



The Hi-Lites



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"Change does not roll in on the wheels of inevitability, but comes through continuous struggle. And so we must straighten our backs and work for our freedom."

- Martin Luther King Jr.

*Celebrating Black
History Month*

APWU

APWU Endorses Bernie Sanders For President



#NotMeUS!



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 S. Milwaukee
Sussex Wales Walworth Waterford Watertown Waukesha Whitewater



**Paul McKenna
President**

Over the past several years we have been talking about how important it is to write grievances up for when management violates our contract. We preach about supervisors, Carriers and Mail Handlers doing our work and how important it is to file grievances on these issues.

We also talk about filing grievances when management works 1 person to a machine. Are the grievances being filed, Sometimes, but not every time.

We preach this not to get someone free money, but to protect our jobs.

If you're not interested in saving your job, who should be?

The reason we talk over and over again about filing grievances when the contract is violated, is to make sure we maintain what we have, that we keep the jobs, so you and your family have some security in the future.

Some of you may remember and may have been affected when Milwaukee went through excessing back around 2010. We had many clerks excessed into the carrier craft

and to other cities. It was a rough time to be a clerk.

Guess what? Its happening again. The threat of excessing is knocking on our door. There have already notices been given to a few areas in the country that management is planning on excessing clerks out of their home facility. Nothing at all has been mentioned for Milwaukee or any office that we represent, but it can all change tomorrow. This is why its so important to protect jobs. If you see a contract violation, go see your steward and file a grievance on it.

***That job you save
may be your own!***

It's Happening Again

"The threat of excessing is knocking on our door."

#NotMeUS!



#NotMeUS!

Year after year, issue after issue, Senator Sanders has been on the side of Postal Workers. From fighting closures, consolidations, Staples and the anti-privatization fight, he remains on our side.

APWU Executive Board Endorses Bernie Sanders for President

APWU NEWS

*The APWU National Executive Board voted on Jan. 29 to endorse
Senator Bernie Sanders for President of the United States.*

In light of the importance of the presidential election and in response to many inquiries from members as to the union leadership's position, a number of "top tier" candidates, or their designees, were invited to address the Executive Board. Candidates who oppose the public Postal Service were not invited. "We're pleased that a number of presidential candidates have positions and have taken actions supportive of postal workers and expanding union rights. But when we judge candidates by their long-term and consistent actions, Bernie Sanders stands out as a true champion of postal workers and all workers throughout the country," said APWU President Mark Dimondstein.

"Bernie Sanders has proven he is a fierce advocate on the side of postal workers. He has opposed the closures of postal facilities and reduced service standards. He has been a leader in the fight for expanded postal financial services and was the lone senator who stopped postal privatizers from appointments to the Postal Board of Governors."

Senator Sanders' commitment to working people extends far beyond postal workers. He has a long record of walking picket lines, fighting for living wages and health care as a human right, advocating for veterans' benefits, promoting expansion of social security and opposing every job-killing trade deal like NAFTA. Because of his record, Senator Sanders is now rated as the most popular senator.

The positions of the Sanders campaign align with the APWU's core principles of social and economic justice for all, as expressed in our union Constitution and by delegates to our national conventions.

In a speech to APWU convention delegates, Sanders displayed his long and passionate commitment to the public Postal Service and opposition to all efforts aimed at postal privatization: "The beauty of the Postal Service is that it provides universal service six days a week to every corner of America, no matter how small or how remote. It provides decent paying union jobs to some 500,000 Americans and is the largest employer of veterans.... Yet, the Postal Service is under constant and vicious attack.

The same billionaires who want to privatize Social Security, Medicare and public education also want to privatize the Postal Service....The wealthy and the powerful see an opportunity for Wall Street and corporate America to make billions in profits out of these services and couldn't care less how privatization or degradation of services affects ordinary Americans."

Bernie Sanders accepts zero corporate dollars and his "Not Me, Us" campaign slogan reflects Sanders' belief that the campaign is not about electing one individual but rather, "... building a movement with millions of Americans to take on a corrupt political system that holds in place a rigged economy." "The National Executive Board encourages members and their families to be registered to vote and where available sign up for absentee ballots to exercise this "vote by mail" option, continued Mark Dimondstein. "The Executive Board fully recognizes and respects that our members come from all walks of life, hold many differing political beliefs and vote according to their own conscience.

However, for the Executive Board to remain silent at a time when the current administration advocates selling the entire public Postal Service to private corporate interests, would be a failure of our leadership. As with 2016, once again the Sanders campaign is boldly uplifting the goals and aspirations of workers. Simply put, we believe it is in the interests of all postal workers, our job security and our union to support and elect Bernie Sanders as president."



Mark Ferrari
Local Business Agent
& Health Plan Rep.

We all know that postal employees have the right to enroll in the Federal Employee Health Benefits (FEHB) Program.

We also know that after their initial enrollment employees can change health plans and/or make changes to their current plan once per year during FEHB Open Season.

However, did you know that in addition to making changes during Open Season that employees may also make changes to their health plan when certain events occur outside of Open Season?

A Qualifying Life Event (QLE) is an event deemed acceptable to allow health plan participants to change their participation election outside of Open Season. Thus, employees may add or subtract people from their coverage outside of Open Season if they meet the criteria of a QLE.

Changes in family status that increases or decreases the number of eligible family members that can be carried on an employee's FEHB coverage could qualify as a QLE.

These include:

- *Marriage, divorce and annulment.
- *Birth, adoption, acquiring foster child or stepchild, issuance of court order requiring employee to provide

coverage for child.

*Last child loses coverage, for example, child reaches 26 years old, foster child moves out of employee's home and/or becomes financially independent, or disabled child becomes capable of self-support, child acquires other coverage by court order.

*Death of spouse or dependent.

Additional QLE's that allow employees to make changes outside of Open Season include when an employee or eligible family member loses coverage under FEHB or another group insurance plan which includes the following:

*Loss of coverage under another FEHB enrollment due to termination, cancellation, or change to Self Only of the covering enrollment.

*Loss of coverage under another Federally-sponsored health benefits program, including Tricare, Medicare and Indian Health Service.

*Loss of coverage under Medicaid or similar state-sponsored program of medical assistance for the needy.

*Loss of coverage under a non-Federal health plan, including state or local government and private sector.

Please keep in mind that any such changes can be made 31 days prior to the QLE and no later than 60 days after the QLE.

Further Explanations on QLE's

Did You Know ? Qualifying Life Events

"...employees may add or subtract people from their coverage..."

New Spouse

If you want to provide immediate coverage for a new spouse, you may submit an enrollment request during the pay period before the anticipated date of your marriage. If the effective date of the change is before your marriage, your new spouse does not become eligible for coverage until the actual day of your marriage.

If you enroll or change your enrollment before the date of your marriage and intend to change your name, you must note on your request: "Now: [Current Name] will be: [Married Name]." The reason for the change and the date of the marriage must be given in your request.

Divorce or Separation

Even if you are legally separated, your spouse is still considered a family member and eligible for coverage under your Self and Family enrollment. To continue to provide health benefits coverage for your children, you must continue your Self and Family enrollment. Upon a final divorce decree, your spouse is no longer an eligible family member and is therefore not covered under your enrollment.

You Become Eligible for Medicare

You may change your enrollment to any option of any available plan at any time beginning on the 30th day before you become eligible for Medicare. You may make an enrollment change under this event only once.

If you feel you may qualify to make

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changes to your health insurance based on a QLE, please contact HR Shared Services at 1(877) 477-3273 for further information. Do QLEs Also Apply To My Federal Vision and Dental Plans? Yes.

If you have a vision or dental plan from the Federal Employees Dental and Vision Insurance Program (FEDVIP) you can contact BENEFEDS at 1 877 888-3337 for further info.

* * *



Jeff Worden
North Sectional Director

Recently, I had some members that asked questions concerning "work hours" for PART-TIME FLEXIBLES. I will try to explain what amounts (s) of hour's PTF (s) are guaranteed.

A Part Time Flexible employee who is Scheduled or Told/Requested to work is guaranteed at least two (2) hours of work or must be paid for 2-hrs in lieu thereof!

What this basically means is that when you are scheduled/requested to work-you WILL be allowed to work (at least) two (2) hours OR you WILL be paid for 2hrs of work!

The ELM (432.62) states that a PTF who is called back to work on a day the employee completed his/her assignment and clocked out, is GUARANTEED four (4) hrs. of work or pay regardless of the size of the of-

PTF Guarantees

"This language is also found in the JCIM."

fine! This language is also found in the JCIM. What this means is that an employee who has worked/completed their assignment and is CLOCKED OUT (in effect, you are done working for that day) and now your supervisor or postmaster calls you to report back to work...and you report back to work, you now are GUARANTEED 4 Hrs. of work or PAY IN LIEU THEREOF!

When a PTF is notified PRIOR to Clocking Out/End Tour that they are to report back to work WITHIN two (2) hrs. this is considered a "Split Shift" and therefore no "new guarantee" applies.

When a PTF is notified PRIOR to clocking Out/End Tour that they are to report back to work AFTER Two hours, that employee is NOW given another guarantee of two (2) hours of work or pay in lieu therefore.

When/if a PTF is notified (PRIOR to reporting to work) that their (already scheduled) workday has been cancelled...there is NO work GUARANTEE. What this means is

that if you are already scheduled to work let's say...on a Thursday and your supervisor tells you on Wednesday NOT to report on Thursday, this would be correct and there would be no violation of the contract.

As you can see the determining factor here is in the NOTIFICATION.

Remember, your tour/work hours (on any given day) must be eight (8) within twelve (12). What this means is that if you Begin Tour at 0500, your end tour for that day should be 1700 hrs. (5:00 pm).

I hope this helps answers some of your questions about PTF work hours. As always, if you have any questions please feel free to call me at (414) 530-7186. Take Care.



Greg Becker
South Sectional Director

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

CONTRACTING OUT, PRIVATIZATION, OUTSOURCING

We have seen many attempts by the USPS to give away our work to non-USPS employees. Some of you may remember Sears in the 1980's. The latest attempt by the USPS was to place Postal counters at Staples. We won that fight, but the APWU spent a lot of time and money fighting this effort.

The stakes were very high for the Clerk craft, as we would have lost a lot of clerk window (SSA, SSDA) positions across the country. Our jobs would have been replaced by non-union Staples employees making a much lower wage. How many stations or branches would have closed had the APWU not fought the good fight? If the USPS and Staples were

Will We Fight To Protect Our Union Jobs In The Future

"Part 2 - PRIVATIZATION"

successful, this would most likely open the flood gates to other businesses getting in on the money. We can only imagine the consequences of losing this battle.

According to Nicole Goodkind of Fortune Magazine (and in the famous HI-LITES publication), President Trump's Task Force, led by Treasury Secretary Steven Mnuchin recommended that the agency roll back collective bargaining rights for postal workers and sell off pieces of the service to private industry.

The Task Force claims that the USPS current business model has become outdated due to changes in technology, markets, and customer needs and preferences. The Task Force report also stated, "It is unsustainable and must be fundamentally changed if the USPS is to avoid a financial collapse and a taxpayer funded bailout." And Trump's OMB report suggests that the USPS should be sold off to private interests and perhaps shouldn't even be allowed to ship packages.

Coincidentally, just what the private delivery companies want to increase their profits. Of course, we all know that we are not funded with taxpayer dollars, and the onerous pre-funding requirement caused by congress passing the PAEA in 2006 has resulted in the accounting shortfalls.

Parts of the USPS have already

been privatized. The APWU POSTAL WORKER has stated that Terminal handling services (moving mail on and off planes) has been privatized. All but one material distribution center (parts for urgent repairs) have been privatized.

In addition, Mail presorting houses such as Pitney Bowes and other companies are pre-sorting our mail and taking a cut out of USPS revenues. These businesses are staffed by non-union employees making a much lower wage. Instead of the revenues from this pre-sorting going to the USPS, these revenues are going to CEO's and upper management personnel at these businesses. The USPS encourages this "outsourcing" which ultimately effects the bottom line of our employer...and management decisions to reduce the workforce.

Much of the surface transportation work which was formerly APWU work has been contracted out. The Motor Vehicle craft is constantly fighting efforts by the USPS to contract out the routes of delivery of mail to stations, A.O.'s, and A.P.O.'s, etc.

In fact, many contract drivers transport mail already. This has become such a huge problem in recent years that the APWU has fought to unionize the drivers that are employed by these contract companies. These efforts normally meet huge resistance by the company owners that employ these drivers. These

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owners sometimes utilize union-busting tactics to discourage drivers from voting to unionize...and firing drivers that do. National Labor Relations Board charges are filed by the Union to hopefully remedy these disputes, whereas these drivers may get their job back...sometimes years later. Back pay is not guaranteed. Nonetheless, this contracting out of Motor Vehicle craft work impacts the amount of jobs that are represented by the APWU, and may drive down wages and benefits in the over the road trucker industry.

The maintenance craft is always fighting the contracting out of their work. Steward's spend a lot of time fighting these efforts by the USPS to contract out its repair and maintenance work, taking away time that could be spent enforcing other violations of the contract. These are just a few examples of the constant efforts to pilfer our work at the USPS. Will our members stand together and continue to fight to protect our work and ultimately our bid jobs, or will we be the proverbial frog in the boiling water?

***This challenge to our future is inevitable.
The Union/working class has been dealing with these events/issues forever...
as far back as the fight for an 8-hour workday.***

I cannot predict the future, but I know that the corporate elite and their politicians have NOT decided to give more power to workers and Unions. What I can say is...past events will be a predictor of future events, and we must be prepared to fight for our interests and to strengthen our Union while providing good, meaningful work, wages, and benefits that result in a better life for every member and their family. We must vote for candidates that protect our livelihood. Be an activist, attend your union meetings, volunteer to be on a union committee, read your union publications and encourage non-members to join.

Learn the issues that affect you...knowledge is power! Volunteer to be a Union Steward. The Union is a true democracy...millions of dollars are NOT being spent to influence your mind and your vote in Union elections. Solidarity is strength...the more involved the union members are, the more power we have to influence this issue...and our future.

* * *

Agreement Reached On POSTPlan Award Implementation!

Postal Service signed off on the implementation of Arbitrator Goldberg's Award on POSTplan Custodial Staffing in (APO/RMPO) Installations. The outstanding issue in implementing the Award was the process of returning custodial cleaning in POSTPlan Installations to the Maintenance Division.

In the settlement, the parties agreed to the following:

- *Determining whether a contract cleaning service can be utilized in an Administrative Post Office (APO) and its associated Remotely Managed Post Offices (RMPOs) within a POSTPlan Installation will be based on the Memorandum of Understanding (MOU) Re: Subcontracting Cleaning Services;
- *Custodial duties that are currently performed by contractors and other non-Maintenance Craft employees will be assigned to custodial employees within 180 days;
- *Cleaning contracts that include a penalty for cancelling the contract will be reviewed at the national level regarding cancellation;
- *Current custodial employees who are within a POSTPlan Installation will not be involuntarily reassigned to a different office within the POSTPlan Installation or have their duty assignment reposted to change their principal assignment area from one office to another;
- *The Postal Service may require that future custodial duty assignments require the use of a privately-owned vehicle (POV) to travel between offices in a POSTPlan Installation. The Postal Service reserves the right to provide postal vehicles and/or transportation at its option. This exception is limited only to PostPlan Installation and Maintenance Craft.

APWU Responds To White House Budget

APWU NEWS

On Monday, President Trump issued his budget for the next fiscal year. Among its proposals were the entirety of the recommendations of the 2018 White House Task Force on the Postal Service, which include service cuts, lower pay and for postal workers and accelerated outsourcing and privatization of postal work. "The President's Budget is another broadside attack by this White House on postal workers, our union and our customers' well-deserved right to a public Postal Service that meets their needs," said APWU President Mark Dimondstein. "It doubles down on the Task Force proposals which would deteriorate the mail, lead to the loss of thousands of decent jobs, and set the Post Office up to be sold off to the highest bidder."

Just last week, the House of Representatives passed the USPS Fairness Act, with overwhelming bipartisan support. The bill would repeal the prefunding mandate which led to the manufactured financial crisis in the Postal Service. Nonetheless, the White House budget calls on USPS to resume prefunding payments, no matter their impact on postal finances. "Simply put, this is an insult to the hundreds of thousands of dedicated and hardworking postal workers who make the Postal Service the most efficient post in the world and this country's most trusted institution," continued Dimondstein. "Our collective struggle to defend the public Postal Service and our jobs must continue, from the workroom floor to the streets, from the ballot box to Congress and the White House."

The budget also proposes slashing social safety net programs, eliminating or reducing CSRS and FERS cost of living increases, increasing employee retirement contributions, and changing the way retirement is calculated. "This budget is a blueprint of the administrations priorities and it is clear they do not value the dedicated postal and federal workforce, seniors, or those in need of assistance" said Legislative and Political Director Judy Beard. "As Congress develops their own budget, we will remain vigilant and work with our bipartisan allies to fight back against the attacks laid out in the White House budget."

H.R. 2382 Passes the House – APWU Members Instrumental in Victory!

APWU NEWS

On Feb. 5, the USPS Fairness Act (H.R. 2382) passed the House of Representatives with overwhelming, bipartisan support – 309 'yea,' 106 'nay,' and 15 Representatives did not vote. The House's passage of this legislation is the first step toward repealing the retiree health care prefunding mandate set forth in the 2006 Postal Accountability and Enhancement Act (PAEA). The prefunding mandate is responsible for 92 percent of Postal Service net losses since 2007 and is a threat to the financial sustainability of the Postal Service.

"Passing this legislation in the House is a positive step toward relieving the Postal Service of the manufactured financial crisis caused by the prefunding mandate," said Legislative & Political Director Judy Beard. "APWU members were absolutely instrumental in educating their Representatives on this issue and obtaining support for the legislation. Without you, we would not have been able to achieve this milestone."

APWU active, retired, and auxiliary members made over 7,570 calls to Congress and conducted numerous office visits urging support for this legislation. "Our members', allies', and sister postal unions' efforts to speak to Congress and the public about the truth behind the Postal Service's financial burden are paying off with this bipartisan legislation," said President Mark Dimondstein. "Again, we see the power of workers and collective action."

With H.R. 2382 passing the House, we now turn our attention to the companion bill in the Senate, S. 2965

Postal Workers Deliver 20 Million Packages Per Day What Can We Give Them in Return?

Steve Beyersdoerfer (Inside Sources)

Steve Beyersdoerfer is an electronics technician at the USPS Processing and Distribution Center in Cincinnati, Ohio

The White House task force claims that the Postal Service is on an "unstable financial path." The reality is that Congress manufactured our financial problem—and it could fix it. At the U.S. Postal Service Processing and Distribution Center in Cincinnati, my co-workers and I process millions of pieces of mail each day—postcards, magazines, catalogs, packages. If it's mailable, we can handle it. The USPS was founded on the ideal that we should provide affordable service to everyone, and privatization would trample on that history. During the holiday season, the pace quickens like you wouldn't believe. But I'm proud to be one of the more than 600,000 dedicated postal workers working around the clock to deliver holiday cheer all across the country.

The Postal Service is expected to deliver 800 million packages between Thanksgiving and New Year's. That's six packages for every one of America's 128 million households—far more than any other delivery service would even consider. During our busiest week, we will also process and deliver an estimated 2.5 billion pieces of first-class mail. Millions of people still love the personal touch of a hand-written greeting card. Although the holiday season is frantic, it's also the most rewarding time for those of us directly involved in the process. We take pride in fulfilling our obligation to provide universal mail service to all Americans—wherever they live.

But all that could be very different for next year's holiday season, because our public Postal Service is under attack. The White House Office of Management and Budget has proposed selling off USPS to private corporations. Meanwhile, a presidential task force has called for reducing delivery days, closing many rural post offices, and drastically increasing prices on package service and the mail.

A report by the Institute for Policy Studies found that rural areas are the most at threat if privatization moves forward. All told, 70 million people around the United States, in rural as well as suburban areas, could be exposed to the kinds of surcharges and fees that FedEx and UPS tack on. The USPS was founded on the ideal that we should provide affordable service to everyone, and privatization would trample on that history. And during the holidays, universal service becomes even more important. Imagine if shipping a simple gift to your family in a small town cost three times as much as it does now. Multiplied across a few gifts, that would put a real damper on your holiday spirit.

With a new postmaster general to be appointed early next year, the Postal Service could soon be led by someone who supports cutting service and selling off the post office. That's why our union, the American Postal Workers Union, is rallying the public to call on the Postal Board to hire a postmaster general that will uphold the public mission and protect our national treasure. The White House task force claims that the Postal Service is on an "unstable financial path." The reality is that Congress manufactured our financial problem—and it could fix it. How about giving the hardworking people of the Postal Service—and all Americans—a bipartisan Christmas present: a vibrant and reliable post office?

Under a 2006 law, USPS is required to pre-fund our retiree health benefits 75 years in advance. No other government agency or corporation faces this burden. Without it, the Postal Service would've been profitable in six of the last seven years—all without one dime of taxpayer subsidies. A bill in the House of Representatives, the USPS Fairness Act, would roll back this onerous mandate and allow the Postal Service to pay post-retirement health benefits on a yearly basis. The bill already has strong bipartisan support, with 233 Democratic and 65 Republican co-sponsors. It just needs a final push to become law.

How about giving the hardworking people of the Postal Service—and all Americans—a bipartisan Christmas present: a vibrant and reliable post office? Let's make the Postal Service great again.



John Miceli
Treasurer

TSP.GOV

from, The Executive Director

The internet has made the way we access and manage our personal and financial information simpler. But with ease and convenience come threats to our online privacy. At the TSP, we know that your planning, investing, and saving would mean nothing if everything you've worked hard for were lost to fraud.

Protecting your account is a top priority for us—and we've made some noticeable changes to the Plan. But you also play an important role in keeping your personal information safe and secure. Here are a few online basics that could help you safeguard your future income:

Use strong and unique passwords. Passwords are keys to your online identity, so it's important to protect them just as you would your driver's license, passport, or Social Security number. Create complex passwords, change them frequently, and resist the temptation to write them down.

Beware of phishing scams. Phishing is a way the bad guys trick you into sharing passwords, account numbers, and other sensitive information. The email or text message looks like it's from a trusted organization. Don't be fooled. Don't click on or respond to emails, text messages, instant messages, mobile apps, links, or pop-up

Changes To Your TSP What You Should Know

"The TSP continually strives to improve your experience with us."

windows that ask you to provide account or personal information. Access your TSP account only by typing "tsp.gov" directly into your secure browser.

Learn to identify real TSP communications. We may contact you by phone, mail, or email to confirm a transaction or change you made. We'll also send account-related educational emails and informational emails such as Plan updates and the *Thrift Savings Planner newsletter*.

However, we will not contact you about investment opportunities or authorize third parties to provide counseling or services related to your investment choices. We do not assign the terms "TSP Advisor" or "TSP Counselor" to any individual or group.

Your TSP password and ThriftLine PIN are your business, and no one at the TSP will ever need to know that information for any reason. Call the ThriftLine at 1-877-968-3778 if you're not sure if correspondence or phone calls claiming to be from the TSP are trustworthy.

Keep contact information up to date. We use your contact information to notify you when there is certain activity on your account. The communications will help you identify suspicious activity. If your contact information changes or you move, remember to let us know. We can't help you if we can't reach you. You can update and validate

your email address(es) and mobile phone number any time in your My Account profile settings. Be sure to provide at least one non-work email address or number so you can access your account anytime, even when you're not working.

To update your mailing address, contact your agency or service if you are still working as a federal employee. If you're separated from service, you can change it in your My Account profile settings.

Close your browser after you log out. When you're finished accessing your TSP account, close your browser window. This will clear the browser's memory of your sensitive account information.

Want to see the activity in your account? Always check your quarterly and annual TSP statements carefully to help keep your account safe. If you see unauthorized or unusual account activity, call us *immediately* at 1-877-968-3778. The TSP cannot be responsible for unauthorized account activity that you report to us after 60 calendar days of the date we issued the statement.

Be mindful: Always securely store and dispose of paper copies of TSP statements and correspondence.

***** Recent
Changes *****

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Two-step authentication—Now, all TSP participants must have validated contact information and use two-step authentication to log into My Account. This important security feature is more secure because it means that online access to your account requires something you know (your account number or username and password) and something you have (the one-time code you receive in your email or on your phone). Someone who tries to log into your account fraudulently won't be able to gain access without the code.

Digital newsletter—Over 3 million participants now receive our online newsletter, the *Thrift Savings Planner*, in their inbox each quarter. In each issue, you'll find TSP updates, important reminders, and useful topics to help you reach your retirement goals.

Withdrawals—The way you request a withdrawal—and the way we process your request—got a little easier with the enhanced online tools in My Account. Moreover, you're now able to make multiple in-service and post-separation withdrawals; choose money from your traditional balance, Roth balance, or both; and make changes to the amount and the frequency of your monthly payments at any time.

For a detailed summary of the TSP withdrawal options, read *Questions and Answers about Changes to TSP Withdrawal Options*. While you may have more ways to access your retirement savings, it's important that you consider your options before taking money out of your account, especially if you're still a federal employee. Withdrawals have long-term consequences. Remember that the purpose of your account is to accumulate savings so that you'll have income during retirement. If you withdraw money now, you risk not having enough later—when you may need it the most.

The Real TSP podcast—Hosted by TSP educators, each episode provides an in-depth look into your retirement investment plan and answers questions you care about the most. You can find our podcasts on YouTube.

* * * *Coming changes* * * *

5-year Lifecycle (L) Funds—Later this year, we'll offer more investment options when we introduce new L Funds in 5-year increments. You'll be able to pick an L Fund with a target date that more closely matches your intended retirement date. Each L Fund will continue to vary your investments automatically to adjust your exposure to risk as you get closer to retirement and give you the potential for long-term growth. Learn more about our Lifecycle Funds and individual fund options.

Automatic enrollment percentage increase—Beginning October 1, 2020, new participants will be automatically enrolled in the TSP at 5% of their pay. This change also includes Blended Retirement System (BRS) participants automatically re-enrolled in the TSP on or after January 1, 2021. The increase will allow new participants to get the full matching contributions from their agency or service. If you are currently an active participant and are not contributing *at least* 5%, then you're missing out on free money. Increase your percentage today by logging into your agency's or service's electronic payroll system and upping your contribution amount.

The TSP continually strives to improve your experience with us. We're excited about these changes and want to keep you informed every step of the way. Stay up to date by adding your email address in My Account to receive our electronic communications, following us on Facebook and Twitter, and visiting us on our website. As always, my goal is to ensure that we serve you and your beneficiaries well.

The Great Postal Strike Of 1970 From 'Collective Begging' To Collective Bargaining

APWU NEWS

March 2020 marks the 50th anniversary of the Great Postal Strike of 1970

The courage and solidarity shown by thousands of union members during the wildcat job action has resulted in vastly improved wages and benefits for successive generations of postal workers

March 12, 1970

The stage was set: Postal workers had suffered decades of long hours, substandard pay, meager benefits, and deplorable working conditions, and their only recourse had been to beg for better treatment. Most postal workers belonged to one of seven craft unions recognized by the federal government, but they were denied a key right of private-sector unions: to bargain collectively over compensation. Although President Kennedy issued an executive order in 1961 that recognized government-employee unions, postal and other federal workers were barred from striking and could seek wage and benefit increases only by petitioning Congress — a course that usually met with inaction.

The sporadic raises that postal workers received never seemed to amount to much, particularly in high-cost urban areas. In March 1970, full-time employees were paid approximately \$6,200 to start, and workers with 21 years of service averaged only \$8,440, which was barely enough to make ends meet: Many full-time postal workers qualified for food stamps. Meanwhile, a presidential commission had concluded in 1968 that postal workers deserved the same collective bargaining rights that private-sector workers enjoy under the National Labor Relations Act. Even though Congress failed to act on the commission's recommendation, postal workers two years later were still optimistic that sizable pay raises were forthcoming. On March 12, 1970, Congress finally did act: It gave itself a whopping 41 percent pay hike, and offered postal workers only a 5.4 percent raise. In postal facilities across the country, outrage spread like wildfire.

March 18, 1970

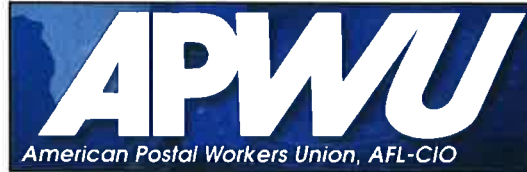
Five days later, irate letter carriers of New York City's Branch 36 voted to strike the next morning, March 18. Clerks and other members of the Manhattan-Bronx Postal Union (MBPU), led by their president, Moe Biller, refused to cross the picket line. *The strike was on!* The wildcat job action quickly gained support from postal workers across the country — much to the consternation of postal executives, the Nixon administration officials and national union leaders. But that didn't matter to postal workers who were tired of being taken for granted. "We're used to hard times," a striker told *Time*.

The MBPU voted to officially join the strike on Saturday, March 21. Many other locals endorsed the strike that day and the next, essentially shutting down mail service in 30 major cities and many small towns. By the following Tuesday, 200,000 postal workers had walked off the job, with many calling in sick. The strike had spread to 499 offices in 13 states: New York, New Jersey, Connecticut, Massachusetts, Pennsylvania, Ohio, Illinois, Michigan, Wisconsin, Minnesota, Colorado, Nevada, and California. Mail destined for New York and other major cities in these states "began piling up by the ton," *Time* reported. "After just a few days of stoppage, and with parts of the system still operating, the effects of the shutdown appeared to be little short of devastating" as the movement of letters, business mail, financial transactions, and government documents ground to a halt.

The strike was front-page news across the country, and brought a great deal of attention to the plight of postal workers. But the leaders of the seven national unions, fearing a backlash from the public, had met with Postmaster General Winton Blount and secured a pledge that "if a substantial number of employees would return to work by Monday, March 23, negotiations would begin" over pay and other improvements. The union leaders urged the strikers to accept Blount's offer and return to work, but many thousands refused and demanded that negotiations commence immediately. In response, President Nixon decried the illegal job action and vowed to break the postal workers, telling the nation on March 23, "We have the means to deliver the mail."

(next page please)

Subsequent contracts have helped postal workers claim a piece of the American Dream: owning homes, supporting families and communities, and enjoying job security, decent healthcare and retirement benefits. “The most important achievement of the strike was winning the right to bargain collectively,” recalls APWU President William Burrus. “By standing together we had become a real union.” In the months and years after the job action, many strikers went on to become leaders of union. Moe Biller was elected president of the national APWU in 1980, a position he held until 2001. In 2010, old-timers who took part in the strike can look back with pride at what the strike accomplished — for millions of workers who have since reaped the benefits, and for what remains the world’s largest and most efficient postal system.



Scholarship Program

How To Apply

- **E.C. Hallbeck Scholarship**
- **Vocational Scholarship**
- **Best Essay Award**

American Postal Workers Union, AFL-CIO
1300 L Street NW
Washington, DC 20005
(202) 842-4200
www.apwu.org
Mark Dimondstein, President
Elizabeth Powell, Secretary-Treasurer

Eligibility

✓ Applicants must be a senior attending high school or other secondary school.

✓ Applicants must be a child, grandchild, stepchild, or legally adopted child, of a current, retired, or deceased APWU member.

✓ Note: Relatives of APWU elected national officers are not eligible.

✓ Recipients of the Hallbeck Scholarship award must attend an accredited college or university, community college for four consecutive years. Vocational Scholarship winners must attend an accredited vocational school or program for up to three consecutive years.

✓ Scholarship awards must be used to pursue an undergraduate degree or a post-secondary occupational education.

✓ Application forms and instructions are available on the APWU Web site at www.apwu.org/scholarship-programs.

✓ Applicants may only apply for either the Hallbeck or Vocational scholarship, not both. Winners of either scholarship are not eligible for the Best Essay award.

✓ Applicants are responsible for submitting completed applications and all required materials listed on the application form.

✓ Applicants of deceased members must provide proof of membership.

✓ An official application form must be used.

✓ All application materials must be submitted in one envelope and sent via U.S.P. S. :

APWU Scholarship Program
American Postal Workers Union
1300 L Street, NW
Washington, DC 20005

Or emailed to scholarships@apwu.org

✓ Mailed Applications not submitted by USPS will be disqualified.

✓ All applications and materials must be received by March 31, 2020.

Winning applicants will be notified by July 1, 2020.

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

Applicants are encouraged to submit materials well before the March 31st deadline.

E.C. Hallbeck Memorial Scholarship

The E.C. Hallbeck Memorial Scholarship will award \$8000 (\$2000 annually) to ten recipients (one male and one female from each of the five postal regions) to apply towards their four-year college tuition.

Vocational Scholarship

Vocational Scholarship winners will receive up to \$3,000 for specialized training in such fields as culinary arts, medical or dental assistant, electrician, real estate, auto mechanic, certified IT/computer education, cosmetology, or massage therapy, etc. Eligible programs can be of a nine-month to three-year duration.

Best Essay Award

One "Best Essay" winner will be selected from the applicant pool to receive a onetime \$2,000 award towards his or her four year college tuition.

The scholarships are open only to high school seniors. Applicants may apply for only either Hallbeck or Vocational, not both.

March 31, 2020 is the deadline for the APWU to receive completed applications. The scholarships are open only to high school seniors. Applicants may apply for only either Hallbeck or Vocational, not both.

Applicants must be a child, grandchild, stepchild, or legally adopted child of a current, retired, or deceased APWU member. Proof of membership required for deceased members.

Additional Scholarship Opportunities

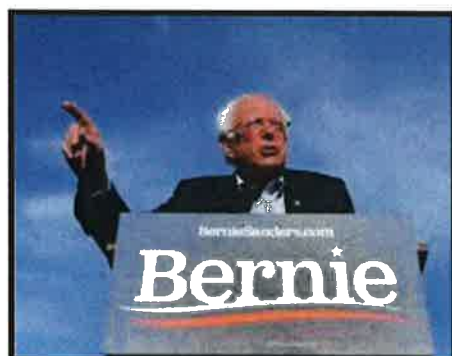
Union Plus also sponsors a scholarship program. The Union Plus Scholarship Program, created by the AFL-CIO, has awarded nearly \$2 million to union members and their families who want to begin or continue their post-secondary education at colleges or trade and technical schools. Their awards range from \$500 to \$4,000.

For more information, visit www.unionplus.org/scholarships. Union Plus also offers a free Scholarship Search, with a database of more than 3,700 scholarships worth over \$3.1 billion.

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