

Frustration Over Packages Reportedly 'stuck' At USPS Oak Creek Facility, Union Points To Staffing Challenges

Mary Jo Ola, WTMJ News

Wisconsinites say they are experiencing long wait times as packages are "stuck" at USPS facility in Oak Creek. The holiday season is in full swing with people giving and receiving packages around the country, but several viewers told TMJ4 say their packages have been stuck in an Oak Creek facility. One person wrote that they had a package at the United States Postal Service Milwaukee Annex located in Oak Creek for two weeks before finally being delivered. Another person said that their item had been at the same location since Nov. 28.

"Employees are doing the best they can out there with the conditions that they're having. A lot of what I'm hearing is they don't have enough staffing out there," said Glenn Griggs, President of the American Postal Workers Union Milwaukee Area Local 3. Griggs said that the new site opened in 2021. In 2022, USPS invited media outlets to see new machines aimed at helping workers avoid major backlogs like those in 2020. However, Griggs said the issues run year-round. "Nothing takes the place of hard workers in my opinion. The new technology has a lot of complications on it, and I always told management to meet with us. We can implement and help everything run smoothly. We're not getting that cooperation, unfortunately," Griggs said. He understands the frustration over delays. Griggs encouraged patience but said you can file a claim or a complaint if you need to.



A spokesperson for the USPS declined TMJ4's request for an interview or comment. In an email, they said that USPS is "using every available resource to provide consistent, reliable service."

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**

For many of you, a lot of you are probably too young considering the age of our current membership to understand history and the struggles our union brothers and sisters faced over 50 years ago. As some things have changed for the better, unfortunately some things still remain the same today. However, I think we can all agree that we are far better off today than we were 50 years ago.

The labor movement in the United States grew out of the need to protect the common interest of workers. For those that worked in the industrial sector, organized labor unions fought for better wages, reasonable hours and safer working conditions. The labor movement led efforts to stop child labor, give health benefits and help to provide aid to workers who were injured or retired.

The great postal strike of 1970 was an eight-day strike by federal postal workers in March 1970. The strike began in New York City and spread to some other cities in the following two weeks. This strike against the federal government, regarded as illegal, was the largest wildcat strike in U.S. history. President Richard Nixon called out the United States Armed Forces and the National Guard in an attempt to distribute the mail and break the strike.

The Labor Movement The folks who brought you the weekends!

"Updates from big issues in 2023"

The strike influenced the contents of the Postal Reorganization Act of 1970, which dissolved the United States Post Office Department, replaced it with the more corporate United States Postal Service, and guaranteed collective bargaining rights for postal workers (though not the right to strike).

I once showed a video of the struggles our union brothers and sisters went thru at a previous general membership meeting. I'm looking forward to showing that video again, because I think it's very important for everyone to know how far we have come.

I think it's equally as important for our members especially our younger members to know the struggles that postal workers faced before a lot of us were even born.

I want our members to know that working together in unity can bring meaningful change. So, when we ask you to write a statement on what you witness management doing, whether it is bargaining unit clerk work, disrespecting or bullying a union brother or sister.

This information is needed to help protect the rights of all bargaining unit employees. Please don't be afraid. Your union has your back. I promise you that.
Before the strike, postal workers

were not permitted by law to engage in collective bargaining. Striking postal workers felt wages were very low, benefits poor and working conditions unhealthy and unsafe.

This is what I meant when I said some things are still the same. The working conditions I have seen at several post office facilities that I traveled to are dirty, smelly, unhealthy, and some cases unsafe.

The APWU president back then was Moe Biller. He described Manhattan (New York City) post offices as like "dungeons," dirty, stifling, too hot in summer, and too cold in winter.

Of course when we run into these issues today, we are filing grievances and taking other measures to address these issues, and we need all of our union brothers and sisters to join the fight as our colleagues did back during the strike.

They led the way for us to be in position to bargain for what we want instead of begging management for it. Cause believe me, if it was left up to management, we would never get a raise, or better benefits.

Some of the reasons why I am grateful everyday for the APWU and unions in general are:

- Weekends

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Minimum Wage	Holiday Pay	
▪ Paid Vacation	Breaks	Military Leave
▪ FMLA	Equal Pay Act	Workers Comp
▪ Paid Sick Leave	Overtime Pay	Civil Rights
▪ Child Labor Laws	Raises	Dental
▪ Social Security	Sexual Harassment	Vision
▪ Collective Bargaining	Wrongful Termination Laws	Health Care
▪ American Disabilities Act	Age Discrimination Laws	8 hour Work Day
▪ Health& Safety OSHA		

So when I say thank you for being a member, and thank you for all you do. I really mean that. Because you the members, are the Union. The stewards and officers are the representatives. In order for us to be successful and continue to fight the changes and challenges of today we need all hands on deck. Get involved in your union. Get to know your stewards. Come to meetings. If you are not sure about something, request a steward first. There are no stupid questions. I encourage more members to show an interest in becoming a steward. Especially, our younger members. You are the future representatives of the APWU. The torch will soon be handed to you at some point to continue the good fight and we want you to be ready.

Updates from big issues in 2023

I know a lot of you are wondering the status of the no lunch grievances as well as the 204-b case for the Milwaukee Plant and City Stations. I understand your frustrations. I am as frustrated as you are. Unfortunately when cases are sent up to be scheduled for arbitration, both management and the union have to agree on the cases being set forward to arbitration. Normally, all discipline cases go before any contractual case, and rightfully so when you are dealing with someone being out of work with no pay coming in. I would hope everyone can understand that. Unfortunately we have had a lot of discipline cases that were appealed because of managements refusal to bargain at the lowest level. I think some cases were not settled at the lowest level intentionally to avoid the no lunch case being heard in a timely manner in front of an arbitrator. Keep in mind, there are no guarantees when a case goes up in front of an arbitrator. It's sort of a crap shoot no matter how good we think the case might be. However, I am still optimistic that we have a strong case based on the merits and our contract. I am hopeful that the no lunch grievances will be heard soon.

The 204-b case as I stated a month or so ago is being sent to the next step to be scheduled for arbitration. I was hopeful that we would be able to reach an agreement on this at the local level, but unfortunately negotiations broke down and no agreement could be reached. Even though the case is being prepared to be sent to the next level, we are still having conversations at the local level to see if we can resolve this as well. I appreciate and thank everyone for being patient and understanding. The grievances process can be long sometimes depending on the issue. With the amount of money we are asking for on this issue for management continued violation of the use of 204-b's, this will take some time for a resolution. We were successful on this issue in the past, and I am very optimistic about our chances this time around as well.

We have a class action grievance regarding PSEs and unqualified regulars working on the APBS and the SPSS machines at the MWA. Management is using untrained employees to run those machines. The contract is clear on this. If you don't have the skill or if you are not currently qualified you should not be utilized in areas that require a skill/scheme. PERIOD! Once again, this is just another issue where management continues to violate our contract at their own peril. They have been warned repeatedly this will cost them.. This is also a safety concern as well. Just like the no lunch, and the 204-b case. This issue has the potential to cost the company thousands of dollars. There is no doubt in my mind that these continued violations are coming from the very top. (Postmaster General Louis Dejoy) I am hopeful that these issues will be resolved one way or another as we move into the 2024 new year. As always, I will continue to keep you all updated on these issues.

I hope you all had a wonderful Christmas, and I wish you all a Happy New Year!



Chris Czubakowski
Local Business Agent

The Federal Employees Retirement System (FERS) is composed of three parts; a defined benefit plan (your retirement pension), the Thrift Savings Plan, and Social Security. The defined benefit plan allows you to predict the amount of annuity you will receive when you are eligible to retire. It is based on a percentage which is multiplied times your years of creditable service and your highest three years of average salary (call the "High-3"). The closer you are to retirement, the more accurate your estimate will be. In my article I will discuss the most common types of retirement available to postal workers.

Regular Retirement

You may retire and receive a full, immediate annuity if you meet the following minimum age and service requirements;

Minimum Age 62 = 5 Minimum Years of Service

Minimum Age 60 = 20 Minimum Years of Service

You may also retire when you reach your MRA (Minimum Retirement Age) with 30 years of service or at your MRA with as little as ten years of service, but with reduced benefit. Your MRA is 55 or 56 if you were

Goodbye Tension Hello Pension

"The standard formula used to compute your basic annuity is..."

born prior to 1970 and it is 57 if you were born in 1970 and after. If you are eligible for a regular retirement, your basic annuity will be based on your length of service and high-3 years of average salary. High-3 is the highest average pay you earned during any three consecutive years.

Only base pay is included in this figure. Overtime and other additions are not.

The standard formula used to compute your basic annuity is **(.01 x years of service x High-3)** If you retire at age 62 or later with at least 20 years of service, an enhance percentage is used: 1.1 percent rather than 1 percent. If you retire with less than 20 years of service and before attaining age 60, your annuity will be reduced by 5 percent for every year you are under the age 62.

Deferred Retirement

If you leave government before being eligible for an immediate retirement and leave your retirement contributions in the fund, you will be eligible for a deferred retirement if you meet the following minimum requirements;

Minimum Age 62 = 5 Minimum Years of Service

Minimum Age 60 = 20 Minimum Years of Service

MRA = 30 Minimum Years of Service

MRA 10* (*Reduced Benefits)

Whether deferred retirement is a good option for you depends on several factors; your service history, whether you plan on returning to work for the government, and the time that will elapse between when you leave the government and when you reach retirement age.

The longer the interval, the more the dollar value of your annuity will have eroded. The value of your annuity will be further reduced unless you have 20 years of service and retire on or after age 60.

If you are eligible for a deferred retirement, your annuity will be calculated using the standard formula. However, the High-3 used in the computation will be the one in effect on the date you left the government.

Disability Retirement

To be eligible you must have 18 months service and be unable to perform useful and efficient service in your current position or any other position at your same grade or pay level for which you are qualified.

In addition, your disability must be expected to last for at least one year. Up to age 60, you will be subject to periodic medical reevaluation to determine if the disabling condition continues. If you are found recovered, your annuity will be suspended.

However, it may be restored if the disabling condition recurs.

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In addition, up to age 60, there will be an annual review to determine whether you are “restored to earning capacity”. Earning capacity is defined as income from wage and/or self-employment that equals 80 percent or more of the current salary of the job you held before you retired on disability. If you are found to be restored to earning capacity, your annuity will be suspended and remain so unless your earnings fall below that threshold.

If you are applying for a FERS disability benefit, you **MUST** apply for a Social Security benefit at the same time. OPM will not make any payment to someone who is eligible for a FERS disability benefit unless they have proof that a Social Security disability application has been made.

If your application has been approved by OPM, you will be paid a FERS annuity in the following formula; **The first year- 60% of your High-3 average minus 100% of any Social Security benefit.**

After the first year and until age 62- If your disability continues to prevent you from performing your job, the amount of your annuity will depend on whether you are eligible for a social security benefit. **Not eligible- 40% of your High-3, Eligible- Your FERS annuity will be reduced by 60% of the initial Social Security benefit.** However, the resulting total of the two benefits will be equal to at least 40% of your High-3 plus 40% of your Social Security benefits.

Early Retirement

Under certain circumstances, events at the USPS may give you the opportunity to retire at an earlier age. The events may affect you directly or in a general way if OPM determines that the USPS is undergoing a major reorganization or transfer of function. You may retire if you meet the following minimum criteria;

Minimum Age (Any Age) = 23 Minimum Years of Service

Minimum Age 50 = 20 Minimum Years of Service

If you are eligible for early retirement, the standard formulas will be used to calculate your annuity. There won't be any reduction in your annuity for retiring early.

Winter Season Is Upon Us

Jim Arneson, Maintenance Director

With the winter season upon us, the custodians at the stations should be noting how often they have to mop both the lobby and the workroom floor. Upper management is under the premise that, even during winter, we only mop the lobby three days a week and never mop the workroom floor. So please make a calendar and write down the dates and times that you do mop these areas. With the new contract arbitration coming up, now is the time to submit resolutions to change or add language to the LMOU. Many times, we are in the forefront in getting benefits and upgrades included in the negotiations.

I have been hearing more and more that MM7s are providing area assurance. While it is within the job description of the MM7 to replace gates, belts, etc. It does not include troubleshooting. So if a jam keeps occurring at the same place, the removal of the jam could be MM7 work but the actual finding the cause of the repeated Jams would be higher level. As has been stated in the past, this is not to say that an individual MM7 could not figure this out, but that the agreed upon wage compensation for said action is at a higher level.

Lastly, it has almost occurred again, where someone was placed in a job that they did not want. Please, anytime you see a posting, take a look at your current Preferred Assignment sheet and/or your Promotion Rejection form. Make sure it is up to date with your current wishes. If you have any questions, have your supervisor check with the MMOS to make sure what they have on file is accurate. If you are not sure, go ahead and fill out a new one and have your supervisor send it in. Keep a signed and dated copy for your records.



John Miceli
Treasurer

- FEDweek -

Opening your TSP statement and seeing your balance lower than you expected can feel like a punch to the gut. Remaining focused on the long run is hard when there's volatility happening. But it doesn't need to always have to feel so terrible. You can be comfortable with how you're doing by using some of the simple principles that we use as professional financial planners. And the interesting thing is that probably already know what to do, you just need to know how to do it.

Knowing how to properly use your TSP is critical to the financial success of your retirement.

How many of you reduced your C fund investment last year? Increased your G fund? We talk to a lot of federal employees, and we see the biggest mistakes during times that markets are volatile, just like recently. In this piece, we discuss some of the best practices and along with mistakes to help you plan a better retirement.

Misunderstanding TSP Fund Risk Ratings

When you visit the TSP website, they have a table that helps you compare the different TSP funds. It looks a bit

Invest Your TSP & Avoid These TSP Mistakes

"One way to help with this, especially if you don't have experience in building a portfolio, is by using the Lifecycle funds."

different than above because you can only compare 3 at a time, but these risk ratings are screenshots directly from the TSP website. The TSP offers these risk ratings but offers no context. Take, for instance, the G fund. While certainly a low volatility investment, it is ranked 1/5 on the risk table because of its principal protection features. Many people call this fund the safest TSP fund.

I prefer not to use the word "safe". It's misleading. It's safe from volatility, but far from safe in helping you maintain your lifestyle over the years. Inflation is the silent portfolio killer. With 3% annual inflation, you can expect to lose almost 30% of your purchasing power over ten years. The net present value (NPV) is a part of the systems of economic equations used in helping determine how much money you'll need to maintain your lifestyle, and what kind of growth you need to achieve that.

Let's take the C fund next. It represents the S&P500 and sits in the middle of the TSP's risk table, labeled medium risk. How many of you think the S&P500 is a medium risk investment? Not me! It's only when we look at all of them side by side that we can see that the TSP is comparing the funds to one another. So relative to the other funds, the C fund falls in the middle of their risk rating, because they have a total of 5 funds with 5 ratings.

Trying to Time the Markets

This is probably among the biggest mistakes that we'll discuss. If you consider how emotionally challenging it can be seeing your portfolio drop significantly, imagine how those emotions can influence your decisions? You have conflicting feels about wanting to preserve what you have, but also grow your wealth for the future to support your family. You understand the need to outpace inflation, but the investments that allow you to do that give you anxiety when they become volatile and shave chunks out of your TSP balance.

If you think about 2022 or even 2020 when COVID first hit, masses of TSP participants moved to the G Fund to help preserve their wealth. How many of those people do you think successfully got back into the markets right before it took off again? We spoke to feds who missed out on doubling their TSP because they got out near the bottom in 2020, and then couldn't bring themselves to reinvest in investments that were falling from the sky.

As a result, they never got back in for the subsequent recovery. Their attempt at timing when it was right or wrong to be invested cost them dearly, and possibly to a degree from which they may never recover. This can be catastrophic for your retirement because your wealth simply

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cannot regrow as fast once it has begun supporting you instead of just growing. That's not to say there aren't times when going to the G fund isn't appropriate, but if you're making decisions based on fear rather than a plan, then you must consider whether you'll be ready to make the move back correctly.

Investing Too Aggressively or Too Conservatively

The TSP core funds are designed to mimic its respective section of the market, and that's what it does.

“The C and S funds have done really well for me”. This is another common thing we hear. Do not be persuaded by recency bias to remain in an investment that “has done well”. The markets are cyclical in nature, and by design those investments will experience a time where they won’t do well. The C and S funds are stock indexes designed to participate in market growth. During periods of economic expansion—like the last decade—they do just that. They grow. They do this because the underlying sectors of the market in which they are invested are growing, the S&P500 and Dow Jones Total Stock Market.

But this fundamental characteristic also means that volatility is tied at its hip. Growth and volatility are two peas in a pod. You [generally] cannot have one without the other. Understanding that the TSP funds are simply index funds gives you perspective. And for what it's worth: there's nothing wrong with only being index funds. In fact, we mostly use index funds for our clients too, but you need to understand how to use them.

As such, if technology companies are doing poorly, the C fund is not going to get rid of them for you. If you no longer want to own big technology companies, then you need to reconsider your use of the C fund. Even the Lifecycle funds are not managed, they are simply a combination of the five core funds that adjusts to being more conservative the closer you get to the target date you selected.

TSP CORE FUNDS	
G FUND (SHORT TERM US TREASURIES)	 Low
F FUND (BLOOMBERG US AGGREGATE BOND)	 Low-medium
C FUND (5+P500)	 Medium
S FUND (DOW JONES TOTAL STOCK MARKET)	 Medium-high
I FUND (EUR, AUSTRALASIA, FAR EAST)	 High



Not Fixing Drift

Being too aggressively or conservatively invested causes another major issue

The more volatile parts of your investments, like the C, S, and I fund (F too, to a degree), will become bigger or smaller portions of your overall wealth as the markets change in value. If you maintain bigger values in your C, S, I fund, then you have increased the ratio of stocks in your portfolio. This increases the risk to your wealth, the volatility you'll experience, and may create a deviation to your trajectory.

One way to help with this, especially if you don't have experience in building a portfolio, is by using the Lifecycle funds. As mentioned, it is not managed, but it is rebalanced. However, I've personally had mixed feelings about the L funds. Lifecycle funds do not rebalance in its truest sense. It's a time-based allocation. The further out you go, the more C, S, and I fund you can expect. The reverse is true as well. But we've found that it tends to be a bit more conservative than we might have called for. The TSP builds a Lifecycle fund, for instance the L2025 fund, the same way for everyone that chooses that date, and the allocation is set assuming you'll be accessing your TSP that date.

‘It’s Going To Delay The Mail’: The Fight Over Louis DeJoy’s USPS Plan

The Guardian

Trump’s postmaster general is implementing a 10-year austerity plan that will slash jobs and close sorting centers

More than 500,000 workers at the United States Postal Service (USPS) will be handling billions of deliveries through the holidays. For hundreds of them, this may be their last Christmas at their current mail sorting facility and workers are warning the impact on consumers will be severe.

The appointee as postmaster general under Donald Trump, Louis DeJoy, is currently implementing a 10-year “Delivering for America” austerity plan that will slash jobs and close sorting centers. The plan is being implemented amid calls to have DeJoy ousted from the post and, in a rare instance of bipartisan unity, both Republican and Democratic officials have recently criticized DeJoy over the consolidation of USPS facilities – a move DeJoy claims will transform the USPS network for the better. Only the postal board of governors has the authority to remove DeJoy from his position, but the Biden administration has delayed nominating replacements to the board. This has left DeJoy secure in his position for the time being as a petition with more than 40,000 signatures is circulating to call on Biden to appoint two replacements to the board.

Currently 30 mail processing facilities in the US are under review for consolidation. An average rate of 25 jobs would be lost per consolidation while hundreds of other workers would be forced to relocate, and local residents would be left with slower mail services. That number of consolidations is expected to climb to 400 sorting and delivery facilities under DeJoy’s plan. One of the facilities under review in Lehigh Valley, Pennsylvania, would shift mail processing services to Harrisburg, Pennsylvania, 90 miles away – a move postal workers and union officials have criticized.

The Pennsylvania Postal Workers Union president, Mike Stephenson, said that a previous consolidation from Lancaster to Harrisburg resulted in significant mail service delays. “We went from if you were mailing a postcard or birthday card to your nextdoor neighbor, instead of it being there the next day when we were still processing, it was there five days more or later and Harrisburg was overwhelmed at that time,” said Stephenson.

He also criticized claims of cost reductions for the consolidations, given the trucking and transportation costs to run mail back and forth to Harrisburg rather than processing it in Lehigh Valley. “It will eliminate jobs, good jobs, eventually in Lehigh Valley, and it’s going to delay the mail,” said Stephenson. “It’s one more process in the 10-year plan that DeJoy put in when Trump appointed him to destroy the postal service.” Stephenson said when he requested information and data to demonstrate cost savings, he received redacted documents from USPS and was told the redactions were to protect the information from competitors.

Kevin Gallagher, vice-president of the Pennsylvania Postal Workers Union, also criticized the USPS claim about savings, given the costs of transporting mail to and from Harrisburg and the lack of capacity for Harrisburg to handle the added mail. “These are the things that I think the public and especially businesses should know that once they start transporting this mail, you’re probably adding a day or two days minimum to mail coming back,” said Gallagher. “We don’t see how it’s going to have any benefit whatsoever and it’s going to further delay mail and cause problems for customers and businesses.”

Other mail processing consolidation reviews have raised concerns and criticisms over the impacts on workers and mail service. In West Virginia, workers and both of West Virginia’s US senators, the Democrat Joe Manchin and Republican Shelley Moore Capito, have expressed concerns over plans to consolidate a mail sorting facility in South Charleston, moving the mail sorting and 800 jobs out of state to Pennsylvania.

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In Knoxville, Tennessee, postal union leaders and workers have criticized plans to consolidate mail sorting to Louisville, Kentucky. “I don’t believe there’s honesty,” John Macon, the local president at the Mail Handlers Union Local 329, told a local NBC news affiliate about the USPS plan. “You’re going to send processing from one city or several cities moving to another city that’s overcrowded.” A longtime postal worker in Tennessee who requested to remain anonymous criticized the consolidation plans, likening them to previous plans that were abandoned after opposition, including a plan to shift postal services to the office supplies retailer Staples and consolidation plans for other facilities that were deferred after local opposition. “I am disappointed with the lack of response from our union leadership at the national level regarding the most radical realignment of postal operations that will impact timely service and the lives of postal workers,” they said. “I am disappointed that I spent endless time and energy opposing multiple consolidation and closure plans over three decades only to see cursory opposition now. I am disappointed that all of this may result in privatization of our great institution.”

Steve Hutkins, a retired NYU English professor who founded and operates the advocacy group and website Save the Post Office, said the drastic network changes at the USPS under DeJoy are occurring with little transparency and oversight, especially given the impacts of the changes. Public meetings held on the facility reviews have yielded little information and have been held during business hours when many members of the public are working. “Thousands of postal jobs will be eliminated, and tens of thousands of employees will be faced with relocating to a new job, possibly a couple of hundred miles away, or ending their careers at the Postal Service,” Hutkins said.

“The consolidations will also create excess space in processing facilities that will then be used to house a sorting and delivery center, which relocates letter carriers away from post offices. The carriers will need to drive 10 or 20 miles to their routes, which will increase costs and pollution. And the excess space at the post office, where the carriers used to work, will lead to post office closures and relocations of retail services to smaller spaces. In the meantime, postal rates go up, volume goes down, jobs are eliminated, service deteriorates. And what comes next?”

Don Sneesby, president of National Postal Mail Handlers Union Local 316 which represents postal mail handlers in Washington and Alaska, said the impact of the cuts was already being felt. “We’re sad to see the decay of service standards and hope the postal service will reconsider and heavily weigh the impacts on our customers and our employees,” he said. “Back before these consolidations, if you mailed a letter anywhere in Washington except for near Vancouver, 92% of the time it would be delivered overnight, now it’s two days even for local mail,” Sneesby added.

A spokesperson for the USPS rejected criticisms of the facility reviews, stating in an email: “The facility review will not result in the closure of these facilities or career employee layoffs. The goal of this review is to improve customer service and to achieve significant cost savings through operational precision and efficiency. Business mail entry, post office, station and branch retail services are not expected to change, and delivery services will not slow down as a result of this review.”

They added in response to criticisms on the transparency and information from USPS in regard to these facility reviews: “The Postal Service will work closely with its unions and management associations throughout the facility review and will continually monitor the impact of any changes that are implemented and will adjust plans as necessary and appropriate. The Postal Service remains committed to the exceptional transparency we have applied throughout the network modernization process – including regular briefings with Congress, unions, industry partners and public input sessions.”



USPS Sees ‘Massive Turnover’ In Non-Career Workers As Union Protests Short-Staffing

Federal Report

The Postal Service says it’s getting operations on the right track after years of pandemic-related challenges. But the American Postal Workers Union says the agency remains too short-staffed to meet service standards, leading to burnout and a high rate of employee turnover.

APWU held nationwide protests in front of postal facilities and congressional offices on April 28 — Workers’ Memorial Day — to voice concerns about workforce shortages. APWU National President Mark Dimondstein said USPS is seeing “massive turnover” with new hires, and that short-staffing is also impacting the agency’s level of customer service. “The Postal Service, in many areas, is short-staffed, and when we’re short-staffed, the people of the country are not getting the service that they deserve and are promised under the law,” Dimondstein said. “The lines are too long in many retail units, the mail isn’t coming through enough. Things are often delayed and too slow.”

APWU Local 140 President Dena Briscoe said a banner over the Curseen-Morris Mail Processing and Distribution Center in Northeast Washington, D.C., states USPS is looking for new hires — but local management is having trouble getting them to stay. “People come in to work, and then they’re pushed to the limit, where they don’t stay,” Briscoe said. “The turnaround rate here is very high. So why would you hire someone, train them for the job and then disrespect them or treat them inhumanely?”

The USPS inspector general’s office in a recent report found the agency’s turnover rate went from 38.5% in fiscal year 2019 to nearly 59% in FY 2022 — well above its 32.5% target for non-career turnover. Put another way, USPS OIG found the agency had a 47.8% retention rate for non-career employees in FY 2022 — down from 48% the year prior. Both years fall short of USPS’s 50.5% retention goal. According to USPS exit surveys, about 20% of non-career staff who left the agency did so because of a lack of schedule flexibility. Another 15% said they didn’t like their supervisor, and 14% said they worked too many hours.

The USPS IG’s office also found more than 25,000 instances where non-career employees worked 14 or more consecutive days without a day off between fiscal 2021 and 2022. USPS OIG found one case where a postal support employee (PSE) worked 84 consecutive days.

Non-career employees make up about 18% of the 633,000 total employees working for USPS. Non-career employees don’t receive the same benefits as career employees, and aren’t guaranteed a regular schedule. In a competitive labor market, Dimondstein said USPS employees — especially non-career employees — are leaving the agency for similar-paying jobs with better hours and conditions. “If you have those kinds of opportunities — maybe you don’t have to work nights, maybe you don’t have to work weekends.

And maybe you got a job that treats you with more respect,” he said. “When people come in, they’re facing a less-than-respectful work environment, and people aren’t staying. And so then that has this vicious cycle where then the customers are suffering because there’s not enough workers to carry out the job.”

USPS spokesman David Partenheimer said in a statement that the “position being presented here by the leadership of the APWU is absent of anything based in reality.” “The facts are that over the past two years, we have worked diligently with our union and management associations to address our shared goals of employee recruitment and retention, workplace safety, and career training and advancement,” Partenheimer said. “We have focused steadily on stabilizing our workforce resulting in employee availability and overtime requirements being at the most favorable levels in many years,” Partenheimer said.

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USPS has converted 125,000 non-career employees to full-time career positions since October 2020. About 50,000 of those conversions happened between April 2022 and March 2023. “We have already reversed years of declining service reliability and now 98% of the nation’s population receives their mail and packages in less than three days, and we are working hard to correct service-related issues in the other limited areas,” Partenheimer said.

Dimondstein said converting USPS employees to full-time career positions is a step in the right direction, but getting non-career employees to work long enough to make it to career positions remains a challenge. “We’ve done very well to give people the opportunity to get career conversions, but it takes time. And again, if you’re treated with less than respect, why stay?” he said. Dimonstein said the reaction from USPS management to the APWU’s workforce concerns has been “mixed,” and that Postmaster General Louis DeJoy has recognized USPS workforce challenges. “There was some real effort when the [postmaster general] first came in, and a real recognition that we were very short-staffed in the mail processing side — and management did [too],” Dimondstein said. Dimondstein said mail processing staffing has improved in recent years, but said retail and delivery operations remain understaffed.

Briscoe said USPS retail employees, already stretched to capacity by understaffing, are also hearing from frustrated customers. “We work on trying to increase the staffing, and management continues to say they need less workers. Yet the people that do come to work, they’re the ones who take the brunt of it, and are told to work harder, work more hours, and work faster,” Briscoe said. “We love the post office, we love our jobs, and we love serving the public. But that makes it harder.”



Dimondstein said some post offices are only staffed by one employee, and have to limit hours or close early when that employee is on vacation, sick or otherwise unable to work. “That’s outrageous. They need enough relief staff, where if that person can’t be at work that day, there’s somebody else to keep that post office open for the customers. That has to be fixed. And the post office, as of yet, has not heard that message enough or acted on that issue enough,” he said.

Dimonstein said new hires aren't getting the training they need to feel comfortable in the job, and that supervisors aren't getting the training to effectively manage their teams. "People just can't be thrown into these jobs. And if it's not being done right, then they're getting hassled. But if they don't have the support to do it right, they're just going to throw up their hands and leave."

Briscoe said both frontline employees and new supervisors are feeling less comfortable in their jobs because of cuts in training. She added that frontline USPS employees are being selected to serve in acting supervisor positions — but are getting minimal training, compared to full-time supervisors. “We’re asking, why don’t you give them the same training? Because they need that knowledge.

You can't pull somebody from working beside, to lead me, and then they don't know how to treat me or they don't know what to do. It's frustrating for them too, but now they're taking it out on me as a worker. So that's really a toxic environment," she said.



Chris Paige jr
Automation Director

I would like to place emphasis on the importance of being punched in to correct operations as you are working and making necessary moves as you change operations and/or sections. I have been dealing with an abundance of reversions over the past several months.

Now, reversions are jobs that become vacant that Management decides they would like to get rid of. This process involves them making the bone headed decision to do away with the position as opposed to other options. They could repost the position and allow another employee to bid on it, or if it becomes "no successful bidder" then it becomes a residual for PSE conversion. Management can even change the schedule of the position (i.e. off days and/or start time) to meet operational needs. Just as long as they make the changes prior to reposting after it becomes vacant.

But back to the importance of being in the correct operations. We were told while at our National Conference in Las Vegas in October that those that are dealing with reversions could be followed up with possible excessing. Again, POSSIBLE excessing... so don't go spreading rumors that the Union said there is going to be excessing here. NO! That is not what

Punching Into Your Correct Operations

"...WE can help ourselves by making the necessary moves into each operation that we work"

I'm saying. They detailed further discussing the PLAN. Which is the original plan for this 10 year plan of DeJoy's that we are only 2-3+ years into. They made it clear while explaining that this is his plan, not your local Management's plan.

So, try to cut your supervisors and managers some "slack" on a lot of the decisions that are being made. Again, this is "THE PLAN". This plan is to at some point for the USPS to be privatized. That is the eventual goal of the plan. It isn't necessarily spoken to that degree specifically, but again that is his ultimate goal.

Now, WE can help ourselves by making the necessary moves into each operation that we work. It allows us to show the need for ALL positions we are working and possibly help create positions as well. I get it, it's tough to remember each and every time to make these moves, but with the help of OUR

Lead Clerks and your supervisors in your respective units we can help prevent the loss of full time positions. I know local Management is willing to be on board because it allows us to continue to be gainfully employed.

So, try to remember as best as you can to MAKE NECESSARY MOVES AND/OR PUNCHES IN EVERY OPERATION. This is one of the ways headquarters determines the need for positions. I.E. on paper it may look like mail in a certain section is getting processed without the need for those positions because it may not show any employees in the operation. If they ask you to move to the manual unit, we can win the fight against future excessing and the attempt to privatize the entire USPS. If you don't know the operation to move into, ask a coworker, your lead clerk, or your supervisor. If the operation is not on the time clock, notify your tour's steward and/or the director of where you work. WE will get it corrected eventually.

24 - Month Conversion

Marvin Rivera, West Sectional Director

Many PSEs have been working for the past two years. Per the current contract, any PSE (with the exception of PSEs in Level 4 RMOPs) that have reached the 24 month of relative standing will be converted to career status and will be subject to the step placement of GG. This should be an automatic conversion. Please reach out to your Sectional Director if a grievance needs to be filed to insure you are properly converted to career. If you have not met your Sectional Director, please call the Union Hall at 414-273-7838, to find out who your representative is. If I represent you & we have not met, call me. 414-430-0044.



Larry Victory
Motor Vehicle Director

GeoTab

I have written about GeoTab in the past. Trying hard to tell people to get ready that it is coming. I feel frustrated because now that it is up and running people don't seem to want to change their ways. So far I have three drivers who go to Big box stores and sit for over an hour a couple times a week. I have a mechanic who sat on Florida Street for over three hours with the rollback idling and numerous reports of mechanics and drivers driving recklessly on the Interstate.

Management gets reports on these irregularities that occur. They then need to report back to the Geo Tab Monitoring Center on why these irregularities happened. People will be followed and will get caught. You need to not make stops at businesses for long periods of time. Getting something to drink or using the bathroom for an hour is a hard sell.

Overtime

I get this question every peak season. Overtime for MVS increases to 68 hours for PEAK season. Our Brothers and Sisters in the Clerk and Maintenance craft can work up to 84 hours during PEAK season. I know we start talking to people at the stations and other locations in our travels. I then get the question, Why are we not getting more overtime? Even with the

Motor Vehicle UPDATES



"Overtime for MVS increases to 68 hours for PEAK season"

hours being increased for PEAK season OVERTIME IS NOT GUARANTEED. Management does not have to give more overtime just because the overtime cap increased.

PVS Annual Leave Quota

At the time of writing this article the book for initial annual picks is at 8 drivers per week and no picks for Christmas. Management has agreed to the 10 drivers per week and 6 drivers for Christmas week.

Management has not updated the book or signed the agreement. Continue to turn in the 3971 requesting your vacation picks. If you are denied make sure you get a copy to me or Kevin. I would like to thank Glenn Griggs and Chris Czubakowski for their hard work as they support us to get this fixed.

Postal Vehicle Operator (PVO) Pilot

The first two test sites where they are using non CDL drivers with vehicles under 26,000 lbs. seem to be going well. The third site which had an existing PVS orientation is not going well.

There are a lot of disputes that have arisen at this location. Mr Foster (National Director, MVS Division) is not sure the program will expand until some of these issues are resolved.

I bring this up because I get questions about this program coming to Wisconsin being based in the Kenosha area.

I asked Mr. Foster if it was coming to Wisconsin. He said he has not been approached for a pilot site in Wisconsin.

City Station News

Kenni Liggan, Customer Service Director

The annual leave quotas are done for the city stations. If you have any questions about them, please contact your steward for that station. I have received several phone calls about SSA clerks not getting their clothing allowance. Normally it should take a few weeks not a few months. It is management's responsibility to make sure this gets done. If you are a SSA clerk and have not received your clothing allowance, please contact your steward or me immediately.

Management at the city stations are still putting employees in as AWOL if they do not have enough leave to cover their absence. This is wrong. At the last city station / Labor Management meeting management was made aware of this issue and promised to correct it as of today some stations are still practicing this bad behavior. If this continues, I will be filing Labor charges to correct this.

USPS Loses \$6.5B In FY2023 Says Another Year In The Red Is Coming

Government Executive

The losses come despite postal management initially projecting it would break even for the year. The U.S. Postal Service lost \$6.5 billion in fiscal 2023 despite initial projections it would break even for the year, and leadership cautioned the agency will once again be in the red in fiscal 2024.

Looking at only the parts of the operation that USPS leadership considers within its control, losses spiked to \$2.3 billion compared to just \$500 million in fiscal 2022 and a controllable profit of \$1.5 billion in fiscal 2021. At the start of fiscal 2023, USPS forecasted a \$4 billion loss. The negative financial numbers occurred despite the Postal Service growing its total revenue by \$500 million.

Postal leadership attributed much of the losses—about \$5.6 billion—to two factors: ongoing inflation and a miscalculation of what it must statutorily contribute toward its pension fund. Postmaster General Louis DeJoy also noted USPS is incurring upfront costs as it updates its network as part of his 10-year Delivering for America plan. USPS technically saw a new profit of \$56 billion in fiscal 2022, though that was due to the one-time cash relief from the changes in the Postal Service Reform Act.

Despite the promised reforms, DeJoy conceded his agency will once again fail to cover its costs in the current fiscal year. All told, postal management projected a relatively stable loss of \$6.3 billion in fiscal 2024. “Despite substantial reductions in our cost of operations and growth in our package revenues planned, we will not reach breakeven results in 2024 either,” DeJoy said. As part of those changes in 2024, DeJoy pledged to complete 20 new processing facilities and 100 sorting and delivery centers, close more than 40 annexes, deploy 30,000 new delivery vehicles, eliminate \$1 billion in transportation costs and grow package revenue by \$1 billion. He also said USPS would slash 28 million work hours. The postmaster general acknowledged the workforce is “undergoing dramatic change both in where and how they work,” and asked for the understanding of the American public and Congress as they adapt.

USPS projected it would slash another 25 million work hours in fiscal 2024. It ended the year with \$21 billion in cash, but due to the ongoing costs of its reforms it will continue to borrow money this year. The Postal Service must find a way to hold the line on costs, just as every business in America must.

Amber McReynolds, a member of the postal board who was named vice-chair on Tuesday, noted that USPS was meeting some of its goals under DeJoy’s plan while missing others. She said, for example, the Postal Service is improving its workforce overall while struggling to hire in rural areas and maintain service there. McReynolds added the Postal Service is particularly struggling to reach its objectives on finances, on-time delivery and employee safety. “It is OK to celebrate success while also being open to ideas for further improvement and adjustments to the DFA, if needed, as challenges arise or conditions change,” McReynolds said.

DeJoy suggested his reforms, not counting those provided legislatively in the Postal Service Reform Act, have reduced losses in recent years from up to \$39 billion to \$19 billion. He once again called on lawmakers, regulators and stakeholders to not get in the way of any of the changes he is looking to make going forward. He requested patience as USPS oversees a “dramatic change” to both its operations and culture and acknowledged there will inevitably be some bumps in the road. “All of this will be done with calculation that keep disruptions to service to a minimum,” DeJoy said, “but please be aware that this is not a perfect science.

The road to success and the scope of the changes we are compelled to make will invariably result in some disruption on any given week, in any given area, for any given service.” He vowed to quickly address any issues that arise.

(next page please)

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Significant price hikes enabled USPS to grow revenue—by 1% for packages and 2.1% for First Class mail—despite volume declines in both categories. Postal leadership on Tuesday vowed to grow package revenue going forward, a key part of DeJoy's vision for the agency. Marketing mail saw a 6% decline in revenue and a volume dip of 11%. Art Sackler, president of the Coalition for a 21st Century Postal Service, said the price hikes are driving customers away from USPS and called for congressional intervention. "Postal costs and prices are increasing much faster than businesses and consumers can keep up," Sackler said. "The Postal Service must find a way to hold the line on costs, just as every business in America must."

In Union Solidarity, The Struggle Continues

APWU Clerk Division

*We are slowly getting our congressional leaders attention.
Inform our clerks to continue to provide their excellent service to the public.*

Per the recommendation of a National officer, I am providing some information about the situation at the Wichita Plant. The Plant Manager indicated that there were not allowed to hire ANY "peak season" assistance. We have an annex, but it is not staffed. We "hear" that management is working the mail but no employee that actually works over there is willing to provide any statement to support that.

The clerks are working every hour they are willing to work, including volunteers that are not on the overtime list. Management at the Plant is also performing clerk work. Yet the gaylords of parcels are still stacked two boxes high all over the building, including the aisles. They even put a bunch of them on our open dock. Yesterday, two people backed up to the dock and began loading these unworked parcels into their car. The inspectors are reviewing the camera footage (per management) to catch the thieves.

I just spoke to a friend and they had to go to the VA to get some "stop-gap" medicine because the refill still shows it is at the plant. It has shown this since the 8th of December. Employees sent information about "finding" mail that is dated at least a week ago. Some is older than that. The employees have also complained, and I sent an inquiry to the Acting District Manager (whatever the title is now) because they are "rotating" what mail they work. The "normal" set-up includes about 6 sack racks to sort the Kansas parcels. Each day, they are only setting up 3 of these racks and they alternate which ones daily so that each "scf" hub is worked every other day.

In my 36 years, this is the worst it has ever been.

To add to it, we have 5 PSEs that will begin their 5 day break on December 24th instead of the 26th when they would complete their 360 days. We only have a total of 18 PSEs assigned to the Plant and 4 of them will convert on December 30th. They reverted 18 jobs since February. Step 3 settled to post 6 of them so far but those were just settled this month so it does not help the current disaster. I'm sure this is the same story all across the country.

SOLIDARITY



Rank and Filer

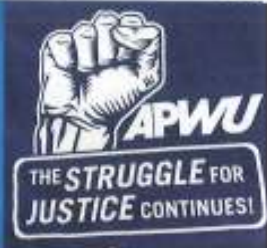
October-December 2023

Page 3



A Word from the President Tonya Freeman

Meeting PMG DeJoy and Taking ACTION!!!



Recently, I was notified by President Mark Dimonstein that PM General Louis DeJoy was visiting the Raleigh P&DC to meet with the different local unions and asked if I would like to meet with him. Three per union were allowed at the meeting. In addition to Local Vice President James Parker, Jr., I invited North Carolina Council President Tonya McKinnon to attend. Also in attendance were local representatives from the Rural Letter Carrier Union (NRLCA), the Letter Carrier Union (NALC), and the Mail Handler Union (NPMHU).

Before the PMG entered the room, one of his assistants told us what to expect. We were told that he was a very nice man and loved to talk and that if we had questions, we had to be assertive and jump in and start asking. That is what we did.

The PMG entered the room, shaking hands and greeting everyone. He, indeed, was a nice man. He started by telling us all the wonderful things he has done so far with the postal service to save it. He stated that the postal service is making money, and he likes to make money. He stated that he had new lighting put in and fresh paint everywhere. DeJoy said this was done to improve morale because everything was dark and dirty.

Since he was talking about changing the environment and bringing up morale, I raised my hand and asked about his take on the hostile work environment that seems to be plaguing the nation, including this local. He stammered on about something that sounded like he was blaming the employees. I gave him an example of a situation I witnessed just days prior when a supervisor at the plant who is known to be abusive was yelling across the room at an employee in the cafeteria regarding being late from break. I also gave an example of a supervisor at one of the city stations screaming at and berating employees. He suggested following the chain of command. He also indicated that's why he is putting bright lights in the facilities and cleaning them up so that everyone's morale would go up, and hopefully that would help. (?) (Contact me for more in-depth details about the meeting.)

Other questions were asked, such as the Local NALC President asking about the changing time for the carriers to be on the street. He stated that with 8 am, their days were already going into the nighttime during this time of the year especially. He asked why would the

start time be changed to 9 am. He raised the central issue of carriers being assaulted, stabbed, shot, and even killed. The PMG stated that there was a plan in the works of perhaps getting rid of the arrow keys and using other keys that would not open all the postal boxes, thus making the new keys less valuable.

In my opinion, he was now getting to one of the most critical questions. The question was asked about what would happen to Raleigh and when. The PMG said he would not do anything for the next two years. He went on to talk about the RPDC in Gastonia not being large enough. He spoke about Greensboro NDC being unable to take on the number of packages he had planned. At least not yet. He said that he is looking into a way to correct that. So, that issue seems to have taken us some time. The PMG also stated what we already know: Raleigh is on the list to be converted to an LPC, Local Processing Center, where only letters and flats will be processed.

This is the point to which I want all of you to pay attention. In Raleigh, we are already processing Fayetteville's flats and letters. Fayetteville has lost its postmark. Mail coming from Fayetteville is no longer postmarked from Fayetteville.

Post offices across the country are closing down. Excessing in these areas is in full force. I constantly see notifications of new facilities opening up or plans to open up.

This is the time we all need to take action. We must get the public involved. The public will be the only entity to stop or lessen the effect of this "speeding freight train." The public needs to know what is happening and be told they can call their lawmakers, Senators, and Representatives. We must all talk to our neighbors, church members, and family to let them know what's going on and how they can take action. We must all get involved for the future of the postal service and our futures. We cannot just sit back and watch this happen.

We cannot rely on a businessman to operate a service. This service is quickly being destroyed.

On a lighter note, I wish you and your families a safe and happy holiday. ■

In Union Solidarity,
Tonya Freeman

Merry
Christmas





Dr. Jonathan Saigh

Injured On The Holidays?

Advanced Care Specialists



With all the mail volume, mail weight and extended hours being injured around the Christmas Holiday is not uncommon. However, what is common in waiting to report the injury to your supervisor until the hustle and bustle of the holidays is over. Waiting is not the right move in many cases, just because you have up to three years to report the injury doesn't necessary mean you should wait.

There are a few reasons to immediately report your injury but one of the most important reasons is so as an injured work you are able to get a CA16 – this document allows you go receive the health care you need, no questions asked. In order to get a CA16 your CA1 injury must be filed within seven days if the date of injury. Keep in mind, CA2 injuries are not eligible for a CA16.

The second reason for ensuring timely filing of your injury is due to the fact that even the smallest injuries may be long lasting in nature. For example a minor back strain if not treated early and often may develop into a long standing degenerative condition.

Beyond getting your CA1 filled out early and obtaining a CA16 the next important topic is to make sure that box 'a.' is checked in section 15 of your CA1 – this allows you to collect COP if needed for up to 45 days.

The stress of filing these injuries has become fairly seamless with the use of ECOMP (ecomp.dol.gov). ECOMP is a safe, government website for Federal Employees to file injuries, upload documents and review the status of your claim. You need your SSN/EIN and date of birth to create an account.

By filing your injuries this way you bypass the requirement of sitting down with your supervisor which can be nerve-racking in itself – you are also assured your injury is filed and does not end up at the bottom of a stack of papers.

If you have any questions please do not hesitate to contact our office at 262-898-9000. Our staff is well versed in OWCP claims and we will direct you in the correct direction.

Happy Holidays and thank you for all of your hard work.

Advanced Care Specialists – DOL Experts



Congress of the United States
Washington, DC 20515

December 8, 2023

The Honorable Louis DeJoy
Postmaster General
United States Postal Service
475 L'Enfant Plaza SW
Washington, D.C. 20260

Dear Postmaster General DeJoy,

It has come to our attention that USPS has conducted Mail Processing Facility Review (MPFR) studies in Knoxville, Chattanooga, and Johnson City to determine whether the service could be improved by consolidating mail processing operations into other mail processing facilities.

These facilities employ over 1200 constituents in our respective districts and provide an important service to our communities, therefore we respectfully request a response to the following questions:

1. When do you plan to make a final decision about the future of the Knoxville, Chattanooga, and Johnson City mail handling centers?
2. What impact will the proposed changes to the mail processing facilities in Knoxville, Chattanooga, and Johnson City have on the delivery standards in East Tennessee?
3. What equipment changes are needed to the Knoxville, Chattanooga, and Johnson City facilities to improve service for postal customers?
4. Recently, in Chattanooga, mail volume was so high USPS could not process outgoing mail and then sent it to Nashville. Nashville could not handle the mail volume and sent it to Atlanta GA, where they had over 200 trailers waiting to enter the facility. What plans are in place to prevent these delays and added transportation costs? What are the "projected savings" in this business model?
5. In the MPFR for Knoxville, USPS estimated a net decrease of 28 craft and 4 management positions. In the public meeting on November 30, 2023, postal representatives estimated a net decrease of 63 craft and 9 management positions in the Knoxville facility. Do you know why there is a discrepancy?

We request your responses to the above by January 8, 2023. Thank you for your prompt attention to the issues regarding the central mail handling facilities in Knoxville, Chattanooga, and Johnson City.

Sincerely,



Tim Burchett
Member of Congress



Charles J. "Chuck" Fleischmann
Member of Congress



Diana Harshbarger
Member of Congress



AMERICAN POSTAL WORKERS UNION, AFL-CIO
 MARK DIMONDSTEIN, PRESIDENT
 JUDY BEARD, LEGISLATIVE & POLITICAL DIRECTOR



APWU LEGISLATIVE PRIORITIES IN THE 118TH CONGRESS

Bill Information	Why We Support This Bill
The Social Security Fairness Act (H.R. 82, S.597)	It would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) to end earned benefit reductions for Civil Service Retirement System (CSRS) retirees who have qualified for Social Security, and their spouses.
The Social Security Expansion Act (H.R. 1046, S. 393)	It would increase benefits by \$200 a month, raise COLAs, bring back student benefits, and lift the cap on Social Security taxes so that the rich will begin to pay their fair share into the program.
The Equal COLA Act (H.R. 866)	It would end the disparity in COLAs for those who retired under the Civil Service Retirement System (CSRS) and those who retired under the Federal Employees Retirement System (FERS).
The Protecting the Right to Organize (PRO) Act (H.R. 20, S.567)	It would make it easier to join unions, allow workers to get rid of anti-union "right-to-work" laws, and increase worker protections.
The Vote at Home Act (H.R. 1439, S.700)	It would require that every registered voter in the nation receive their ballot via USPS with prepaid postage.
The USPS Shipping Equity Act (H.R. 3721)	It would fully remove the current prohibition on the Postal Service shipping beer, alcohol, and wine direct to consumers, allowing USPS to compete with private carriers in this sector.
House Resolution 277: Service Standards	It would express the sense of the House of Representatives that USPS must restore its service standards to those in effect as of July 1, 2012.
House Resolution 439: Anti-Privatization	It would express the sense of the House of Representatives that USPS take all appropriate measures to ensure that the Postal Service is not subject to privatization.

UPDATED SUMMER 2023
 JB:AWI:OPEIU#2//AFL-CIO

American Postal Workers Union

WORLD'S LARGEST POSTAL UNION

Portland Maine Area Local 458
P.O. Box 6800
Scarborough, Maine 04070

From the desk of
Scott Adams, General President



Phone (207) 883-4003
Fax (207) 883-8403

August 29, 2023

Senator Angus King
1 Pleasant Street, Suite 4W
Portland, ME 04101

Re: US Postal Service, Yarmouth, Maine

Dear Senator King,

The Postal Service has notified the American Postal Workers Union of an excessing event in Yarmouth, Maine due to operations being moved to Portland next February. Excessing refers to the Service moving employees out of their assignment area when the number of employees exceeds the number of assignments.

It is the Service's intent to move delivery and sortation operations from Yarmouth to the Portland Post Office on February 24, 2024. The Postal Service claims that "With this, only retail operations, PO box operations, and allied duties will remain at the Yarmouth Post Office." There are currently 3 full-time and 3 part-time employees represented by the APWU in Yarmouth who distribute mail and perform all retail functions. It is the Service's intent to reduce this staff to 1 full-time employee and two part-time employees, directly impacting residents of Yarmouth.

The Postal Service states that the purpose "is to reduce transportation and mail handling costs, as well as provide postal customers with additional services". It is not clear how delivering mail from the Portland location to Yarmouth reduces transportation. Postal vehicles will be travelling from the Portland Post Office, rather than locally from the Yarmouth office, clearly increasing distances for delivery vehicles serving Yarmouth, North Yarmouth and Cumberland Center, whose letter carriers are currently domiciled at the Yarmouth office. Additionally, there is likely to be an increase in the daily commute for a vast number of Postal Service employees with this relocation. This is contrary to the Service's "10-Year Plan" which includes "Environmental Stewardship – continuously advancing our sustainability goals and environmentally-focused solutions that reduce greenhouse gas emissions, energy, fuel, and waste." While the move would clearly reduce the trips between the Processing & Distribution Center in Scarborough directly to the Yarmouth office to drop off their mail each morning and pick up all mail at the end of each day, each one of the carriers is increasing their transportation by 20 minutes, twice daily, and the change will cause the

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need for additional routes, furthering the amount of fuel burned and increasing that carbon footprint. This does not "reduce transportation".

The Postal Service's claim that the change will provide postal customers with additional services is merely a soundbite to deter from the actual impact, which is less service, less access to customer mail, and a reduction in staff that will have a visible effect on retail service and customer wait times. This is not the "service excellence" that they declare they seek.

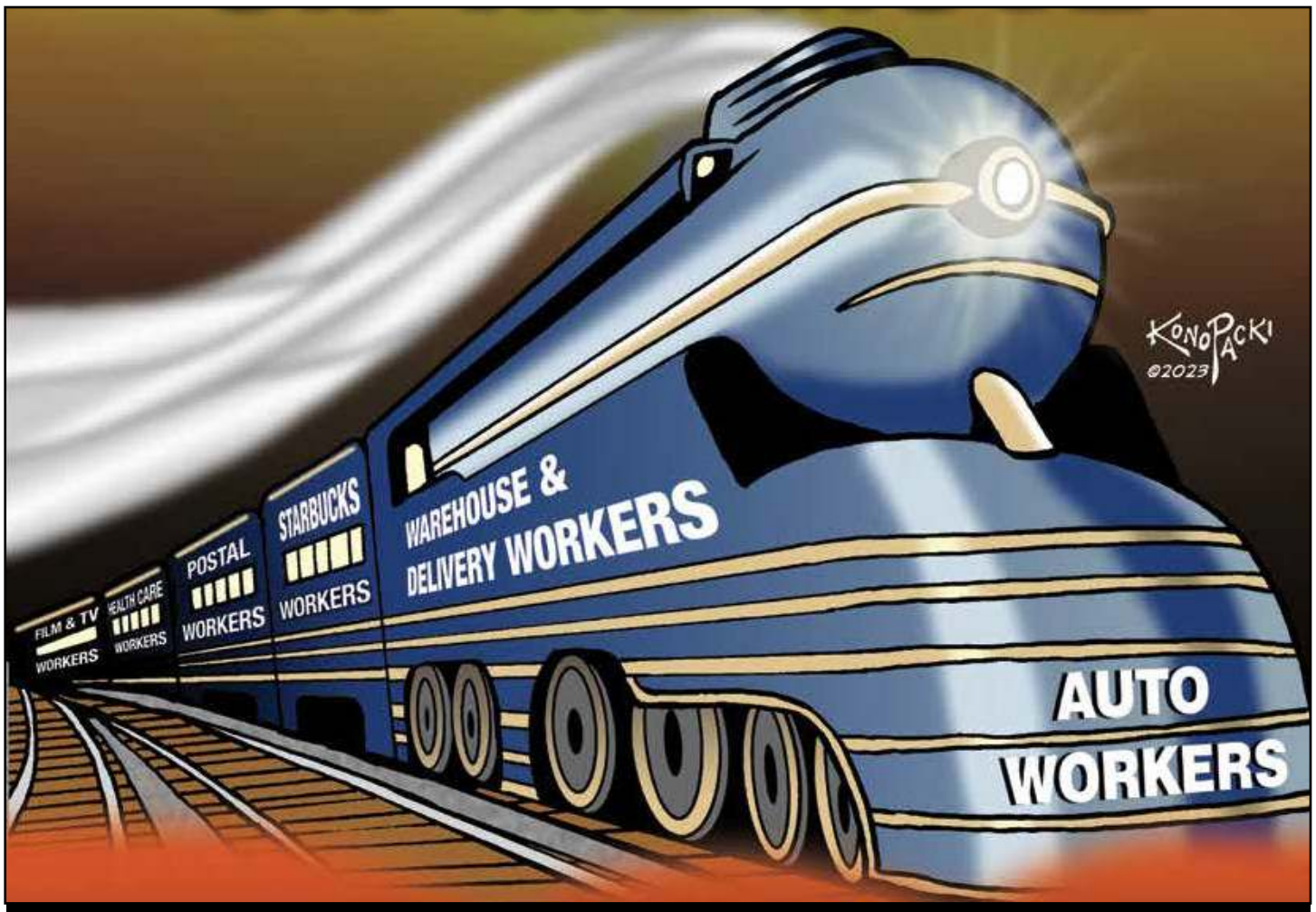
While the Union will continually address this through the appropriate process, we would appreciate any assistance from your office that would help to avoid the potentially negative impact on not only our members, but also, more importantly, the customers whom they serve in the Yarmouth community.

Thank you in advance.

In service to the members,



Scott Adams
General President
Portland Maine Area Local



STEP 1: PLEASE SELECT ONE OF THE FOUR METHODS

RECURRING COPAYMENT DEDUCTION

**This contribution method is for members who receive a postal paycheck. These contributions will appear on a line identified as VBP on your paycheck. You can adjust or cancel your contribution at any time by contacting APWU at (202) 842-4211.*

RECURRING COPAYMENT DEDUCTION

CSA #: [] [] [] [] [] [] []

(Civil Service Annuity number issued by OPM)

RECURRING SOPA MATIC REDUCTION

*and forward that amount to the American Postal Workers Union, Committee on Political Action (COPA).
I make this authorization voluntarily and may revoke it at any time by notifying the APWU COPA Committee
in writing. Bank Routing Number: _____ and Account Number: _____*

ONE-TIME DONATION

(Make your check payable to APWU COPA and enclose it with this form.)

STEP 2

E-mail _____ Phone _____

This COPA solicitation is paid for by the American Postal Workers Union, 1300 L Street NW, Washington, DC, (202) 842-4200; it is not authorized by any candidate or candidate's committee. Contributions or gifts to COPA are not deductible as charitable contributions for federal income tax purposes. COPA will use the contributions it receives for political purposes, including making contributions to candidates for federal, state and local offices, and addressing political issues of public importance. Contributions to COPA are voluntary. The amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.



American Postal Workers Union, AFL-CIO

Mark Dimondstein, *President*

Judy Beard, *Legislative and Political Director*

Supporting Our COPA Program

APWU's Committee on Political Action (COPA) allows us to strengthen our fight for the public Postal Service, the labor movement, and the working class. Contributions to COPA are used to make political campaign donations to lawmakers who champion our issues, regardless of party affiliation.

COPA allows us to amplify our voice on Capitol Hill to fight for the following:

- A Vibrant, Public Postal Service
- Collective Bargaining and Workers' Rights
- Raising the Minimum Wage and Increasing Benefits
- Retirement Security for Active and Retired Members
- Affordable Healthcare for All
- Protecting Democracy Through Enhanced Vote-by-Mail

Federal law impacts us all and it is important that we raise our voice in every arena where discussions take place. In order to protect the rights we have fought for years to earn and make progress on the issues that matter most, we need your help.

Active, retired, and auxiliary members are encouraged to donate whatever they are able. COPA is fully funded through voluntary contributions, not using a cent of union dues. You can donate through a payroll deduction, electronic fund transfer, OPM annuity disbursement, or personal check(s). Payroll and bank account withdrawals are taken out every two weeks, while retiree OPM annuity deductions are completed monthly, taking the hassle out of sending checks.

All contribution methods, excluding one-time donations by check, are recurring. Recurring COPAmatic contributions allow the APWU COPA Committee to estimate future donations, enabling us to properly budget COPA expenditures in the most effective manner.

To get started today, please fill out a COPA donation form and mail it back to APWU Headquarters. To donate online, please visit APWU Members Only at apwumembers.apwu.org.

American Postal Workers Union, AFL-CIO
Attn: Legislative and Political Department
1300 L Street NW
Washington, DC 20005

Monday, 6:00 pm
January 29, 2024

2024 GMM Meet-

January 29 - 6pm
March 27 - 7pm
May 31 - 7am
July 29 - 6pm
September 25 - 7pm
November 22 - 7am



Time Dated



HI-LITES STAFF

John Miceli _____ Editor
Sandy Miceli _____ Associate Editor

GENERAL OFFICERS

Glenn Griggs _____ President
Chris Czubakowski _____ Local Business Agent
Larry Brown jr _____ Vice President
John Miceli _____ Treasurer
Pam Walker _____ Recording Secretary
Leonard Grant _____ Dir., North Sectional
Trent Canady _____ Dir., South Sectional
Marvin Rivera _____ Dir., West Sectional

CRAFT OFFICERS

Kenni Liggan _____ Dir., Customer Service
Tkaita Conley-Burrell _____ Dir., Mechanization/Manual
Chris Paige jr _____ Dir., Automation
Jim Arneson _____ Dir., Maintenance
Larry Victory _____ Dir., Motor Vehicle

Deliver To:



Milwaukee Area Local 3



Proudly representing postal workers for over 100 years

APWUMILWAUKEE.ORG







January General Membership Meeting

Nominations / Election Committee Announcement

January 22, 2021 - Friday at 7:00am

The *Hi-Lites* staff would like to remind the membership that nominations for elected office (2023-2026 term) will be held at the January General Membership Meeting. Please refer to the posted minutes from November's GMM for the date and time.

The Chairman of the Election Committee as well as the committee itself, shall be the judges of all elections. No member of the committee shall be a candidate for election while serving on the committee. The election committee shall be responsible for the conduct on union elections and shall decide all controversies arising out of the election.



Dr. Jonathan Saigh

Injured On The Holidays?

Advanced Care Specialists



With all the mail volume, mail weight and extended hours being injured around the Christmas Holiday is not uncommon. However, what is common in waiting to report the injury to your supervisor until the hustle and bustle of the holidays is over. Waiting is not the right move in many cases, just because you have up to three years to report the injury doesn't necessarily mean you should wait.

There are a few reasons to immediately report your injury but one of the most important reasons is so as an injured work you are able to get a CA16 – this document allows you go receive the health care you need, no questions asked. In order to get a CA16 your CA1 injury must be filed within seven days of the date of injury. Keep in mind, CA2 injuries are not eligible for a CA16.

The second reason for ensuring timely filing of your injury is due to the fact that even the smallest injuries may be long lasting in nature. For example a minor back strain if not treated early and often may develop into a long standing degenerative condition.

Beyond getting your CA1 filled out early and obtaining a CA16 the next important topic is to make sure that box 'a.' is checked in section 15 of your CA1 – this allows you to collect COP if needed for up to 45 days.



The stress of filing these injuries has become fairly seamless with the use of ECOMP (ecomp.dol.gov). ECOMP is a safe, government website for Federal Employees to file injuries, upload documents and review the status of your claim. You need your SSN/EIN and date of birth to create an account.

By filing your injuries this way you bypass the requirement of sitting down with your supervisor which can be nerve-racking in itself – you are also assured your injury is filed and does not end up at the bottom of a stack of papers.

If you have any questions please do not hesitate to contact our office at 262-898-9000. Our staff is well versed in OWCP claims and we will direct you in the correct direction.

Happy Holidays and thank you for all of your hard work.

Advanced Care Specialists – DOL Experts

Graduating Class Of 2019



Lauryn graduated with high honors from Carmen High School.

She will be attending Georgia State University this fall, with a major in Biology.

Lauryn, we are both so proud of you and always will be. Love, Mom & Dad!

**Lauryn is the daughter of Larry Brown jr.
(APWU Automation Director /
T-1 Automation Clerk)**



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2019 Milwaukee Area Local Scholarship Winners

CONGRATULATIONS

- Michael Gorman is the recipient of the \$500.00 Milwaukee Area Local's John Akey Memorial Scholarship
- Griffin Lepak is the recipient of the \$500.00 Milwaukee Area Local Scholarship



GOOD LUCK !



Pam Walker
Recording Secretary

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*. It also remains your "ticket" to six retiree socials.

We are looking into bringing back hosting the socials on the second Thursday of the designated month. (January, March, May, July, September & November) . 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 2022 calendar year will be applied to the 2022 calendar year. The current calendar year must be paid before any payment is applied to future calendar year(s).

Please contact the APWU Union Hall with any questions.

Attention Retirees

"We are looking into bringing back hosting the socials..."



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.

LABOR'S LADEL



RECIPES

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