



# The Hi-Lites



The official publication of Milwaukee, WI Area Local APWU, AFL-CIO  
(Proud Postal Press Association National Awards Winner)

43

JULY 2024

VOLUME 46 ISSUE 4

## We Won't Be Silenced !



### 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**

## Slashing Jobs Slashing Service

*"Management may not care, but the APWU does..."*

***"So I asked management again,  
how do they plan to keep making  
cuts and continue to provide a high  
level of service to our customers?"***

Management is once again not reposting jobs at the City Stations, Milwaukee P&DC and the Oak Creek Annex once someone bids out of a position. Management claims these areas are over staffed. I tried to contain my laughter, when management made this ridiculous statement. The truth to the matter is, this is not a laughing matter. This is serious matter to our union brothers and sisters working at the stations, plants and to our customers.

To management it may look like these areas are over staffed because of all the cross craft, and bargaining unit work that is being done by carriers, supervisors, and mail handlers. Which we file grievances on and will continue to do so as long as these violations continue. Everyone knows but management that their function 1, and 4 reports are flawed. These reports are used by management to show the staffing level for each office or section. Its funny how the postal service wants to continue run a business short staffed, and then complain when the mail can't get out to our customers on time. The one thing

they do make sure of though, is that they have plenty of supervisors or managers that they don't need. Its really amazing to me that management can continue to run a business of this magnitude into the ground and not be held accountable.

As I travel to the stations/plants... let me tell you what I see. I see mostly hard working dedicated union brothers and sisters who care about the customers and their jobs. These members work hard everyday to get the mail up and out for delivery. They work hard to clear long lines at the window all while working short handed and under staffed.

I find it interesting that any manager would suggest cuts to their office when they know first hand that they are understaffed. I know most of them will walk the company line, because they are to afraid to admit that what they are doing is failing the company.

So, what do they do in the meantime. They come up with knee jerk reaction plans to adjust people's start times, or harass employees because they want one employee to do the work of two people. This is their actual plan. We all know its ridiculous and not sustainable.

So, I asked management again, how do you plan to keep making cuts, and provide our customers with a high level of service? Keep in mind

that without our union brothers and sisters getting this mail out for our loyal customers, their will be no postal service. We are the ones that are keeping this place afloat.

If management continues to try and take the service out of the Postal Service, one can only imagine how long we will last. This is why I am asking each and every member to stand with us? We all know it can be extremely difficult when a job is lost, and you are asked to do more by yourself. We can only ask you to keep being patient, and continue to write statements when you see other crafts or supervisors doing our work.

Management may not care about staffing, or providing a good service to our customers, but the APWU does, and together we will continue fight until every job lost is reposted and all areas are fully staffed. It is my understanding that the managers at the stations and plants don't even have a say so about their staffing anymore. Someone who does not even work in these areas is making the decision whether a job is going to be reposted. To me this is total BS. They're probably trying to justify keeping their cushy job and bonuses.

I promise you though, we are not letting these jobs go without putting up a fight. Our national APWU slogan for postal closures says it all...

**We won't be silenced.  
Nationally or Locally.**

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## ***Big Settlements***

As many of you know, we have settled the no lunch/204-b grievances. The amounts have been submitted to management for payment already. I am hoping people can start seeing those payouts within the next few pp. If anyone believes they should have been part of this settlement and are not, you have until August 1, 2024 to contact the hall and submit your form 50 along with any other information you have for us to look into your claim. After August 1, 2024 we will assume all names we submitted were correct and will be final. After August 1, 2024. The union will not be able to submit any names if any have been mistakenly missed for payment. So, make sure if you were missed to contact my office ASAP or no later than August 1, 2024 for us to look into why you are not on the list. We are all human, and mistakes can happen. We do are very best to make sure everyone who should be part of this agreement is compensated correctly. That is one of the reasons why we put in a grace period in the settlement agreement for situations like this, so individuals can forward their information if they were missed.

More good news! Line-H grievances for the following stations or plants has been settled. ( Fred John, Milwaukee P&DC, Oak Creek Annex, West Allis, Shorewood, Western, and New Berlin ).

These settlements are fairly new, and Jim will be going over numbers ASAP for payouts. If you need more information concerning these agreements, contact Jim Arneson.

Remember you have until July 31, 2024 to pick up state fair tickets if you are interested in any this year. If you are picking up tickets for a co-worker(s) please have a written letter from that worker(s) with their name printed and a signature and date on it. You will be asked to also sign that you received their tickets.

(NO EXCEPTIONS)

The Next GMM is Monday, July 22, 2024 @ 6pm hope to see you all there

***"Remember Good Choices  
Bring Rewards.***

***Bad Choices Bring Consequences"***

Thanks for all you do, and thank you for being dedicated union members!

### **Wisconsin State Fair Tickets**

**Will be available for pick up in person.**

**June 3<sup>rd</sup> through July 31<sup>st</sup>, 2024**

**at the**

**APWU Union Hall**

**417 North 3rd Street**

**Milwaukee, WI 53203**



**2 tickets per APWU member**

**If you are picking up tickets for a co-worker (s) please have a written permission letter from that worker with their name printed and a signature and a date on the bottom. You will be asked to also sign that you received their tickets.**





**Chris Czubakowski**  
**Local Business Agent**

*Have you heard about the FERS supplement? The FERS supplement, also known as the FERS annuity supplement (SRS), is an additional retirement benefit that is designed to fill in the income gap for federal employees who retire before reaching the eligibility age for Social Security.*

***Eligibility depends on meeting the following criteria;***

- \* The first requirement is that you must be in the FERS Retirement system to get the FERS supplement.
- \* The second requirement is that you must have a normal retirement. This means you must have 30 years of creditable service and meet your MRA. Or you can have 20 years of creditable service and be age 60.

While it may seem complex, the supplement calculation follows a particular formula, taking into account the individual's years of service and the estimated Social Security benefit.

The calculation for the FERS Supplement is based on the total years of service and the Social Security benefit you're estimated to receive at age 62. To estimate this supplement, you would:

## FERS Retirement Supplement

*"...the supplement calculation follows a particular formula..."*

1. Calculate your estimated Social Security benefit at age 62. You can find this on your Social Security statement, or by using the online calculators provided by the Social Security Administration.

2. Divide your years of federal service by 40.

3. Multiply the result from step 2 by the estimated Social Security benefit.

For instance, if you have 30 years of federal service and an estimated annual Social Security benefit of \$20,000 at age 62, your FERS Supplement would be calculated as follows:

1. \$20,000 (est SS benefit)
2.  $30/40 = 0.75$
3.  $\$20,000 * 0.75 = \$15,000$

In this example, you would receive an estimated annual FERS Supplement of \$15,000 until you reach the age of 62 and begin receiving Social Security benefits.

It's crucial to be aware that, unlike the basic FERS annuity, the FERS Supplement does not receive cost-of-living adjustments. Consequently, the benefit amount remains fixed, irrespective of changes in inflation.

Moreover, the supplement is subject to an earnings test, similar to that of Social Security. In 2024, if a retiree's earnings exceed \$22,320, the supplement will be reduced by \$1 for every \$2 earned over this limit.

This mechanism ensures that the supplement primarily benefits those who do not have substantial income from other employment post-retirement.

## THE POSTAL PULSE

The postal pulse is coming out again...remember to tell all members not to fill those out...as they will have a negative impact on contract negotiations. Also, make sure they are aware if they bring their postal pulse letter to the union they will be entered into a drawing for a chance to win \$100.



**John Miceli**  
**Treasurer**

### ***Beginning to plan for retirement***

You should begin planning several years before the date you have set for retirement so that you will know what is required to continue certain benefits into retirement. There are many factors related to retirement planning, and it is literally never too early to begin.

The best place to begin is with your local personnel service center. They can provide personalized assistance and they have your employment records. Your health and life insurance coverage is of immediate concern now because you must carry coverage continuously for at least five years before your retirement or you may be ineligible to continue them.

### ***Help from your employer***

Your agency will guide you through the retirement process, supplying all of the information you need about retirement and insurance. They provide the information you need to plan for retirement, but should not advise you on what to do.

You should contact your local personnel service center for assistance because they have your employment records.

## **Planning / Applying For Retirement in 5 yrs**

*“Your agency will guide you through the retirement process...”*

### ***When to start planning***

The five year period before retirement is important because you must have insurance coverage for five years immediately before retirement to keep it after retirement. You may also need some preliminary information to make decisions about when you can afford to retire and whether to make any necessary payments to receive credit for military or non-contributory service or repay any retirement contribution refunds.

### ***Keeping your health insurance benefits after you retire***

You may continue your health insurance coverage only if you meet the following conditions:

- ◆ Your annuity must begin within 30 days or, if you are retiring under the Minimum Retirement Age (MRA) plus 10 provision of the Federal Employees Retirement System (FERS), health and life insurance coverage is suspended until your annuity begins, even if it is postponed.
- ◆ You must be covered for health insurance when you retire.
- ◆ You must have been continuously covered by the Federal Employees Health Benefits Program, TRICARE, or the Civilian Health and Medical Program for Uniformed Ser-

vices (CHAMPUS):

- ◆ Five years immediately before retiring; or
- ◆ during all of your federal employment since your first opportunity to enroll; or
- ◆ continuously for full periods of service beginning with the enrollment that started before January 1, 1965, and ending with the date on which you become an annuitant, whichever is shortest.

Federal Employees Health Benefits (FEHB) Program qualifies as minimum essential coverage (MEC) and meets the Patient Protection and Affordable Care Act. For more information, please visit the [website\(external link\)](#). If you are a Federal annuitant enrolled in the FEHB Program and if you decide to cancel your FEHB enrollment, you should be aware of the consequences of canceling your FEHB enrollment including the following but not limited to:

- ◆ You CANNOT re-enroll in the FEHB Program.
- ◆ You and your enrolled family members will not be eligible to enroll in temporary continuation of coverage or convert to a non-group contract; in addition, the 31-day extension of coverage does not apply to cancelled enrollments.

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- If you die, you will not have an FEHB Self and Family enrollment for your survivors to continue, even if they are eligible for a survivor annuity.

### ***Waiver of the requirement for continuing health insurance coverage***

We have the authority to waive the five-year participation requirement when it is against equity and good conscience not to allow an individual to participate in the health insurance program as a retiree. However, the law says that a person's failure to meet the five-year requirement must be due to exceptional circumstances. When someone is retiring voluntarily, a waiver may not be appropriate because he or she can continue working until the requirement is met. When circumstances under these conditions otherwise warrant a waiver, we will notify the individual's employer.

### ***Keeping your life insurance coverage after you retire***

You can keep your basic life insurance in retirement if all of the following conditions are met:

- You have coverage when you retire;
- You have not converted coverage to an individual policy;
- Your annuity begins within 30 days, (However if you are retiring under the Minimum Retirement Age (MRA) plus 10 provision of the Federal Employees Retirement System (FERS) and you have postponed the commencing date of your annuity, health and life insurance coverage is suspended until your annuity begins), and,
- You were insured for life insurance for the five years immediately preceding retirement or the full periods of service when coverage was available.

You can keep your optional life insurance in retirement if all of the following conditions are met:

- You are eligible to continue your basic coverage; and,
- You were covered by the optional life insurance for the five years immediately preceding retirement or the full periods of service when coverage was available, if less than five years.

### ***Waiver of the requirement for continuing life insurance coverage into retirement***

We have no authority to waive the requirements for continuing life insurance coverage. If you are not eligible to continue it, you will be given the chance to change it to an individual policy.

### ***Review your service history***

You should review your Official Personnel Folder (OPF) to make sure that there is verification of all of your military and civilian service. If any of the records are missing, your employer should help you document the service and obtain any missing records. If you have civilian service for which you must pay retirement contributions or repay a refund of contributions, your employer should tell you about what impact payment or non-payment has on your eligibility and the amount of your retirement benefit. If you owe a payment to receive credit for military service you performed after 1956, you must make that payment before you retire. If you are receiving military retired pay, you should discuss whether or not you must waive the retired pay with the personnel officer at your agency. Your personnel officer can also tell you about receiving credit in your annuity computation for various types of service and about the payments described above, as well as help you with service documentation.

### ***Check your eligibility for Social Security benefits***

You should ask for a form SSA-7004-PC, Request for Earnings and Benefit Estimate Statement, from your local Social Security Office or visit their website([external link](#)). If you submit this form, you will get a statement that provides information on your future eligibility for Social Security benefits and estimates of these benefits at specified dates. These estimates do not reflect any reduction for the Government Pension Offset or the Windfall Elimination Provision (WEP).

### ***Government Pension Offset***

Some of an employee's spousal Social Security benefit may be offset if the employee has a government pension from work not covered by Social Security. The offset does not apply to the employee's own Social Security benefit, only the

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**Retirement Planning...**

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benefit that comes from a spouse's employment. If the Government Pension Offset applies, the spousal Social Security benefit will be reduced by two-thirds of any Federal pension based on employment not covered by Social Security. Some employees are exempt from the Government Pension Offset. They are employees who are automatically covered by the Federal Employees Retirement System (FERS), Civil Service Retirement System (CSRS) Offset, and those who elected to transfer to the FERS before January 1, 1988, or during the belated transfer period which ended June 30, 1988. Employees who were covered by the CSRS and who elected FERS coverage after June 30, 1988 must have five years of Federal employment covered by Social Security to be exempt from the offset.

**Windfall Elimination Provision**

If you receive a Federal pension and are also eligible for Social Security benefits based on your own employment record, a different formula may be used to compute your Social Security benefit. This formula will result in a lower benefit. The Windfall Elimination Provision affects workers who reach age 62 or become disabled after 1985 and are first eligible after 1985 for a Federal pension.

The Windfall Elimination Provision does not apply if:

- You were eligible to retire before January 1, 1986; or,
- You were first employed by the government after December 31, 1983; or,
- You have 30 or more years of substantial earnings under Social Security.

**Estimating the amount of the Windfall Elimination Provision reduction**

At your request, using the form SSA-7004, the Social Security Administration will send you a Personal Earnings and Benefits Statement (PEBES) that will list your earnings from employment covered by Social Security and provide a Social Security benefit estimate assuming retirement at alternative ages, 62, 65, and 70. You should contact your local Social Security office ([external link](#)) to determine the effect of the Government Pension Offset and the Windfall Elimination Provision on your Social Security benefits.



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*Congratulations Rasauna on your graduation and best wishes for your next adventure. Your hard work paid off !*

*Love, Grandparents  
Gregory & Bobbie Jones !!!*

**Rasauna is the granddaughter of  
Bobbie Jones T-2 Box Clerk  
&  
Gregory Jones T-2 General Clerk**

Rasauna will be attending  
Mount Mary University  
to study Business.



THE AMERICAN **APWU**  
**Postal Worker**

May/June 2024

# Contract Negotiations Begin

🚩 **Protect Job Security**

🚩 **Win Good  
Wage Increases,  
Defend COLA**

🚩 **End Two-Tier  
Pay Scales**

🚩 **Secure an  
All Career  
Workforce**

🚩 **Ensure  
Safe Jobs**



**UNITED WE  
STAND!**

**Opening Day is June 25**



# The Union Movement Is On The Upswing



by Vance Zimmerman,  
Administrative Vice President

A recent Gallop poll shows that over 70 percent of workers that are not represented by a union wish that they were represented by a union. Almost every week in the news is positive comments on a successful union organizing drive or a ratified contract for workers. Several contracts around the country have been successful in getting their COLA restored after many losing them 15 years ago.

Our struggle for a new contract is in full swing. One of our goals is to protect the COLA we have. The COLA in the last contract provided each employee with a \$5000.00 increase in pay and we still have one more to go in this contract. We are the only postal union

that every single employee represented by the APWU gets a full COLA. As of writing this article the American Airlines stewards union are preparing them for a strike. The airline stewards have not received a raise since prior to the pandemic. In contrast our members have received two COLA raises per year and a general increase each year. Furthermore, numerous step increases if they are not topped out.

The APWU contract is the largest union contract that will be negotiated in 2024 as it covers over 200,000 employees. A one cent raise for our APWU bar-

calls for an action around the contract. Ultimately our labor is our strength as without our labor the mail does not get moved.

Our contract comes in the middle of the national election for president. Who is president of the United States greatly affects your working conditions and rights. I will gladly wager that if Donald Trump is elected president the USPS will not be allowed to agree to a contract with the union and we will be forced to arbitration.

As the former National Director I saw firsthand what impacts President Donald Trump had on the working conditions of postal workers. For example he took action to limit us of our Hatch Act rights within 16 hours of being elected president and later took further action to strip us of our rights to speak as Postal workers.

He changed OSHA

into an agency that was pro management and took the teeth out of the enforcement protection. The post office regularly ignores our safety and we often have to go to OSHA to get a safer workplace. This option was greatly reduced under President Trump. He took actions to change the National Relations Labor Board from an agency to protect workers to an agency to attack and destroy Labor Unions.

This is one reason for the first time in history that the entire AFL CIO endorsed President Biden for reelection. To be clear there are elected politicians on both sides of the aisle that support the USPS. The former president is not one of those politicians. I urge you to vote and vote for the person who best protects your job and pay.



gaining unit equates to over four million dollars annually of cost to the USPS.

It is important that we have every employee covered by this contract in the union. If you have a coworker that is currently in the union. The USPS notices when the members are involved in the fight for a better contract. Also talk to them about joining the fight for a contract. Because if an employee is not a union member they are holding us back. Nonmembers by not joining earn the term of SCAB.

It is important to stay informed and involved in the upcoming contract talks. When the national union calls on the member to take action however big or small we need to participate in those actions. The USPS watches to see what the participation rate is when the union

## IF YOU FIND MISTAKES

in this publication, please consider that they are there for a purpose. We try to publish something for everyone, and some people are always looking for mistakes!



**KeKe Conley-Burrell**  
**Manual/Mechanization**  
**Director**

### *Understanding the APWU*

*The American Postal Workers Union (APWU) has long been a stalwart defender of the rights and interests of postal workers across the United States. Representing over 200,000 employees, the APWU negotiates labor contracts, advocates for better working conditions, and fights against policies that threaten job security.*

One pressing issue that has come to the forefront is job reversions, a practice that poses significant challenges to postal workers and their livelihoods.

### *What Are Job Reversions?*

Job reversions occur when vacant positions within the postal service are eliminated rather than being filled. This often happens after retirements, resignations, or transfers, leaving the remaining workforce to absorb additional duties and responsibilities without an increase in staffing.

The rationale behind job reversions typically revolves around cost-saving measures, with management aiming to reduce labor expenses amid finan-

cial constraints and evolving service demands.

### *The Impact of Job Reversions*

The consequences of job reversions are multifaceted and deeply impact both employees and the quality of postal services:

- ◆ *Increased Workload:* Remaining employees are forced to handle more tasks, leading to higher stress levels and potential burnout.
- ◆ *Job Insecurity:* The elimination of positions undermines job stability and creates uncertainty among workers.
- ◆ *Service Quality:* With fewer employees, the efficiency and reliability of postal services can suffer, affecting customer satisfaction and trust in the postal system.
- ◆ *Community Impact:* In areas heavily reliant on postal services, job reversions can disrupt local economies and reduce community support.

### *The Role of the APWU*

The APWU actively fights against job reversions through various strategies:

- ◆ *Negotiation and Advocacy:* The union negotiates with manage-

ment to protect existing jobs and argues for the necessity of filling vacant positions.

- ◆ *Legal Action:* When necessary, the APWU takes legal action to challenge policies and decisions that lead to job reversions, ensuring adherence to labor agreements and fair labor practices.
- ◆ *Member Mobilization:* The union mobilizes its members to raise awareness, engage in collective action, and advocate for policies that protect their jobs.
- ◆ *Public Campaigns:* The APWU conducts public awareness campaigns to highlight the importance of a robust postal workforce, rallying community support against job cuts.

### *How to Save Our Jobs*

While the APWU plays a crucial role in combating job reversions, there are several proactive steps that postal workers and supporters can take to protect and save jobs:

- ◆ *Stay Informed and Engaged:* Knowledge is power. Stay updated on union activities, policies affecting the postal service, and participate in union meetings and discussions.

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- ♦ *Support Union Initiatives:* Participate in rallies, petitions, and advocacy efforts organized by the APWU to show solidarity and strengthen the collective voice of postal workers.
- ♦ *Communicate with Legislators:* Contact local and national legislators to express concerns about job reversions and advocate for policies that support postal workers and the postal service.
- ♦ *Build Community Alliances:* Work with community groups, businesses, and other unions to build a broad base of support for protecting postal jobs and ensuring service quality.
- ♦ *Promote Public Awareness:* Use social media, local news outlets, and community events to educate the public about the impacts of job reversions and the importance of a fully staffed postal service.

### **Conclusion**

Job reversions present a significant threat to the stability and well-being of postal workers. Through the diligent efforts of the APWU, along with active participation and advocacy from workers and supporters, it is possible to counter these challenges and safeguard postal jobs. By staying informed, engaged, and united, we can ensure the continued strength and reliability of the postal service, which remains a vital institution in our society.

## **DeJoy Agrees To Pause Some USPS Facility Changes Until 2025**

Federal News Network

***Postmaster General Louis DeJoy says USPS will pause plans to move mail processing operations at facilities across the country until January 2025.***

The Postal Service is putting an early step in its network modernization plan on hold, after a bipartisan group of senators told the agency to slow down implementation. Postmaster General Louis DeJoy told Sen. Gary Peters (D-Mich.) in a letter last week that USPS will pause plans to move mail processing operations at facilities across the country. Nearly 60 USPS facilities — out of 427 — have initiated Mail Processing Facility Reviews to determine whether the agency should move some of its mail processing operations to larger regional hubs.

***DeJoy told Peters USPS will put these changes on hold “at least” until Jan. 1, 2025.***

“Even then, we will not advance these efforts without advising you of our plans to do so, and then only at a moderated pace of implementation,” DeJoy wrote in a May 9 letter. Peters said in a statement Monday that he appreciated DeJoy’s decision to pause these changes, but also called on USPS to roll back recent transportation changes in Michigan, “until we have more information about their effects.” “I will continue to push for a comprehensive study by the Postal Regulatory Commission to ensure any changes implemented do not impact mail delivery,” Peters said. “It’s absolutely critical that we understand the full scope of these changes, as well as their impact on service and communities, before moving forward.”

Last week, a bipartisan group of 26 senators, co-led by Peters, called on USPS to “pause all changes” under its network modernization plan, until an independent regulator can weigh the merits of the plan. DeJoy, at a public meeting of the USPS Board of Governors last week, conceded USPS is “failing to meet service expectations” in Atlanta, Houston and Richmond, Virginia — places where the agency has opened its first large mail processing hubs to consolidate local operations.

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DeJoy told Peters in his letter that USPS “will continue to work hard to restore service in those areas impacted.” He added that these USPS plans are “important elements of achieving a network that can provide greater service reliability in a cost-effective manner.”

USPS expects more centralized mail processing would allow it to make better use of its space, staffing, processing equipment and transportation resources. The agency says the review process won’t result in facility closures or career employee layoffs. In many cases, USPS plans to revamp impacted facilities and turn them into Local Processing Centers.

At some of these facilities, however, USPS expects to see a net loss of some employees and management positions. “The Postal Service is a responsible employer and will be working closely with management associations to work through this initiative. The Postal Service will follow requirements of the collective bargaining agreements where they apply and all applicable policies,” the agency wrote in its final decision for some of these reviews.

DeJoy wrote in his letter that, “with only one or two exceptions,” USPS has not implemented its proposed actions under the Mail Processing Facility Reviews “and future plans to do so have not yet commenced.” “The career workforce will not see layoffs, new equipment will be installed, the facilities will not close, deferred maintenance will be performed, and working conditions will be substantially improved,”

DeJoy said. “I acknowledge that we have not been able to convince Congress of this, even though these efforts will improve the facilities and facilitate the significant cost reductions that we absolutely must achieve to have any hope of financial sustainability.”

Prior to last week’s letter, lawmakers tried to include language in the fiscal 2024 spending deal that would have blocked these USPS changes. Others introduced a standalone bill that would have blocked USPS from conducting its Mail Processing Facility Reviews. Congress put a hold on planned USPS network changes more than a decade ago. But DeJoy has repeatedly pushed back on comparing his plan to earlier USPS consolidation efforts — stressing that his plan focuses on opening new, more efficient facilities to replace plants that haven’t seen meaningful upgrades in decades.

“I suspect these misconceptions are based on the past when we did close these types of facilities as part of a decidedly different strategy, and conflated with some current service issues we are experiencing,” DeJoy wrote, adding that some elements of the USPS workforce are also wary of these changes.

I also know that there is legacy desire among some segment of our workforce at the local level to maintain the status quo, which I understand but frankly am disappointed by. Through continued training and education, we will work to try to change hearts and minds and to sell the virtues of our plan for service excellence and financial health,” he wrote. DeJoy said USPS will also continue to consider whether to seek an advisory opinion from the Postal Regulatory Commission regarding its network modernization changes.

The commission recently asked USPS to either start the process of obtaining an advisory opinion on its network modernization plans or explain why such a review is unnecessary. “It is clear that there has been a quantifiable decline in service across several regions during and after the implementation of new facility types,” the commission wrote. USPS delivered about 84% of all first-class mail on time in the second quarter of fiscal 2024 — compared to nearly 91% for the same period last year. DeJoy said a pause in Mail Processing Facility Reviews means USPS will also have to put some of its capital investments for these facilities on hold, and that the annual cost savings associated with these changes “will not be achieved while we pause.” The agency planned to make \$430 million of capital investments in its facilities and achieve \$133-177 million in annual cost savings. “I am continuing to evaluate any additional changes we have underway and will advise you of our approach to satisfy any of your concerns regarding their engagement or any filing that might be warranted with the PRC,” DeJoy wrote...

***“I need more time to evaluate and hope you understand the complexity of our challenge.”***





**Larry Victory**  
**Motor Vehicle Director**

*Form 1767 is to be used to report hazards, unsafe conditions, and unsafe work practices. An unsafe practice or condition can occur at the Main Plant, City stations, AO's and private businesses. Any thing that affects your health...dirty conditions, pests, mold, broken equipment, damaged vehicles and unsafe parking lots are considered unsafe conditions.*

These forms are available through your main plant, online and you can ask your supervisor for one. This form will need to be returned to your supervisor if you want to know their response and their plan to address the issues. You can also submit it anonymously. But you will not know their action plan to address this unsafe condition.

The ELM in Section 824.6 has very clear explanations of how the form is to be used with both supervisor and employee responsibilities listed. The text of ELM 824.6 is below.

### **Employee and Labor Relations Manual**

#### *824.6 Investigating Employee Reports of Hazard, Unsafe Condition, or Practice*

#### *824.61 Purpose of PS Form 1767,*

## What Is A Form 1767 ?

*"These forms are available through your main plant..."*

### *Report of Hazard, Unsafe Condition or Practice*

PS Form 1767 is designed to encourage employee participation in the Postal Service safety and health program and to provide prompt action when employees report a hazard.

This form provides a channel of communication between employees and management that promotes a prompt analysis and response with corrective action to reports of alleged hazards, unsafe conditions, or unsafe practices.

#### *824.62 Availability of Form*

Supervisors must maintain a supply of PS Forms 1767 in the workplace in a manner that provides employees with both easy and (if desired) anonymous access.

#### *824.63 Procedures and Responsibilities*

##### *824.631 Employee*

- a. Any employee, or the representative of any employee, who believes that an unsafe or unhealthful condition exists in the workplace may do any or all of the following:
- b. File a report of the condition on PS Form 1767 with the immediate supervisor and request an inspection of the alleged condition.
- c. If the employee desires anonym-

ity, file PS Form 1767 directly with the installation's safety personnel, who will immediately give the report to the employee's supervisor for necessary action. (In such cases, safety personnel must not disclose the name of the individual making the report.)

d. Report alleged unsafe conditions to a steward, if one is available, who may then discuss the condition with the employee's supervisor.

**Discrimination against an employee for reporting a safety and health hazard is unlawful.**

#### *824.632 Supervisor*

**The immediate supervisor must promptly (within the tour of duty):**

- a. Investigate the alleged condition.
- b. Initiate immediate corrective action or make appropriate recommendations.
- c. Record actions or recommendations on the PS Form 1767.
- d. Forward the original PS Form 1767 and one copy to the next appropriate level of management (approving official).
- e. Give the employee a copy signed by the supervisor as a receipt.
- f. Immediately forward the third copy to the facility safety coordinator.

*(next page please)*

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It is the supervisor's responsibility to monitor the status of the report at all times until the hazard is abated. If the hazard remains unabated longer than 7 calendar days, the supervisor must verbally inform the employee as to abatement status at the end of each 7-day interval.

#### 824.633 Approving Official

The approving official (the responsible manager) must initiate action to eliminate or minimize the hazard.

- a. If this results in the submission of a work order, attach the original PS Form 1767 and forward it, through channels, to the manager of Maintenance.
- b. If the approving official determines that there are no reasonable grounds to believe such a hazard exists, the employee must be notified in writing within 15 calendar days. (Safety personnel must assist in this determination when requested.)
- c. If the hazard was abated through actions of the approving official:
  1. The employee must be notified in writing, and
  2. The original PS Form 1767, with a statement of actions taken, must be forwarded to the safety office.

#### 824.634 Safety Personnel and Collateral Duty Facility Safety Coordinators

Safety personnel assigned to plants and FSCs must log and sequentially number all hazard reports received on PS Form 1773, Report of Hazard Log, or if the FSC has computer access, enter the reports into the Hazard Log Module of the Safety Toolkit. Safety personnel and FSCs must also review all PS Forms 1767 for accuracy, completeness, and follow-up, as necessary. They must routinely provide status reports of PS Form 1773 logs and Safety Toolkit reports at executive and Joint Labor-Management Safety and Health Committee meetings (or regular staff meetings in facilities with fewer than 50 employees).

#### 824.635 Maintenance

Maintenance must notify the approving official when any PS Form 1767 maintenance-related work order has been completed.

#### 824.636 Installation Head

Installation heads/managers are responsible for responding promptly to hazard reports and ensuring that line supervisors are diligent in correcting hazards. If a hazard report indicates that imminent or serious danger exists, the installation head must take immediate corrective action.

So do you need to use form? Yes, the form proves you told the supervisor in case nothing happens. This form is proof that it has been reported and something is supposed to be done about this condition. For example, your truck seatbelt is not working. You need to report this so they know and can fix it. You have a responsibility as well as the company, for keeping a safe workplace.

If the company does not take action please contact Kevin or Myself to file a grievance on this condition.

# Attend Your Union Meetings !



**Kenni Liggan**  
**Customer Service**  
**Director**

**Jury duty is one of our rights and obligations as a U.S. citizen**

*Fortunately, one of our many entitlements as postal employee is court leave. Court leave is granted to all full time employee and certain part time employees provided they would be in a work or annual leave status.*

**Your Summons Arrives**

Your jury summons will request that you complete a questionnaire (online or by mail) prior to an online date. It will also tell you if you are a "regular" or "reserve" juror and list a specific reporting time and date. If those assigned dates don't work for you, you have a one time option to request a different reporting date via phone or the internet. Use discretion while exercising this option, however, as the new date you pick will be final'

**Getting Off Work**

When you get a jury summons, the first thing you should do is make copies of all your paperwork for your records. Once you have made copies, take your jury summons and give it to your supervisor. You then need to fill out a PS form 3971 and request court leave for the duration of the

## Jury Duty

*"In order to do this, you will need to submit a PS form 3189."*

jury duty (normally a week). Your supervisor should approve your leave and hand it to a lead clerk to be entered into the timekeeping system. This will ensure that you get paid your normal hourly wage plus night differential for the days you served' you may elect to work the same schedule you normally work (if the hours are not conflicting) or you have the right to change your schedule to conform with your jury duty.

In order to do this, you will need to submit a PS form 3189. You will end up having to change your normal schedule to 9-5 with weekends off. After your 3971 and 3189 are completed and submitted you will be ready for jury duty.

**Returning to Work**

Whether or not you must return to work after jury duty is based upon what I call the "half day rule". This rule states that if you are dismissed before lunch (12:30 PM) or report for jury duty after lunch (12:30 pm) you are considered to have only worked a half-day. Half-day jurors are required to report to work for the remainder of their shift. If you are dismissed after lunch you are considered have worked a full-day. Full-day jurors do not have to report back to work.

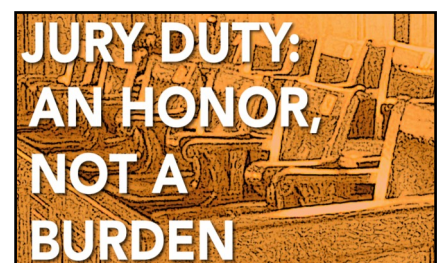
**Jury Duty Completed**

Once your entire jury duty is complete, you will receive a jury service

certification letter. This letter is proof of service as a juror in the county circuit court and is given to you on the last day. It lists the dates you served and whether you were a half-day or full-day juror. Furthermore, it lists the daily dollar amount that the county will pay you for your service. Make a copy of your proof of service letter and submit this to your supervisor. They will forward it to the appropriate office.

Postal employees get to keep the entire check they receive from the county. Each county pays different daily amounts. Milwaukee County currently pays \$25.00 for full day and \$17.00 for half day. The checks are issued approximately 30 days after serving and have a 60 day expiration date. The daily total fee cannot exceed \$25.00. If the total daily fee exceeds \$25.00 you may be required to remit any excess amount to the Postal Service. This remittance can be made at any window unit. You will be provided with a receipt. I hope this brief synopsis of jury duty and court leave answers a few of your questions and will be helpful in the future.

If you have any further questions regarding court leave please contact a steward or officer.



## **Trump Didn't Create A Booming Economy, He Inherited One From Barack Obama**

Donald Trump knows that no one ever went broke underestimating the attention span of the American public. That's why, almost immediately upon attaining the Oval Office, his revisionist history went into overdrive. He declared he'd inherited an economic disaster from President Barack Obama. Then, just eighteen months later, he was claiming he'd "accomplished an economic turnaround of historic proportions." Just before the COVID-19 pandemic, Trump continued to regularly tweet that he'd cleaned up President Obama's economic "mess."

As with just about all of Trump's pronouncements, these were lies. But Trump and his advisers clearly believe that If you tell a lie big enough and keep repeating it, people will eventually believe it. So even as the Dow Jones average approached its all-time high in 2024 under President Joe Biden, Trump continued to claim credit, asserting that—three years after he'd left office—this was still the "Trump" stock market. As he runs for election again, both Trump and his surrogates now routinely parrot the claim that he created the "greatest economy in history." But the hard data belie Trump's claims. The reality is that Obama inherited from George W. Bush an economic collapse that rivaled the Great Depression, and then proceeded (with the help of Congress and the Federal Reserve) to rectify it, setting the U.S. economy on a continuous, steady upward trajectory that Trump's administration simply maintained—for a time. And while Trump can't really be blamed for the global economic shutdown that occurred in 2020 as a result of the pandemic, he doesn't deserve any special credit for simply taking up what his predecessor left for him.

Although it may be difficult for Americans to recall, at the time Obama was elected, unemployment stood at a staggering 10%. At the time he left office that figure was 4.7%. That, among many other reasons, was why Obama would have undoubtedly defeated Trump in 2016, had the U.S. Constitution allowed him the opportunity for a third term in office. At the time of Trump's election, as described by Ben White, writing for Politico, the U.S. under Obama was experiencing a robust economy, "with the lowest jobless rate in nearly a decade, record home and stock prices and a healthy growth rate."

Nor did Trump perform any economic miracle once he became president. Even allowing for the massive reduction in unemployment that the country experienced as it climbed out of Bush's crisis, jobless numbers during Obama's second term continued to drop by 3.3%, a rate nearly triple what America experienced under the first three years of Trump's single term (unemployment dropped just 1.2% during those years). Meanwhile, the country's GDP growth during the last four years under Obama was 2.4%. In Trump's tenure (pre-pandemic) that figure was 2.5%. As former White House communications director Jen Psaki explained in 2018, "A buffoon could have kept the recovery going." And in fact, Trump managed to do just that. As Politifact laconically put it in February 2020, as the country teetered on the precipice of what turned out to be the worst public

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health crisis in a century, “The performance under Trump has generally continued the pace of improvements that began during the final few years of Obama’s presidency.” No more, no less. Trump is currently running TV ads in swing states claiming “we had more in our pockets when Trump was president.” And for Americans on the lower end of the economic ladder, stubborn inflation and corporate price-gouging absolutely continue to eat into their paychecks. Inflation is caused by a number of factors, many of them still redolent in a global economy continuing to re-orient itself from the shock of the COVID-19 pandemic and the supply and labor disruptions it wreaked on every nation on this planet. Meanwhile those in the U.S. with 401ks and other retirement vehicles are generally experiencing substantial gains because of the resurgent stock market.

But Trump’s claim is clearly intended to suggest that Americans were generally wealthier during his administration. Obviously, thanks to the pandemic, that was not the case for most Americans during his final year in office. During the COVID-19 crisis the financial situation of millions of Americans was preserved mainly due to stimulus checks enabled primarily by Democratic-sponsored Senate legislation, an effort that was continued by Biden. But even for Trump’s first three (pandemic-free) years, the economic gains experienced by Americans were the product of an economic recovery well underway during Obama’s tenure.

That is not to say some people did not become obscenely wealthy during Trump’s term in office. In fact, a few billionaires definitely did. As explained by Ben Steverman, writing for Bloomberg News, the .000006% cohort of the U.S. population who qualify as billionaires had “increased their combined wealth by a staggering \$1 trillion” after Trump’s four years in office. That was almost entirely due to Republicans’ mass tax giveaway to the wealthy in 2017, which Trump eagerly signed into law. Those tax cuts were designed to solely benefit the country’s wealthiest Americans, the corporate CEOs and otherwise uber-wealthy individuals who bankroll Republican political campaigns, which is why the Republicans barely mentioned them going into 2018 elections. But those tax cuts did not translate for ordinary Americans. And while in 2018 they provided a temporary boost to the stock market (akin to a “sugar high” as many termed it), within two years the economy had reverted to the same “trends that predated implementation of the tax cuts and were inherited from the Obama administration.” Meanwhile, contrary to Republicans’ claims that these cuts would “pay for themselves,” they are currently on track to explode the country’s national debt by another \$2 trillion.

Those massive tax cuts—and their consequences for the country’s future—are the most significant difference between Trump’s 2016-2019, pre-pandemic economy and the economy that President Obama cultivated during his eight years in office. And while Americans may understandably have trouble remembering just how strong the Obama economy was at the time he departed, what they might want to consider instead are the implications should Trump be allowed another opportunity to cut the taxes for the nation’s wealthiest. Those are the same taxes that allow Medicare, Medicaid, and Social Security to remain solvent, and pay directly for innumerable government services and benefits most Americans take for granted.

*Trump Didn't Create...*  
(continued from page 17)

As economists are fond of pointing out, the performance of the economy is mostly a consequence of events that presidents cannot control. Thus, most presidents tend to operate as stewards, carefully managing all the various unexpected crises and the domestic and global repercussions that befall their terms in office, with a view toward maintaining the nation's economic growth.

Obama governed in this manner, as has Biden, and both have the numbers to show for it. Trump, however, has shown no such forbearance, either in his appalling response to the COVID-19 pandemic or in his pet policies before that catastrophe occurred. His specific economic plans should he be elected again have been characterized as potentially disastrous.

Americans' memories may be short, but there is one basic fact they ought to keep in mind. This country has sustained two successive economic calamities during this century, in 2008 and 2020, both occurring under Republican administrations. In both circumstances, it was the Democrat, Obama in 2009 and Biden in 2021—who succeeded in pulling the economy and this nation out of a very deep, dark hole left to them by their Republican predecessor.

So Americans ought to ask themselves, which party has proved itself competent at managing the economy, and which has not?





**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). Prior to a Re-Start, we would need to hear from the retirees to see if there is interest. Please call the hall to respond.

I would like to remind all retirees that any retiree dues paid during the 2024 calendar year will be applied to the 2024 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.

MEETING NOTICE

Monday, 6:00 pm

July 22, 2024

Proud Postal Workers Union

The Hi-Lites

P.O. BOX 1995, Milwaukee, WI 53201-1995

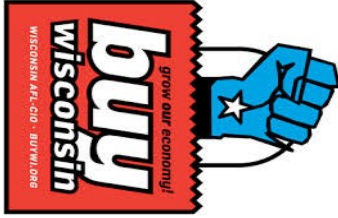
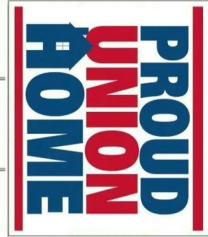
CHANGE SERVICE REQUESTED



2024 GMM MEETINGS

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

Time Dated



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Milwaukee Area Local 3



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