



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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***UNITED STATES
POSTAL SERVICE***

TO PRIVATIZE

EARLY THIS YEAR

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**

I hope that all of you had a great holiday season and took time to spend it with friends and family, and that you took some time to play with the kids that are special to all of us.

Over the past couple of years or so, you have heard me talk at union meetings and write in our local union paper about the poor workplace atmosphere that most of you have been working under.

We as a union vowed that it was one of our top priorities to stop the bullying and make our place of work more enjoyable and much less stressful. We've met, and continue to meet on a regular basis with upper management to expose the bad supervisors and to get them to hold their managers accountable for the poor workplace climate.

Up until recently, all of our concerns have been met with deaf ears. It was the "Good old boys network" and local management just completely swept the problems under the rug, as if they never happened. Upper management wouldn't investigate any of our complaints of bullying, threats or intimidation by their supervisors.

I am not one to normally point out upper managements good deeds because that usually means they just followed our contract, but in this rare

Light At the End Of The Tunnel

"The climate in the Milwaukee Plant has been bad for too long."

occasion I am going to shed some light on their management style.

After years of fighting this issue, I finally see some light at the end of the tunnel...

- Have all of our concerns being corrected? **No.**
- Are all of the supervisor going to treat us with dignity and respect 100% of the time? **No.**
- Will all of the bullying stop? **No.**

But they are at least being investigated and we usually get some type of answer back. And in some instances, we see where corrective action has been taken with bad supervisors.

I believe the reason for this is the USPS had some higher level managers move on for various reasons and we now have some new faces managing the Milwaukee Plant and the Lakeland District.

Does this mean that all of our problems go away and all of our grievances will be settled? No way. But so far, the new management team is willing to take our concerns seriously and brush them under the rug.

The climate in the Milwaukee Plant has been bad for too long. We all know its not going to change over night. But it can change eventually, if we all treat each other as co-workers, and better yet, as humans.

As I have asked for the past couple of years, if you have a supervisor bully you, talk disrespectful or treat you not in a professional way, we need you to write a statement on what happened.

At the same time, if we are asking and demanding that managers treat us with dignity and respect, we need to treat them that way as well. It's a two way street.

FIGHTING TODAY
for a BETTER
TOMORROW



Chris Czubakowski
Vice President

As I had dinner, opened gifts and celebrated Christmas with my family this past holiday season, I couldn't help but reflect upon how fortunate we are, as Postal Workers, to have strong middle class jobs that allow us to provide such means to our families. The ability to put a roof over our heads, food upon our tables, and gifts under our trees are just a few examples of many middle class blessings that should never be taken for granted.

These comforts, however, were not willfully given to us by management. They came about only as the result of collective bargaining and the blood, sweat and tears of postal worker unionists who came before us. For this and all their efforts, I felt truly thankful.

My thoughts then shifted back to the present where the forces of postal privatization have been resuscitated and marshalled against us by the Trump Administration.

The Administration announced serious proposals to privatize and sell off the Postal Service in the summer of 2019. Shortly thereafter, Postmaster General Megan Brennan announced that she would be retiring on January 31st, 2020.

Because the Postmaster General has wide powers to shape the mission of USPS there is real risk that Brennan's

Grab The Baton And Go !!!

"...the American public steadfastly remains on the side of postal workers."

successor (to be appointed by the pro-privatization majority on the Postal Board of Governors) will hand over parts of the Postal Service to private, profit-making corporations in order to prepare it for Trump's previously announced wholesale sell-off.

Is all hope lost? No. Not yet. Because the public service mission of the Postal Service has made it the most popular federal agency, the American public steadfastly remains on the side of postal workers.

Americans rightly expect and demand a new Postmaster General who will not only uphold the Postal Service's constitutional mandate to provide universal and affordable service but also protect postal jobs that are a source of good, living wages for our communities. It's up to us as APWU members to keep hope alive by spreading the word and making the voices of our fellow Americans heard.

More than 4000,000 postal workers, members of community organizations and allies across the country have already signed an APWU petition to protect our public postal service.

The APWU is now calling on you to join us. The petition link can be found at the APWU home page and at: <https://apwu.org/stop-postal-sell-say-no-privatizer-postmaster-general>.

All it takes is one click and a minute of your time to sign and share the online petition with others in

order to make our voices heard –

If not ac-

er or like copy peti-

sent please contact Paul McKenna or Chris Czubakowski at 414-273-7838.



you do have access to a computer would hard paper petitions

to you

Although the public Postal Service serves an essential part of the fabric of the country, the forces of greed and their allies in the White House are insidiously mobilizing to implement plans which pose an unprecedented danger to the status quo of the Postal Service and our current livelihoods.

It is our duty as active APWU members to grab the baton from the dedicated APWU Unionists who came before us and fight the good fight – just like they did against these plans.

We owe it to them, we owe it to each other, and we owe it to future generations of postal workers who deserve no less. Excelsior!



Greg Becker
South Sectional Director

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

POLITICAL (part 1)

As many long-time members know, there is constantly an effort by lobbying groups and organizations (Heritage foundation, Cato Institute, American Enterprise Institute, etc.) and the politicians that pander to them to change the mission of the USPS. One of which is the requirement that the USPS serve every address whether urban or rural.

Commonly known as the Universal Service Standard, this mandate to service all communities gives us a monopoly over the mailbox. Other delivery companies would love to gain control over delivery to the more profitable urban areas of our country and leave the USPS to deliver to the least profitable rural areas creating a downward spiral in revenues that could destroy the USPS. Only last year, the White House Office of Management and Budget (OMB) proposed the wholesale sell-

Will We Fight To Protect Our Union Jobs For Our Future ?

"Will our members vote for candidates that protect their livelihood?"

off of the USPS and the President's Task Force advocated an end to postal collective bargaining and for massive cuts (days of delivery, post office closures, as well as outsourcing of sorting and transportation) to universal service.

These Task Force recommendations were sent to the President in August 2018, but the White House refused to publicize them before the mid-term elections. I wonder why?

Another law that has greatly affected our jobs is the Postal Accountability and Enhancement Act (PAEA).

Passed in a lame duck session in December, 2006 on a voice vote, this law has forced the USPS to pay 5.5 billion over 10 years to pay in advance for 75 years of retiree health care and pension fund obligations...a burden no other agency or company is subject too.

While the USPS has defaulted on this debt, an unfunded liability amortization expense is carried on the books every year for 30 years effecting the financial statement of the USPS. This requirement creates a major burden on the revenues of the USPS and results in management decisions to reduce jobs at the USPS.

We have seen major consolidation and plant closings since this law was passed, reducing the workforce by 25 percent or more.

Furthermore, this law mandated

price caps that the big mailers lobby for, resulting in the USPS inability to compensate for rising expenses. To us, this also creates a downward pressure on revenues and ultimately results in a wage cap for all employees.

We have seen continued efforts to change how our retirement benefits are calculated that could result in lower benefits, such as calculation of your high 5 years to determine your retirement annuity rather than the current high 3 years. Simple logic shows that averaging 2 more years of calculation will result in a lower retirement annuity.

There have been attempts by some to eliminate the Social Security supplement which would also reduce benefits.

Will politicians pass laws that effect our hard-earned retirement benefits? Will they change the labor laws to change the parameters of what we can collectively bargained for relating to wages, hours, and working conditions? Will our members vote for candidates that protect their livelihood? These questions may be answered 10-20 years up the road.

This challenge to our future is inevitable. The Union/working class has been dealing with these events/issues forever...as far back as the fight for an 8-hour workday. I cannot predict the future, but I know that the corporate elite and their politicians have NOT decided to give more power to workers and Unions.

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What I can say is...past events will be a predictor of future events, and we must be prepared to fight for our interests and to strengthen our Union while providing good, meaningful work, wages, and benefits that result in a better life for every member and their family. We must vote for candidates that protect our livelihood. Be an activist, attend your union meetings, volunteer to be on a union committee, read your union publications and encourage non-members to join. Learn the issues that affect you...knowledge is power! Volunteer to be a Union Steward. The Union is a true democracy...millions of dollars are NOT being spent to influence your mind and your vote in Union elections. Solidarity is strength...the more involved the union members are, the more power we have to influence this issue...and our future.

* * *

We Demand That New Postmaster General Must Support The Public Postal Service

APWU News

Postal workers, members of community organizations and allies across the country have signed a petition to protect our public postal service. APWU calls on all of our members to join.

Sign and share the petition to make our voices heard – the U.S. Mail is Not for Sale

Communities across the country are mobilizing against the sell-off of our Postal Service

The petition campaign is in response to Postmaster General Megan Brennan's announced retirement January 31. The Postal Service Board of Governors will appoint Brennan's successor. That board's majority was appointed by the very same administration that wants to privatize the USPS. There is a serious concern that the Board of Governors will appoint a PMG that shares the Administration's goal of cutting service and pushing forward the corporate sell-off agenda within the postal system. We can't let that happen.

In June 2018, the White House Office of Management and Budget announced its reckless plan to privatize the Postal Service. Postal workers responded swiftly and earned massive bipartisan opposition to those plans in Congress. But the threat of privatization never went away and the selection of the next PMG is an important front in that struggle.

The Postmaster General has huge decision-making power at the USPS. Many private companies have long wanted to get their hands on the most profitable parts of our public Postal Service and a compliant Postmaster General could set the stage for them to take control.

The USPS is not only the source of good jobs for working people. It is the engine of our country's e-commerce-driven growth, a community anchor and a link to the outside world for millions across the country. But it has also been hampered. Policymakers need to remove the unsustainable debt placed upon the USPS by Congress in 2006 and to expand its services for the commerce-driven economy of the 21st century.

It is up to us – the united voices of people across the country – to make a difference. Let us show our commitment to our public Postal Service. The petition is being circulated by different members of a broad coalition of labor, community, faith and other groups.

USPS Could Privatize As Early As Next Year

Nicole Goodkind, Fortune

The right to an inexpensive, public postal system in the United States has roots that go back further than most amendments recorded in the Bill of Rights.

In 1775, Benjamin Franklin ran the post office and used it to sustain communications between a small group of revolutionaries who would soon wage a winning war against the largest empire in the world. In 1792, George Washington and James Madison created legislation to allow newspaper companies to send their products through the mail at very low rates and to protect correspondence from any prying eyes. That act is credited with cementing Americans' rights to free information and privacy.

In 1831, Alexis de Tocqueville came to the U.S. from France to study American democracy. He wrote that the Postal Service was a "great link between minds," and credited it with aiding in a stable democracy. But the Postal Service as a public, government-run entity is not guaranteed, and advocates in Congress, President Donald Trump's administration, and consulting firms like McKinsey & Co. have called for privatization of the agency for some time.

Those changes could come as early as next month.

The United States Postal Service shipped more than 13 billion pieces of mail and packages this holiday season. But now that gift-giving has abated, the agency, which falls under President Trump's jurisdiction, is facing another deadline: find a new Postmaster General by January 2020.

The new leadership will be handpicked and approved by the Postal Service's Board of Governors: a group of five men (mostly with investment banking and private banking experience), three of whom were appointed by Trump, along with the current Postmaster General and her deputy. Once the new leadership is in place, the board will also be tasked by the Trump administration with creating a package of large, structural changes intended to help the ailing Postal Service. Those changes will likely include privatizing and selling pieces of the public service off, according to the American Postal Workers Union (APWU), which represents more than 200,000 current and retired postal employees.

In 2018, Trump issued an executive order to create a postal task force, led by Treasury Secretary Steven Mnuchin. The group was charged with figuring out how to make the postal service a more profitable entity. They recommended that the agency roll back collective bargaining rights for postal workers and sell off pieces of the service to private industry. "The USPS's current business model has become outdated due to changes in technology, markets, and customer needs and preferences," the report stated. "It is unsustainable and must be fundamentally changed if the USPS is to avoid a financial collapse and a taxpayer-funded bailout."

At the time, current Postmaster General Megan Brennan said she would consider the findings but would not act directly upon them. "The recommendations contained in the report should be evaluated together with legislative and regulatory reforms to address our urgent financial challenges," she said in a statement. Around the same time in 2018, the White House Office of Management and Budget also proposed privatizing parts of the USPS and ending package delivery—something that alarmed the APWU.

"The OMB report suggests that the U.S. Postal Service should be sold off to private interests and perhaps shouldn't even be allowed to ship packages. Most Americans oppose the OMB's recommendations," said APWU president Mark Dimondstein, in a statement. "We need to send a clear message to the next Postmaster General that the U.S. Mail is not for sale." Dimondstein, in his defense of the USPS, pointed to a recent poll by the Pew Research Center which found that the Postal Service was the most popular government agency in America. About 90% of respondents held a favorable view of the agency.

The union also launched a TV and social media ad campaign over the holidays in an attempt to pressure the next Postmaster General to keep the agency public. "The next Postmaster General should protect universal home delivery and keep public ownership of the U.S. mail," the ad says, ending with the tagline "The people's postal service. Keep it, it's yours."

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The changes come as FedEx, Amazon, and UPS eat up a larger portion of delivery in the U.S. But these companies tend to focus their services more on urban and suburban areas and not rural parts of the country that don't provide a large profit margin. A study by the Institute for Policy Studies found that 70 million more Americans would have to pay hefty surcharges for deliveries without the USPS.

The impact could also raise prices of the goods being shipped.

"Businesses, from the online retail shops to manufacturers shipping parts to customers in need, could face sharply higher shipping costs, leading to higher prices for their customers or lower profits for their businesses," the Institute for Policy Studies report found. "Small businesses would be hit especially hard, since they don't have the clout to negotiate the same level of shipping discounts as big corporations."

Still, something must give. The search for new leadership comes as the Postal Service marks its 13th straight year of losses (the USPS had a net loss of \$8.8 billion in fiscal year 2019 despite a \$514 million increase in operating revenue) and is on track to run out of cash by 2024. That's because unlike almost every other federal agency, the USPS is required to pre-fund health care for all of its retirees, which, Brennan told Congress, accounts for 80% of the agency's losses. Brennan pushed for Congress to end the mandate, and key unions and labor groups have backed her in her efforts. While the Postal Service is a federally run agency, it is considered financially independent and hasn't received any taxpayer money for more than 30 years. The agency relies on sales of stamps, services, and other products to fund itself.

Still, Congress has ultimate control over the agency's finances: It decides how much postage and services cost and can institute structural and financial reform or bail out the agency. Brennan announced her imminent retirement in October after serving in the top role for five years. She had urged Congress to help fix the Postal Service's business model and submitted a draft of a 10-year economic plan to the House Oversight and Reform Committee's Subcommittee on Government Operations earlier this summer, but her efforts did not have much of an impact. Brennan, who was appointed during Obama's presidency, was reportedly pressured out of the agency by Trump, though she denied those allegations.

The issue has also made its way into the 2020 presidential election.

South Bend, Ind., mayor and Democratic hopeful Pete Buttigieg reportedly worked on plans to privatize the Postal Service during his three years at consulting firm McKinsey. His team denied that he worked on such efforts, stating that he was "part of a team tasked with generating ideas to increase revenue, like selling greeting cards and increasing the use of flat rate boxes" and "never worked on cost cutting or anything involving staff reorganization or the privatization of essential post office services."

Dimondstein, however, contended that Buttigieg's work led to the closing of "many processing centers." "I will say generally, shame on anybody that was part of facilitating these McKinsey reports. This is the opposite of what the people of this country need," he said in an interview with the Associated Press.

A GRAND ALLIANCE
TO SAVE OUR PUBLIC POSTAL SERVICE

Over 400,000 People Demand A Postmaster General Who Supports the Public Postal Service

APWU News

On Jan. 6, APWU national officers, fellow union members, organizers and activists, many from organizations in A Grand Alliance to Save Our Public Postal Service (Grand Alliance), gathered at USPS Headquarters to demand the Postal Board of Governors preserve the public Postal Service. The rally concluded a hugely successful petition drive launched after current Postmaster General Megan Brennan announced in October that she would retire on Jan. 31, 2020.

400,000 people signed the petition supporting A Grand Alliance's demand that the Postal Board of Governors appoint a Postmaster General who will stand up for quality, universal service and the continued public ownership of the USPS. The Board of Governors has the responsibility of appointing the next Postmaster General. "We're going in with a simple demand," President Mark Dimondstein said at the rally. "We need a leader of this organization – a new Postmaster General – who believes [in], who will uphold, and who will fight for the public mission of the United States Postal Service...We demand a vibrant, public Postal Service for generations to come!"

STANDING TOGETHER AGAINST PRIVATIZATION

APWU Secretary-Treasurer Elizabeth Powell emceed the rally, opening the event with a powerful statement of purpose: "Today, we have more than 400,000 signatures to the Board of Governors demanding that they appoint a Postmaster General that will defend universal service and the public United States Postal Service." Speakers at the rally condemned the White House for their explicit attacks on the public Postal Service, demanding the administration stop its push for privatization.

"We all know what privatization means. It means they want to cut your wages; they want to take away your benefits; they want to destroy the great reliability of this agency. They want people to make profit off of us. We're not going to let that happen," said AFL-CIO President Richard Trumka.

Social Security Works President Nancy Altman compared the attacks on the USPS to the ongoing attempts to cut Social Security. "The American people are with us," Altman said. "They know across the ideology that the Postal Service is vital to this country, that Social Security is vital to this country."

"We recognize that it is our US Postal Service that opened up more jobs and provided more opportunities for more Americans from various backgrounds...than any other organization or any other industry in our country," said NAACP Washington Bureau Director Hilary Shelton. He spoke about how the fight against privatization is "central to the issues of civil rights protections for all Americans and American families." Melanie Campbell, President and CEO of the National Coalition on Black Civic Participation, emphasized the importance of the continued struggle against privatization. "We're in for the fight of our lives...to make sure that our Postal Service remains the people's Postal Service," Campbell said.

Following the rally, APWU President Mark Dimondstein led a delegation inside the USPS Headquarters to deliver the petitions to Postmaster General Brennan, who accepted them on behalf of the Board of Governors.

APWU PUSHED PETITION

The APWU-led, US Mail Not for Sale campaign worked with the Grand Alliance to mobilize a response immediately when Brennan announced her retirement in October. President Dimondstein announced the Grand Alliance petition at the late October APWU All-Craft Conference in Las Vegas. The petition was spread in person, by mail, and online, with APWU members, other postal workers, and community allies joining the US Mail Not for Sale campaign.

As part of the petition drive, the APWU released a new video advertisement during the holiday season, spreading the word to millions of viewers that "No One Gets Left Off the List." The APWU also placed a print advertisement in the Washington Post on Jan. 6 and in The Hill on Jan. 7, reaching over 1 million people. The APWU's work successfully increased public awareness of the White House's desire to privatize the Postal Service, leading
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to articles from media organizations including NBC, Fortune, Bloomberg, In These Times, Huffington Post, Government Executive, Federal News Network, and the American Prospect.

MESSAGE DELIVERED

By the end of the drive, over 400,000 people added their name to the petition demanding the Board of Governors preserve the public Postal Service. The day of the rally, the USPS announced Brennan would delay her retirement until a suitable replacement was found. A new date for Brennan's retirement has not yet been announced. We will post updates as they become available.

* * *



Marvin Rivera
West Sectional Director

I hope everyone enjoyed their Holidays. Life is too short to not enjoy whatever time they can with family and friends.

It pains me to keep repeating this but. To many people do not know what a PS Form 3971 is. This is a Request for or Notification of Absence. This needs to be filled out in triplicate and handed to your supervisor; for any and all absences you may have from work.

The supervisor should notify one copy and give it back to you. This will prove that you made the request for leave. As a fellow Union Officer always says "Documentation beats conversation" ...Meaning don't trust your supervisor with a conversation

Notification Of Absence

"The supervisor should not hold on to your leave request indefinitely."

about you leave. All too often I receive a phone call from a member; claiming that their supervisor said they could have the time off. Then when the time comes for the leave, the supervisor doesn't remember the conversation.

The supervisor should not hold on to your leave request indefinitely.



Each local is different, when it comes to the supervisor responding to your request. If you have questions on when you should be informed about your requested leave; contact your Union Steward.

On a personal note: Please don't devalue work. Not all of us can be Doctors or Lawyers or any other

career or job you see as important. All of us have a place in this world and we all have value in it. They waitress or waiter serving you should be treated as you would like to be treated.

The custodian cleaning your mess in the restroom should be treated as you would like to be treated. Basically, treat everyone the way you would like to be treated.

Thank you.

SIGN UP!!!

**Be Part of the Solution
Instead of
Part of the Problem.**



Larry Brown jr
Automation Director

I hope everyone had a happy holiday season with their family. I was off for a little time; and on the night I returned back to work I saw what I would love to say it the strangest thing but unfortunately, I cannot.

If you were to type the term "define sanctity" into your Google device, or just look up the meaning of sanctity in the Merriam-Webster Dictionary, you'll get two definitions. The first is, the state or quality of being holy, sacred or saintly. Since this isn't a religious publication, I won't be dealing with that definition at the moment. The second definition, which is more so directed at us, is of ultimate importance and inviolability. (*Inviolability means prohibiting violation; secure from destruction, violence, infringement, or desecration.*)

The term sanctity of the mail, I would think, is supposed to mean something. All Postal employees are required to take the oath of office before entering upon their duties or receiving any type of salary. You were probably given the bath at orientation. I asked a couple of my fellow employees if they remembered taking the oath of office; they couldn't remember, so if you don't remember it, here it is....

39 U.S. Code
§ 1011.Oath of office

Sanctity Of The Mail

"We sincerely regret the damage to your mail during handling by the Postal Service"

"I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter."

The reason I included the oath of office in this article is because I would like you to pay attention to the last sentence. I will...faithfully discharge the duties of the office on which I am about to enter. Any of you reading this ever been disciplined for something other than attendance? If you have, then you know where I'm going with this. If not, thank you; keep up the good work.

Failure to discharge your duties conscientiously and effectively. This ties directly into the oath of office that you were supposed to have taken before being hired. It is also written in the ELM.

665.13 Discharge of Duties

Employees are expected to discharge their assigned duties conscientiously and effectively.

If you tie out the machine the wrong way, run too much mail into stacker two, miss a scan that is deemed of ultimate importance or anything other than failure to be regular in attendance, nine times out of ten you will see "Failure to discharge your duties conscientiously and effectively" show up in your discipline. Management loves

charging you with this. As I said earlier, it ties directly into the oath of office you took before being hired.

At the beginning of this article I said I saw the strangest thing when I returned back to work after a couple of days off. What I saw was trays upon trays of shredded mail on my machine. Three trays to be exact. Booklets that were ripped to shreds. Booklets that should have never been processed on the DBCS machines, completely destroyed.

When I see people attempting to put small books, bibles and the occasional Encyclopedia Britannica (...joking of course but some of the mail you guys force in these **LETTER** machines are ridiculous...) through the machines I stop you and ask, what you're doing? I always get the same response. My Supervisor told me to run everything. Clearly, some just continue to run the mail even when the mail is clearly being ripped apart. That is not protecting the sanctity of the mail. That is not discharging your duties conscientiously and effectively.

The Supervisor should never be saying just try it, if you inform them that the mail is going to get ripped. It is our job to know; we work the machines every day. If you don't know the type of mail that cannot be run on the machines, it shows me that you have not been trained correctly, but that is another article for another day. Training employees should be of the utmost importance to Management. The fact that I can make the argument that Management could care less about how new employees are trained, speaks to their thoughts of

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the sanctity of the mail. Does it not mean anything?

You cannot ask me to care, and then tell me to not care in the next sentence. We are given service talks, and town hall meetings speaking to us about the importance of the mail that we run. Our last town hall meeting, Management talked about the contracts we have with companies paying us millions of dollars to have their mail delivered by us, yet management will allow a machine, not equipped to run certain mail, shred a company's mail just because they don't want to take the extra time to run it on the appropriate machine! (*...what ever happened to fan sorting...?*)

Then we have the nerve to have these little baggies all over the building talking about, **WE CARE!!!**

We sincerely regret the damage to your mail during handling by the Postal Service. (*...no, we don't. Stop lying to the people...*) **We hope this incident did not inconvenience you.** (*...that would only be if it was a third-class piece of mail that I cared nothing about, but even if I didn't care anything about that piece of mail, the mailer did. But this apology didn't go to the mailer did it...*) **We realize that your mail is important to you and you have every right to expect it to be delivered in good condition.** (*...then why do we keep doing the same thing over and over expecting a different result? That's is the definition of insanity per Albert Einstein...*)

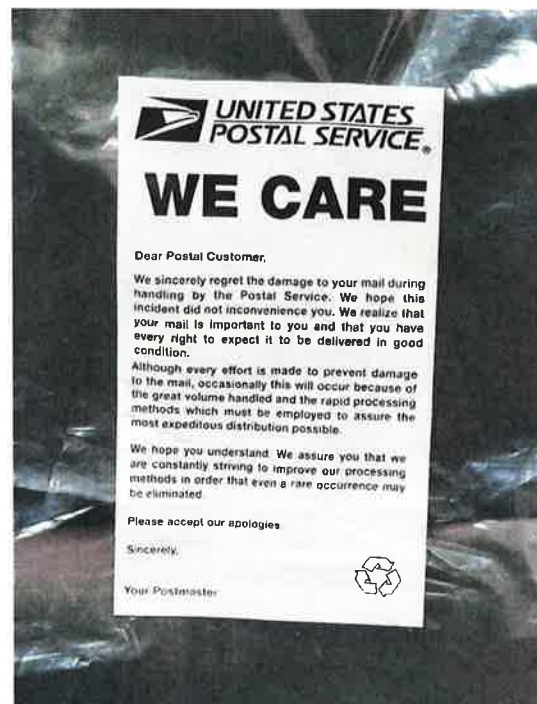
Although every effort (*...people should know how Management feels about this every effort statement. Only Stewards that have dealt with reversions or anything concerning Article 37.3.A.1. will understand why we know this entire statement is a lie...*) **is made to prevent damage to the mail.** (*Management is not preventing damage when they are instructing workers to run mail that they know will be damaged. Told you the whole statement was a lie.*)

I won't continue reading the damaged mail bag, as I'm sure you guys will read it yourself the next time you're stuffing damaged mail into it. I don't understand how Management cannot grasp the concept that magazines and small books alike are not supposed to be run with letter mail.

Flats are not supposed to be run on DBCS machines. One Supervisor a while ago told me that there is no room on the floor for fletter mail that needs to be sent to the Flat sorters to be separated; the clerks have to do it. That is the reason this "Fletter" mail comes to your letter machine. It is not there so that your supervisor can say, "Try a couple of pieces to see if they jam." If you knew that the mail you were about to "try" was mail that would be delivered to your home, or your family's home, would you still "try" it? We know the answer to that question is no. So, separate it as you are only upholding your oath to discharge your duties conscientiously and effectively.

In the day in age where most politicians are only looking to privatize the Post Office, more has to be done by Management to show that they care about more than just numbers. We are the number one trusted government organization. We are providing a service to the American people.

So, let us provide that service. Train us properly so that we can better provide that service and don't stop us from providing that service just because you want to run in another thousand pieces. It's all about the Sanctity of the mail, which is of the ultimate importance!





Jeff Worden
North Sectional Director

First off, I hope ALL APWU members and their families had a Merry Christmas and a safe and Happy New Years!

Even though the 2018 Mid-Term elections were very good for Democrats, we still have to worry, not only about a republican president; but a host of millionaires, CEO's and anti-union people (even though it seems that another person is fired every other day) in President Donald Trump's cabinet.

While the Congress is majority Democrats the Senate is still majority republicans! Yes, I know, every day we hear more about impeachment but, Let's face it...there is NO WAY the Republican controlled Senate will impeach a "fellow republican". It is obvious that we will still have our work cut out for us. There will be those who will say "what can we really do?" My answer is "a lot"!

I wrote on this about 2 years ago. It was back in the 1980's the USPS thought it would be a good idea for the SEARS CO. to sell stamps and other postal products/services throughout ALL SEARS Stores across the country.

The APWU National was right there, right on it from the start, there were

We All Need To Be More Active Throughout The Next Year

"We must be more active by writing / emailing our elected officials."

NOT ONLY postal workers but people from other unions and of course people not even affiliated with a union that asked/told Sears to STOP doing postal services at all their locations. Thousands of people even went as far as to cut their Sears credit card (s) in half!! These people then sent those cards to the CEO of Sears, and wolla! Sears ceased the practice of providing postal services at their Sears stores.

Just over 5 years ago, the STAPLES stores stopped their attempt at trying to offer postal services from untrained, non-postal employees.

Fact is, these decisions to stop just didn't happen out of the "good heartedness" of these CEO's. It was

pressure on STAPLES to stop doing postal services!

Yes, I agree there are thousands of places that sell stamps and I agree that it would be GREAT if ONLY the USPS sold stamps.

The problem facing us is when these non-postal businesses try to offer services that only trained and qualified postal employees should be performing, it starts to take away postal jobs and it takes away from the safety and sanctity of the mail. Let's face it, you wouldn't want your car fixed by an untrained/unqualified mechanic... would you?

We must be more active by writing / emailing our elected officials. Of course, a good start is by giving to COPA and of course being active with the local legislative committee.

This next year will in no means be a "cake walk". We are going to have to write/e-mail as needed, as well as help with info-picketing and phone calling when needed.

We have been through a lot but, we CAN and WILL prevail IF we stand in alliance as one...as a union! Take Care.



because of YOU, the postal worker, union members, union workers from many other unions, other groups/organizations and yes...the public in general by Putting the



Jim Arneson
Maintenance Director

Hope you all had safe and Happy Holidays. Hopefully by the time this issue comes out we will finally have a contract. And with the new contract we hope that the backlog at the area level can be addressed. I know that our NBA Curtis Walker has requested numerous Arbitration dates yet the Service refuses to accept them.

One of those that is waiting for Arbitration is 2015 Line H. We will be sending up 2016 to Step 3 shortly but until 2015 is adjudicated the later years cannot be resolved because of the issue of if there is a penalty, is it paid to 100 percent or 90 percent of Line H hours.

One of the factors of the Union case for Line H is accurate recording of time. So again we would like to remind everyone that if a route takes you longer then what is given then make sure you record that time on your Ewars sheet. For instance, if you have a route to clean bathrooms and it says 1.3 hours total and it took you 1.5 hours to complete it put down 1.5 hours. If management tells you not to go over the hours then go up to the time on the route and put a P (partial) for that route and let the Union know that they are not allowing you to maintain the building as you have been directed to per the MS-47. Again if you do not complete the entire route then you cannot put down a complete for that route. One other

thing I have seen is some custodians still using the old style dust mops to sweep the work room floor.

First I would like to thank you for your commitment to trying to keep the facility clean. Unfortunately you are making the Service's new MS-47 methods and tools look better then they actually are. Please use the tools and methods that they have created, this will allow them to see how much of a disaster this new MS-47 is.

Now one thing in common with all of maintenance is the importance of work orders. I know a lot of you are sick of me writing about this but with the Services relying more and more on documentation, our work orders are becoming a concern for the Union.

For custodians, the work orders are where we put work that is not on the route. So relamping, running mail, recycling and so on should be on work orders and we need to make sure that we are descriptive of

what we did, not just "extra cleaning".

For the BEMs that work at city stations. We need to get those work orders for all the work you do. Come October 2021 if we do not have enough work history (which is populated by work orders), we will lose even more staffing.

This is the year that will make or break our road crew.

I want to thank my Stewards Jeff, Michael, John and Nikki for the great work they have done this past year. When you see them on the work room floor please let them know that you appreciate the work and effort they put into keeping management in check and enforcing the contract.

Updates Heading into 2020

"...our work orders are becoming a concern for the Union."

LABOR UNIONS:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.

CHILD LABOR LAWS, OVERTIME,

MINIMUM WAGE, INJURY PROTECTION,

WORKMENS COMPENSATION INSURANCE,

PENSION SECURITY, RIGHT TO ORGANIZE . ETC.



John Miceli
Treasurer

(Maurie Backman, The Ascent)

We all need money on hand for unforeseen expenses -- things like automobile malfunctions, home repairs, or unexpected medical bills. In fact, your primary financial goal should be to build an emergency fund with enough cash to cover three to six months of essential living expenses.

But what if you're able to keep putting money into your savings account beyond the upper limit mentioned above? Is it wise to keep piling up cash in the bank? Although it's smart to have a larger emergency fund than usual in some cases, you shouldn't let your savings account balance climb too high. If you do, you'll miss out on the opportunity to score a better return on your money.

The problem with keeping too much money in the bank

When you don't invest, you're effectively losing out on money, because you don't give your savings a chance to grow. And that's precisely what happens when you keep too much money in a savings account.

Of course, the upside of a savings account is that the money in it is available at any time and that the principal sum you sock away is protected from losses. This isn't the case when you invest your money.

When you invest through a brokerage account, there's always the risk that your account balance will take a dip

Here's Why You Shouldn't Let Your Savings Account Balance Get Too High

"The gap between a savings account and an investment account gets even wider over time."

when market conditions decline or when an investment underperforms. That's why keeping your emergency fund in stocks is a bad idea -- the market is too volatile to make that a safe bet, and if you wind up needing money at a time when the market is down, you risk taking major losses.

That said, once you've socked away enough money to cover six months of living expenses, you shouldn't continue to put your spare cash in the bank. Instead, you should invest that excess cash so that it grows into an even larger sum.

Imagine you typically spend \$4,000 a month on living expenses and therefore want a \$24,000 emergency fund. Now, let's say you're able to save up \$10,000 more on top of that \$24,000. If you put it into a high-yield savings account paying 2% interest (which is consistent with today's top rates) and leave it alone for 10 years, you'll grow that \$10,000 into \$12,190.

But watch what happens if you invest that money instead. The stock market's historical average is around 9%, but let's be a bit more conservative and assume that if you put that \$10,000 into stocks and let it sit for 10 years, you'll score a 7% average annual return instead. In that scenario, you'd be looking at \$19,672 rather than \$12,190. That's a sizable difference.

The gap between a savings account

and an investment account gets even wider over time. Leaving that \$10,000 to earn 2% in a savings account over 30 years will result in a balance of \$18,113. But in a brokerage account invested heavily in stocks, that \$10,000 could easily grow to \$76,123 over 30 years, assuming a 7% average annual return during that time, leaving you \$58,000 richer.

Now, there may be circumstances under which it pays to save more than six months of living expenses for emergencies. For example, if your income varies and you tend to have periods of low or nonexistent earnings, then socking away nine to 12 months of expenses in the bank could make sense.

Let's be clear: A healthy savings account balance will serve you well. Just don't let that balance get so high that you miss out on wealth-building opportunities.

Many people are missing out on guaranteed returns as their money languishes in a big bank savings account earning next to no interest. You could earn more than 25x the national average savings account rate.



Pam Walker

Attention Retirees

"The current calendar year must be paid before any payment is applied to future calendar year(s)."



Greetings Brother and Sisters,

Congratulations to all of our Brothers and Sisters that are enjoying retirement. The Milwaukee Area Local hopes that you all will remain local retiree members. We will continue to make it easy to join, very inexpensive, and very worthwhile.

Your \$10.00 membership fee ensures that you will receive the *Hi-Lites* and that you are able to attend the 24 hour open house. It also remains your "ticket" to all retiree socials.

The retirees will continue to hold socials on the second Thursday of every month. The exception to this schedule is during the months of June, July, and August. During those months the retirees may hold the social but it may not necessarily be on the second Thursday.

I would like to remind all retirees that any retiree dues paid during the 2019 calendar year will be applied to the 2019 calendar year. The current calendar year must be paid before any payment is applied to future calendar year(s).

To remain a local retiree please mail your \$10.00 retiree dues to :

APWU Retiree Dues
Attention: Pam Walker
P.O. Box 1995
Milwaukee, WI 53201-1995

Name _____

Address _____

City _____ State _____ Zip _____

I need a APWU membership card

☐

Reminder: If you belong to the National APWU, this does **NOT** cover your local \$10.00 dues.

APWU Spreads Holiday Joy At Johnetta Borum Christmas Party

Johnetta Borum dedicated her life to doing charitable deeds. She sponsored many projects through her own means and with help from her friends. It had long been her dream to sponsor an annual Christmas party for needy children and to enlist the support of her fellow postal workers in such an endeavor.

On December 5th, 1971, her dream became a reality when 20 children from two Milwaukee Public Schools ate lunch and received gifts from approximately 60 postal workers. She started an event that has brought joy to over 17,000 children in Milwaukee as well as other cities across the country.

Johnetta Borum dedicated herself to others. She dreamed of a larger party and of reaching more children. Her life ended on October 13th, 1972, when she suffered a heart attack while driving to work at the Shorewood station. Her dream now lives on in the hearts of postal workers and friends who continue her legacy of love and in the eyes of thousands of children as they unwrap their gifts.



Vice President Chris Czubakowski and Customer Service Director Glenn Griggs attended this year's Johnetta Borum Christmas Party on behalf of the Milwaukee Area Local. The children, full of smiles and joy, were treated to lunch, entertainment, and many special guests including Santa himself.

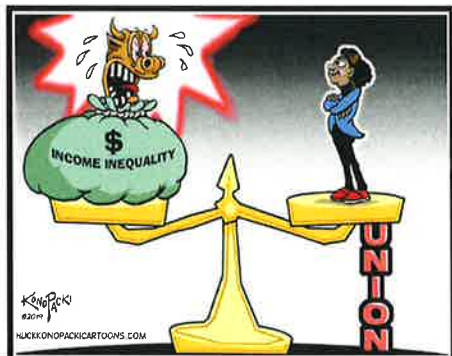
Message from the President: 2020 Starts with Renewed Energy

President Dimondstein's message as we started the New Year with the delivery of more than 400,000 petition signatures to the Postmaster General. "Let's enter this year with renewed optimism and energy.

I look forward to working with all of you as we continue to advance the cause of postal - and all - workers."



Friday, 7:00 am
January 31, 2020



Deliver To:

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for a BETTER
TOMORROW**

APWU MILWAUKEE.ORG

Milwaukee Area Local 3

APWU
American Postal Workers Union, AFL-CIO

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