



The Hi-Lites



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

(Proud Postal Press Association National Awards Winner)

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Volume 44 Issue 4

Why are costs going up?

From groceries to gas, higher prices are taking a toll on working families.



Disrupted supply chains.

The pandemic disrupted our supply chains that were focused on squeezing out more corporate profits instead of being resilient.



Overseas manufacturing.

With much of our manufacturing overseas, supply disruptions are even more painful and vulnerable to international events.



Corporate greed.

Corporate profits are at record highs and billionaires added \$2 trillion to their wealth during the pandemic. Even as oil prices come down, gas prices have stayed high. Big corporations are squeezing working families so Wall Street gets richer.

How do we fix this?



Upgraded infrastructure.

We need to complete repairs and construction to our bridges, roads and ports to make our supply chains stronger and prevent disruptions.



American manufacturing.

We need to bring manufacturing jobs back home to create good union jobs and shorten our supply chains.



Higher wages.

We also need to raise wages so that working people can afford everyday necessities. Workers organizing can check corporate greed and help build a more fair economy.

Milwaukee Wisconsin Area Local

Big Bend Brookfield Burlington Butler Cedarburg Cudahy Darien
Delafield Delavan East Troy Elkhorn Elm Grove Franklin Fredonia
Germantown Grafton Greendale Hales Corners Hartford Hartland
Jackson Kewaskum Lomira Milwaukee Menomonee Falls Mequon-Thiensville
Muskego Mukwonago New Berlin Oak Creek Oconomowoc Oakfield
Okauchee Pewaukee Plymouth Port Washington Salem Slinger S. Milwaukee
Sussex Wales Walworth Waterford Watertown Waukesha Whitewater



**Glenn Griggs
President**

I wanted to put this article back in the Hi-Lites that was originally submitted by our previous Local Business Agent (LBA) Mark Ferrari.

The reasons I'm doing a reprint of this article are because when the contract got ratified in February of 2022 it gave the PSEs a path to career within 24 months of being hired as a PSE, and we were getting a lot of phone calls concerning how to do bidding, sign up for health insurance, etc.. Whenever you do make career, here is some information you need to know when you get converted to a career employee.

Health Insurance: The USPS will now pay more towards the premiums of all plans thanks to the APWU contract. Additionally, please remember that Health Plan Open Season occurs once per year for an approximate one month period near the end of the year and allows you to change your current plan during this period. Certain personal situations that meet the criteria of a qualifying Life Event (QLE) may allow you to change your plan during other times of the year. Marriage, divorce, birth of a child, etc., would meet the conditions of a QLE.) You can contact Chris Czubakowski as the local APWU Health Plan Representative to find out more.

Life Insurance: You now have the opportunity to enroll in a federal Em-

Back By Popular Demand Benefits - Newly Converted Employees

"...please remember that Health Plan Open Season occurs once per year for an approximate one month period near the end of the year..."

ployee Group Life Insurance plan. If you have a family members who depend on your income you may want to make sure they are protected in case something happens to you. You have a limited amount of time to enroll in this so please review all information the USPS sends you as soon as possible

Job Bidding: As a career employee you have the opportunity to bid on vacant duty assignments that are posted. The rules vary somewhat depending on what craft you are in (Clerk, Maintenance, MVS) so contact your steward to find out more information on how to bid and apply.

Overtime List: You can sign up to work overtime for every 3 month period during the year. We have added language to our local agreement that states employees who are currently on the OTDL will have their current overtime list designation(s) automatically rolled over to the next quarter unless they indicate they want to get off the list or make changes to their current overtime designation(s).

The overtime desired list allows you to sign up to work your off days and/or before tour and after. Check with your steward on how to sign up for overtime if you have any questions.

Holidays: As a career employee you will now get 11 paid holidays. these are New Year's Day, Martin Luther King Day, President Day, Memorial Day, Fourth of July, Co-

lumbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, and now the newly added Juneteenth Holiday. You have a right under of local agreement to volunteer to work the day designated as your holiday and/or any of the 2 days considered part of the Holiday Call. Contact a steward for further information on how to go about this.

Contractual Pay Increases: Under the 2021-2024 agreement we will get 3 contract raise increases, and six (6) Cost Of Living Allowances (COLA) for career employees (March and September of each year.

Step Increases: In addition to your contractual raises and Cost Of Living Allowances guaranteed under the union contract with the postal service, newly converted career employees also get step increases depending on what pay level you are in as follows Level 3=44 weeks, Levels 4-7=36 weeks, and Levels 8-11=30 weeks

Sunday Premium: Full time career employees receive an additional 25% of their hourly base pay during a scheduled tour that includes any part of Sunday. This cannot exceed 8 hours per day and does not apply when you are working on overtime.

Penalty Overtime Pay: This is called V-time or double time. This applies under certain situations when working over 10 hours in a service day, or working both off days.

Annual Leave: Is accrued based on

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your number of years of creditable federal service (military not included) Less than 3 years of service=104 hours per year, 3 years and less than 15 years of service = 160 hours per year, 15 years or more + 208 hours of annual leave per year.

Sick Leave: Career employees earn 4 hours per pay period based on number of paid hours in a pay period.

Also, keep in mind for every 80 hours of LWOP you get you won't earn sick leave for that pp and your annual leave will be deducted either 4, 6, or 8 hours depending on your years of service as mentioned above.

Human Resources Shared Services (HRSSC): You can call 1-877-477-3273 when you have to report an absence, place a bid or to check on other postal related benefit issues. Also work verification number is 1-800-367-5690 for employment.

APWU Website: As a member you can keep up on postal and union related news at the website apwumilwaukee.org. I also have a Facebook page for apwu members for anyone that is interested. It's President of Milwaukee area Local #3.

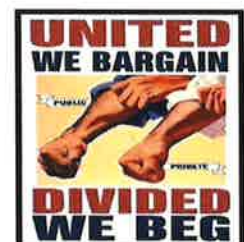
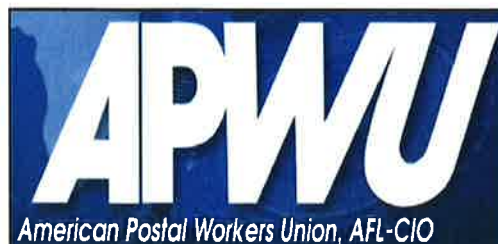
As we approach our deadline for the final payout for the global settlement; anyone that feels like you should be included in this settlement or know someone you have until August 30, 2022 to have us investigate it for you. If you think you should be part of the global settlement; we would need your last 2 form 50's.

We are also looking at starting the retiree social back up at the hall sometime in September of this year. If you are retired please make sure your dues are all caught up for the year, and that we have your correct contact information for all future correspondence.

As always thanks for being a member, and thanks for all you do!

The Official And Final Version Of The 2021-2024 AP-WU-USPS Collective Bargaining Agreement Has Been Published

The official and final version of the **2021-2024 Collective Bargaining Agreement** has been completed. The linked PDF is being made available for immediate use. The file is fully searchable and bookmarked. Files have been sent over to the printer and the printing has begun on the hard-copy version of the contract. Once printing has been completed each local will receive a limited number of copies for their use. Additional copies will be made available for pre-purchase on the **APWU Store** in the coming days.





Chris Czubakowski
Local Business Agent

After signing into ECOMP with your email address and password, your Employee Dashboard will be displayed, which lists all forms you have filed in ECOMP.

To begin, click the button “Get Started – File a Form” Information about filing a claim on form CA-1 or CA-2 will be displayed. Click “File a CA-1 or CA2 or CA-1/COVID ” to proceed.

Information about Forms CA-1 and CA-2 and CA-1/COVID will be displayed. To file a CA-1 to claim a traumatic injury, click “Select & Continue.”

Your name will be pre-populated from your ECOMP account. Your email address from your account will also be displayed. This will be used to advise you of the status of your claim and send communications such as information on the dangers of opioid medications or other relevant topics.

Enter your social security number (SSN) and confirm it. The SSN you enter must match the SSN of record for your ECOMP account.

Enter your date of birth, sex, home telephone number, grade and step as of the date of injury, home mailing address and dependent information. Notice that ECOMP defaults to “None” so be sure to update this item

Filing A CA-1 In ECOMP

“...you may upload supporting documents at a later time from the ECOMP home page...”

if you do have dependents. Your supervisor’s email address will be pre-populated from your ECOMP account, but may be changed if needed.

Next, provide the place where the injury occurred. Also provide the date and time the injury occurred, as well as your occupation; USPS Clerk. Describe the cause of injury and the nature of injury, with as much detail as possible.

Next, if there was a witness to your injury you may enter his or her name and address. This step is optional and may be skipped if there was no witness. If you have a statement from a witness, you may enter the date of the statement and then electronically upload it in the next step.

Next, you may upload any attachments that you wish to submit in support of your claim, such as statements by you or any witnesses, or medical reports. Click “Choose a File” to select documents saved on your computer. Please note that medical bills and reimbursement claims may not be uploaded via ECOMP.

Also note that you may upload supporting documents at a later time from the ECOMP home page if your claim is submitted to OWCP and assigned a claim number. Finally, a summary of the information you have entered for the CA-1 form is displayed. If changes are needed to any of the fields, you may click “Edit” to return to the portion of the form needing changes.

You must then indicate whether you want to claim either Continuation of Pay or Sick and/or Annual leave, for any disability resulting from your injury. After making your selection and reading the displayed certification and authorization statements, click “Sign and File” to submit your claim. You must agree with the displayed statement to proceed.

A confirmation message will then be displayed notifying you that your claim has been forwarded to your supervisor for review. The ECOMP Control Number (ECN) which has been assigned to your claim is also displayed. You may use this number to track status of your claim. You should also view and save a PDF copy of your CA-1 using the “View” or “Get PDF” buttons.

An email message will be sent to your supervisor by ECOMP advising that your claim requires review. After your supervisor has reviewed the claim, it will be forwarded to the ECOMP Agency Reviewer (AR) at your district injury compensation office. The AR will perform a final review of the claim and forward it to OWCP for creation of a case as needed.

The AR will also print the form and contact you and your supervisor to obtain your signatures on the form. The CA-1 form, with original signatures, will be filed in the district injury compensation (HRM) office.

If your injury did not result in lost time from work or any medical expense, or first aid treatment only,

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your claim will not be submitted to OWCP for creation of a case. Rather, it will be maintained in ECOMP, and may be reactivated by your AR for submission if you incur lost time or medical expense at a later date.

If your claim is submitted to OWCP, you will receive an email from ECOMP once the case has been created which contains your case file number.

You may view a list of all forms you have submitted via ECOMP and their status by visiting your ECOMP Employee Dashboard.

A claim which has been filed but has not yet been submitted to OWCP may be withdrawn by locating it in the list of forms and clicking the "Withdraw Claim" button under "More."

If you need to leave ECOMP in the middle of filing a claim, the form will be maintained in a draft status for one week. After that point, it will be deleted from the system and you will need to start over with a new claim form. A claim which is still in draft status may be deleted by locating it in the list of forms and clicking the "Delete Claim" button.



Jim Arneson
Maintenance Director

I hope you all had a good vacation this year. Remember the Annual leave we get is a benefit and unlike most other companies the Union has made it possible to have the Annual leave that we will earn for the year advanced at the beginning of year.

Speaking Annual leave and Vacations. Recently an employee was almost put into a position they may not have wanted because they had not turned in a new PER form with the new position on it. They also were not aware of the posting. The contract allows an employee to

Maintenance Reminders

"If management is telling you to put it somewhere else, contact the Union."

request, in writing, that the Service send out the Notice of Intents (the postings) to the employee while they are on Vacation. I would advise people to do this anytime they go on vacation, so this situation doesn't happen to them.

Custodians...when you are assigned work for the day, the routes cannot equal more than 7 hours per the MS -47. The only exception to this is "senior" routes that are supposed to be split up during a much longer period of time. So if you see that you are being assigned more than 7 hours of work, please contact the Union.

Management claims that it is only estimated and that they "know" it takes less times. That is irrelevant, as the MS-47 has assigned these times and local management cannot

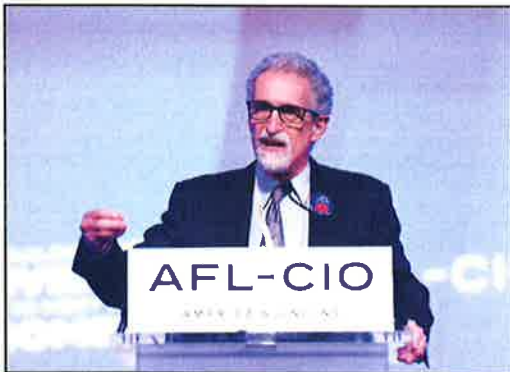
just make up their own times for these routes.

Also with the Covid-19 MMO's mostly no longer in effect. The times that you put on the work assignment sheets is important. Please be accurate with the time and if it takes longer to do the route then put that correct time on the sheet. If management is telling you to put it somewhere else, contact the Union.

Also if you do not complete the entire route, then you must put down either partial if it's a daily or working if it is a senior route. This is very important in the future for Line H remedies. If this is not done then the Service can skip routes and not staff the buildings properly.

President Dimondstein Presents The Struggle For Shorter Working Hours At The AFL-CIO Convention

On June 13, APWU President Mark Dimondstein addressed the delegates at the 2022 AFL-CIO Convention in Philadelphia, introducing a resolution that supports a shorter work week with no reduction in pay/benefits.



Good Afternoon Union Family,

I rise before you today to introduce a resolution addressing the vital issue of working hours and what must be the labor movement's fight to secure a shorter working week and working life, with no loss of pay. This is not a new fight, but should be a continuing one.

Workers' struggle for shorter working hours is nearly as old the country itself. And it started here, in Philadelphia, when in 1791, organized carpenters struck the city, demanding a 10-hour work day, a reduction from the sunup to sundown schedule normal at the time.

It took decades, and an increasingly militant movement to win their demand. In 1835, workers in Philadelphia led the country's first citywide general strike succeeding in reducing their working hours.

In 1866 the National Labor Union passed a resolution saying "The first and great necessity of the present to free labor of this country from capitalist slavery, is the passing of a law by which eight hours shall be the normal working day. We are resolved to put forth all our strength until this glorious result is achieved."

And our modern movement takes inspiration from the struggles for the shorter workweek at Haymarket in 1886, and those leaders murdered by the government for their audacity to demand "eight hours for work, eight hours for rest, eight hours for what you will." And it was this struggle for the eight-hour day that led to the creation of May Day, the international holiday of the working class.

But once we secured the eight-hour day and 40-hour workweek through generations of struggle, the labor movement largely abandoned the fight for the shorter work week. We now witness increased work hours with forced overtime, workers compelled to work multiple jobs and an increase in the retirement age. The issue of working hours was a key driver in some of the recent militant strikes.

Instead of liberating workers, the rapid advances of automation and Artificial Intelligence, are being used to enrich the profits of corporate America and Wall Street, causes more unemployment, and less job opportunities for coming generations. Last year corporate profits surged to a record \$3 trillion.

We are being forced to "live to work", rather than "work to live". Workers deserve better. We deserve more for our time at work, and we deserve more time away from work to enjoy our families, strengthen our communities, appreciate and protect the wonders of our planet and to build a working-class movement that secures justice for all workers.

Our own history shows we can win these bold demands. The experience of other workers and their unions around the world shows we can win shorter working hours with no cut in pay.

I urge you to adopt this resolution.



**John Miceli
Treasurer**

With the new features this past June, you'll be able to receive personalized support to move money from IRAs, SIMPLE IRAs, and eligible employer plans. Rollover contributions to your TSP account allow you to consolidate your retirement savings in one place. This makes it easier to evaluate whether you are on target to reach your retirement goals, and to make sure the right asset allocation to meet these goals is applied to all your savings. Also, because of the TSP's low costs, your savings can grow faster than in a more expensive plan.

***Moving money within your
TSP account***

Currently, there are two ways to determine the investment mix in your TSP account. With new features available to you in June, you'll be able to make three types of investment transactions:

***Your investment election (previously "contribution allocation") will specify how you want to invest new money coming into your TSP account, such as from contributions, loan payments, and rollovers. Changing your investment election doesn't affect money already in your account. Your investment election remains in effect until you submit a new one.

Note: As a new feature, any change to your investment election will ordinarily post to your account immedi-

TSP New Features Thrift Savings Updates

*"If you request to change how you invest money already in your account...
your request will ordinarily post that business day."*

ately and be effective the next business day. There will no longer be a noon cutoff for these transactions.

***A reallocation (previously "interfund transfer") will move the money already in your account among TSP investment funds. When you make a reallocation, you choose the percentage you want invested in each TSP fund.

***As a new option, a fund transfer will move money from one or more specific funds to another specific fund or funds without affecting the rest of your account. You can determine a dollar amount or percentage you want to transfer. Fund transfers are also how you move money to and from the mutual fund window.

Reminder: If you request to change how you invest money already in

your account—through a reallocation or fund transfer—before noon eastern time on any business day, your request will ordinarily post that business day. A request made at or after noon eastern time on any business day will ordinarily post on the next business day.

***Reallocations and fund transfers
are limited***

Each calendar month, you can use your first two reallocations or fund transfers to redistribute money in your account among any of the TSP funds.

2022 Milwaukee Area Local Scholarship Winner

CONGRATULATIONS

- Ella Schmidbauer is the recipient of the \$500.00 Milwaukee Area Local's John Akey Memorial Scholarship



GOOD LUCK
ELLA !





Mark Krueger
Motor Vehicle Director

The Motor Vehicle Division recently settled two national disputes with USPS Management that had significant impact on MVS members.

USPS/APWU Case Q15V-4Q-C 19224673/HQTV20190130 addressed the pay anomalies that can occur when a Postal Support Employee (PSE) is hired with a salary exception for a higher salary rate than is authorized on the Article 9 Postal pay scale.

Although the parties had previously addressed many issues with PSE salary exceptions and the problems that impact not only the PSE's but also that could potentially affect career employees who were not hired with salary exceptions and were making less than junior PSEs with salary exceptions.

The pay anomaly in this dispute occurs when a PSE with a salary exception is converted to a level-8 career position, bids down to a level-7 position and subsequently bids back up to the higher level. Often the former PSE's salary would exceed the salary of senior level-8 employees who hadn't had a change of level.

This settlement establishes that this MOU, and the previous PSE Salary Exception MOUs take precedence over the promotion language in ELM Chapter 422.125. It also includes the

MVS DISPUTES

"This settlement establishes that this MOU, and the previous PSE Salary Exception MOUs take precedence over the promotion language in ELM Chapter 422.125."

make-whole provision for any employees who were senior and being paid less than the PSEs with salary exceptions who were subsequently converted to career.

USPS/APWU Case 6X 18C-6X-C 22072308/HQTV20220003 concerned the maximization of part time flexible employees to full time. In 2021 the USPS realigned their internal structure and assigned their Postal Vehicle Service (PVS) and other transportation operations to the Logistics Department.

An unintended consequence of this realignment was that, because of the eliminating of and the establishing of different finance numbers, the maximization activity for the previous 6-month period was lost.

The maximization criteria is when an employee works 39 or more hours a week for 6 months, the senior employee on the part time flexible rolls should be converted to full time status.

This language can be found in Article 7.3.B and relevant MOUs.

This settlement is intended for the local union and management to review the maximization information and determine what entitlements are necessary to identify and make the appropriate employees whole. If the local parties cannot agree on any portions of the corrective entitlements, the issues in disagreement should be identified and those issue(s) should be referred to the APWU national and USPS headquarters parties for resolution.

Although in many installations, the senior PTF has already been converted to full time status, local leadership should ensure that the conversion was timely and the identified employee(s) was made whole.

MVS Step-4 Settlement re: Pay Anomaly from Salary Exception dated 6/13/2022

MVS Step-4 Settlement re: Maximization Report dated 6/9/2022

(Please view the language of these settlements on the National APWU Website)



Graduating Class Of 2022



M
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Makayla graduated from
Brookfield East High School.

In the fall, she will be attending
The Institute of Beauty and Wellness.

Congratulations Makayla !

Love, Mom, Dad & Your Sisters !!!

**Makayla is the daughter of Darren Gill
(T-1 APBS Clerk - Annex)**

Congratulations Priscilla Rose!

She earned her Masters of Science in Organizational
Leadership from Southern New Hampshire University.

I am very proud of you !!!

**Priscilla Rose is the daughter of Linda Bort
(T-1 Outgoing Primary)**



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Nikki Anthonasin
Manual/Mechanization
Director

What Is A Union?

A labor union or trade union is an organized group of workers who unite to make decisions about conditions affecting their work. Labor unions strive to bring economic justice to the workplace and social justice to our nation.

Who Are Union Members?

There are more than 60 unions representing more than 14 million workers throughout the United States. No matter what work you do, there's probably a union that represents your type of work.

What Are The Benefits Of Belonging To A Union?

The main reasons to join a union are higher pay, better benefits and a voice on the job. As a union member, you have a collective voice regarding things such as: Pay and wages; Work hours, Benefits (including but not limited to: retirement plans, health insurance, vacation and sick leave, union discounts, etc...); Workplace health and safety, and ways to balance work and family.

How Do Unions Work?

Unions work like a democracy. They hold elections for officers who make decisions on behalf of members, giving workers more power on the job. Additionally, unions set the standard. According to an Economic Policy Institute report, a high school gradu-

ate whose workplace is not unionized but whose industry is 25% unionized is paid 5% more than similar workers in less unionized industries.

All workers benefit from unions because unions set pay standards and workplace protections. Union members benefit most from the union's collective bargaining power to negotiate with employers on their behalf. This basic right gives you as a union member more power than if you tried to negotiate as an individual.

More Benefits Of Union Membership

- Union employees make an average of 30% more than non-union workers.
- 92% of union workers have job-related health coverage versus 68% of non-union workers.
- Union workers are more likely to have guaranteed pensions than non-union employees.

Unions help protect employees from unjust dismissal through collective bargaining agreements (CBA). Because of this, most union employees cannot be fired without "just cause." This is unlike many nonunion workers who are considered "at-will" employees and can be fired at any time for almost any reason in other industries.

(source: <https://www.unionplus.org>)

How Can You Get More Involved In Your UNION?

Do You Want To Know More About Your Union?

"...understanding your contract, you will better be able to spot when your rights, or the rights of your coworkers, are being violated."

VOLUNTEER!

Opportunities for stewards, officers, committees. Volunteers for local events are within reach for any Union Member. Every little bit helps!

READ YOUR CONTRACT!

By reading and understanding your contract, you will better be able to spot when your rights, or the rights of your coworkers, are being violated. Knowing what you are currently entitled to can also help you keep an eye out for what you think is missing and would be helpful to add in the future.

CARRY A COPY OF YOUR WEINGARTEN RIGHTS AT ALL TIMES!

In the Weingarten case, the Supreme Court ruled that Union-represented workers have the right to Union representation during all meetings or discussions with supervisors or managers that the member reasonably believes might lead to discipline. These meetings or discussions include discussions on the work floor, in work areas, offices and even outside the facility. At the beginning of the meeting, this law requires the supervisor or manager to disclose all meeting topics and to give the member a chance to ask for a representative.

Members can demand the presence of any on-duty steward. If none is available, the supervisor or manager must postpone the meeting until a steward is available. **You cannot be punished for exercising your Weingarten Rights.**

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Check your union websites frequently

The National APWU Website:
(<https://www.apwu.org>)

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. I shall not consent to any searches or tests affecting my person, property, or effects without first consulting with my union representative."

The Milwaukee Area Local #3 Website:
(<http://apwumilwaukee.org>)

This will help you stay up to date in between meetings on current events, news and other important information. If you are on *Facebook*, our local president Glenn Griggs has a page, search Milwaukee Area Local #3 and you should find his page to follow.

Learn your rights Under OSHA

The OSHA Act gives workers the right to safe and healthy working conditions. It is the duty of employers to provide workplaces that are free of known dangers that could harm their employees. This law also

gives workers important rights to participate in activities to ensure their protection from job hazards:

(<https://www.osha.gov/sites/default/files/publications/osha3021.pdf>)

Unions are powerful forces, they ensure that everyone, no matter of their race, gender, religion or sexuality, gets treated equally in the workplace. Transparency in our union contract help prevents against discrimination in raises and promotions. Additionally, non-discrimination clauses in union contracts ensure that union workers have protections that go beyond what is contained in the law!

WE ARE UNION STRONG!

Don't Let The Postal Service Check Your "Pulse!"

APWU NEWS

Starting June 14 through July 15 2022, the USPS is pushing its annual Postal Pulse Survey. The APWU leadership urges you to not let the Postal Service take your Pulse! Management surveys have been used as a weapon against the APWU during contract negotiations while not producing any real positive change for employees at the Postal Service. Through notification from the Postal Service, APWU has learned the 2022 version of the survey removes the comment section and also asks the employee to recommend the Postal Service as an employer and rate its products/services. Nowhere in this survey is there a disclaimer that it is voluntary. Regardless of pressure from supervisors or managers, letter correspondence, excessive emails, or other tactics, employees are not required to participate in this survey. APWU urges you to not participate. The USPS Postal Pulse Survey of 2021 showed us nothing that we didn't already know. Management continues to ignore your most pressing concerns: worker morale, lack of positive recognition, health and safety concerns, and lack of career growth. Our right to collectively bargain, fight for better wages and safer workplaces begins postal workers standing together in their union. Stay united, and don't be fooled by management's tricks created to divide us. Over years of struggle, we've won a negotiated grievance process, a labor-management cooperation process and national negotiations to address workplace issues. These are the proper channels for management to seek input from postal workers, not a management survey put together without any input from the APWU or the other postal unions. Don't let them take your "Pulse!"



Greg Becker
South Sectional Director

*Hello Members,
My name is Greg Becker and I am your new Director of Legislation for the APWU State of Wisconsin Executive Board. I would like to thank Chris Czubakowski for the great job he did as my predecessor. I hope I can fill his "large shoes."*

A little about myself...I work in the Milwaukee GMF as an HR Clerk... thanks to the APWU for fighting for these administrative positions. I have been a steward and officer since 1994, and have represented clerks in the GMF plant and city stations. Currently, I am a Tour 2 steward for the plant and hold the position of South Sectional Director on the Milwaukee Area Local Executive Board in charge of approximately 25 APO's and RMPO's. I can be reached at 414-530-3449.

As many of you know, Congress passed the Postal Accountability and Enhancement Act (PAEA) on a voice vote in a lame duck session of Congress on December 19, 2006. Since then, the law has had devastating effects on the Clerk craft bargaining unit mainly because of the law's mandate for the USPS to pay over \$5 billion per year into the retiree and health pension funds for 10 years... for employees 75 years into the future!

Previous to this law, these funds were adequately funded. No other employer has ever had a mandate such

The PAEA To The PRSA What Does It Mean For Our Careers?

"...the APWU has been lobbying on behalf of our members..."

as this. Not surprisingly, due to the onset of the "Great Recession," the USPS defaulted on these payments. The resulting debt was mentioned every fiscal year by the media to give the message that the USPS was "bleeding red ink" and had to take drastic measures to fix this "problem."

Many armchair pundits and right wing think tank spokespeople were offering interviews to tell the public that the USPS had to take drastic measures to save the public postal service from total catastrophe.

The reduction in first class mail added to the rhetoric as many right-wing news outlets called for the USPS to be privatized, as to them, this is the answer to every profitable enterprise that can be profited from. The top management at the USPS took the bait as Postmaster General Donahue quickly enacted his plan to reduce the workforce through "early outs," Plant consolidations, and other job reducing measures such as computer programs to reduce the Clerk complement.

Fast forward to now, the Clerk craft has been reduced at least a third, Plants have been closed thus slowing down mail delivery, and computer programs have reduced staffing to the point that management must violate the contract to get the mail to the carriers, or close windows because of the lack of staffing. This has been the result of this law looking back 16 years to see its devastating results for the USPS, its employees, and our customers.

Since the passing of the PAEA, the APWU has been lobbying on behalf of our members to eliminate the pre-payment requirement, ensure 6-day delivery, and have Medicare integration.

In 2020, the country elected Joe Biden for President, and democratic congressional majorities in the House of Representatives and the Senate. This majority created the opportunity for a new law to be negotiated to relieve the USPS of the onerous pre-payment requirement, and ensure 6-day delivery, among other favorable items. This law, called the "Postal Service Reform Act (PRSA)" was passed by congress and signed by President Biden recently, helps guarantee a reliable Postal Service going into the future. According to the APWU, this law contains many important elements that will strengthen the USPS:

1) Elimination of the congressional mandate from 2006 that forced the USPS to prefund future retiree health benefits, draining billions of dollars out of USPS revenues. The mandate was responsible for 84% of USPS's losses since 2007.

This provision is expected to save the USPS roughly \$27 billion over the next 10 years and immediately eliminates \$53 billion of "debt" from the unpaid portion of this onerous mandate.

2) Transparency regarding service to the customers, allowing the public, Congress and regulators

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better insight into USPS service issues and to address problems.

- 3) Six day per week delivery becomes law, protecting jobs and service.
- 4) Allows the USPS to enter into agreements with State, local, and tribal governments to provide a whole range of new products and services.
- 5) Medicare integration. All retirees, current and future, will remain part of the FEHB program, with the same health plan and open season opportunities. Future retirees, beginning after July 1, 2025, will have to obtain Medicare B as their primary provider and FEHB will become the secondary provider. These changes are expected to save postal retirees money by eliminating out-of-pocket medical expenses and by mitigating future health premium increases, while saving USPS \$22 billion over the next 10 years. Due to the benefits, 80% of APWU retirees already voluntarily obtain Medicare B.

The passage of the PRSA ensures a viable future the USPS, its employees, and our customers. The “poison pill” PAEA will no longer be an albatross around the neck of the USPS, and the future is looking brighter for current career and pre-career employees who wish to make this job a career. Thank you to the APWU for successfully lobbying for this law. This law proves that elections do matter and with the right democratic majorities (and some republicans), this can have a positive effect on people’s lives, especially for employees and customers of the USPS.

We Did It! Organizing Campaign - A Smashing Success!

APWU NEWS

Building on our solid new union contract and historic postal legislation, the APWU launched a national organizing drive – “Building Union Power” – with the bold goal of signing up 5000 new members. Together we did it!

From May 1 - July 1, Local and State Organizations and union activists across the country worked tirelessly to have one-on-one conversations with non-members, sharing information on all that the Union has achieved and signing people up as we continue to “Build Union Power.” “It is exciting that we reached our ambitious goal, shared APWU President Mark Dimondstein. “Everyone enjoys the benefits of union organization and everyone should pay their fair share. More members builds more strength at the bargaining table, in the grievance procedure, in the fight for workplace safety and in the ongoing to struggle to protect and expand the public Postal Service and our jobs.”

“We know the enthusiasm is still high. We know many locals are still planning organizing activities. So, let’s keep the terrific work and our great momentum going,” said Organization Director Anna Smith. Organizing is truly the lifeblood of the union and never stops. From Orientations to training classes, from the workroom floor to outside activities, let’s continue to have those needed conversations until every non-member joins our great Union and helps make it ever stronger into the future! Congratulations to all who participated! The Organizing Department is energized and ready to help you plan and navigate organizing within your area!



APWU - "Building Union Power"

Mark Dimondstein, APWU President

Postal worker union power, whether at the bargaining table, on the workroom floor, or on Capitol Hill, begins with each and every member. You are the foundation of our strong union! As we celebrate the impressive victories of our new collective bargaining agreement and historic postal reform legislation, it is a great time to continue *"Building Union Power!"* with the APWU's national organizing campaign. Our local and state organizations do a good job organizing. Even though our union is forced to function under the pro-corporate "open shop" laws where some workers can unfairly reap union-won gains without belonging to the union, 80% of postal workers belong to the APWU. Some locals are outstanding, organizing well over 90% of their coworkers! So, four out of five postal workers, just like you, understand that voluntarily belonging to the union and paying union dues translates into better wages and benefits, job security, more rights on the job, a safer workplace, and dignity and respect.

But we can do even better.

The *"Building Union Power!"* organizing campaign is now well underway. As we conclude the 50th anniversary year of the APWU, we have set a goal of signing up at least 5,000 new members from the current ranks of the non-members by July 1. APWU - "Building Union Power" Being 80% organized means 20% of our coworkers benefit from the collective gains of the union, without ever doing their part. This number even includes thousands of newer postal workers, former PSEs, who have been converted to career status in a positive, life changing, union-won event! A chain is only as strong as its weakest link and nonmembers undermine our power and unity on every front -- at the bargaining table, in the day-to-day battles on the workroom floor, and in the continuing fight to preserve and expand the public Postal Service.

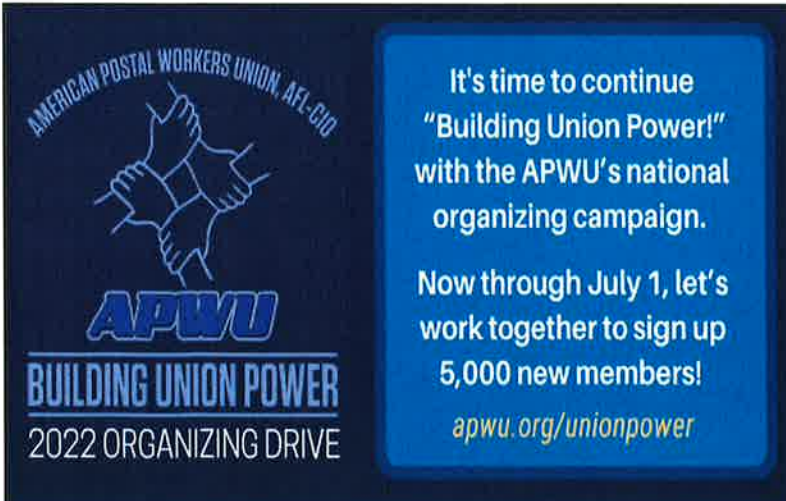
You are the key to making the organizing campaign a big success. Get some membership forms from your local or state union officers or stewards (or use the online signup process) and talk to your coworkers about joining the union, getting involved, and paying their fair share. Share how important the union is to you and the wellbeing of all postal workers – from COLA increases to COVID health & safety, from seniority and bidding rights to the right to file grievances, from no lay-off protections to career conversions. Throughout the country, we are aiming for a "face-to-face" conversation with every non-member. You may find many non-members whom no one has talked to about joining the union and will willingly do so. With others, you will likely encounter the classic excuses: "the union didn't win my grievance;" "I don't like my local president or shop steward;" "why pay dues when the union has to represent me anyway;" "the union doesn't do anything for me."

Folks, the excuses are all bull! In their selfish act of individualism, non-members are riding our backs, too cheap to cough up a couple of bucks a day for our common cause of constantly improving the lives of postal workers and our families.

Workers do better when we work together in strong solidarity, beginning with union membership. Thanks to all of you, and the many thousands of local, state, and national union leaders and activists, our union is strong.

But let's make the APWU even stronger with a successful campaign...

"Building Union Power!"



The graphic features a dark blue background. On the left, there is a circular logo with the text "AMERICAN POSTAL WORKERS UNION, AFL-CIO" around the top edge. Inside the circle is a stylized illustration of four hands clasped together in a square. Below this is the "APWU" logo in large, bold, blue letters. Underneath that, the words "BUILDING UNION POWER" are written in a smaller, bold, blue font, followed by "2022 ORGANIZING DRIVE" in a similar font. On the right side of the graphic, there is a light blue rectangular box with a dark blue border. Inside this box, the text reads: "It's time to continue 'Building Union Power!' with the APWU's national organizing campaign. Now through July 1, let's work together to sign up 5,000 new members! apwu.org/unionpower".

USPS Announced These Major Closures

Best Life

The USPS has faced serious criticism amid financial woes and staffing shortages, and a 10-year reform plan has been put in place to streamline operations. One component of this plan was announced earlier this week, which could affect your local carrier route.

The USPS came under fire earlier this week for allegedly prioritizing certain packages.

The SOC, which includes four labor unions, conducted a survey of USPS employees, with data indicating that workers had been told to give preference to Amazon packages. If allegations are true, it would violate the agency's legal obligation not to give priority to any mail or discriminate between users. The SOC requested access to an agreement between the USPS and Amazon, and if granted by the PRC, the organization intends to review and file a formal complaint, the motion stated. While the USPS faces criticism about processes, it is also working to improve its operations, and upcoming initiatives could affect your daily delivery.

The USPS announced plans to close these facilities.

The 10-year reform plan aims to keep the Postal Service's costs down while driving revenue—but what it also includes is the closure and consolidation of different USPS facilities. In a keynote address at the 2022 National Postal Forum on May 16, Postmaster General Louis DeJoy announced the plans to transform the delivery network. To improve workflow and operations, the agency plans to close several annexes that have been deemed "inefficient," operating as ad-hoc operations that increase costs and transportation needs. According to DeJoy, this will affect almost 100,000 carrier routes, 10,000 delivery units, 500 mail processing locations, and 1,000 transfer hubs.

As reported by Federal News Network, DeJoy said mail and packages are processed in a "complicated, illogical, redundant, and inefficient way." Facilities also don't have enough space or adequate equipment that can allow new operating practices and measurements to be implemented, he said. "These delivery units are in disrepair. They have poor employee amenities, have not accommodated our package growth, and operate to a dated and costly strategy," DeJoy said. "Dramatic change is needed, and dramatic change is what we are pursuing."

DeJoy said facilities will be consolidated.

Following closures, new Sort and Delivery Centers will house different network operations. The USPS is currently analyzing plants that have already been closed, which will be modernized in accordance with the new strategy, DeJoy said. "We will place large carrier operations inside our mail processing plants, dramatically reducing transportation, reducing mail handlings, increasing reliability, and decreasing time to delivery," he said. These centers will reportedly be able to operate more efficiently and hold more mail processing equipment than existing locations. This consolidation strategy will also make the USPS "the preferred delivery provider" for Americans, according to DeJoy. "We will have the greatest reach and be the most reliable and affordable," he stated. "We will also be the most environmentally friendly solution for shipping needs as we are going to every home anyway."

Changes will not be immediate.

According to DeJoy, changes to the national network and local operations will not be instantaneous. Plans will be rolled out over the next several years, but with the addition of each new plant or delivery unit, DeJoy does anticipate "immediate systemwide benefits." Closures and consolidations were not the only plans DeJoy mentioned, as the USPS will also increase automation for its package service and integrate mail and package volume. The latter initiative was mandated by postal reform legislation recently signed by President Joe Biden, according to Federal News Network.

DeJoy claimed that the agency also transports "a whole lot of air" in addition to packages, and merging overall operations can improve overall transport efficiency. "It is not an expansion of a package network," he said. "It is an increase in the utilization of what we now do to deliver mail. In fact, we have the ability to use less transportation and fewer facilities and fewer delivery units, and greatly increase the movement of cubic volume, meaning mail and packages."