250	39,730

Selected First Quarter Fiscal 2019 Results of Operations and Controllable (Loss) Income

This news release references *controllable (loss) income*, which is not calculated and presented in accordance with accounting principles generally accepted in the United States (GAAP). Controllable loss is defined as net loss adjusted for items outside of management's control and non-recurring items. These adjustments include workers' compensation expenses caused by actuarial revaluation and discount rate changes, and the amortization of Postal Service Retiree Health Benefits Fund (PSRHBF), Civil Service Retirement System (CSRS) and Federal Employee Retirement System (FERS) unfunded liabilities.

The following table presents selected results of operations and reconciles GAAP net loss to controllable (loss) income and illustrates the (loss) income from ongoing business activities without the impact of non-controllable items for the three months ended December 31, 2018, and 2017:

(results in \$millions)	2018	2017
Operating Revenue	\$19,711	\$19,152
Other revenue	6	12
Total Revenue	19717	19164
Total Operating Expenses	21226	19666
Interest and investment income (expense) net	(28)	(38)
Net Loss	(1537)	(540)
PSRHBF unfunded liability amortization expense	275	297
Change in workers compensation liability resulting		
From fluctuations in discount rates	505	-
Other change in workers compensation liability	55	(67)
CSRS unfunded liability amortization expense	360	434
FERS unfunded liability amortization expense	239	229
Controllable (loss) income	(103)	(353)



John Miceli
Treasurer

Dear TSP Participant, I'd like to begin this year's letter by welcoming the hundreds of thousands of new participants who joined the Thrift Savings Plan in 2018 as newly hired federal employees and as members of the uniformed services' Blended Retirement System (BRS).

You are among the over 5 million participants who are saving for retirement with one of the largest and lowest-cost defined contribution plans available. And whether you're new to the TSP or you've been with us for years, I invite all of you to pay particular attention to some of the things that can help you reach a comfortable and secure retirement.

Stick to your plan

Last year we experienced a few significant dips in the markets, and times like those can be hard to navigate. One thing to remember is that investing for retirement requires a long-term view. Rather than reacting to short-term market movements, you need a plan that guides your savings and investment decisions and will help you reach your unique retirement goals.

Once you make a plan, stick to it and you'll be in a better position to manage the markets' ups and downs. If you're not sure where to start, take a

A Message From The Executive Director

"TSP.GOV"

look at our Lifecycle Funds. The investment mix of each L Fund is designed to strike a balance between taking risks and receiving potential rewards.

Validate your information

We take steps to keep your account secure, but you also play an important role in protecting your account. One way you can do this is by providing and validating a non-work-related email and phone number when you call the ThriftLine (more about the ThriftLine below) or visit tsp.gov.

You can add or update your email addresses and/or a phone number in "Profile Settings" in My Account. To serve you faster and more securely, we're making more transactions available online. You'll be able to complete some requests through My Account quickly and accurately rather than have to find, download, and mail in paper forms. You can prepare for this transition now by making sure that you know your TSP account number (or customized user ID) and your password, and that you've logged in to My Account to add and validate your contact information. You should also confirm that your mailing address is up to date.

If you're an active employee, you can contact your agency or service to make changes to your address. If you're separated, you can change your address on tsp.gov by logging into My Account and selecting "Profile Settings."

Meet the match

If you're in FERS or BRS, getting the most out of your agency's or service's match is one of your most important "must-do" retirement planning strategies. You could be missing out on thousands of dollars in matching funds from your agency or service over time if you're not contributing at least 5%. But getting the full agency or service match is just the beginning. Increasing your contribution amount each time you get a pay raise could increase your retirement savings by tens of thousands of dollars over time. An increase as little as 1% could make a big difference.

Use your resources

Whether you need help with a transaction, want to understand the TSP better, or would like assistance with your account, we're here for you.

TSP courses

We offer free courses taught by our TSP training experts. If you're an active participant, ask your agency or service for details.

ThriftLine

The toll-free ThriftLine is our automated telephone service. You can find information such as Plan News, share prices, and loan and annuity rates. You can also speak with one of our Participant Service Representatives (PSRs) by pressing 3 when you call.

Our PSRs can answer your questions about loans, contribution allocations,

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interfund transfers, beneficiary designations, and withdrawals. You can also use your TSP account number and Thrift-Line PIN to access your account and complete certain transactions.

Secure Message Center

You can send us a message, and a TSP representative will answer it. Just log into My Account and click on “Message Center.”

See What’s Coming...

Withdrawal options

Later this year, we’ll offer new withdrawal options. You’ll be able to:

- take more than one in-service, age-based withdrawal;
- take monthly, quarterly, or annual installment payments (if you’re a separated or beneficiary participant) and make changes to those payments at any time during the year;
- request partial withdrawals while receiving installment payments; and
- make withdrawals from your traditional TSP, Roth TSP, or from both proportionally.

The new options are part of the TSP Modernization Act of 2017 and will provide you more flexibility for accessing your retirement savings.

Lifecycle (L) Fund changes

I mentioned the L Funds earlier in this letter. They provide a mix of everything from short-term U.S. securities to index funds that are made up of domestic and international stocks. They automatically adjust based on the future date at which you expect to start withdrawing your money.

Effective in January 2019, we began making adjustments to the L Funds in an effort to improve outcomes for participants who invest in them. To learn more about the changes, visit the “Bulletin Board” on our tsp.gov home page. To see how the adjustments work, visit the “Lifecycle Funds” section.

A new tsp.gov

Our website is getting a makeover. More on that in the next issue of Highlights. And speaking of Highlights, this newsletter will soon be going digital. Stay tuned. Please know that we listen to your feedback and consider your input when we make Plan decisions. My goal is to ensure that we serve you and your beneficiaries well.

Sincerely,
Ravi Deo Executive Director

TSP Website: tsp.gov
ThriftLine: 1-877-968-3778





Jeff Worden
Vice President

Even though the 2018 Mid-Term elections were very good for Democrats, we still have to worry, not only about a republican president; but a host of millionaires, CEO's and anti-union people (even though it seems that another person is fired every other day) in President Donald Trump's cabinet.

While the Congress is NOW majority Democrats the Senate is still majority Republicans! It is obvious that we will still 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 throughout ALL SEARS Stores across the country.

The APWU National was right there, right on it from the start, there were NOT ONLY postal workers but people from other unions and of course people not even affiliated with a union that asked/told Sears to 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, and

Get Active, It's Your Future

"...what can we really do?"

voila! Sears *ceased* the practice of providing postal services at their Sears stores.

Just a few years ago, the STAPLES stores stopped their attempt at trying to offer postal services from untrained, non-postal employees.

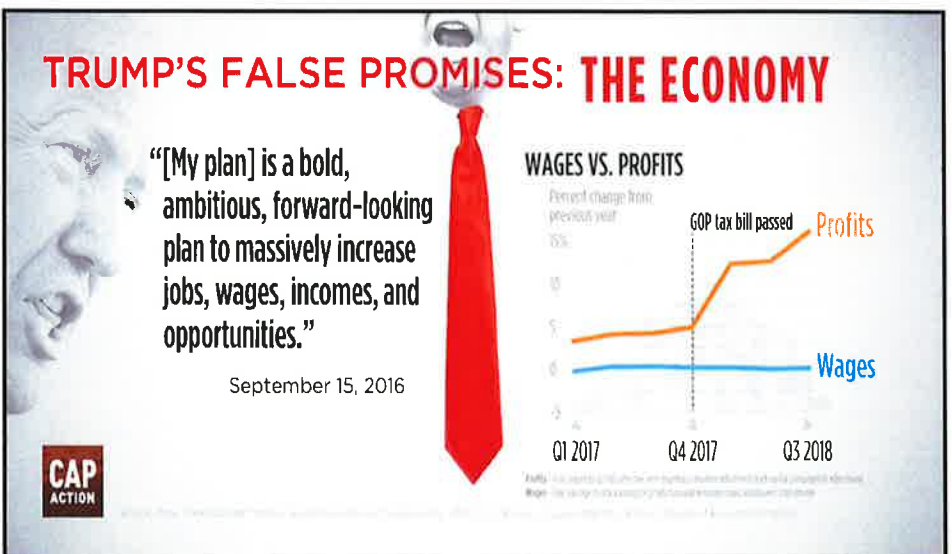
Fact is, these decisions to stop just didn't happen out of the "good heartedness" of these CEO's. It was because of YOU, the postal worker, union members, union workers from many other unions, other groups/organizations and yes...the public in general by Putting the pressure on STAPLES to stop doing 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, it starts to take away postal jobs and it takes away from the safety and sanctity of the mail. Let's face it, you wouldn't want your car fixed by an untrained mechanic, would you?

We must be more active by writing/e-mailing our elected officials. Of course, a good start is by giving to COPA and of course being active with the local legislative committee. These next 2 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!

Take Care.





Jim Arneson
Maintenance Director

With the winter season upon us, the custodians at the stations should be noting how often they have to mop both the lobby and the workroom floor.

Upper management is under the premise that, even during winter, we only mop the lobby three days a

week and never mop the workroom floor. So please make a calendar and write down the dates and times that you do mop these areas.

With the new contract arbitration coming up, now is the time to submit resolutions to change or add language to the LMOU. Many times, maintenance is in the forefront in getting benefits and upgrades included in the negotiations.

Lastly, I have been hearing more and more that MM7s are providing

Negotiations

"...time to submit resolutions to change or add language to the LMOU."

area assurance. While it is within the job description of the MM7 to replace gates, belts, etc. It does not include troubleshooting. So if a jam keeps occurring at the same place, the removal of the jam could be MM7 work but the actual finding the cause of the repeated jams would be higher level.

As has been stated in the past, this is not to say that an individual MM7 could not figure this out, but that the agreed upon wage compensation for

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APWU Representatives Meet to Discuss Safety Issues

APWU News 2/01/2019

APWU Regional Safety and Health Representatives, Regional Coordinators, and National Officers responsible for the flow of workplace safety programs recently met over two days at headquarters, where they discussed APWU's *Stand Up for Safe Jobs* campaign and prepared to go into the field to present training on the campaign, and safety in general. Each APWU region has at least one member in the field, a Safety and Health Representative, who is appointed to help states and locals with safety issues that affect workers. "These area safety representatives are dedicated to safety in the workplace," said Industrial Relations Director Vance Zimmerman. "They are trained - and OSHA certified - in a variety of safety topics, and are experienced with dealing with the Postal Service in safety related matters. Locals should not hesitate to contact them with any safety related questions they have."

In Fiscal Year 2018, across all crafts, there were 42,749 postal employees who reported and had claims for injury or occupational disease accepted. The Postal Service once again is the most dangerous place to work in the U.S. Government. (Bureau of Labor Statistics Data). "Every employee has the right to go to work in a safe environment and return home to their families at the end of the day uninjured," said President Mark Dimondstein. "Although management is ultimately responsible for a safe work environment and ensuring the employees are not hurt, the employees can and should organize and together demand their right to a safe work environment."

Any state organization who would like to have a Regional Coordinator and Regional Safety Representative come in and provide training to a state meeting or convention can request this through their Regional Coordinator. They are eager to help all members *Stand Up for Safe Jobs*.

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 MANUAL / MECHANIZATION

Trenton Canady
Nikki Anthonasin

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
Chris Czubakowski

TREASURER
John Miceli

RECORDING SECRETARY
Pam Walker

DIRECTOR CUSTOMER SERVICE
Glenn Griggs

DIRECTOR NORTH SECTIONAL
Jeff Worden

DIRECTOR SOUTH SECTIONAL
Greg Becker

DIRECTOR WEST SECTIONAL
Marvin Rivera

DIRECTOR OF AUTOMATION
Larry Brown jr

DIRECTOR MOTOR VEHICLE
Mark Krueger

DIRECTOR OF MAINTENANCE
Jim Arneson

TRUSTEE

ELECTION VOTING PROCEDURES & INSTRUCTIONS

Ballots will be mailed on **Wednesday, February 27, 2019.**

If you fail to receive a ballot by **Friday, March 8, 2019**, 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 22, 2019.**
- 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 342236, Milwaukee, WI 53234-2236, no later than 5:00 p.m. **March 26, 2019.**

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

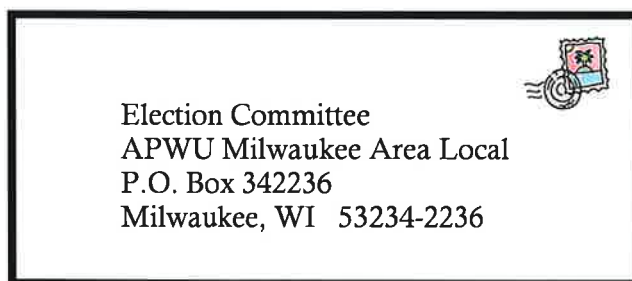
Please Mail Early !

APWU Milwaukee Area Election Committee

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 26, 2019.

**Ballots will be counted and the election results to be announced on:
Wednesday, March 27, 2019.**



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 28, 2019 (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.



2019 ELECTION COMMITTEE

Julie Slotty-Williams, Chairperson

Cathy Bystra

Rick Bystra

CANDIDATE FOR DIRECTOR MANUAL / MECHANIZATION



**TRENTON
CANADY**

Hello, Union Brothers and Sisters members, for the ones of you who does not know me my name is **Trent Canady**. I'm a Marine Veteran and a current tour-3 steward. And I'm honored to have been nominated for Director of Mechanization/Manual. I have worked for the Post Office for over 28 years and have been a proud Union Member my entire career. I have been a steward and/or Union Officer for over 20 years. As a steward I have filed hundreds of grievances in both the Customer Service areas, which include city stations, Bulk Mail, Main Office Window, and Associate Offices, And in Processing and Distribution areas of Automation, Flat Sorters, Express and Expediters. I have also been successful filing grievances for Removals in other crafts such as Motor Vehicle and Maintenance. Also, I have sat on the Executive Board as Director of both the North and South Sectionals and have been active on numerous Union Committees such as the Budget, Legislative, Organizing etc...

I have been trained on the Articles of the Contract, OIG and the Postal Inspectors, OWCP, the Elm and the other handbooks and Manuals that governs the Post Office.

With such an uncertain future of the Post Office. As your Director I would bring the needed

Leadership, Dedication and Experience.

Help Me, Help You by VOTING
TRENT CANADY for Director
Mechanization/Manual



Chris Czubakowski
North Sectional Director

Many employees, including PSEs are consistently not being paid properly for the Travel Time and Mileage. In this article I intend to explain the differences between Travel Time Pay and Mileage Pay and how you qualify for each.

* Travel Time Pay is the total time it takes to travel from your home to an office that is not your home (employing) office and back home again. Travel Time Pay time must be added to the time you actually worked that day. Your Postmaster or Manager at your home (employing) office must enter this additional Travel Time Pay on your timecard for the day in question.

NOTE: Travel Time Pay only applies when you travel to an office that not is part of your "normal commuting area". When there have been disagreements between the parties regarding what constitutes a "normal commuting area", arbitrators have consistently asked, "would I see a cow or cornfield on the drive?" **If so, it's not considered a normal commuting area.**

* Mileage pay is the total miles you traveled to any office to work or train, and back home again, that is not your home (employing) office minus your normal round trip com-

mute from home to your (employing) office and back home again. Your home office Postmaster or manager must set you up in the office computer so you can go on eTravel and submit your mileage for payment. After you submit your miles the Postmaster must go in the computer and authorize the payment and the payment will be in your next paycheck.

The situations where travel time pay and mileage pay are normally used are for orientation, POS/Window Training, Rights/Benefits Training (when a PSE is converted to career) or when a PSE or PTF loans to work in another office - either voluntarily or involuntarily. If you volunteer to loan out you do not lose your right to Travel Time Pay! We have found that PSEs and PTFs are potentially losing thousands of dollars of pay because they are not being paid this travel time or mileage.

Example for TRAVEL TIME pay;

You are told to report to Downtown Milwaukee for orientation for 2 days. You go on Google Maps and enter the address from your home (employing) office to the Downtown Milwaukee Post Office and find out that it is 37 miles and 37 minutes. Your travel time is one hour and fourteen minutes (37 miles x 2). This total is to be added to your work hours for each day you are in orientation for you to get paid. Using the USPS Time Con-

Travel Time & Mileage Are You Getting Paid?

"It is important you always submit for this pay if you are eligible."

version Table (TCT), if you normally started your day at 0750 and finished at 1600, your new start time would be 37 minutes (62 units TCT) earlier at 0688. Adding 37 minutes to the end tour would be 1662. So, your schedule for the day should read 0688-1662. This would result in your total time for the day being increased by 1 hour and 14 minutes more.

You must make sure that your Postmaster or manager approves your mileage in eTravel and also adds your Travel Time to your timecard. The only way to know if it is done is to ask. If it is not done the same day or next please contact a Union representative.

Travel time pay and mileage pay in some cases can result in hundreds if not thousands of dollars being owed to you. It is important you always submit for this pay if you are eligible. As with anything, your circumstances may or may not fit the examples listed in this article so it is always important to call the Union to investigate.

Example for MILEAGE pay;

Round trip mileage to and from your HOME residence to WORK (employing office) is 2.6 miles. Round trip mileage to and from your WORK (employing office) to your orientation in Downtown Milwaukee is 74 miles. Your mileage pay is 74 miles MINUS your normal commute of 2.6 miles. You get paid 71.4 miles. This must be entered in eTravel in order to get paid.



Greg Becker
South Sectional Director

Recently, at the Sales & Service (window) training Union module, I was asked a question by a PSE Clerk. The Union module/segment is one of the segments required when a clerk is training to become a Sales, Service (SSA) or Sales, Service/Distribution Associate (SSDA). The PSE's question was about the Uniform Allowance...so I decided to write an article on this topic for others that have questions.

As most career PTF's and FTR window Clerks know, once you qualify on the window and become a window Clerk, you are required to wear a "Type 2" uniform. Your Postmaster/Manager/Supervisor is responsible for applying for the Clerk's uniform allowance. The wait is normally 4-6 weeks until you receive a Citibank purchase card to use at authorized vendors (three in the Milwaukee Area).

In the meantime, management can provide you with approved apparel, but cannot force a window clerk to purchase anything out of pocket without reimbursement.

The APWU contract mandates an annual allowance for 2019 of \$199 per annum and an additional credit of \$23 for a newly eligible employee

Your Uniform Allowance

"...management...cannot force a window clerk to purchase anything out of pocket without reimbursement."

entering the regular uniform program as a career employee. Management must also provide you with a "Letter of Authorization" to give to the vendor (along with your photo ID). Note that you receive the adjusted amount per the contract on your anniversary date on or after May 21, 2018. For the purposes of your uniform allowance, your "anniversary date" is defined as, "Allowances take effect on the earliest date an employee is required to wear the uniform following completion of the 90-day probationary period."

The APWU has recently negotiated additional benefits for our PSE's. Along with new overtime rules and enhanced payments toward healthcare by negotiation with the USPS that went into effect in October, 2018, the APWU has negotiated an increase in the uniform allowance for eligible PSE 81-4's that work the window.

This settlement agreement between the APWU and USPS RE: Workforce Benefits Fund, case # Q10C-4Q-C 15215794 further benefits PSE's...

whereas PSE's who meet the following criteria will receive "the same allowance as provided to eligible career retail clerks per Article 26.2 of the National Agreement if the following criteria are met:

- Completed ninety (90) work days, or have been employed for one hundred twenty (120)

calendar days, whichever comes first;

- Successfully completed required training; and
- Meet the requirements of the ELM, Section 932.11.g, which includes, "Retail personnel... whose official assignment at a retail counter is for a minimum of 4 hours daily for 5 days a week on a continuing basis or for not less than 30 hours a week."

Any PSE who has received an allowance of up to \$126 under Article 26.4 of the 2015-2018 National Agreement will receive the difference between the new allowance and the allowance previously received for 2018.

Furthermore, PSE's will receive the additional credit authorized by Article 26.2B with their first uniform allowance following conversion to career status. Keep in mind that if a PSE is assigned to a different job title and/or no longer meets the requirements in the Employee and Labor Relations (ELM) Manual 932.11.g, stated in part (c) above, he/she will no longer be eligible for the uniform program.

There are 3 categories in the work clothing program called the Uniform, Work Clothes, and Contract Uniform program. Amongst these programs are 6 "types" of work clothes, including for Motor Vehicle, Vehicle maintenance, Maintenance, Custodial Maintenance, etc.

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The purpose of the Uniform program is:

- To provide immediate visual identification with the Postal Service to the public.
- To protect an appearance to the public that is neat, professional, and pleasing.
- To help develop in the employee a feeling of esprit de corps.
- To meet standard professional practices (doctors, nurses, etc.).

In accordance with the ELM 931.261...Postal employees are responsible for being adequately and properly dressed for duty. Furthermore, uniformed employees are responsible for conforming with all uniform regulations provided management make all rules and regulations governing uniform clothing and accessory purchases readily accessible to all employees and vendors per the ELM 931.261 and 931.25.

Additionally, the ELM states that, "Employees temporarily assigned to light duty assignments, OWCP absences, extended sick leave, or higher level detail for a period of 89 days or more that does not require wearing a uniform have their uniform allowance suspended for the time they are on this assignment,...". Employees on LWOP or military leave in excess of 1 year will receive a new anniversary date upon return to duty and pay status in a uniformed status.

I hope this article answers some of the questions you may have about the uniform allowance. Contact me if you have questions about this or any other matter. Thank you.

* * *

Reps. Connolly and Graves Reintroduce Legislation to Preserve 6-Day Postal Delivery

POSTAL REPORTER

1/17/19 Representatives Gerry Connolly (D-VA) and Sam Graves (R-MO) introduced a bipartisan House Resolution to preserve six-day mail delivery, including Saturday delivery, by the U.S. Postal Service (USPS).

H.Res. 54 expresses the sense of the House of Representatives that the USPS should take all appropriate measures to preserve a vital component of our Nation's long-standing Universal Service Standard, Saturday Mail Delivery. A similar Graves-Connolly resolution introduced in the 115th Congress had broad bipartisan support with 258 cosponsors.

"Time and again Congress has shown that it would not support cutting mail delivery from six to five days, and for good reason," said Congressman Connolly. "Eliminating a critical competitive advantage like Saturday mail delivery would kick off a vicious cycle of increasing volume reductions, service standard degradation, and customer alienation. It would be foolish for the administration to relitigate this debate."

"Millions of Americans depend on the Postal Service to be their lifeline to the outside world," Congressman Graves said. "Rural areas, like much of North Missouri, would face devastating effects from eliminating six-day mail delivery. Small businesses could be forced to endure costly delays in delivery, which would result in lost revenue. Individuals could miss paying bills or receiving necessities they've ordered like prescription medication. There's no doubt that the USPS needs to make changes to be viable, but it's critical that they maintain six-day delivery for the health of our rural communities."

Labor History Milestones

(This article first appeared in the January-February 2017 issue of The American Postal Worker magazine)

January 5, 1869 – The nation’s first labor convention of black workers was held in Washington, DC, with 214 delegates forming the Colored National Labor Union (CNLU). It was less than four years after the end of the Civil War and black workers were barred from being members of other unions. Nevertheless, they sought to improve their working conditions. The union consisted of a variety of occupations, including mechanics, engineers, artisans, tradesmen and tradeswomen, all seeking equal representation in the workforce. Notable members included Frederick Douglass, who was elected union president in 1872. His newspaper, *The New Era*, was the official publication of the CNLU.

January 11, 1912 – The Industrial Workers of the World (IWW) organized the “Bread & Roses” textile strike of 23,000 workers, including immigrants from many different countries, in Lawrence, MA. A new state law changed the work week from 56 hours down to 54 hours per week. The mill owners docked the pay of the workers for the lost two hours, while at the same time speeding up the looms to make up for lost production. Textile workers walked off the job shouting “Short pay!” when they realized their weekly pay was cut.

Workers demanded a 15% wage increase, double pay for overtime work and a promise of no retaliation against the strikers. The community rallied around the strikers. The story of the “walkout went viral in newspapers around the country, American laborers took up collections for the strikers and local farmers arrived with food donations,” wrote author Christopher Klein (*The Strike that Shook America, History.com*). To help sustain the strike and its mass picket lines, families sent hundreds of their children out of Lawrence to New York and other states, where they stayed with family members or sympathetic working families.

Almost two months later, on March 2, a Congressional committee began hearing testimony about the strike after U.S. President Taft was compelled by the determination of the strikers to investigate. The testimony of the men, women and children about their brutal working conditions and small pay moved the legislators. The mill owners settled shortly afterward, on March 14. Strikers received all they asked for, and with their victory raised the standard of living for workers across the country. By the end of the month, 275,000 textile workers in New England saw increases in their pay as other industries followed to avoid strikes from their own employees.

February 16, 1926 – Twelve thousand New York furriers belonging to the International Fur and Leather Workers Union began a 17-week strike. Strikers varied in background, including people of Italian, Jewish, Greek and African-American heritage, but they knew that by acting together they were in a better position to bargain and fought together for a 5-day work week with no reduction in pay.

Through the leadership of Ben Gold, strikers joined with members of various unions and allied organizations, including the New York State Federation of Labor, the Amalgamated Clothing Workers of America and the International Ladies’ Garment Workers’ Union.

With the strikers’ unity and support from allies across the state, the employers saw they could not win and finally agreed to a new contract on June 11. The contract gave an unprecedented benefit package to the workers, including an end to overtime from December through August, time-and-a-half overtime pay for half-days from September to November, a 10% wage increase, 10 paid holidays and a ban on subcontracting.

It was also the first contract the union negotiated that included a 5-day, 40-hour work week, which in turn created more jobs and less unemployment. The strike strengthened the unity between the New York City and state-wide unions for decades to come. With that solidarity, they would all soon win the benefits the furriers had gained in their collective bargaining agreements.

Why This Year's Black History Month Is Pivotal

by Peniel Joseph

2019 marks the 400th anniversary of the arrival of 19 enslaved Africans brought to mainland English North America for the first time. The Africans who disembarked in Jamestown were captives stolen first by Portuguese slave traders and then by English pirates who sold them into bondage in what would become the United States of America. This scene ultimately set the stage for more aggressive entrees into a global slave market by England and, over time, America. Jamestown, and its subsequent legacy, represents the racial origin story of what would become our nation.

The subsequent four centuries have produced a long struggle for citizenship, equality and freedom for African-Americans that continues into the present but remains rooted in the nation's original sin of racial slavery. In 2019, slavery's aftermath hovers over contemporary American race relations in deep and profoundly disturbing ways, including how textbooks attempt to ignore the unsavory parts of this history, going so far as to characterize enslaved Africans brought to American shores as "workers" in a misguided effort to sanitize this painful chapter in our national story.

Against this backdrop, Black History Month in 2019 takes on acute importance; this anniversary is a sharp reminder that our history cannot and must not be euphemized. Each February, Black History Month subverts conventional narratives of American history by centering the grandeur and travails of the black freedom struggle. Black lives mattered in 1619, to the extent that they facilitated the creation of the world's most expansive industrial and consumer economy -- riches that were built on the unpaid labor of African-Americans. While the history of black people descended from the African diaspora is global and spans millennia, 2019 is significant because the past 400 years represent a crucial, though long misunderstood and misrepresented history.

The black presence in then British North America proved to be the single most important ingredient to the creation of what would become the United States of America and the modernization of global capitalism. Racial slavery and the degradation of black lives proved to be the elixir that fostered dreams of freedom, democracy, wealth creation and the pursuit of happiness for white men. A majority of Americans still resist this history, despite the heroic efforts of pioneering black scholars and activists, most notably Carter G. Woodson, the Harvard-trained historian who founded the Association for the Study of Negro Life and History in 1915 and Negro History Week, 11 years later. Expanded to Black History Month in the wake of the Black Power Movement, its significance has grown, thanks to the explosion of black studies programs and departments at major colleges and universities.

Before the invention of "fake news," stalwarts of the defeated Confederate States of America innovated what might be called "fake history." These histories spun Reconstruction as an unfair assault on white supremacy, an attack on white womanhood, and a betrayal of democratic values that elevated unqualified blacks to elective office only to be driven out by the heroic actions of Klansmen and white supremacists. The same year Woodson founded the most venerable historical association for the study of black life in American history, D.W. Griffith released the film "The Birth of a Nation," a nakedly racist and technologically ambitious retelling of Reconstruction that cast white actors in blackface seeking to rape and assault virtuous white women only to be quelled by racial terrorists re-imagined as patriots. The film dazzled many, including President Woodrow Wilson, who screened the silent era's first cinematic blockbuster at the White House. While American presidents no longer screen such racist films in the White House, our present leader is content to traffic in contemporary racial anxieties that echo those depicted in "The Birth of a Nation" over a century ago.

Blackface and cultural nostalgia and admiration for Confederate flags, the Ku Klux Klan and other symbols of white supremacy continue to capture the American imagination, most often to the great detriment of the pursuit of racial equality and the protection of black lives. Calls for Virginia Gov. Ralph Northam to resign in the wake of allegations that he dressed in blackface are rooted in a larger reality that the nation stubbornly refuses to confront. Too many white Americans remain in the thrall of white supremacy and anti-black racism that is the direct byproduct of racial slavery and a still potent caste system that marks black bodies - by virtue of their skin color - as objects of systemic exploitation, ritualized violence and cultural derision.

The politics of racial disfranchisement that began during slavery continues into 2019 with the practice of voter suppression; it is a reflection of a society that still has yet to come to terms with its history. Black History Month remains more relevant now than ever, precisely because of its insistence on presenting an unvarnished look at American history. Yet many people seem to have either missed or purposefully ignored this important message. The good, bad and ugly parts of this history cohere in the astounding juxtapositions of racial progress alongside racist tragedies. That history, at its best, is less invested in the single heroic achievements of "Great Black Women and Men" and more concerned with the lived reality of black everyday lives, the ordinary black folk whose courage, resilience and intelligence guided the transformation from slavery to freedom and in the process helped to re-imagine American democracy.



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✓ Mailed Applications not submitted by USPS will be disqualified.

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Winning applicants will be notified by July 1, 2019.

For more information, please contact the Secretary-Treasurer's office at (202) 842-4215, or visit www.apwu.org/dept/sec-treas/stscholarships.htm.

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