



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

GENERAL MEMBERSHIP MEETING MINUTES
May 30, 2025

General Officers

Glenn Griggs
President APWU

Milwaukee Area Local 003

The meeting was called to order at 7:00 A.M.

SGT AT ARMS: Crystal Mack and Asia Howard were appointed Sgt. at Arms.

Larry Brown, Jr.
Vice President

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

Chris Czubakowski
Local Business Agent

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

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 March 26, 2025, 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 April 9, 2025, as printed. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

Marvin Rivera
West Sectional Dir.

PRESIDENT'S REPORT:

Craft Officers

I'm sure by now everyone has seen all the reversions that management has been making. Unfortunately, these reversions are happening everywhere, not just here in Milwaukee. The craft directors are very busy with filing grievances for these reversions. However, each and every one of you can help with that by NOT volunteering to change your schedule for management to work different hours, different sections, or days off.

Takaita Conley-Burrell
Manual & Mechanization Dir.

Christopher Paige Jr.
Automation Dir.

Doing this only hurts you, and the membership, because management is using that data to revert positions by saying they are no longer needed. We all know this is not true. Anytime you are unsure about something. Always check with your union steward or feel free to contact my office prior to doing something that will definitely have a major impact on your job.

Kenni Liggan
Customer Service Dir.

James Arneson
Maintenance Dir.

State fair tickets will be ready for pick-up from June 16, 2025, through July 18, 2025, if interested. The same rules apply as last year. If you are not sure what those rules are feel free to reach out to me or a steward.

Larry Victory
Motor Vehicle Dir.

Another friendly reminder, if you are a clerk that works in the plants either downtown or the annex, we now have same-day annual leave. If you come to work and the schedule is open, you can request either 8hrs or 4hrs of leave. If you have any questions, feel free to contact a steward or my office.

PRESIDENT'S REPORT CONTINUED:

Maintenance employees in both buildings should now have an extra slot for annual leave for most of their areas for the months of May through August. If there are issues with management providing that slot, reach out to Jim Arneson. He will be able to tell you what sections may have gain an extra slot for those months.

Clerk craft director Lamont Brooks has signed an agreement on creating new jobs in customer service. The union is taking the position this would include performing passport duties, as it is a government service requiring a State Department yearly certification of which we have already requested higher-level pay, which has been a subject of a national dispute filed in 2017, prior to their Postal Service revising the standard position description, in an effort to defeat the existing language at the time of the national dispute. The 2019 standard position description revision is still in dispute.

Right now, there is still a dispute at the national level about the pay. However, any member that bids on this newly established job and gets awarded it, the union will file a local grievance on your behalf requesting level 7 pay. I will keep you all posted once we get more details on this.

The pressure is working. Keep making those calls. Now it's time to contact your senators, and make sure you ask all your family and friends to call as well. With the pressure from the union and the public, we have been able so far to get 2 of the 3 major provisions out of this billionaire give away bill that would directly hurt postal workers out. One provision would have increased the FERS employee contribution rate to 4.4% for all active employees, and the other would have replaced the high 3 FERS annuity calculation with a high 5 calculation, which would result in a reduction in annuity payments. These were taken out of the billionaire giveaway bill.

Unfortunately, our fight is not over. For example, a postal employee age 57 who has met their years of service requirement and is eligible can retire knowing they will receive a monthly payment until their social security begins at age 62. If the FERS annuity supplement is eliminated, many postal workers who are eligible to retire will have a choice to take less in retirement without this supplement or continue working years longer until they can collect social security. Please continue to make calls. We need this to be taken out and more importantly we need this bill to fail.

Make the CALL 1-844-402-1001

Privatizing the postal service is still on the table. I want to repeat what I said at the last general membership meeting concerning the questions and answers by President Dimondstein stating what privatization would mean for us. If you haven't seen it, I strongly encourage you to get more involved in what is going on. If this place gets privatized it won't be coming back, and we all could potentially be out of a **JOB!** So now is the time to get involved while we still have one. So please dial the number mentioned above.

I am going to repeat some of the answers that President Dimondstein listed on what it means for you the member if we are privatized, because I don't think a lot of our members understand the magnitude and urgency of this matter.

- 1.) We would no longer be working for the USPS
- 2.) We would no longer have a contract
- 3.) Retirements benefits would be frozen and would never increase
- 4.) We would more than likely lose our federal health insurance
- 5.) Lay-off protection would be gone
- 6.) No more job security for discipline
- 7.) No, sick, vacation, and holiday leave
- 8.) Not able to file a grievance
- 9.) No seniority
- 10.) No private company would be compelled to deliver mail everywhere. Especially in rural areas

If you want to see the full list of questions and answers log on to apwu.org.

As always, thank you 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 Monday, July 21, 2025, at 6:00 P.M. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

REPORTS OF OFFICERS:

Local Business Agent: Chris Czubakowski:

On Thursday, May 22, the House of Representatives passed a bill that would give \$4.5 trillion in tax cuts to the ultra-wealthy on the backs of the working class. Although this bill is officially named the *One Big Beautiful Bill Act* or H.R. 1, **there is nothing beautiful about it.** This bill pays for these massive tax breaks through cuts to vital government programs, including Medicaid, Medicare, and the Federal Employees Retirement System (FERS), which covers postal and federal employees.

If signed into law, H.R. 1 would eliminate the FERS annuity supplement for certain employees, which would begin to apply on Jan. 1, 2028. The FERS annuity supplement is an earned benefit that makes it financially possible for postal workers to retire before age 62, which is when Social Security benefits begin. Essentially, this supplement is a monthly payment that helps bridge the gap between an employee's retirement and Social Security eligibility.

For example, an employee, age 57 who has met their 30 years of service requirement, is eligible and can retire knowing they will receive a monthly payment until their Social Security benefits begin at age 62. If the FERS annuity supplement is eliminated, many postal workers aged 57 to 62 who are eligible to retire will have a choice — take less in retirement without this supplement or continue working years longer until they can collect Social Security.

The bill that passed the House would deny the FERS supplement to:

- 1. All Postal workers who do not meet their MRA/years of service requirement by January 1st, 2028.**
- 2. All Postal workers who took the recent VERA (Early Out) but do not meet their MRA/years of service by January 1st, 2028.**

Thanks to the pressure that postal workers, labor unions, and other allies placed on members of Congress through phone calls, letters, and even trips to Washington, DC, we were able to remove two other harmful provisions in the original version of this tax-cut bill. One provision would have increased the FERS employee contribution rate to 4.4% for all active employees, and the other would have replaced the high-3 FERS annuity calculation with a high-5 calculation, which would result in at least a 3 percent reduction in annuity payments.

The APWU stands firm against the elimination of the FERS annuity supplement, as we believe retirement is an earned benefit that should not be jeopardized. Changing the terms of retirement is unfair to postal and federal workers who worked their jobs with the promise of an equitable retirement. We were successful in removing two other cuts to FERS benefits from this bill, so let's keep up the fight!

Local Business Agent: Chris Czubakowski: Continued

Now that the *One Big Beautiful Bill Act* (H.R. 1) has passed the House, our fight moves to the Senate. Call our Legislative Hotline at 844-402-1001 and urge both of our senators to protect the FERS annuity supplement!

REPORTS OF OFFICERS CONTINUED:

Customer Service Director, Kenni Liggan:

Lead 7 clerks doing TACs, management can require having a backup clerk to be trained TACS. As clerks we never turn down any work.

I would also like to officially announce that Jyfena Brown, tour 2 steward, will be assisting me in customer service city stations as well as doing her duties for the plant on tour 2. I want to say I appreciate you and thank you very much for taking on this task with me.

West Sectional Director, Marvin Rivera:

Management has been reverting a lot of duty assignments lately. To help the union fight these reversions, everyone needs to make sure to move into the correct operation. If you are working in the back throwing parcels, make sure you are in that operation. If you are on the window, make sure you are in that operation. This will help us justify the hours worked in your office. Any down time in any operation will show that there is no need for 1 or 2 clerks in your office.

Help us to help you keep the staff in your office at the level it should be, and to continue to serve our customers.

READING AND COMMUNICATIONS AND BILLS: None

READING AND COMMUNICATIONS AND BILLS CONTINUED: None

UNFINISHED BUSINESS: NONE

NEW BUSINESS: NONE

GOOD AND WELFARE:

#886 was drawn and Susan Schampers was **not present** at the meeting for the current **\$100.00**. The next raffle will be held at the general membership meeting on Monday, July 21, 2025, at 6:00 P.M. and will be for **\$125.00**. Members must be present to win. **Names and numbers in the membership list are subject to monthly roster changes.**

New Member Attendance T-Shirt: Torrence Whitmore

Griggs: Motion to adjourn at 7:37 A.M. **Motion Seconded. Vote taken. Motion Passes. Unanimously.**

Respectfully Submitted,



Pamela Walker, Recording Secretary