



The Hi-Lites



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

(Proud Postal Press Association National Awards Winner)

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Volume 45 Issue 2



2023 MILWAUKEE AREA LOCAL ELECTION

No Long Lines To Face!

Take the time to fill out your ballot.
Return the postage-paid envelope.
It doesn't get any easier than that!

Exercise your right to **VOTE!**

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



**Glenn Griggs
President**

I am honored and humble to be re-elected as your Local President for the next three years. We have accomplished a lot during my first term, but have a lot more to do moving forward.

In the upcoming months I will set forth an agenda for what I believe the challenges we will be facing now and in the near future. Until then, I wanted to touch basis and give you all updates on several issues we have been getting calls on and currently dealing with.

For those of you who may not be aware, there was a mini fire on one of the machines last week that caused a lot of smoke and foul order. I spoke to the plant manager last week concerning this and we both agreed that protocol was not followed.

In my opinion, there should never be a time when the post office have an actual fire, and everyone is not immediately evacuating the area, and sent outside to the all-clear signal is given by the fire department.

We will continue to meet with management until we are comfortable that management understands and follow proper procedures in case we have another situation like this in the future.

Quick update on the no lunch grievance for the clerk and maintenance craft. The clerk case has been ap-

pealed to arbitration. We are hoping to get a date between now and April for the case to be heard. I will keep everyone posted once we have an actual arbitration date lock in.

We actually won the maintenance case but management has refused to abide by the settlement! A non-compliance grievance was filed and we are hoping to get some more information soon on this case.

We just recently won a great settlement at Step 3. F1/F4 clerks will perform timekeeping duties for ALL employees paid via regular TACS in the installation...including but not limited to clerks, maintenance, logistics and EAS employees. We will be having some meetings with the plant manager and her team to see about creating clerk T-7 positions that deals with nothing but time keeping.

Many years ago, we use to have data technician jobs that were staffed by clerks. This settlement is a step in the right direction for bringing this work back to the clerk craft.

In case you haven't heard the postal service has changed the way we log into *Liteblue* because their system was hacked and some of our members and employees direct deposit checks across the country were stolen. Someone had hacked into the system and rerouted peoples direct deposit checks to a prepaid cards.

Since then, the postal service has

Updates for the New Year

"If you were one of the members that had your direct deposit stolen, we ask that you contact your Union steward ASAP..."

went to a multi-factor system which will prompt employees for a second identification factor, such as a one-time pass code through a text or email as an authenticator. If you haven't done so yet, you might want to log in to change your password so you won't have any issues later when you really need to log in.

If you were one of the members that had your direct deposit stolen, we ask that you contact your Union steward ASAP or contact the Union hall. National APWU has filed a class action grievance because the postal service refused to reimburse the members that had their direct deposit rerouted.

Even though a grievance is being filed, the union has no way of guaranteeing that we will be successful of winning this grievance. However, we believe no one should work for free and it is the post offices responsibility to keep their own system protected.

Newly PSE conversion.

Keep an eye out on your checks to make sure you are being paid at the appropriate rate. Your basic pay rate is \$24.61. Also make sure you sign up for your benefits within 60 days of your conversion. Health insurance, life insurance, etc. If you need any assistance please call the Union hall at 414-273-7838 and ask for Chris Czubakowski. He will be more than willing to assist you. Please don't wait until the last minute. Make sure to notify the Union ASAP if you are not receiving the proper pay and benefits within one full pay period from

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being converted. This problem was created by management and we are trying our very best to get this mess cleaned up.

Finally, we have a class action 204-B grievance for the clerk craft in the Milwaukee installation. This covers the MWA, City Stations, and the Plant. We are hoping to have a potential resolution soon on this issue as we are still in the negotiation phase. Once this issue is resolved, we will keep everyone updated.

If you have 204-B's working in your section. We are asking you to contact your steward or officer to have them investigate the issue ASAP. Once again thank you for all you do, and thank you for being members.

Dept. Of Labor – Celebrating 30 Years Of The Family & Medical Leave Act

The Family and Medical Leave Act (FMLA) has been the cornerstone of the Department of Labor's efforts to promote work-life balance since it became law in 1993. The success of the law over the last 30 years is reflected in the stories of the workers who have exercised their right to take job-protected leave to care for themselves and their family members.

We see the success of the FMLA in a new mother taking leave for birth and in the first months of a child's life. We see it in a worker taking leave to seek mental health. We see it in a worker taking leave to care for a parent battling cancer.

The law provides more than just time off for eligible workers. It also provides job-restoration rights, protection against retaliation, and continued access to employer-provided benefits, such as health insurance. Over the past 30 years, we've helped 13,000 workers who were denied FMLA leave by their employers, 18,000 workers who were unjustly terminated, and 1,000 workers whose health benefits were not maintained as required by the law.

As the Department of Labor commemorates the 30th anniversary of the FMLA, we recognize the challenges working families continue to face. And, while we celebrate three decades of achievements, we also recognize there is much more to do to ensure workers can exercise their rights to job-protected leave in the future.

Unfortunately, too many workers who have the right to job-protected leave don't take it when they need it because they're unaware of their rights or they fear being treated differently at work if they request leave. To help address these unmet needs for leave, we're taking FMLA's 30th anniversary as an opportunity to strengthen our outreach efforts across the nation, including stakeholder events, interagency collaboration, and new and updated FMLA resources.

As we have been since 1993, the Department of Labor is committed to empowering workers to exercise their FMLA rights to job-protected leave. We encourage workers to call 1-866-487-9243 with any

questions or concerns about their rights. We answer calls confidentially and we can communicate in more than 200 languages. For three decades, this landmark legislation has helped millions of working families balance the demands of the workplace, the needs of their families and their own health. We are proud to enforce it and support America's workers – and look forward to doing so for many years to come.





Chris Czubakowski
Local Business Agent

I have been receiving more and more questions as of late regarding mileage. As such, I'm hoping that the following APWU Q and A provides some much-needed answers.

Q. Do I get mileage for driving to and from my duty station?

A. No. Driving to and from work is a normal part of employment.

Q. Do I get mileage for using my personally owned vehicle for things like driving between offices {when I am expected to drive to the second office and start working without at least a one hour break in service}, delivering Express Mail, transporting misssent Mail, etc?

A. Yes, you are entitled to mileage whenever you use your personally owned vehicle for the business purposes of USPS {assuming no government vehicle is available for you}.

Handbook F-15 states, "If no Postal Service or GSA vehicle is available, you can be reimbursed for all mileage incurred for official business. Use odometer readings or standard mileage guides to determine the number of miles. Travel time is the reasonable driving time for the distance you traveled."

Furthermore, APWU Contract Article 36.2.B states, " Employees will be paid a mileage allowance for the use

of privately owned automobiles for travel on official business when authorized by the Employer equal to the standard mileage rate for use of a privately owned automobile as authorized by the General Services Administration (GSA).

Any change in the GSA standard mileage rate for use of a privately owned automobile will be put into effect by the Employer within sixty (60) days of the effective date of the GSA change."

Q. How do I get paid for mileage when I work in another office?

A. 1. When reporting to a temporary duty station at the beginning of the day, you would be reimbursed for the difference in mileage between the permanent duty station and the temporary duty station {if the temporary is farther}.

Handbook F-15 states, "When it is advantageous to the Postal Service, you may be authorized to depart directly from and return directly to your home. The Postal Service may reimburse you for any mileage that exceeds the distance between your home and your permanent duty station. If the mileage is less than that between your home and your permanent duty station, you may not claim a mileage reimbursement. You may claim out-of-pocket expenses such as tolls, parking, etc. "

A.2. If you are required to report to another duty station, and there is no

break in service of at least one hour {not including the travel time} you get the mileage driven between the two offices.

A.3. If you report to your permanent duty station, and required to punch off the clock to go to a temporary duty station, and there is a break in service {split shift} you get reimbursed as noted in number 1.

Q. Do I get mileage if I volunteer to go to another office?

A. Yes. If you use your personal vehicle for USPS business purposes you can claim mileage, regardless of whether you volunteered, or were "forced" to travel.

SCENARIO #1

If an employee is asked to report to a temporary duty station at the beginning of the day, they would be reimbursed the difference between their permanent duty station and the temporary station, if the temporary is farther. If the temporary station is closer, no reimbursement is required.

SCENARIO #2

If an employee is required to travel to another work location after reporting to their permanent duty station, where the employee is expected to be there ASAP, and no lunch period is included, the employee would be reimbursed for the mileage between the two locations.

Mileage Questions & Answers

"The Postal Service may reimburse you for any mileage that exceeds the distance between your home and your permanent duty station."

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SCENARIO #3

If an employee reports to their permanent duty station and is required to take a lunch period any mileage traveled during that time is not reimbursable.

SCENARIO #4

If an employee reports to their permanent duty station and is required to punch off the clock and report to a different duty station, in which the normal meal period is included, the employee will be reimbursed as stated in scenario 1.

SPLIT SHIFTS:

If an employee reports to an office other than their home office and they are scheduled for a split shift {i.e. 8-10 am and 2-5 pm}, they are only reimbursed mileage for one trip to/from that office, less their daily commute. What they do between 10 and 2 is their business and we do not reimburse for interim mileage. It is the responsibility of the employee's home office PM/Supervisor to confirm all mileage being claimed is accurate prior to signing the PS-1164-E.

I hope that this article was helpful to those members who have had questions regarding mileage. If you have any further questions or need to file a grievance regarding mileage make sure to contact a Union Steward or Officer.

A Vital Reason To Protect The Postal Service From Privatization

Common Dreams

Rather than weakening this vital public infrastructure, policymakers should focus on strengthening—and expanding—this beloved federal service.

Postal jobs have long been a road to the middle class for Black Americans. The Postal Service began employing Black workers shortly after the Civil War and became a major source of good, middle-class jobs for this share of the workforce in the early 20th century.

During the 1940s, civil rights advocacy, combined with wartime needs, created even more opportunities for Black postal workers. By the mid-1960s, their leadership had increased significantly, with the three biggest post offices in the country — New York, Chicago, and Los Angeles — all headed by Black postmasters. By the end of the 20th century, Black employees made up 21 percent of the U.S. postal workforce.

In 2022, Black workers made up 29.0 percent of the Postal Service workforce — more than double their 12.6 percent share of the total U.S. labor force. According to an Institute for Policy Studies analysis of Bureau of Labor Statistics data, postal workers have by far the highest median annual wage (\$51,730) and the highest median hourly wage (\$24.87) among the 10 occupations with the heaviest representation of Black workers.

Three of these 10 occupations have median hourly wages below \$15 per hour. Of the 10 occupations with the largest shares of Black workers, USPS was the fifth-largest employer, with more than 600,000 employees.

United States Postal Service Response To The *LiteBlue* Cyber Theft

Colleagues,

We continue to receive reports of employees clicking on fake LiteBlue websites, allowing cyber criminals to steal their usernames and passwords. A limited number of employees have reported changes to their net to bank or allotment changes due to this activity. The USPS has taken multiple steps to combat this activity through enhanced communications, stand-up talks, working with internet providers to identify the sites as fraudulent, and proactively identifying potential victims. Unfortunately, some employees continue to access the fake websites.

The VP of CISO has recommended disabling the external link to PostalEase as of December 29, 2022.

Taking this action will prevent any net to bank or allotment changes to occur unless employees log-in from a USPS issued device in a USPS facility to further protect employees against fraudulent websites. The Chief Information Office is working to expedite the deployment of a multi-factor solution which will prompt employees for a second identification factor, such as a one-time passcode through text or email or through an authenticator application that will be in addition to their usernames and passwords. In the interim, please inform employees to call the helpdesk at 877-477-3273 for assistance with their urgent LiteBlue needs. Headquarters is working diligently to resolve these security issues and enable LiteBlue to be available ASAP.

APWU Calls For An Immediate Fix

Charlie Cash, Industrial Relations Director, APWU

It has been reported to me from the field that postal employees around the country are receiving calls from someone posing as a Postal Inspector. The “inspector” is telling them their Liteblue account has been comprised and locked. The “inspector” is asking them to provide their EIN, and “previous” password in order to verify and unlock their account. Unfortunately, we have had some folks pony up the info. Once the information has been provided, the scammers are then logging in to the Liteblue account and change their net-to-bank payroll information.

These are reports from the field and I just reported it to USPS HQ. I have no further information but **PLEASE—DO NOT SHARE YOUR LITEBLUE/POSTALEASE LOGIN INFORMATION WITH ANYONE**. The Postal Inspectors will not call and ask for this over the phone. If anyone has received this call and provided info, please attempt to login and check your Liteblue/PostalEase account immediately. Go immediately and change your password. If you can’t get in or something is suspicious—Call HRSSC immediately to fix your Liteblue/PostalEase account.

I have official communications from the Postal Service. This exact reason is why the Postal Service is changing to Multi-Factor Authentication (MFA)—using your cell phone or email to get a code to login. Again—please do not give out your info!!! I received the message from the Postal Service which you may share with the field informing us the external link to PostalEase/Liteblue will be taken down today. This will require employees to make changes Postal Service devices within postal facilities. We are monitoring the situation and are demanding the Postal Service provide us with full updates on what has happened, what is still happening, and what is being done to remedy the situation.

As I get more information, I will continue to share it. Please get this information out to the field.

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 MANUAL/MECH

Asia Howard
Nikki Anthonasin

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

PRESIDENT
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
Leonard Grant

DIRECTOR SOUTH SECTIONAL
Trent Canady

DIRECTOR WEST SECTIONAL
Marvin Rivera

DIRECTOR OF AUTOMATION
Chris Paige Jr.

DIRECTOR MOTOR VEHICLE
Larry Victory

DIRECTOR OF MAINTENANCE
Jim Arneson

TRUSTEE(S):

Terrell Lowe

Kathleen Walczak

ELECTION VOTING PROCEDURES & INSTRUCTIONS

Ballots will be mailed on **Monday, February 27, 2023.**

If you fail to receive a ballot by **Tuesday, March 7, 2023**, please notify the Election Committee Chairperson, Mark Ferrari or any member of the Election Committee listed on the following page.

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

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

INSTRUCTIONS TO VOTERS:

- 1) Mark ballots. Follow instructions for each office.
- 2) Make certain your name, address and craft appear correctly on the envelope.
- 3) If changes are to be made on the ballot or if there is trouble sealing the envelope, contact the Election Committee no later than **Friday, March 17, 2023.**
- 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 44015, Milwaukee, WI 53214, no later than 5:00 p.m. **March 27, 2023.**

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

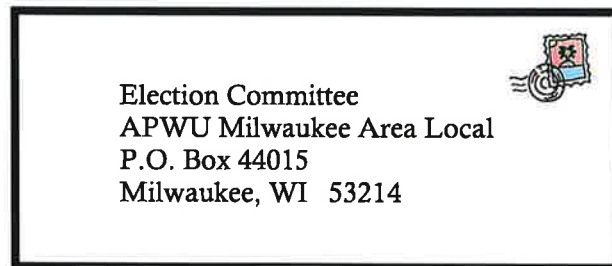
Please Mail Early !

APWU Milwaukee Area Election Committee Mark Ferrari, Chairperson

ELECTION VOTING PROCEDURES & INSTRUCTIONS



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



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

- * **PLEASE MARK AND MAIL THE BALLOTS AS INSTRUCTED.**
- * **BALLOTS MAY BE HAND DELIVERED TO EAST BANK STORAGE ONLY.**
- * **BALLOTS MUST BE RECEIVED NO LATER THAN 5:00 PM: MONDAY, MARCH 27, 2023.**

Ballot counting will begin at noon and the election results to be announced on:
Tuesday, March 28, 2023.



ELECTION VOTING PROCEDURES & INSTRUCTIONS

CANDIDATE STATEMENTS

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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 30, 2023 (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.



2023 ELECTION COMMITTEE

Mark Ferrari, Chairperson

Diana Hirt

Stacey Volkert

CANDIDATE FOR DIRECTOR OF MANUAL/MECH



**ASIA
HOWARD**

Greetings, my name is Asia Howard.

I am running for Clerk Craft Director of Manual/Mechanization. I have been employed by USPS since August 2021 and am currently a steward on tour three at the downtown Milwaukee plant.

I've hit the ground running as a steward and I'm ready to inject new life into our local as an officer. As a steward I've been a dedicated and reliable team player and have worked hard to learn as much as possible regarding clerk craft issues. As an officer I will remain regular in attendance, approachable and responsive to the concerns of all APWU members.

Each time I've been to the MWA I've received many requests to run for this office. If elected, I promise that I will raise the current bar of representation at the MWA and to be the dependable representative you've asked for.

- ✓ I will make every effort to not only attend required GMM, EB and craft meetings but also write Hi-Lites articles.
- ✓ I promise to be available on all tours at both facilities to address members concerns as I fight for your contractual rights and all work belonging to the clerk craft.
- ✓ I'm a firm believer that grievances should be heard and paid out in a timely manner.

I wholeheartedly believe candidates should not just ask for your vote; they should earn it. I'm humbly asking for your vote to serve the membership and make this great union even better.

Thank you for your consideration.



**NIKKI
ANTHONASIN**

Hello Union Sisters & Brothers,

My name is Nikki Anthonasin, for those who do not know, I have been your Director of Manual & Mechanization since 2019. As well as your Union Steward since 2015. I have the experience, knowledge & passion necessary to continue to hold the position of your Director of Manual & Mechanization. The knowledge that is necessary to perform the duties of this position are not found in a manual that you can read. They aren't learned in just a few months of working in the post office and/or the union. I currently work in, or have worked in the units that I currently represent within my career, that began in 1998. In addition, I have been serving on our LDRC (Local Dispute Resolution Committee) for RI-399 (national dispute resolution procedure, designed to resolve disputes over jurisdictional work). Also, at the joint labor management safety meetings, I have represented the APWU. A major duty of a director is to train their new stewards. And we NEED new stewards! Therefore to have someone in the position with the ability and knowledge to train them is essential!! I do have several years of experience, but that doesn't mean I am washed up! I still have a lot of years left in me, I've only scratched the surface!! So RE-ELECT Nikki Anthonasin as your Director of Manual and Mechanization and you will get the knowledge and the experience needed to perform the duties of this position and beyond!