



American Postal Workers Union, AFL-CIO
Milwaukee Area Local
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Milwaukee APWU
Executive Board

GENERAL MEMBERSHIP MEETING MINUTES
January 27, 2025

General Officers

The meeting was called to order at 6:00 P.M.

Glenn Griggs

President APWU
Milwaukee Area Local 003

SGT AT ARMS: Jyfena Brown and Asia Howard were appointed Sgt. at Arms.

Larry Brown, Jr.
Vice President

ROLL CALL OF OFFICERS: **Present:** Arneson, Brown Jr., Canady, Conley-Burrell, Czubakowski, Griggs, Liggans, Miceli, Rivera, Victory, Walker
Absent: Grant **Late:** Paige

Chris Czubakowski
Local Business Agent

ROLL CALL OF STEWARDS: **Present:** J. Brown, Conners, Felber, Gutowski, Howard, Mack, Moye, Ward, **Excused:** Smukowski,

John Miceli
Treasurer

READING OF PREVIOUS GENERAL MEMBERSHIP MEETING MINUTES:

Pamela Walker
Recording Secretary

Griggs: Motion to accept the previous General Membership Meeting Minutes for **November 24, 2024**, as printed. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

Leonard Grant
North Sectional Dir.

READING OF THE PREVIOUS EXECUTIVE BOARD MEETING MINUTES:

Trent Canady
South Sectional Dir.

Griggs: Motion to accept the previous Executive Board Meeting Minutes for **December 11, 2024**, as printed. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

Marvin Rivera
West Sectional Dir.

PRESIDENT'S REPORT:

Hello all, I have a few things to go over:

Craft Officers

Takaita Conley-Burrell
Manual & Mechanization Dir.

We met with management to make sure everyone was on the same page with the clarification for the National Day of Observance. Most of you who work in customer service probably already use your National Day of Observance on January 9, 2025. For those of you who didn't get a chance to use it because you were scheduled off will get a chance to use it at a later date. This leave should be used as annual leave. If the slot is open, submit a 3971 requesting admin leave for National Day of Observance. At this point, your admin should be approved if the slot is open. If not, I recommend contacting your steward asap. You have until September 30, 2025, to request this admin leave. You **will not** be able to use this leave after that date. Unfortunately, the postal service only agreed to pay admin leave for career employees only. If you have any questions or concerns do not hesitate to ask.

Christopher Paige Jr.
Automation Dir.

Kenni Liggan
Customer Service Dir.

James Arneson
Maintenance Dir.

One Time Retirement Incentive:

Larry Victory
Motor Vehicle Dir.

I'm sure by now the word is out that the USPS and the APWU have agreed that the postal service will make a lump sum payment totaling 15,000 dollars to eligible full-time employees who choose optional retirement or retire pursuant to Voluntary Early Retirement (VER) Part-time employees shall be eligible for a prorated amount.

PRESIDENT'S REPORT CONTINUED

The 15,000 incentive is for eligible full-time career employees and will be paid as follows:

- 10,000 to be paid on August 15, 2025
- 5,000 to be paid on August 28, 2026

The whole agreement can be found on our website @ apwumilwaukee.org, and for those of you who made the meeting, we have copies at the back table for anyone who is interested.

Labor/Management Meeting with both plant managers:

A little over a week ago myself, along with several other board officers met with both plant managers about some concerns in both the Milwaukee P&DC and the Oak Creek Annex. Some of the issues we brought up were.

Milwaukee P&DC:

- 1.) Filthy bathrooms. If you see bathrooms filthy or something has been out of order for a period of time please fill out a PS Form 1767, get a copy for yourself, and forward that on to a union steward. This is one of the ways we can track how long the bathrooms have been inoperable or unsanitary. Management has stated they will do what needs to be done to get these bathrooms cleaned. You guys are our eyes and ears, so let us know if they are not up to par. We discussed with management about other custodians from other tours being allowed to clean bathrooms as well instead of just policing it.
 - a. We also filed an OSHA complaint as well on this. Just got the results of the OSHA complaint back today. The postal service told them that all bathrooms were clean and running properly. That is not the case and I am asking everyone to fill out a PS Form 1767 and let us know, and provide us with a copy of that 1767.
- 2.) More racks and supplies on the floor (need statements asap so we can address this)
- 3.) Postal vehicles parked in the employee's parking lot. We have asked management to move those vehicles more to the back of the parking lot. Again, let us know if this is not happening.
- 4.) Disrespectful supervisors. We have put management on notice that we will not tolerate disrespectful supervisors. If you have encountered this, please see a steward so they can investigate the issue asap. Don't wait until the last minute to let the union know.
- 5.) Notifying the PS Form 3971 and returning them to employees. If you are experiencing this. Again, we need to know. Write us a statement asap and request a steward upon a supervisor's refusal to notify your 3971

Oak Creek Annex:

- 1.) 204-b usage. If you see a 204-b on higher level supervising APWU members write a statement and give it to your steward. The moratorium is over, and the union can once again file grievances for these violations. We were told that the two 204-b that were on higher level will be taken down. Keep an eye out on this in all areas not just the Oak Creek Annex.
- 2.) Job reversions. We are trying everything we can to make sure we get as many jobs as possible back reposted that management has reverted.
- 3.) Soliciting people to come in early and not pay them out-of-schedule pay is a violation of our contract. I believe Keke is working on this or she has designated one of her stewards to grieve this issue.
- 4.) We are seeking a computer for the Nixie area for looking up addresses.
- 5.) Unqualified employees working on the APBS or SPSS machines that never took dexterity training. We currently have a grievance on this, and we are also working on an SOP for the APBS to SPSS rotation.

Once again, the union is partnering up with Wisconsin Vision as an alternative vision plan. For those of you who missed out on the opportunity to select a vision plan through open season. This might be a plan for you to join. You can sign up for this insurance at any time. There are copies at the union hall for anyone that wants to learn more about what they cover, and how much the plans are.

Once again thanks for all you do and thank you for being such dedicated union members!!!

ACTION TAKEN UPON APPLICATIONS OF NEW MEMBERS: Griggs: Motion to accept applications of new members. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

TIME AND DATE OF THE NEXT GENERAL MEMBERSHIP MEETING:

Griggs.: Motion to have the next General Membership Meeting on **Wednesday, March 26, 2025, at 7:00 p.m.** **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

REPORTS OF OFFICERS:

Local Business Agent: Chris Czubakowski

Hopefully this will provide some insight on FEHB/PSHB transitions and deductions.

Everyone should see a prorate on this the check dated 1/17/25. There should be two, one for your 2024 FEHB plan (plan number, and 2024 rate) and one for your 2025 PSHB plan (new plan code and new 2025 rate). This is due to the pay schedule and effective dates of the transaction from FEHB to PSHB.

Article 21.1 discount for CDHP: In order to get the APWU CDHP rate, you must be Career, in an APWU Bargaining Unit Craft, and have been enrolled in any FEHB plan as a subscriber for a year. *Year being 26 pay periods. If you were new to FEHB starting 2024 the 26 pay periods haven't hit yet. Also, the non-career USPS plan is not an FEHB/or PSHB plan and does not apply to the year obligation.

For those previously enrolled in CDHP that had PCA rollover funds. They are not lost. They are currently housed under two accounts. One under the FEHB plan account (might say inactive or termed) and the new \$1200/\$2400 under the new PSHB plan (both will show in the member portal). The target for merging is mid-March. Account numbers have changed, so accounts are not immediately consolidated to allow for 2024 claims that might not have come in yet in an attempt to ease potential claim issues out of the gates. Rest assured; they have not been forfeited even if not used in 2024.

If anyone thinks their rates are incorrect based on the above, you will have to contact HRSSC. HRSSC handles premium deductions, determining eligibility, enrollments, and disenrollments. Insurance carriers are unable to resolve such issues.

Side note: There is a known issue with the new Inspira FSA feds. Some members received letters stating they were ineligible. USPS confirmed they were sent in error and working with Inspira on a resolve. As of today, I've heard many who had received the letter are now seeing their funds. I'm unsure if USPS/FSA was able to correct it with no action needed or if it is still a work in progress. If you have questions related to FSA issues you need to contact Inspira directly.

This is also that time of year when people might be questioning a deduction that says VBP on their checks. VBP is voluntary benefits. Could be dental, a legal plan, or any other thing you might have through add-on sponsored by the APWU as an organization (not the APWU HP). Also, COPA auto contributions you might have opted in to, plans like AFLAC, etc would also show as VPB.

West Sectional Director: Marvin Rivera

Management and I are working through the backlog of one person to a machine grievance. For those who gave statements, you will be seeing the adjustments on your checks soon.

REPORTS OF OFFICERS CONTINUED:

South Sectional Director: Trent Canady

Management has reverted one position at the Elkhorn post office. That grievance has gone through the grievance process, and we are waiting for a decision from our national officers. Also, Elkhorn has reposted two positions, which included a desirable duty assignment. The second position went through the grievance process to have it changed to another desirable duty assignment.

The Burlington Post Office has reverted one duty assignment. A grievance has been filed, and I am in talks with the Burlington Postmaster to post that position for bidding.

If members see a reverted position, please call me at 414-458-2036 or call your steward or officer for your area.

Customer Service Director: Kenni Liggan

Over the past few months, management has tried to revert several positions at the city station. Fortunately, Kim and I have been fortunate to get all of them back. There's one job at Bayview that management is trying to revert and hopefully, we will be successful in getting that one back.

Also, management was given a timeline for when to make a decision on the T7 case. That timeline has passed, and those cases will go up to the next level. Kim has worked very hard on them, and I am hopeful we will be successful.

Thank You

Motor Vehicle Director: Larry Victory

During bad weather, snow, sleet, and rain take your time when you are driving. Don't worry about your run sheet that is on your schedule. Don't race to the tow. Drive if the weather permits. Report any unsafe conditions to your supervisor (station not plowed or icy conditions) and fill out a 1767 for unsafe conditions report. Don't assume that someone is going to plow or salt at some point. Nothing is worse than when you show up the next day and it is still not plowed or salted. Don't be a hero if you don't think you can get into the station or pull a stuck vehicle out. Call your supervisor and let them make the call and take that burden off of you. Whether you are driving in bad condition, a tractor-trailer, 7-ton, 2-ton, low truck, or passenger vehicle, TAKE YOUR TIME and BE SAFE!

Maintenance Director: Jim Arneson

Recently, we settled a grievance for PTRs working past their hours posted. Remember as a PTR, you are supposed to work your hours posted and if management has you work past the hours, do the work but let us know so we can initiate a grievance. Also, keep track of where you go because if you take your own vehicle you are entitled to mileage and higher level while traveling. You should also request a postal vehicle for travel.

Also, just a reminder, with the recent no-lunch grievance settlement. Maintenance Strikes have gone from 6 to 5. But it was also agreed that, if management asks you to work after tour in your last hour and a half and you turn it down, it is NOT a strike.

READING AND COMMUNICATIONS AND BILLS: None

READING AND COMMUNICATIONS AND BILLS CONTINUED: None

UNFINISHED BUSINESS: None

NEW BUSINESS:

Larry Brown Jr Motion: to send John Miceli to the National Secretary/Treasurer training in Miami, FL from April 8 to April 10th with the approx. cost of \$2,500. **Motion Seconded. Vote Taken. Motion Passes unanimously.**

GOOD AND WELFARE:

#762 was drawn and Lindsey Nusser was **not present** at the meeting for the current **\$50.00**. The next raffle will be held at the general membership meeting on Wed, March 26, 2025, at 7:00 P.M. and will be for **\$75.00**. Members must be present to win. **Names and numbers in the membership list are subject to monthly roster changes.**

COPA: 2024 4th Qtr. \$100.00 Raffle Winner by EFT:

- 1.) Christeen Dlapa 2.) Margaret Nichols-Carter

COPA: 2024 4th Qtr. \$100.00 Raffle Winner by Check:

- 1.) Glenn Griggs 2.) Andrew Gutowski

Griggs: Motion to adjourn at 6:41 P.M. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

Respectfully Submitted,



Pamela Walker, Recording Secretary