



The Hi-Lites



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

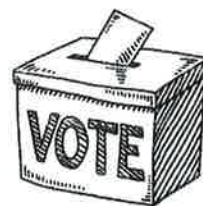
(Proud Postal Press Association National Awards Winner)

FEBRUARY 2021

Volume 43 Issue 2

CAST YOUR BALLOT & VOTE

2021-2023 LOCAL ELECTION NOMINATIONS



WHO ARE YOUR NEW OFFICERS?

NEW MMPA ANNEX UP & RUNNING BY SEPTEMBER



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**

As I reported at the last General Membership meeting on January 22nd, there will be a lot of PSE employees who will be converted to new career employees on March 13, 2021. In total, there will be 74 PSE converted from an agreement that was done by National APWU President Mark Dimondstein on December 24th.

Along with those 74 conversions, we will also have many more that have been, and will be converted through the normal process from residual vacancies in the next couple of months. Of the 74 conversion to career, 22 new bid assignments will be created at the main plant, and 52 new positions will be created at the Annex. These new positions will first be posted for all career employees to bid on and will be awarded strictly by seniority. If through the bidding process there ends up to be some residual vacancies, then those vacancies will be given to the newly converted clerks. This process normally can take several months, if not longer for everyone to eventually have a regular bid assignment.

I'm sure all of you know that the old MMPA was getting cramped for space and for the past year, there has been a new MMPA being built on the corner of College Ave and Pennsylvania Ave. The new MMPA is almost 3 times larger than the old

New Annex Operational By September

"...it is going to create some issues trying to get the mail out in a timely manner."

building on 10th St in Oak Creek. The new MMPA was used for the Christmas Annex this year and starting in April, will see some machines being moved from the old MMPA to the new one. This moving will continue until all of the machines from the old MMPA are moved into the new building, which is anticipated to be fully operational in September of 2021.

Most of the clerk and maintenance jobs that are currently at the old MMPA, will be moved to the new MMPA, and the employees will go along with the work. There will also be many new clerk jobs and some maintenance jobs in the new building. With all of the machines being moved from the old to the new, it is going to create some issues trying to get the mail out in a timely manner. I would suspect that there will be a lot of overtime opportunities at the old and new MMPA for all.

We are all tired of having to deal with the Coronavirus. Its now been over 1 year since the first case appeared in Wisconsin. The statistics show that its worse now more than ever. We just all want it to go away

and to be over.

Since the pandemic started, we are on the verge of having 1200 Lakeland Postal employees who have tested positive for COVID-19. That is getting close to almost 10% of all Lakeland employees who have tested positive. Even though the virus has been around for over one year, more than 50% of the positive cases in the Lakeland district have been in the past 3 months.

We are all tired of wearing a mask and staying at home, but we need to continue to wear masks and keep the social distancing wherever we go. Its easier to wear a mask than it is to wear a ventilator.

Be safe, stay safe and hope
for some warm weather!





His Dream Should Be All Of Ours, Unity For America's Future

retired, APWU Milwaukee Officer/Director, Greg Preuss

I can't help to wonder what Dr. King would be saying to the Capitol Rioters or what Trump has done to further divide our Nation. When he made his speech in front of the Lincoln Memorial 100 years after Lincoln issued the Emancipation Proclamation. He did so to try to unify a movement of equality!

- I have a dream that one day out in the red fields of Georgia the sons of former slaves and the sons of former slave owners will be able to sit down together at the table of brotherhood.
- I have a dream that one day even the state of Mississippi, a state sweltering with the heat oppression, will be transformed into an oasis of freedom and justice.
- I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by their character.

My wish is that those that rioted the capitol would realize Trump, Don Jr. and Rudy only teach to divide our nation further. Now those that rioted want pardons for their actions. Some even are trying to buy it. Death and destruction should not be pardoned. Would we pardon those that caused 9/11 if any were alive for judgment? There is no difference in this except they were not urged on by a president that teaches divide. Destruction brought down the Buildings in New York and at the Pentagon. Trump has never renounced any racist actions, only saying that there were good people on both sides as in the Charlotte's killings and demonstrations. Consider his statement during the debate telling those to stand down and stand by. This tells those radicals that we will have further divides coming!

MLK was such a gifted speaker and artist to unify people which is exactly what this country needs right now. People waving confederate flags or wearing Camp Auschwitz gear need to be placed into a bottle or sent to Gitmo because of radical ideas. Hate crimes in the US have risen by 20% under Trump. The only way to stop the hate is through education and administration. Education must start in our classrooms with strong US History courses where ideas form. WHY? Knowledge expands the minds of children in developing ages. Especially those who use roll playing to get their point across. Teaching the brutality of war will install who we are and who we are striving to be. Those that carried and followed the Confederate Flag committed treason against the US. Treason still carries the death penalty in this country even today. Students have never read the bill of rights, Declaration of Independence and how complicated it can be to establish a government for the people by the people that represents all.

Biden and Harris have an unbelievable uphill battle ahead of them. Covid19 and relief are their first order of business. Trump's inexcusable arrogance has cost us so many lives. We could be dealing with Covid for years because of American's attitude problem surrounding not wearing masks as the virus continues to spread. Changing that attitude is like telling some of these idiots that the election was not fixed.

Getting the economy moving again will come in stages depending on how the world markets rebound. Trump took credit for the economy when it was climbing, (Thank you Obama). International markets are also affected by their own down turn. China, the US's biggest trader is still frayed by a tariff's that did nothing to help the US. Farmers have been hurt the hardest with crops not sold and bills still coming in for farms large and small.

Dr. MLK "I have a dream speech" gave us hope in the 60's and now we again have a dream. That dream is life and unity after the worst President in History. There are troubled times ahead. Policies to be changed for what works for all... Not just the few. In closing, I also hope that your dream is unity in America's future. We can all use it!



Mark Ferrari
Local Business Agent
& Health Plan Rep.

Thanks to an agreement at the national level between the APWU and the USPS... 5,524 PSEs in larger installations across the nation will be converted to career status no later than March 13th, 2021. The Milwaukee Installation includes the (532) City stations, Airport Mail Center, downtown P&DC mail processing facility, the Annex and the CFS postal facility located in Brookfield!

74 PSEs currently assigned in the Milwaukee installation are eligible.

If this applies to you, there are many things you will need to know when you become a full time career Clerk. Among those things are the following:

Higher Rate of Pay: Your base pay will increase and you will receive Step increases every 36 weeks. You will also receive contract pay increases and Cost of Living Allowances (COLAs) as provided for in the National Agreement. You can view the pay charts on the local website at apwumilwaukee.org or the national website at apwu.org.

Overtime Desired List: In accordance with the National Agreement, you have the right to sign the quarterly Overtime Desired List upon conversion to career status. Additionally, the local contract for the Milwaukee Installation allows you to choose

whether you want to work overtime before/after tour (2 or 4 hours) and/or full tour overtime on your off days.

Daily Overtime List: The local contract also allows you to sign up to work overtime on a daily basis without committing yourself to being called from the quarterly list. You can sign up to work after tour/before tour and/or full tour as a daily overtime volunteer and will be called after the quarterly volunteers if necessary.

Overtime payment: You will be paid at the rate of 150% for any work over 8 hours on your regular scheduled day and at 200% for work over 10 hours on your regular scheduled day. Additionally, you will be paid at 150% for all hours worked on your first scheduled off day and at 200% for work over 8 hours on this day. If you are also called in on your second off day you would be paid at 200% for all hours worked for that day.

Sunday premium: This means an additional 25% is paid for all straight time hours worked on a Sunday. Additionally, Sunday premium applies for the entire tour when that tour begins on a Saturday and ends on a Sunday or begins on a Sunday and ends on a Monday. ***If you have Sunday as a scheduled off day and are called to work it, you will be paid at the appropriate overtime rate but will not get paid the 25% Sunday premium rate.

Annual Leave: Once converted to full time status you will be forwarded your annual leave balance for the

entire year. How much annual leave you are credited is based on a few things. This includes: Your total time as a career postal worker and any prior federal service time - including military time. It is also based on the number of hours in your work schedule.

A career employee in a 40 hour work schedule and with under 3 years total service time will earn 104 hours of annual per year. Once you get to 3 years of total service time you will earn 160 hours per year and once at 15 years or more of total service time will earn 208 hours per year.

Additionally, if you are not in a career status the entire year when you are converted to career employee your annual leave balance will be pro-rated to an amount that is based on when you are converted. For those in NTFT assignments and working under 40 hours per week, your annual leave amount will be reduced somewhat as you are not working as many hours as a 40 hour per week Clerk.

You may submit for annual leave on a PS Form 3971 (leave slip) to your supervisor in the section you are assigned. It should be approved based on the available annual leave slots in that section and if you have an annual leave balance to cover your desired date(s).

Sick Leave: As a full time 40 hour per week employee you will accrue 4 hours of sick leave each pay period. Up to 104 hours per 26 pay period leave year. Clerks in NTFT assignments of less than 40 hours per week

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will accrue 1 hour of sick leave for every 20 hours in a pay status. Unlike annual leave accrual, it doesn't matter how much time you have in the USPS or other federal agencies. The accrual rate is the same for everyone.

Holidays: 10 paid holidays per year, (New Years Day, Martin Luther King Day, President's Day, Memorial Day, 4th of July, Labor Day, Columbus Day, Veterans Day, Thanksgiving, Christmas.). Additionally, for any holiday you work you have the option of having annual leave credited to your balance in lieu of receiving holiday leave pay. If you would like to work for any of the three days of the holiday call for any of the above mentioned holidays, you can sign a list that will be made available and will be called if needed. You may also be called in to work on the holiday call even if you do not sign up to work if needed. Remember, the holiday sign up list is separate from the overtime list.

Transfers: A USPS career employee may transfer to another USPS installation around the country once they meet certain criteria found in the Collective Bargaining Agreement. Talk to your union Steward about this if you are interested.

Insurance: There are several different health insurance options available (including the APWU Health Plan). **You have a limited time to apply so don't delay.** You can also apply for life insurance that is offered by the USPS but you have a limited time to apply or risk not being able to apply again for several years. This info will be part of the packet that will be sent to you when you are converted.

Bidding: Once converted to full time career status you will become what is referred to as an "unencumbered Clerk." This means you will not have a bid duty assignment and will therefore have to bid on vacant duty assignments on the monthly postings or risk being assigned to a duty assignment that has a location or schedule you don't want. In the meantime, as an unencumbered Clerk you will be assigned a work location and schedule until such time you successfully bid or are assigned to a vacant duty assignment. Bidding can be accomplished by visiting the USPS website, (liteblue.usps.gov) online and going to the eJob bidding link located on the home page in the Employee Apps - Quick Links box. You will need your postal ID and password to access this. You can also bid on the phone by calling the job bidding line at 1-877 477-3273 and will need your employee ID and 4 digit pin to access this. You can ask a union rep or co-worker to help you if you need assistance. The job postings are posted no later than the 5th working day of each month and remain posted for 10 total days. The results of the postings must then be posted within 10 days following the closing of the posting. The local APWU website (apwumilwaukee.org) has the bid postings and results uploaded for viewing.

Retirement: You are now a part of the Federal Employees Retirement System (FERS) which guarantees you a pension. Pensions are very rare nowadays for most Americans and those in the private sector are lucky just to have a 401k. You qualify for the Thrift Savings Plan (TSP) which you will see an automatic 5% deducted from your paycheck. Please note you should make sure to give at least 5% of your base pay as the USPS matches up to that amount. You can increase your amount by visiting the PostalEASE website. You may also visit (tsp.gov) to make changes to your allocations to the different available funds once you have money going into the TSP. These are just some of the major changes you will encounter in your switch to career status but there will be some other things as well and that you will learn about as you work in the career workforce.

If you have any questions on anything you can see your steward or contact the Union Hall at 414 273-7838.

Milwaukee Area Local 3

Proudly representing postal workers for over 100 years

APWU
American Postal Workers Union, AFL-CIO

APWUMILWAUKEE.ORG



John Miceli
Treasurer

(MarketWatch.com)

Every year at this time, the financial media is filled with lists of how to be a better investor. This got me to thinking: If these lists are so effective, why do we need a fresh set of them every year? Two answers come immediately to mind.

First, investors are fickle and easily dissuaded by their emotions, compelling sales pitches and of course the ups and downs of the markets. Second, many of the items on these lists are vague and fail to tell people what they should actually do. Ignoring that first problem, at least for now, I'm going to propose seven steps you can take that will actually make a difference.

First, let's look at a few common "rules" that aren't really useful. Starting with Warren Buffett, who is widely regarded as the best of the best investors of our era, we find this well-known prescription:

"Rule No. 1: Don't lose money.
Rule No. 2: Don't forget Rule No. 1."

Sounds good, don't you think? But as a New Year's resolution, what does it mean? Unless your luck is incredibly good, any stock or fund you buy is very likely to decrease in value at some point. If you buy some-

Financial Resolutions That Can Boost Your Wealth For A Lifetime

"...if you are like most investors, probably 90%, what we really want to know is exactly what to do."

thing for \$50 a share and five minutes later its price is \$49.75, have you violated this rule? Well no. If Buffett's advice really meant that, you could never buy anything. So he must be saying you should never sell an investment at a loss. In other words, hang on forever to anything that is worth less than what you paid for it. Does that sound like a recipe for success? Buffett himself has been known to sell investments at a loss.

Therefore, I have to give this "rule" for successful investing a grade of "D." Yes, it's thought-provoking, but it's not helpful.

I looked at a list of "10 Key Rules of Investing" from John Bogle. Many of them are good, but they fall short of being actionable instructions that tell you what to do.

For example: "Don't fight the last war. What worked in the past is no predictor of what will work in the future." OK, but how is this useful? You can't know what will work in the future, so you're left to pilot a ship without a rudder. Fortunately, Bogle's list includes this: "Stay the course. The secret to successful investing isn't forecasting or stock picking. It is about making a plan, sticking to it, eliminating unnecessary risks, and keeping your costs low." That's very good, but the key thing point is "making a plan." What should be in that plan? Will any old plan do the job?

Let's turn to Bob Farrell, who was Merrill Lynch chief market analyst

and senior investment adviser for 45 years. His widely circulated rules for investors contain good insights — but they don't tell investors what they should do. Three examples:

- Excesses in one direction will lead to an opposite excess in the other direction.
- When all the experts and forecasts agree - something else is going to happen.
- The public buys the most at the top and the least at the bottom.

Still, if you are like most investors, probably 90%, what we really want to know is exactly what to do. Instructions, in other words. You can always get instructions and recommendations from any broker. But what you really want are recommendations that will accomplish your goals, not Wall Street's goals.

If your goals include higher long-term returns, less risk, and more peace of mind, you're in the right place.

1. Save some of your money regularly instead of spending everything. Start your serious savings earlier instead of later. If you can't sock away a lot, don't let that stop you. If you can save (and invest) even \$25 a week, that's still \$1,300 in a year, \$13,000 in 10 years. Do that for 30 years and earn a compound return of 10%, and you'll have about \$214,000. (And once you start seeing the results, I'm willing to bet you'll find ways to add more than just \$25 a

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week.)

2. Invest in stocks by the hundreds or thousands through low-cost index funds or ETFs in a variety of asset classes. Make sure to include value stocks and small-cap stocks. Massive diversification will reduce your risks. Indexing will almost certainly improve your return as opposed to active management. Including value stocks and small-cap stocks is highly likely to improve your long-term return.

3. Pay attention to taxes. Invest in a 401(k) or similar retirement account if one is available to you — with luck, you could even get matching funds from your employer. Maximize your use of IRA accounts, and choose a Roth IRA for its long-term tax advantages.

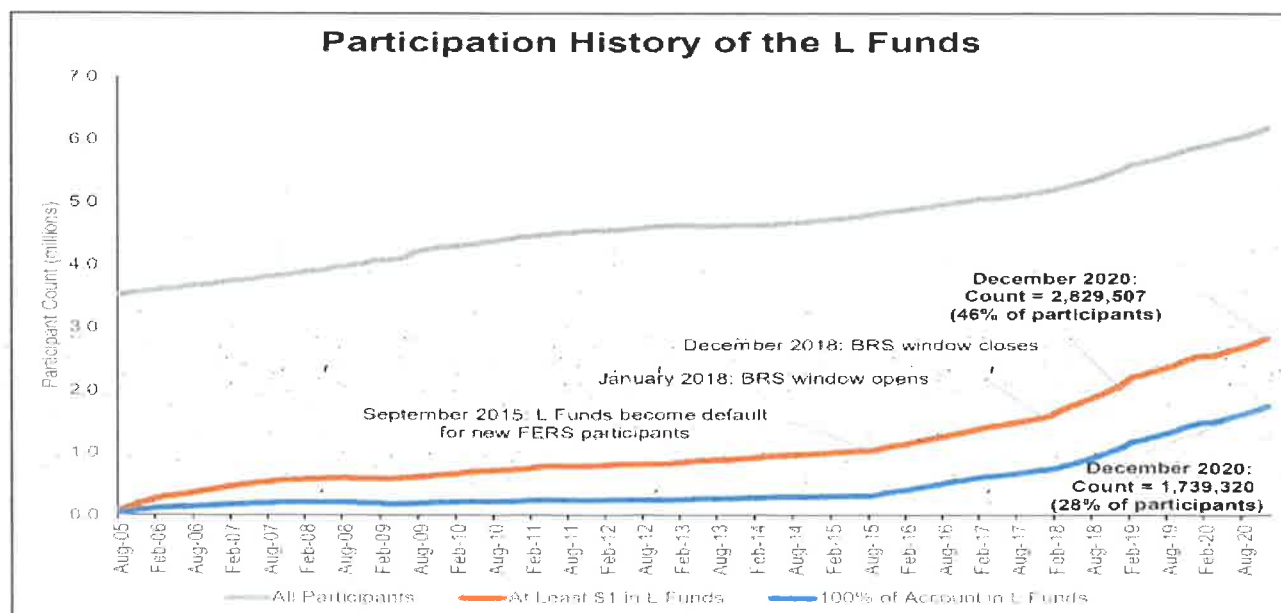
4. Ignore what you feel, and put your investments on automatic, using dollar-cost averaging. Don't let greed or fear determine when you invest. Recall Bob Farrell: "The public buys the most at the top and the least at the bottom."

5. If you're saving in an employee plan like a 401(k), make a target date retirement plan the backbone of your allocations. In one simple step, that will accomplish most of the things you should be doing. To increase your long-term return from this fund, allocate part of every contribution you make to an auxiliary fund such as a value fund, a small-cap blend fund, or a small-cap value fund.

6. Loop back to something John Bogle and many others have recommended: Stay the course. Don't panic and don't try to time the market.

7. Once you have done those six things, focus on living your life instead of obsessing about your investments. Stop watching the financial news, listening to hot tips from your friends, and reading the pundits who claim (without any evidence, as they say) to know what the future holds.

If you successfully and consistently do these things, I promise you'll be among the most successful (and probably among the least stressed) investors out there.



TSP Starting Strong In 2021

Tsp.gov

The Thrift Savings Plan is off to a strong start with one fund already up more than 7% in 2021. As of January 25, 2021, the core funds in the Thrift Savings Plan (TSP) are doing quite well.

***The S Fund is up 7.11%, The C Fund is up 2.73%, The I Fund is up 1.85%, The G Fund is up 0.06%,
The F Fund is down 0.52%***

The fast start to the new year follows an outstanding year for TSP investors. For 2020, the C Fund was up 18.31%, the S Fund was up 31.85% and the I Fund was up 8.17%. While these were not record-setting gains, in a year with so many unpredictable and unfortunate events occurring, the returns are startling. With the core TSP Funds off to a strong start, all of the Lifecycle Funds are also doing well with three of the L Funds showing a return of more than 3% so far in 2021.

TSP Growth, CARES Act Withdrawals and Loans

The Thrift Savings Plan is continuing to grow. Plan assets are about \$710 billion as of December 31, 2020 and the total number of TSP participants is now about 6.2 million. To help federal employees impacted by the coronavirus, the TSP announced in May 2020 loan and withdrawal options that were available. Since the program was initiated in June 2020, 119,720 participants requested CARES Act withdrawals when this option was initiated. Also, 16,663 loans were processed by the TSP under the CARES Act. The TSP has also announced that hardship withdrawal and loan volumes for the year were approximately 18% lower than in the prior year. The lower numbers were most likely due to participants using the CARES Act withdrawals and loans.

Average TSP Balances

Federal employees under FERS have an average TSP balance of \$164,399 and an average Roth balance of \$19,106. With a much lower number of CSRS employees in the TSP, the average balance is \$175,031 and an average Roth balance of \$27,235.

Interfund Transfers in December

Perhaps it was due to the outstanding performance of the S Fund in 2020, but whatever the reason may be, in December 2020, more than \$1.9 billion was transferred into the S Fund. Another \$568 million was transferred into the I Fund and \$725 million into the Lifecycle Funds. On the other side of the ledger, more than \$3 billion was transferred from the G Fund, \$27 million from the F Fund, and \$154 million from the C Fund. While these transfers involve a great deal of money, to put it into perspective, TSP participants had about \$216 billion invested in the G Fund at the end of December. The S Fund had \$79.2 billion invested and the C Fund had \$204.9 billion in TSP participant assets.

Eddy Award For FRTIB

The Federal Retirement Thrift Investment Board (FRTIB) has announced the agency is the recipient of an Eddy Award. The Eddy Awards are an annual program recognizing plan sponsors and service providers that exhibit best practices in offering investment and financial education to defined contribution plan participants. The Thrift Savings Plan is one of these contribution plans that is eligible for consideration. The award was in the category of Pre-Retirement Preparation. In the category of not-for-profit plans with more than 5,000 employees, the Federal Retirement Thrift Investment Board, Office of Personnel Management and Securities and Exchange Commission were recognized for their successful efforts in a joint campaign for TSP participants. The organization used the campaign as a way to provide more information to TSP participants on the lifecycle funds. In 2020, the TSP introduced a new series of L Funds on July 1, 2020. An explanation of the award-winning campaign is in this video from Pensions & Investments. The video features Steward Kaplan, a TSP Training and Liaison Specialist at the Federal Retirement Thrift Investment Board.

To find daily, monthly and annual results for all funds, check out the newly redesigned [TSPDataCenter.com](https://www.tsp.gov/DataCenter).



Greg Becker
South Sectional Director

Occasionally, I get inquiries from PSE's and PTF's at my offices asking how they can "work" at another office. When I say "work," I mean transfer or be domiciled at another office and be scheduled to work by the new office.

Typically, this is a form of transfer as demonstrated in the contract, but as a general rule, PSE's are not career employees and are not able to transfer in accordance with the Transfer Memorandum of Understanding (MOU) in the contract. However, PSE's can choose PTF vacancies in other offices and be converted to a career PTF vacancy by relative standing to PTF positions that are left untaken in eRe-assign.

This Canvass is sent to all offices within 50 miles of an offered position via email. Approximately 2 years ago, the APWU and management negotiated to include the PTF's in the canvassing for PTF positions. This is a relatively unknown opportunity for PSE's to become a career employee, and for PTF's to move to a more favorable opportunity.

While PTF's are already Career employees and thus able to transfer, the Transfer MOU allows management to evaluate your work, attendance, and safety record. Furthermore, the PTF must be 1 in every 4 or 6 Clerks allowed to transfer to an installation

PSE & PTF Canvass For PTF Vacancies

"...is a good option for current PSE's and PTF's who want to move to a different installation/office..."

(office) per the Transfer MOU. In addition, there are 12 (or 18 month) "lock-ins" in your installation prior to a transfer depending on the geographical area that the transfer is located (the aforementioned factors are not applied when an installation is under excessing under priority consideration).

While these rules protect the balance of interests between clerks and management, generally speaking, most career clerks who seek a transfer will eventually be successful.

A speedier way around the contractual language in the Transfer MOU is through the canvass, whereas PTF's and PSE's have no "lock-ins" and do not have to wait to meet any "ratios." More important, your work, attendance, and safety record have no say in the canvass selections. Obviously, you are limited to the vacant offices listed on the canvass letter and you must be the most senior PTF and then PSE by relative standing to be offered the position.

Furthermore, you must qualify for any training... mostly window qualification. But these are the only requirements. Since, nearly all PTF's are window qualified, as are many small office PSE's, the qualification process is finished for most applicants. And if you are the senior applicant and not window qualified, you will be given an opportunity to qualify for the vacant PTF position.

If you are a PSE and you fail the window training, you simply stay in your current position and will be allowed to try again for another position requiring window qualification provided you are the senior applicant once six (6) months have passed. If you are a PSE and successfully pass your training, your new craft seniority will be backdated to the date that you would have gotten the PTF position had you been previously qualified.

The canvass for PTF positions is a good option for current PSE's and PTF's who want to move to a different installation/office for any reason, and for PSE's who want to become a career employee in the U.S.P.S. For many PSE's, you want to weigh the option of making career in your current installation vs. selecting a PTF position at another installation through the canvass.

Just remember to weigh your options prior to making this decision. Contact me if you have any questions. Thank you.





Nikki Anthonasin
Manual/Mechanization
Director

The year 2020...the year that changed all our lives as we once lived. First, I would like to give my deepest condolences to all of my union brothers and sisters and their friends and families who lost loved ones due to COVID-19 or any other reasons in this last year. It will most definitely be a year to remember and one that I am sure a lot of us would like to forget.

April 30th, USPS media statement:
(source: <https://about.usps.com/newsroom/statements/usps-statement-on-coronavirus.htm>)

The United States Postal Service is proud of the work our more than 600,000 employees play in processing, transporting, and delivering mail and packages for the American public. We provide a vital public service that is a part of this nation's critical infrastructure. The Postal Service has a dedicated Coronavirus Disease 2019 (COVID-19) Command Response leadership team that is focusing on employee and customer safety in conjunction with operational and business continuity during this unprecedented epidemic. We continue to follow the strategies and measures recommended by the Centers for Disease Control and Prevention (CDC) and public health departments. To reduce health risks for our employees and customers and to safeguard our operational and business

The Good, The Bad, And The Ugly!

"We provide a vital public service that is a part of this nation's critical infrastructure."

continuity, the Postal Service is doing the following:

- Ensuring millions of face coverings, including masks, gloves and cleaning and sanitizing products are available and distributed to more than 30,000 locations every day through our Postal Service supply chain. We also have opened up local purchasing authorities and sourcing options so that our employees can access additional supplies within the communities they serve. We have expanded our national sourcing of supplies and services to ensure that increasing demands are met.

- Requiring that non-public facing Postal Service employees wear face coverings while at work when proper social distancing cannot be achieved or maintained.

- In the local and state jurisdictions where there is an ordinance for the mandatory use of face coverings, we are voluntarily aligning by requiring that our public-facing Postal Service employees use face coverings.

- Requesting customers use face coverings while in our retail facilities located in jurisdictions that have implemented orders requiring use of face coverings by individuals within those jurisdictions.

- Reinforcing workplace behaviors to ensure that contact among our employees and with our customers reflects the best guidance regarding healthy interactions, social distancing, and risk minimization. We

have implemented measures at retail facilities and mail processing facilities to ensure appropriate social distancing, including through signage, floor tape, and "cough/sneeze" barriers.

We have changed delivery procedures to eliminate the requirement that customers sign our Mobile Delivery Devices for delivery. For increased safety, employees will politely ask the customer to step back a safe distance or close the screen door/door so that they may leave the item in the mail receptacle or appropriate location by the customer door.

- Updated our cleaning policies to ensure that all cleaning occurs in a manner consistent with CDC guidance relating to this pandemic.

- Updated our leave policies to allow liberal use of leave and to therefore give our employees the ability to stay home whenever they feel sick, must provide dependent care, or any other qualifying factor under the Families First Coronavirus Response Act. We have entered into agreements with our unions to provide 80 hours of paid leave to non-career employees for issues related to COVID-19, and have expanded the definition of sick leave for dependent care for covered employees to deal with the closures of primary and secondary schools across the country.

- Expanded the use of telework for those employees who are able to perform their jobs remotely.

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- Issuing a daily cadence of employee talks, articles, videos, and other communications to ensure employees have the latest information and guidance.

- Leveraging localized continuity of operations plans that can be employed in the case of emergencies to help ensure that the nation's postal system continues to function for the American people. With a longstanding history of quickly adapting its operational plans to changing conditions, the Postal Service maintains steady communications with mailers during natural disasters or other events that require emergency responses and advises residential customers and business mailers with regard to postal facility disruptions that may impact delivery in an affected area via its USPS Service Alerts webpage.

The Postal Service delivers much needed medications and Social Security checks, and we are the leading delivery service for online purchases. The Postal Service is an essential service for purposes of compliance with state or municipality shelter-in-place orders or other social distancing restrictions. The statute that created the Postal Service begins with the following sentence: "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by an Act of Congress, and supported by the people." 39 U.S.C. §101(a).

So.....What do you think? Have they fulfilled these "promises"? ME EITHER! You tell me! Let's take a look!

How long did it take for them to provide us with face coverings? I guess they sent out a diagram on how to make our own to be given in service talks! Did you get that service talk? How long did it take for them to mandate face coverings? The STATE had to mandate it and it is still a struggle with many! Unless of course management does not like you! Then you will get put out of the building for not wearing it and get disciplined. But otherwise, they ignore it! When did they reinforce workplace behaviors in regard to social distancing? We are still waiting.....tick tick tick, sorry can't wait...have to go help throw some parcels in a corral with 8 other clerks in it.

They opened up local purchasing authorities and sourcing options so that their employees can access additional supplies within the communities they serve? They have expanded our national sourcing of supplies and services to ensure that increasing demands are met? When did this happen??? I guess I blinked too many times looking for the hand sanitizer and sanitizing wipes and/or spray for my work area! Updated the cleaning policies to ensure that all cleaning occurs in a manner consistent with CDC guidance relating to this pandemic???

Is cutting custodial hours updating cleaning policies??? OH NO!!! They can't use OVERTIME in maintenance!!!! Don't you dare mention penalty pay!!!! "What is it that the COVID Cleaning Cart" is used for? How many times have you seen an area cleaned thoroughly due to a positive COVID case? That's right! That one time we had a positive case in maintenance they cleared the entire area and sterilized that! I guess you have to work in the maintenance department to get an area sterilized!?! Updated their leave policies to allow liberal use of leave and to therefore give their employees the ability to stay home whenever they feel sick???

I will answer this question with a question...How many of you have been harassed and/or had to fight disciplinary actions against you for unscheduled leave in 2020? NUFF SAID, because I have got to go and appeal a discipline case! I am running out of time! Expanded the definition of sick leave for dependent care for covered employees to deal with the closures of primary and secondary schools across the country? Good luck if you rely on a friend or family member to care for your children while you're at work and they are suddenly unable to care for them due to COVID! You better make sure your union is there when you inform them. Otherwise they will make you miserable (depending who you are)! Well, at least they expanded the use of telework for those employees who are able to perform their jobs remotely. How many bargaining unit employees are able to perform their jobs remotely? SMH! NO WORDS for this one, just SMDH!!!

Daily cadence of employee talks, articles, videos, and other communications to ensure employees have the latest information and guidance? We all know how great their communication skills are! Half of the time the management on the floor doesn't even know what is going on, the union has to inform them! When they are actually here (maybe they are teleworking)! Leveraging localized continuity of operations plans that can be employed in the case of emergencies to help ensure that the nation's postal system continues to function for the American people? Sorry, I can't stop laughing! I guess, the operations plan was to throw it against the wall and see what sticks? On this note! I will switch to the positive

(continued on page 12)

The Good, The Bad And The Ugly!...

(continued from page 11)

side! While there are many out of work or experiencing reduced work due to COVID, we have been fortunate enough to remain working and have benefited from an increase in the hours available to work. As long as you stay healthy, even with all of the B.S., we are extremely lucky to have our jobs and the security that they bring.

At the end of the day, the only person that can look out for you is you! Stay safe, follow CDC recommendations, come to work as long as you are healthy and make your money (if you are sick stay home and communicate with your union if you have any questions), and for PETES SAKE USE YOUR COMMON SENSE (or someone else's if you don't have any)!

On that note.....CHEERS to a healthy and prosperous 2021!



**Jim Arneson
Maintenance Director**

Well, a new year has begun. Unfortunately for the time being it appears that it is carrying some of last years baggage. The issue of Covid is still with us. Understaffing at the annex for the little maintenance window they give us. But through all this Maintenance is striving to make the workplace a clean and safe place to work. Thank you.

With the new MMPA opening, we are seeing a jump in staffing for custodian and building maintenance. This is due to the size of the facility and the staffing required to maintain

Clean Facilities

"I, again, want to thank all the custodians for their efforts with cleaning ..."

it. But for a while it seemed that the staffing for the MPE side would not increase.

Well, we recently learned that the new MMPA is slotted to be the first on the list to get a new SPSS. This is great news both in terms of what should be increased staffing for the MPE side but also its further cements the fact that we will be processing packages here. When the move happens, expect us to be very busy for months until everyone and everything is moved over.

I, again, want to thank all the custodians for their efforts with cleaning the stations, Associate Offices and Plants during this pandemic. Because of the importance of cleaning our facilities, the Union at the National level agreed that all the hours

used between March 2020 and May 2020 would be counted for Line H purposes. We did not want the Service at the local levels to try and use Line H to stop the custodians from doing what was necessary to try and keep us safe. Unfortunately, this also means that for 2020 Line H cases, the Service will meet their requirements. But without this bump in hours for future years expect it to revert.

Lastly, I want to thank the stewards that have represented maintenance this last year. So when you see, Jeff Felber, Michael Kowalske, John Miceli and Nikki Anthonsian, please thank them for their work and efforts.



Jeff Worden
North Sectional Director

I wrote an article on this subject about 2 years ago, but 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

PTF Guarantees

"This is considered a "Split Shift" and therefore no "new guarantee" applies."

the employee completed his/her assignment and clocked out, is GUARANTEED four (4) hrs. of work or pay regardless of the size of the office! This language is also found on page 52 & 53 in the 2017 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/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 us 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.

SOLIDARITY

Lawmakers Aim To Dissolve 'Draconian' Law That Placed Heavy Financial Burden On Postal Service

NBC News

A bipartisan group of lawmakers in the House and Senate introduced legislation that would provide the Postal Service much-needed financial relief by doing away with a mandate that required it to prepay retirement benefits decades in advance. The issue stems from a 2006 law that required the Postal Service to create a \$72 billion fund that would pay for its employees' retirement health benefits for more than 50 years into the future. This is not required by any other federal agency.

The "USPS Fairness Act," introduced by Democrats and Republicans in both chambers, would do away with the requirement and comes as some lawmakers and the biggest Postal Service union have called for President Joe Biden to quickly install new leadership in the federal agency. "The unreasonable prefunding mandate has threatened the survival of the USPS and placed at risk vital services for the millions who rely on it," said Rep. Peter DeFazio, D-Ore., one of the bill's sponsors. "The prefunding mandate policy is based on the absurd notion of paying for the retirement funds of people who do not yet, and may not ever, work for the Postal Service." A similar measure was passed by the House on a bipartisan basis almost exactly a year ago, with 309 members of Congress in support and 106 opposed. The bill was received by the Senate five days later, but it never moved forward and died in that chamber. Sens. Steve Daines, R-Mont., and Brian Schatz, D-Hawaii, introduced the bill Monday in hopes of quickly pushing it through the Senate this time.

The Postal Service has so far amassed \$56.8 billion in its retiree health benefits fund to fulfill the mandate, according to last year's Postal Regulatory Commission report, but it has been a struggle to get even there. In the meantime, the financial requirement has created a major economic drag on the Postal Service, causing it to appear to fall billions of dollars further into debt each year. Much of that negative balance only appeared on the ledgers because of the 2006 mandate. The Postal Service "missed \$48.2 billion in required payments for postal retiree health and pension benefits as of September 30, 2018," a Government Accountability Office review in 2019 concluded. The report noted that the agency's liabilities had drastically increased because of the mandate, showing that the Postal Service's debt had grown to more than 200 percent of its revenue since the passage of the 2006 law.

"The 2006 Post Accountability Enhancement Act did something that was absurd, draconian and no other agency or private company ever has had to do," Mark Dimondstein, the president of the American Postal Workers Union, said. "It manufactured a financial crisis in the post office." The Postal Service said it supports the repeal of the prefunding mandate, but only "as a companion" to Medicare integration, a proposal previously floated in Congress that would merge retiree benefits with the federal Medicare program. "The enactment of these two provisions together would have a very meaningful positive impact on the financial sustainability of the Postal Service," said David Partenheimer, a Postal Service spokesperson. While the American Postal Workers Union said it is not opposed to the idea of Medicare integration, it encouraged Congress to move forward with the current legislation as is.

The law creating the mandate originally passed in 2006 with broad bipartisan support during a lame duck session of Congress, just as Republicans were about to lose their majority. Sen. Susan Collins, R-Maine, faced criticism during her reelection last year for helping shepherd the bill through Congress in 2006, though the legislation passed with near-unanimous support. Collins told NBC News that she introduced a bill a few years after the measure became law to give the Postal Service more time to pay for the benefits, but it was never passed. "It relieved the postal service of millions of dollars in liabilities and it was intended to ensure that the retirees got the benefits that they earned," she said of the 2006 law. "It turned out to be too aggressive a schedule which is why the postal service has not made the payments for nearly a decade." Rep. Bill Pascrell, D-N.J., voted for the bill in 2006, and said in an op-ed he penned in 2019 that committee leaders told members of Congress "that the legislation was critical." It turned out, however, that the law "one of the worst pieces of legislation Congress has passed in a generation," he said. "That USPS is forced to prefund its employee pensions 50 years into the future is an insanity that is the No. 1 cause of the Post Office's financial problems," Pascrell told NBC News. Abolishing this anchor is supported by an overwhelming majority of Congress. We must pass this not just to save USPS now but preserve it for the next century."

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Supporters of the Postal Service highlighted the economic burden it faced during the many delivery delays observed last year, with some advocates noting the need for Congress to dissolve the mandate. Postmaster General Louis DeJoy testifies during a House Oversight and Reform Committee hearing on the Postal Service on Capitol Hill. Then-President Donald Trump opposed providing the struggling agency any financial relief. He earned further criticism when he installed Louis DeJoy, a major Republican fundraiser, as the new postmaster general. DeJoy drew fire after he made numerous cost-cutting changes that came under scrutiny because many worried they would delay the timely delivery of election mail.

In a letter to Biden last week, Pascrell said the president should fire the Postal Service's Board of Governors for the mail delays and the Postal Service changes instituted by DeJoy. The new members could then vote to fire DeJoy. The White House did not respond to a request for comment when asked whether Biden supported the "USPS Fairness Act" or the push to change Postal Service leadership.

Dimondstein said the union is pressing for the president to make nominations for four open governor slots quickly and pointed out that there are no women or Black members of the board. There are also "no people that have any knowledge of the inner workings of the postal service," he said. "Whoever the postmaster general is, we need a strong postal Board of Governors in terms of setting the policy and the direction," he said. "And we believe that's at the fingertips of this president now to get done quickly."

* * *

COVID-19 Vaccine Information

APWU News

The COVID-19 pandemic has had a profound effect on all members of the APWU. Our families, our work, and essentially all aspects of our lives have been impacted. COVID-19 is a serious, life-threatening disease. One out of every 1,000 people in the United States died from COVID-19 during 2020. COVID-19 has infected more than 20 million people in the United States. This disease continues to pose a grave threat. Vaccinating is the most effective way to build protection against this disease. As frontline, essential workers, vaccines will be available to APWU members, on a voluntary basis, in the near future. When enough people receive the vaccine in the population, we will see the spread of the disease slow significantly. This will provide us all with the ability to resume activities with others in our communities when the spread has reduced.

As this issue goes to press, there are currently two vaccines approved for use in the United States, the Pfizer and Moderna COVID-19 vaccines, and both are over 90% effective. That means they will prevent over 90% of people from developing symptomatic COVID-19. If you receive the vaccine and are in the small percentage of people who still contract coronavirus, either one of the vaccines will minimize the severity of your symptoms.

Rigorous oversight over the research, development, and clinical trials ensures that all vaccines are as safe as possible. The safety of these vaccines will continue to be monitored as they are administered throughout the country. Depending on the specific vaccine that you receive, a second shot 3-4 weeks after your first shot is needed to provide the most protection.

If you have questions or concerns about specific health issues that may affect your ability to receive a vaccine, talk to your doctor or a health care professional. The APWU and the USPS are in agreement that the vaccine will not be a condition of employment and is therefore voluntary. We recognize that such decisions are personal choices and we encourage members to make them in consultation with their family medical professional.

Transfer Of Supervision Of Bargaining Unit Employees Assigned To Logistics Components Of Dock Operations (Mail Processing To Logistics) - Questions And Answers -

On August 7, 2020, the Postmaster General announced a plan to realign the organization to provide greater focus on the core aspects of our business and to give us a better chance for future success. As part of this organizational realignment, the decision has been made to transfer supervision of bargaining unit employees assigned to logistics components of dock operations, e.g., ramp clerks and general expeditors, from Mail Processing to Logistics.

Effective January 16, all bargaining unit employees assigned to logistics components of dock operations will report to a designated Logistics management official. Bargaining unit employees assigned to logistics components of dock operations will be provided the names of their new supervisors at the conclusion of the attached stand-up talk. The purpose of this change is to streamline dock operations. It is anticipated that the change will result in more efficient movement of mail and packages to delivery units. Additionally, consideration at the facility/installation-level must be given to any past practice, regional arbitration award, or precedent-setting, lower-step grievance settlement which could affect the implementation of this change as intended.

Consult local Human Resources and Labor Relations regarding facility/installation-specific issues, e.g., attendance control, disciplinary action, personnel action processing, etc. Consult local Mail Processing and Logistics regarding determination of facility/installation specific staffing levels for both bargaining unit and non-bargaining employees. The below questions and answers are intended to provide general guidance concerning the above-referenced transfer of supervision. They are not intended to account for every scenario that might be encountered in connection with this change. Additionally, this guidance is not intended to alter the provisions of the National Agreement.

FAQs

1. Will this change modify the craft designation of bargaining unit employees assigned to logistics components of dock operations? **No.**
2. Will this change modify the way overtime is administered within the facility/installation? **No, this change does not modify the way overtime is administered as provided for in Article 8 of the National Agreement.**
3. Will this change modify the salary grade/level of employees assigned to logistics components of dock operations? **No.**
4. Will this change modify the way leave is administered within the facility/installation? **No, this change does not modify the way leave is administered as provided for in Article 10 of the National Agreement.**
5. Will this change modify the way holiday schedules are administered within the facility/installation? **No, this change does not modify the way holiday schedules are administered as provided for in Article 11 of the National Agreement.**
6. Will this change result in the excessing of bargaining unit employees pursuant to Article 12 of the National Agreement? **This change is not intended to result in the excessing of bargaining unit employees pursuant to Article 12 of the National Agreement. However, note that subsequent revisions to the applicable Local Memorandum of Understanding (LMOU) could affect the identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section.**
7. What is the process for modifying bargaining unit duty assignments to ensure that staffing is aligned with the needs of dock operations? While Logistics will determine the total number of bargaining unit duty assignments necessary to meet the needs of the logistics components of dock operations, any changes to individual bargaining unit duty assignments must be completed in accordance with the relevant article(s) of the applicable National Agreement and the relevant pro-

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vision(s) of the applicable LMOU.

8. What is the process for temporarily moving bargaining unit employees from one operation to another on a given service day due to staffing issues? Example: on a given service day, dock operations are overstaffed, and mail processing operations are understaffed, and vice versa. The process for temporarily moving bargaining unit employees from one operation to another on a given service day due to staffing issues will vary from facility to facility based on how sections are defined in the current applicable LMOU.

9. What administrative changes will occur when this transfer of supervision is implemented? Unique finance numbers have been created for each newly established Logistics operation. Affected employees will receive a PS Form 50, Notification of Personnel Action, in the mail, which will inform them of their new finance numbers. Additional administrative changes, for example, changes in pay locations, may also occur as a result of this change.

* * *

APWU Advocates For Prioritization Of Postal Workers In National COVID-19 Vaccination Plan

APWU News

On January 20, following the inauguration of Joe Biden as the 46th President of the United States, the APWU got to work pushing for the new administration to prioritize postal workers in its national COVID-19 vaccination policy. In a letter to the administration, President Dimondstein advocated for postal workers to be recognized as frontline workers in the national vaccine rollout.

With virtually no national plan in place, the COVID-19 vaccine rollout has proceeded very slowly and unevenly across the country with states/territories having to implement their own plans. Many essential workers are still waiting for their vaccines even as they report to work every day, including postal workers, who have continued to interact with the public and connect the people of the country during the pandemic.

In many states, including New York, postal workers have not been included in initial vaccine rollouts, even though the CDC recommended postal workers be considered in the "1-B" status along with other essential workers.

In his letter, President Dimondstein asked the administration to develop a national plan in-line with the CDC's recommendations. "We are optimistic that your new administration will work to bring order to the COVID chaos including bringing a national plan to the vaccine roll-out. We strongly urge that as part of this plan the CDC recommendations in relation to postal workers is consistently and fully implemented throughout the country," President Dimondstein wrote. "The well-being of postal workers and postal customers depend on it."

In addition to the letter to the Biden administration, President Dimondstein also wrote to New York Governor Andrew Cuomo, and other governors urging him to move postal workers higher up in the vaccine rollout order in line with the CDC's recommendations.

The APWU is committed to working with the new administration on a comprehensive, national vaccination plan.



Dr. Jonathan Saigh

Denied OWCP Claim?

Advanced Care Specialists



Whether you have a CA1 or CA2 claim that has been denied, the appeal process is generally one in the same. Of all the OWCP claims that have been denied, most of the time it is either due to causal relationship and/or fact of injury – despite this being somewhat confusing the process is fairly simple; however, there are a few stipulations and rules that must be followed.

The first thing is to save all letters upon receiving them, even though it may look like a standard denial letter there are very important points that are outlined within the document. Lastly, the final page of the letter you received will allow options for the next steps of your appeals process.

The next step is to decide which route you would like to take as far as appealing your claim. You do have a few different options and which option you select is entirely up to you. Your options are as follows:

1. Request a hearing thru review of the written record or an oral hearing. This option will allow you to utilize all of the current information the Department of Labor has as well as a conduction of telephonic or video conference in efforts to change the current notice of decision of your claim. No new medical or personal documents will be considered. This option must be requested within 30 days of the notice of decision.
2. Request reconsideration. This option tends to be the most common selected. It will allow you to submit additional information. Generally the additional information will come from a qualified health care provider (MD/DO). The additional information should include all of the topics that are missing as outlined in the denial letter(s). When using the reconsideration option the Department of Labor allows up to 1 year after the decision date to receiving the request and additional information. After the supplementary medical documentation and reconsideration requests are received the Office of Workers' Comp will alter their initial decision in no less than 90 days. It is important to note during this time if additional medical intervention is needed the patient should continue treatment as there are ways to be reimbursed for the expenses once the claim is approved.
3. ECAB Appeal. This tends to be one of the less popular options for a few reasons. The first being the time the Department is allotted to issue a decision on the claim – in our experience the time frame can extend over a year. It should also be noted that new medical evidence may not be submitted to supplement the claim. Simply put, this option will allow your evidence to be presented to the Employees Compensation Appeals Board for additional review.

As you can see, if your OWCP claim has been denied it doesn't necessarily mean it's the end of the road – rather a road block or a detour. There are plenty of options to continue perusing opening your claim, with great success. The decision is yours in selecting the above options or moving forward with appeals. Advanced Care Specialists is always here to help if you have any questions. Questions about your denied claim? Don't hesitate to call us at 262-898-9000.

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 OF AUTOMATION

Trenton Canady
Chris Paige Jr.

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
Glenn Griggs

LOCAL BUSINESS AGENT
Chris Czubakowski

VICE PRESIDENT
Larry Brown jr

TREASURER
John Miceli

RECORDING SECRETARY
Pam Walker

DIRECTOR CUSTOMER SERVICE
Kenni Liggan

DIRECTOR NORTH SECTIONAL
Jeff Worden

DIRECTOR SOUTH SECTIONAL
Greg Becker

DIRECTOR WEST SECTIONAL
Marvin Rivera

DIRECTOR OF MANUAL/MECH
Nikki Anthonasin

DIRECTOR MOTOR VEHICLE
Mark Krueger

DIRECTOR OF MAINTENANCE
Jim Arneson

TRUSTEE(S):

Larry Victory

Kathleen Walczak

ELECTION VOTING PROCEDURES & INSTRUCTIONS

Ballots will be mailed on **Thursday, February 25, 2021.**

If you fail to receive a ballot by **Monday, March 8, 2021**, 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 19, 2021.**
- 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 340408, Milwaukee, WI 53234, no later than 5:00 p.m. **March 24, 2021.**

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

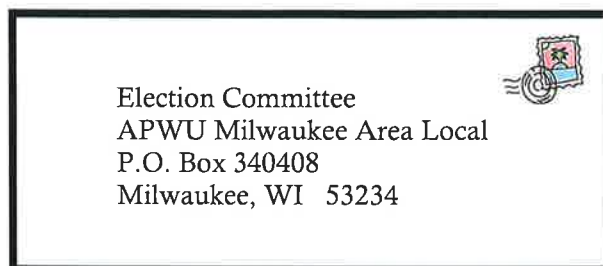
Please Mail Early !

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 24, 2021.**

Ballots will be counted and the election results to be announced on:
Thursday, March 25, 2021.



ELECTION VOTING PROCEDURES & INSTRUCTIONS

CANDIDATE STATEMENTS

(pages 23)

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 29, 2021 (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.



2021 ELECTION COMMITTEE

Julie Slotty-Williams, Chairperson

Cathy Bystra

Rick Bystra

CANDIDATE FOR DIRECTOR OF AUTOMATION



**TRENT
CANADY**

Hello, Union Brothers and Sisters, for the ones of you who does not know me my name is **Trent Canady**. I'm not trying to reinvent the wheel. I'm just running for the open seat of **Director of Automation**. I want to continue the dedicated representation that our APWU members has come to expect and deserves. Here is a quick snap shot of my profile. I'm a United States Marine Corp Veteran and a tour-3 steward. I have been a **Postal Employee and Union Member for over 30 years**. As a Union steward and Union Officer I have filed hundreds and hundreds of grievances in Customer Service areas, which include city stations, Bulk Mail, Main Office Window, & in Associate Offices. Also, in Milwaukee Plant areas, of Automation, Flat Sorters, Express and Expeditors. I have filed successful filing grievances for Removals in other crafts such as Motor Vehicle and Maintenance. 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.

**TRENT CANADY for Director, Of
Automation**



**CHRIS
PAIGE Jr.**

Fellow APWU members, I, Chris A. Paige Jr., would like to be your next Automation Director. I am currently one of your stewards on tour 2 at the Downtown Plant. VOTE Chris A. Paige Jr. for Automation Director on your ballot.