



The Hi-Lites



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(Proud Postal Press Association National Awards Winner)

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APWU MEMBERS RATIFY 2024 - 2027 NATIONAL AGREEMENT 95% OF VOTERS SAY "YES!" TO NEW UNION CONTRACT!

“Today, APWU members overwhelmingly voted in favor of ratifying the 2024-2027 National Collective Bargaining Agreement (CBA) between the APWU and the USPS,” announced APWU President Mark Dimondstein.

95% of the members who voted, voted “Yes!” in favor of ratification. The vote tally was 34,867 votes for ratification and 1,863 against.

SEE PAGE 11 FOR ALL THE DETAILS !

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**

During the last few years we have sadly seen our workplace slowly devolve into further chaos due to new supervisors who neither know nor care about our contract and their managers who fail to hold them accountable because they are close to retirement and sleepwalking their way out the door.

Thus, I pose the following question to the membership, “Does management even care?” based upon a few examples of serious issues that we continually have to endure year-after-year only to be countered with the same old song-and-dance of delay or incompetent “do-nothing-ism”.

For example: Management has us working on machines/sorting mail with temperatures as high as 90 plus degrees in the building while they take refuge and bark orders from their secret undisclosed locations and lavish air-conditioned offices.

This seems to be a yearly ritual that management seems all too comfortable putting postal workers through.

It has been so bad this year that there have been instances of employees experiencing severe dehydration and heat exhaustion.

Does Management Even Care?

“Filing out a 1767 is the first step we need to take...”

As I’ve stated before, when management is unwilling or unable to bring your work area into compliance with temperature controls,

I encourage all employees to fill out a PS FORM 1767 every day. The postal service energy conversation program provides a heating maximum of 65 F and a cooling minimum of 78 F. Common sense and reasonable adjustments are to prevail when temperatures are significantly out of line.

Filing out a 1767 is the first step we need to take because this is crucial evidence needed for grievances to fix the problem and/or when an employee requests admin leave due to heat-related illness.

For example: Management continues to staff the DBCS machines with only one clerk when the contract and binding arbitration unambiguously state they should be staffed by two clerks. This is bad for our bodies and bad for the mail yet the beat goes on! Again, we have binding arbitration awards. What good are any agreements when management is a bad faith actor?

Nonetheless, we still have the power to grieve. Thus, make sure that you fill out one person to a machine forms and give them to the appropriate steward when these kinds of violations happen.

For example: Management allows supervisors and MDOs to abuse and bully the hell out of our members without holding them accountable for their actions. Again, there is always double-talk and double-standards from management on this issue. In the end they refuse to hold these serial abusers to the same standards they demand from the bargaining unit.

Again, when you are harassed, bullied, or assaulted the first thing you need to do is immediately report that conduct to management, contact the union, and write a statement.

For example: Management has taken a chainsaw to staffing by compulsively reverting essential duty assignment in all APWU crafts. The kicker here is that they then expect one person to do the work of two or three people in order to get the job done. When we are unable to do so they end up retaliating and harassing us.

Make it make sense!!! Every member needs to know that the contract is clear when it states, “a fair days work for a fair days pay” and a ‘fair days work’ is not doing the work of two or three people.

For example: Management continues to draft every employee in on the holiday to staff for potential call-ins while they make sure that they are off spending time with their loved ones and families.

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I could go on and on but I digress. We all know the problems but what are the solutions? The solutions aren't always easy but they begin with all APWU members standing as one and looking out for each other in the following ways;

- * APWU members on the workroom floor are the eyes and ears of the union and we need you to report impropriety and violations to your union officials. Write statements for your union steward when your rights have been violated, or when you witness a union brother or sister right being violated or wronged.
- * Stop volunteering to change your schedule even if management offers you out of schedule pay. I know we all would like the extra money, but all money is not good money. These actions only hurt us in the long run.
- * Bid for jobs that you want to stay in for awhile so that you aren't bidding every month. Although it is your contractual right, doing this gives management an opportunity to revert desirable duty assignments that we may have just won back in the grievance procedure.
- * Do not volunteer to learn scheme training unless you have a bid for that area. For example, if you work in the outgoing manual unit as a career employee, and management asks you to take dexterity training for the APBS, tell them "no", and ask for an APWU union steward. Management cannot force any full-time clerk to learn a scheme that is not part of their bid job.
- * File grievances when anyone is performing bargaining unit clerk work. We all have to protect our work. It's not just on your union representative to do this. It's up to ALL of us.

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

I wish you and your families a safe and fun summer.

EAP Employee **Assistance Program**

- ♦ **What is EAP?** Employee Assistance Program is a confidential, pre-paid assessment and counseling service designed to provide you and your family with assistance in managing everyday concerns.
- ♦ **Who is it for?** All USPS employees and their families.
- ♦ **When is it available?** 24 hours a day, 7 days a week.
- ♦ **What does it cost?** NOTHING!!!

You, as a USPS employee, have a wealth of information waiting for you...
free of charge at <http://www.EAP4YOU.com>!!!

Consider cutting out this wallet-sized card
and keeping it on you just in case you need it.



Chris Czubakowski
Local Business Agent

Read This Article !

Open season will be here before we know it. Thus, I wanted to write an article to inform the membership of health plan savings that far too many of us either don't know about or aren't taking advantage of!

The APWU national negotiating team did an excellent job in securing a tentative national agreement that the membership is currently voting on to ratify. I'm hoping that the membership is successful in ratifying the tentative agreement as the APWU maintained or gained more contractual rights without having to give up a single concession.

This is an unprecedented victory for our union in this day and age of contract negotiations.

If the tentative agreement is ratified by the membership, the USPS will continue to pay 95% of the health care premium for career APWU bargaining unit members who elect the APWU consumer driven option and who have been previously enrolled in any PSHB plan for at least one year. This negotiated benefit will continue to put money back in the pockets of our union members.

Want To Save Thousands A Year?

"...the USPS will continue to pay 95% of the health care premium for career APWU bargaining unit members.."

So, here's the bottom line...

The current premiums for APWU Consumer Driven Option are;

Self is \$16.12 per PP, Self Plus One is \$35.05 per PP, Self Plus Family is \$38.23 per PP

Now, compare this to the premiums you may be paying to basic Blue-Cross/ Blue Shield;

Self is \$134.12 per PP, Self Plus One is \$280.99 per PP, Self Plus Family is \$317.62 per PP

A switch to APWU Health Plan consumer driven option from basic Blue Cross/Blue Shield would result in the following premium savings;

Savings of \$3,068 per year for Self, Savings of \$6,394.44 per year for Self One, Savings of \$7,264.14 per year for Self and Family

The 2026 PSHB (Postal Service Health Benefits) Open Season will occur from November 10 to December 8, 2025.

This is when eligible Postal Service employees, annuitants, and their families can enroll in or make changes to their PSHB health plan coverage for the 2026 plan year, which runs from January 1 to December 31.

If you want to change plans this is the time to do it. To remain in your APWU Health Plan- career or PSE-, you do not need to do anything; you will automatically remain a member for the upcoming 2026 benefit period.

The APWU Health Plan is - without a doubt - the best health plan in the PSHB.

We would like to be your partner this Open Season. I encourage you to speak to other APWU members who have the APWU consumer driven health plan. I believe that you will find that most, if not all, are very satisfied with their health plan and the savings they receive.

Please contact me at the union hall at 414 273 7838 for more information about the APWU Consumer Driven Health Plan, how much you can save by enrolling and for any help you need making these changes (or changes to FED-VIP) during open season.



Privatizers Lay Out Their Plan for Destroying Public Postal Service

APWUNews

On June 24, the House Subcommittee on Government Operations held a hearing titled, “The Route Forward for the U.S. Postal Service: A View from Stakeholders.”

In a hearing that was clearly created to promote the views and goals of the big mailers at the expense of postal workers and postal customers, the Republican leadership of the House Subcommittee had the following people testify: Paul Steidler, Senior Fellow at the conservative Lexington Institute; Jim Cochrane, CEO of the Package Shippers Association; Mike Plunkett, CEO and President of the Association for Postal Commerce; Thomas Schatz, President of the right-wing Citizens Against Government Waste; and Elena Spatoulas Patel, Assistant Professor at the University of Utah’s Marriner S. Eccles Institute for Economics and Quantitative Analysis. The only voice representing workers was Brian Renfroe, NALC President.

In a statement submitted for the record, APWU President Mark Dimondstein quickly dispelled the notion that privatization, whether piecemeal or in total, would lead the Postal Service down a better financial path, stating “privatization offers the illusion of profit, but that profit serves a very limited corporate interest while costs will instantly rise for the majority of businesses and customers and the larger national postal industry collapses.” He went on to reiterate that the Postal Service must remain an independent agency in order to fulfill its fifty-year-old Congressional mandate “to provide postal services to bind the Nation together,” to “provide prompt, reliable, and efficient services to patrons in all areas,” and to “render postal services to all communities.”

Several witnesses at the hearing made dangerous proposals for the future of the Postal Service, including: hiring freezes, public/private partnerships, (code word for subcontracting our work) and matching labor costs with postal revenues. For those following closely, these were blueprints for how they plan to privatize the postal service.

Multiple exchanges between committee members and witnesses took place that admonished the Postal Service for the size of its workforce, specifically regarding the conversions of non-career workers to career employees. One particular exchange that should raise red flags for every APWU member took place between James Comer, Chairman of the Oversight and Government Reform Committee, and Jim Cochrane, CEO of the Package Shippers Association, where they discussed the prospect of a private sector solution to the sorting of the mail. This would have a direct and devastating impact on APWU members.

Despite these areas of concern, there were some notable moments during the hearing that highlighted areas where Congress could work with the Postal Service to improve its financial standing. Allowing the Postal Service to invest retirement funds in safe, TSP-like funds instead of the low-yield treasury securities they are limited to investing in now would generate a significant amount of money. Additionally, Congress should direct OPM to fix the misallocation of pension expenses that has plagued it for decades.

In his statement, President Dimondstein advocated for the expansion of non-postal services to local, state, and tribal governments. The opportunities are numerous and could utilize the vast postal retail network to offer a variety of services, such as hunting/fishing licenses and identification verification for government services, as well as resource distribution during natural disasters.

The APWU is ready to work with Congress and the Postal Service to share ideas and advance common goals to benefit the public Postal Service while continuing to push back against any changes that would have detrimental effects on the membership and the people’s rights guaranteed under the law to universal postal services no matter who we are or where we live.



John Miceli
Treasurer

About The Thrift Savings Plan (TSP)

The Thrift Savings Plan (TSP) is a retirement savings and investment plan for federal government employees and uniformed services members, including the Ready Reserve. Established by Congress in the Federal Employees' Retirement System Act of 1986, the TSP offers the same types of savings and tax benefits that many private corporations offer their employees under 401(k) plans.

The TSP is a defined contribution plan, meaning that the retirement income you receive from your TSP account will depend on how much money you put into your account during your working years and the earnings accumulated over time (and, if you're eligible, agency or service contributions and their earnings). The TSP is administered by federal employees, who are also TSP participants, at the Federal Retirement Thrift Investment Board.

What We Do

At the TSP, we take pride in serving millions of federal employees who serve our country. From day one, our mission has been to put the best interest of you and your beneficiaries at

Explore Your TSP

"The purpose of the TSP is to give you a long-term retirement savings and investment plan..."

the core of everything we do. We've grown over the years, and we remain committed to providing you with the right investment choices, tools, and information to define and achieve your specific retirement goals.

Today we have more options and features to enhance your TSP experience than ever before: enhanced account access and security, streamlined online transactions to save you time and reduce paperwork, expanded support options, and more.

Advantages Of Your TSP Account

The purpose of the TSP is to give you a long-term retirement savings and investment plan. Saving for your retirement through the TSP provides many advantages, including the following:

- Automatic payroll deductions
- A diversified choice of investment options, including individual funds; professionally designed lifecycle funds, which mix the individual funds with an eye toward specific target dates; and a mutual fund window to give you greater investment flexibility
- A choice of tax treatments for your contributions.

- ➤ Traditional (pre-tax) contributions with tax-deferred investment earnings
- ➤ Roth (after-tax) contributions with tax-free earnings at retirement if you satisfy the IRS requirements
- low administrative and investment expenses
- agency/service contributions if you're an employee covered by FERS or a uniformed services member covered by BRS
- under certain circumstances, access to your money while you are still employed by the federal government
- death benefits for your spouse in the event of your death
- a variety of distribution options in retirement

The TSP is one part of your retirement benefit package, and benefits differ depending on your retirement system (FERS, CSRS, BRS, or non-BRS uniformed services).

See how the TSP fits into your retirement. Regardless of your retirement system, participating in the TSP can significantly increase your retirement income, and starting early is important. Contributing early gives the money in your account more time to increase in value through compound earnings.

Postal Group Urges New Postmaster General To Halt Stamp Price Increase

GOV EXECUTIVE

The cost of stamps has increased as a corollary of former Postmaster General Louis DeJoy's much-criticized plan to overhaul U.S. Postal Service operations.

A postal advocacy group is asking the U.S. Postal Service to pause a planned July 13 increase in the price of stamps until after the new postmaster general begins his tenure.

Keep US Posted, a nonprofit advocacy group that represents consumers, nonprofits and newspapers, among other entities, in a July 3 letter backed a freeze on mailing rates until Waste Management CEO and FedEx board member David Steiner takes the helm of USPS, which is slated for the day after stamps increase to 78 cents.

"We believe it is counterproductive for another postage surge to take place immediately before you undertake leadership of the Postal Service, as it will deprive you of the ability to thoroughly assess, and potentially rectify, one of the most destructive policies in [former Postmaster General Louis] DeJoy's Delivering for America plan," wrote former Rep. Kevin Yoder, R-Kan., the executive director of Keep US Posted.

DeJoy resigned about halfway through implementation of Delivering for America, his 10-year plan to promote the financial sustainability of USPS by slowing some delivery and increasing the price of certain products. The changes, however, did not result in savings. The postal agency lost \$9.5 billion in fiscal 2024. Stamp prices increased six times under DeJoy's leadership, going from 58 to 73 cents.

Keep US Posted, specifically asked Steiner to "review and rescind" Delivering for America as well as call on the bipartisan USPS Board of Governors to freeze the stamp price hike. The board, however, has been generally supportive of the plan, arguing that it's necessary to modernize the agency.

Both congressional Republicans and Democrats have long criticized Delivering for America. And at a House Government Operations subcommittee hearing on June 24, several representatives of postal stakeholders and think tanks advocated for a pause in its implementation.

At that hearing, Keep US Posted submitted testimony endorsing the USPS SERVES US Act (H.R. 3004) from Rep. Sam Graves, R-Mo., that would limit rate changes for market-dominant products (e.g. first-class mail) to no more than once per year, among other reforms intended to restrict stamp price increases.

Republican and Democratic staff for the House Oversight and Reform Committee, the parent panel of the Government Operations subcommittee, did not respond to a request for comment about whether their members support a delay in the July 13 stamp price increase.

LABOR UNIONS:
THE FOLKS WHO BROUGHT YOU THE WEEKEND.
CHILD LABOR LAWS, OVERTIME,
MINIMUM WAGE, INJURY PROTECTION,
WORKMENS COMPENSATION INSURANCE,
PENSION SECURITY, RIGHT TO ORGANIZE . .ETC..



**Larry Brown Jr
Vice President**

I am still adjusting to the constitutional change that requires us to write an article in the summer. It was nice having those 3 months off from writing!

At some point we are going to have to get back to caring about our jobs. I was at a seminar in April, and one of the National officers said, if your membership asks you what they can do at this time to help with all of the privatization rumors, and everything we are hearing about the Postal Service, tell them to come to work!

I had a whole article planned around that statement alone, but I never dropped it because I get tired of writing what I feel like everyone should already know.

I have concluded that accountability is lost. I perform TACS duties. Some of you know that I am the Lead Clerk on Tour 1 at the plant. Every day, I fix a clock ring error because somebody forgot to punch in or punch out. Missing time for the day, which requires leave to be entered into TACS by the Leads.

Calling in for sick leave or annual leave when you know you do not have any. All things that will result in an error, which will cause you to NOT get paid.

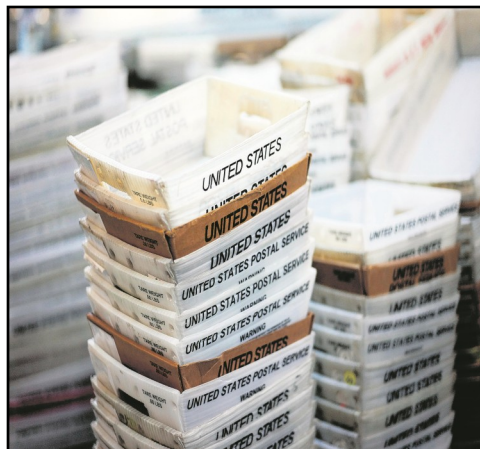
Accountability Is Lost

"The ultimate respect a supervisor can give an employee is to leave the employee alone and let them do their job. The ultimate respect an employee can give their supervisor is to show them that they do not need to have supervision."

We have all had service talks concerning the need to make your four basic punches. BT, OL, IL, and ET. For the last two decades it has been BT and ET only. Can't we make those?

You are the person that is responsible for your time being correct. If you keep forgetting your card at home, rack it. You cannot forget your card at work, but I guess we would just rather get a short check and keep requesting pay adjustments every other week.

I look at the work areas. Our old, supervisors back in the day, would never let us leave the areas a mess for the tour coming after us. We took some pride in actually having a clean work area.



Now, the machines are never trayed up, we have sleeves all over the floor, never put in the bin where the sleeves go. Even though, technically, we should not be un sleeving

mail anyway. The Mail Handlers have a whole machine for that, but I guess that would require them to come to work also.

We have no trainers, so therefore nobody knows their job and what they are supposed to be doing, but then everyone complains about not getting someone else as a partner because they do not work "the way we are used to working."

I watched a guy the other day, on the machine with a person loading the machine all wrong. Did not jog and cull the mail at all. The machine was going to jam the moment it started. When I confronted them, as to why they did not explain to their partner the mistake they were making, they said it was not their job.

It is 100% your job to tell someone the correct way of doing things, and it is also your job to learn your job if you do not know what you are doing, instead of acting like you don't need training.

I could go on and on, but ultimately, it is management's fault! That is what you were waiting for me to say, right? Since I am a Union Representative. It is management's fault that you only need to work 2 days a week to live comfortably. It is management's fault that we feel like we are only responsible for the mail in our sections, and I am being generous by saying, our sections.

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I did a test the other day. I left a machine unstaffed, in between two machines that were properly staffed with two people. I do my best to not bother anyone after they start their mail, and people in my area can tell you how I work on every machine in the area helping everyone out. I just wanted to see if someone would take the initiative to start an unstaffed machine for me without me having to give them instructions.

The ultimate respect a supervisor can give an employee is to leave the employee alone and let them do their job. The ultimate respect an employee can give their supervisor is to show them that they do not need to have supervision. When no one started that machine up for me, it showed that my area needs supervision. It is an enormous difference from when management left the west end without a supervisor for years, and there was never an issue. I say all of that to say this, I wrote an article some years back saying that those who forget the past are bound to repeat it. You cannot claim that you want a job and do everything other than show that you want the job.

Congress just met to discuss the future of the Postal Service, and you would not like anything that you would have heard, had you watched it. The biggest burden on the Postal Service is the workers. Eighty percent of the Service's expenses. They want to find a way to lower the workforce while moving parts to the private sector which could put more tools like AI and robotics into play. And we make it easy for them because it is not like we are getting the work done understaffed.

So why don't we come to work? As a worker, saying that we are understaffed is so much easier than saying my co-workers do not come to work. I would not have an article speaking on the negative effects of LWOP if we did not have so many people taking LWOP vacations. Again, I am a lead clerk, so I see proof of my argument. This does not mean that I do not feel as if we could use more people on the rolls, but what difference does it make if we get them and they do not come to work?

We should be happy that no one is holding management accountable. I mean, the name of the article is, Accountability is lost. They are no different from us. Refusing to do the jobs they signed up for. If they were being held accountable, a lot of us wouldn't have jobs. Discipline is a part of their job, and that is not just from an attendance aspect. If the place was run better, it would work better. I guess it is managements fault when you look at it from that perspective, but why should we have to do that, when we all know we have a job to do?

Stop taking your job for granted because in the event you lose it, you will miss it. I have another instance of someone who resigned, and almost ten years later, is crying for his job back. I am not saying that everyone who leaves here is dying to come back, but the ratio is definitely a nine out of ten. Why lose your job, and do everything under the sun trying to get back in, when you could have just had your job in the first place? Have a great rest of your summer!





Jim Arneson
Maintenance Director

I hope everyone is having a fun and safe(ish) summer. We enjoy a pretty good annual leave system. Make sure you use this annual leave to rest and relax.

Another annual event that continues to pop up in the summer months, is the Postal Services desperate attempts to make Line H hours. Clearly violating the Contract but for them it's a desperate attempt to not fall under the 90% for at least the third year in a row. Another example is going to be trying to get employees to mark complete on your routes that they have not completed. If you do not complete all the steps in the route you cannot mark complete on routes.

This is especially important if you are doing a route with someone else. The Service tries to claim extra time if one of the employees marks complete and puts a time that is less than route. Even though it does bring a small amount of joy to show them that when they combine the two employees time to the route it is actually over. But every year they try and sneak it by the Union.

If the service is telling you to do it request a steward. Ask them to put it in writing as you are concerned that you may be disciplined for falsifying

USPS Desperate Attempts To Make Line H Hours

"Make sure to document your time and what you are doing."

documents. If you do not have the proper tools to do the job let your supervisor know and again you cannot complete the route because the routes were created using specific tools and chemicals.

The "Kool-ade" packets were meant to be used in conjunction with microfiber clothes and mops. If one of these is missing, you are not doing what is instructed on the route. The routes were designed using these specific tools and chemicals. Again, if you do not complete all the steps in a route, it cannot be completed.

Another thing we will see is using custodians in one station to go and clean another station. While this is not a violation if you are on straight time, it might be if you are on overtime or a PTR and going beyond the hours of your posted position. If you are not sure request to see a steward. Make sure to document your time and what you are doing. One thing that the Service tends to forget, is that when you are driving a custodian is to be paid higher level. So, when you go to another station make sure you put that in the scanner.

Also, if you use your personal vehicle you are entitled to mileage. Make sure to request it from your supervisor. If they say they do not know how to do this, I am sure you all know the answer by now, request to see a steward. Document

where you went and how long it took you to drive. The time is for the higher level of pay and where you went is for mileage.

So in conclusion, the Service is going to get increasingly desperate as the fiscal year comes to a close. Remain calm when they start to threaten discipline for not marking complete on routes you have not complete. Make sure you document your time and what you did.

If you do not have the proper tools and chemicals, inform your supervisor at once. Again document your efforts in getting the proper equipment. When you travel from one station to another, make sure you are in the travel status. Lastly, if your Supervisor fails in any of this or gives you instructions to the contrary, request to see a steward.

Do not argue with them, comply and grieve it later, unless it is an unlawful or you would be put at dire risk by complying with the instructions.

Have a safe and fun summer.



APWU MEMBERS RATIFY 2024-2027 NATIONAL AGREEMENT

“Congratulations APWU family! I am pleased that our membership recognized the protections that this National Agreement provides to nearly 200,000 postal workers from all divisions,” stated APWU President and lead negotiator Mark Dimondstein. “With absolutely no givebacks, the contract protects the great gains achieved over many years of struggle with the no-layoff protections, full COLA as a true buffer against inflation, regular step increases, the 50-mile limit on excessing, and the two-year automatic conversion from non-career to career. There are general wage increases for the next three years, significant advances in bridging the divisive two-tier wage structure, the first increase in night differential in 30 years, and many positive work-rule changes.

“Every member should be very proud of this huge accomplishment,” he continued. “Our power at the bargaining table was driven by the strength of your solidarity and unity, the foundation of our union.”

Local and state organizations send many resolutions to APWU national conventions that help guide the national negotiators. The kickoff day of action, union gear days, and our “Union Proud, Say it Loud!” contract campaign built the message of unity and solidarity of workroom floor activism, helping secure a solid contract.

The Tentative Agreement was agreed upon and finalized by the negotiating parties on June 2, with the unanimous approval of the National Negotiations Committee and full support of the National Executive Board. It was then unanimously approved by the Rank and File Bargaining Advisory Committee and sent to the members for a ratification vote. The ratification vote was administered by the American Arbitration Association (AAA). A subcommittee of the Rank and File Bargaining Advisory Committee was on site monitoring the entire vote count, which took place on July 10.

“I want to thank all those members who took the time to vote on this Collective Bargaining Agreement. This is an agreement that I am proud to have helped negotiate. The National Negotiations Committee, other officers, and the support staff all worked extremely hard to bring this contract to fruition,” said Industrial Relations Director and Chief Spokesperson Charlie Cash. “But there is more work to be done to get it implemented,” he continued.

Now that the APWU has ratified the new National Agreement, one of the first items to address in its implementation are the retroactive pay increases due to employees. These include the first general wage increase (GWI) of 1.3% for career employees, effective Nov. 16, 2024 and the \$395 per year cost-of-living adjustment (COLA) due to career employees, effective March 8, 2025. PSEs, who do not receive COLAs, will receive an extra 1% towards their GWI, for a total of 2.3%, effective Nov. 16, 2024.

APWU-represented bargaining unit employees in the Information Technology/Accounting Services (IT/AS) sector will soon begin programming the payroll system that is required to make these pay changes. Once programming has been completed, retroactive payments will be made to the affected employees, with the dates of these payments to be announced. Please check apwu.org for updated information on your retroactive payments.

Additionally, the APWU and the USPS are in the process of finalizing a print version of the CBA and updating the Joint Contract Interpretation Manual (JCIM). Once available, those publications will be posted on apwu.org. In the meantime, the summary terms of the Tentative Agreement can be found visiting apwu.org/tasummary.

“This contract, with no givebacks or concessions, provides a strong foundation for us to build on in the years to come,” concluded APWU President Mark Dimondstein. “At a time when government workers are facing layoffs and attacks on their union rights, this contract will protect postal workers through the turbulent years ahead.”

Reconciliation Legislation Passes Attacks on Postal Pensions DEFEATED

APWUNews

Today, Republicans in the House of Representatives narrowly passed President Trump's tax-and-spending reconciliation bill after its passage in the Senate just two days ago. H.R. 1, the so-called "One Big Beautiful Bill Act,"

\$4.5 trillion in tax cuts to the ultra-wealthy, paid for by the working class.

The bill slashes Medicaid, food assistance, and green-energy programs.

It expands tax breaks and increases defense spending.

But thanks to an all-hands on deck campaign by postal and federal union members, every direct attack on our retirement security was stripped from the bill before its final passage.

In the House and Senate, Democrats were united in voting against the bill. A few Republicans broke with their party to join Democrats in opposition, including Senators Thom Tillis (NC), Rand Paul (KY), and Susan Collins (ME). In the House, Representatives Brian Fitzpatrick (PA-01) and Thomas Massie (KY-04) found the bill to be not -so-beautiful and voted against it. After Vice President JD Vance broke a tie in the Senate on Tuesday and the House of Representatives passed the bill today, it is now headed to the president's desk to be signed into law.

As you may recall, earlier versions of the bill in the House and Senate contained many disastrous provisions aimed at postal and federal workers, including:

- * Increasing the Federal Employees Retirement System (FERS) annuity contribution rate for all active employees to 4.4%, resulting in a direct pay cut for any active employee hired before 2014;
- * Replacing the High-3 FERS annuity calculation with a High-5 calculation, resulting in a reduction in annuity payments;
- * Eliminating the FERS Social Security supplement, which allows workers who have earned their retirement the ability to retire before their Social Security benefits begin;
- * Increasing the FERS annuity contribution rate for new hires;
- * Establishing a filing fee for the Merit Systems Protection Board Claims and Appeals;
- * Disposing of the Postal Service's electric vehicle (EV) fleet and rescinding EV funding.

Thanks to the tireless activism of APWU members, and our coalition of postal and federal allies, the final version of the reconciliation bill contains NONE of these attacks!

"This was a direct result of APWU member activism and shows our collective power," said APWU Legislative and Political Director Judy Beard. "I want to thank every member who picked up the phone, sent an email, wrote a letter, or who personally met with their member of Congress. You have shown that even when the odds are stacked against us, we can win!"

While we successfully fought off the threats most affecting postal workers, we cannot lose sight of the fact that this bill is no doubt a crushing blow to millions of working families across the nation.

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“Beauty is in the eyes of the beholder,” declared APWU President Dimondstein. “What is dubbed as ‘The One Big Beautiful Bill Act’ is beautiful if you are part of the 1%, the fossil fuel industry, or multi-national defense contractors. For the rest of us, the working folks, this is as ugly as it gets.”

Dimondstein continued, “We are pleased that through concerted efforts, including from our members and the APWU, the major attacks on federal and postal retirement benefits were stripped out of the final package. But let’s be clear: Congress shamefully voted for a massive transfer of wealth from the working and low-income people to make permanent \$4 trillion in tax breaks for corporate America, Wall Street and the fat cats. It should never be acceptable to reward those who need it the least by taking away Medicaid health care benefits, nutritional assistance and educational support from those who need it the most.”

Although many harmful provisions were successfully removed from this bill, we ask that you continue to stay vigilant. There are other dangerous bills currently moving through Congress and the APWU will keep you informed of our future fights.

* * *

How A Supreme Court Ruling Could Turn Labor Board Into A Trump Tool

Daily KOS

Adam Christian, 51, has been fighting for a union contract at the Red Rock Resort in Las Vegas since his late 30s. During that time, Red Rock has resisted the Culinary Workers Union at every turn, in the process racking up dozens of unfair labor violations, an injunction and numerous orders to correct its behavior. At one point, workers arrived at work to find free steaks on offer for dinner — each branded with a “VOTE NO!” message.

“They have shown that they will fight to the bitter end,” said Christian, who has been a server at Red Rock since 2006. In that battle, though, there has been an independent agency, akin to a court for union elections, that workers like Christian could turn to: the National Labor Relations Board.

But a May 22 move by the Supreme Court may signal the end of the NLRB’s independence, say labor leaders, and transform the agency into an extension of the White House. In turn, they warn, President Donald Trump could use the board to reward friends and punish enemies. “It’s time to ring the alarm bell across the labor movement,” said Jody Calemine, the director of advocacy at the AFL-CIO, the national union federation representing nearly 15 million workers across the country.

On May 22, the Supreme Court signaled that it will reverse decades of precedent and grant the president the power to fire labor board members without cause. The members of the agency’s bipartisan board have traditionally prided themselves on deciding cases based on their interpretations of the law — without interference from the president. “It is difficult to overstate how zealously the five members of the board have guarded the independence of our decision making,” said Lauren McFerran, who was a member of the NLRB under presidents Obama, Trump and Biden. “We did not talk about pending cases with the White House, and we were never in any way making decisions at the behest of anyone in the administration.”

The first sign that the agency’s independence was in danger came in January. On the 27th of that month, Trump fired board member Gwynne Wilcox, a Biden appointee whose term was not due to expire until 2028. Wilcox filed a lawsuit challenging her firing, with the case cycling between courts throughout the spring. The firing left the

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Trump Tool...

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board without the three-person quorum needed to issue decisions, freezing all cases that had been appealed to the agency's top decision-making body.

Trump followed Wilcox's firing with a February executive order that consolidated executive control over independent agencies like the National Labor Relations Board. The order gives the president the power to dictate how the NLRB interprets the law. It also requires all agency heads (presumably labor board members) to employ a White House liaison within their office, and to regularly coordinate with the White House. And it gives the director of the Office of Management and Budget new power to control agency funds, enabling a political appointee to decide which NLRB cases get full support, and which languish in bureaucratic limbo.

Then, on May 22, the Supreme Court stayed a lower court's decision to reinstate Wilcox, explaining that they are likely to side with Trump but will not issue a final decision until a full hearing is conducted. Once the president can directly affect decisions, the calculus of the agency changes, said William Gould, an emeritus professor of law at Stanford who chaired the NLRB in the 1990s. "It will mean that anytime the president gets a decision they don't like, they can get rid of the guy that gives them the bad news," he said. "That's the opposite of independence."

As the NLRB's independence diminishes, employers like Red Rock stand to benefit. Red Rock's parent company, Station Casinos, is run by Frank and Lorenzo Fertitta, billionaire brothers who are close to Trump and donated \$1.85 million to his reelection campaign. (Christian, the Red Rock server, said that he worked a shift while Trump dined at Red Rock.)

Indeed, last October, Red Rock filed its own lawsuit in federal district court that sought to grant the president more power over the agency. The lawsuit targeted the NLRB itself and argued that the board was unconstitutional because it didn't allow the president to freely fire its board members and administrative law judges, like the one who had ruled the company had engaged in "pervasive and egregious misconduct." The lawsuit echoes a legal argument made by companies including Amazon and SpaceX, which also face labor complaints.

Red Rock, Station Casinos and the NLRB declined to comment. If the Supreme Court grants Trump control over the NLRB, said Calemine of the AFL-CIO, workers will be the ones who suffer. "This is an agency that workers have to go to, and it's now in the total grasp of the president," he said.

* * *

Republicans' "Big Beautiful Bill" Would Force Postal Service To Sell It's New EV Mail Trucks

CBS News

Last September, the U.S. Postal Service debuted its long-awaited — and much litigated — electric vehicle mail delivery truck. Since then, more than 7,200 new zero-emissions vehicles have been distributed to the Postal Service.

But a provision tucked inside the Senate Republican bill to enact President Trump's second-term agenda would force the USPS to sell off the brand new trucks and cancel or significantly amend the contract for the remaining 58,800 that are due to be delivered over the next 10 years.

According to the text of the Homeland Security and Governmental Affairs portion of the bill released by Kentucky GOP Senator Rand Paul, chair of the committee, all electric vehicles and related infrastructure owned by the Postal Service

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will be sold and the proceeds will "be deposited into the general fund of the treasury." Selling the EVs would "cut unnecessary costs and focus USPS on delivering mail and not achieving the environmental initiatives pushed by the Biden Administration," according to the bill. Paul's office didn't immediately respond to a request for comment. Peter Pastre, the vice president of government relations and public policy for USPS, wrote a letter to the Senate in June that said the provision to sell the EVs would "make major and damaging changes to the U.S. Postal Service's vehicle fleet program, potentially impacting our ability to deliver to millions of Americans."

The bill is being considered under budget reconciliation rules, which means that Republicans can pass it with a simple majority, instead of meeting the 60-vote threshold that is required to consider most Senate legislation. In order to use this approach, every item in the bill must have a budgetary impact, and the Senate parliamentarian determines whether each provision meets that standard, known as the Byrd Rule. Senate parliamentarian Elizabeth MacDonough found that disposing of the USPS EVs is one of several of the bill's provisions violating the Byrd Rule, according to Senate Democrats. "Scrapping USPS' electric vehicles is a lose-lose scenario," Oregon Democratic Sen. Jeff Merkley, ranking member of the Budget Committee, told CBS News in a statement. "We move backwards on clean energy and have to spend even more money to replace the vehicles."

Republicans, who would like to revoke the EVs and their related infrastructure, say this provision could potentially raise money by rescinding \$1 billion allocated in the Biden-era Inflation Reduction Act to purchase the vehicles. But according to Pastre, it would cost more than \$450 million to replace the 7,200 revoked vehicles, and the USPS has already spent more than \$540 million on electrical upgrades for infrastructure to support the cars. Because the majority of the vehicles are specially designed for the Postal Service — like right-side driving for mail delivery trucks — and most of the electrical infrastructure is buried under ground, the potential for raising money at auction is "negligible," according to Pastre. Pastre was direct about the harm this action would cause the Postal Service saying, "it will seriously cripple our ability to replace an aging and obsolete delivery fleet."

"The Postal Service has over 200,000 vehicles in an outdated and aging fleet. Using EVs will reduce fuel and maintenance costs and help the USPS to better serve the public," Mark Dimondstein, president of American Postal Workers Union, said in an email to CBS News. "Eliminating energy-efficient vehicles would be a step backward and not be in the best interest of those we serve and the communities where we live."

Since 2015, the USPS has been looking to update and modernize its fleet of more than 200,000 vehicles. The majority of the trucks were 25 years old or more, often lacked proper heating and cooling and in some cases, would spontaneously combust in neighborhoods as workers operated the aging vehicles. When the Postal Service first announced its proposal in 2021 to replace 165,000 vehicles, it originally intended to purchase traditional gas vehicles to replace 90% of the fleet. But the gas-powered mail trucks had low fuel efficiency, guzzling fuel at under a 9-m.p.g. rate, according to filings by several environmental organizations and more than a dozen states that sued to block the plan.

"It's important that EVs be part of the mix for the USPS because it should represent the next generation," said Dan Becker, director of the Safe Climate Transport Campaign at the Center for Biological Diversity, one of the organizations that sued the USPS in 2021. "The last generation of vehicles are literally dying on its wheels."

The legal action forced the USPS to reconsider its plan, and it finalized a deal in late 2022 to purchase 106,000 new cars — and 66,000 were to be zero-emissions vehicles. It also planned to install more than 14,000 chargers to keep the fleet running. The cost to update the fleet totaled \$9.6 billion, and the Biden administration allocated \$3 billion from the Inflation Reduction Act to help cover the costs, with the rest financed by the Postal Service.

"My bet is this will survive another day," said Becker, given that the parliamentarian has ruled it should be stricken and it would be difficult to get 60 votes in the Senate to keep it in the bill. But Congress recently voted to revoke California's EPA waivers to enact its EV mandate under the Congressional Review Act, which the parliamentarian said was illegal. It remains to be seen if Republicans will follow her recommendations. "Selling them off at a discount just so you don't have to say you don't have EVs for political reasons makes no sense," said Becker.

New Postmaster General Faces Pressure To Halt USPS Overhaul Amid Mounting Criticis

Sourcing Journal

At a June hearing on Capitol Hill, industry groups urged a pause on the Delivering for America plan and incoming stamp rate hikes

As David Steiner preps to assume the role as the next Postmaster General this month, industry stakeholders took to Capitol Hill in a rebuke of the United States Postal Service's (USPS) Delivering for America turnaround plan to share how the national courier could best move forward.

"The plan is failing to meet the needs of the American people," said Jim Cochrane, CEO of the Package Shippers Association, at a House of Representatives subcommittee hearing on June 24.

During the hearing, participants called for the USPS to put certain aspects of the Delivering for America plan on hold until Steiner and the organization's new leadership team conducts a full assessment of the program.

Cochrane noted the difficulties the USPS has had with insourcing more of its workload from third-party shipping platforms, as well as the overbuilding of processing facilities as part of its widely criticized network overhaul under previous Postmaster General Louis DeJoy, who resigned in March four years into the ambitious plan. He noted that this ran counter to an anticipated reduction in future volume forecasts, suggesting that the agency instead invests in modernizing its last-mile capabilities.

Michael Plunkett, president and CEO of the Association for Postal Commerce, said during the hearing that the Postal Service has lost 28.2 percent of volume since 2015, yet total employment increased 2 percent in the same period.

The Postal Service has continued to be a massive money pit since the turnaround plan first took effect, with the agency failing to reach its breakeven goals in both 2023 and 2024. Last year, the USPS incurred a net loss of \$9.5 billion, with \$6.6 billion of that resulting from workers' compensation and unfunded liabilities for its retirement plans.

The USPS projects a net loss of \$6.9 billion in 2025.

One major commonality among the representatives at the hearing was a push against privatization of the agency. President Donald Trump flirted with the idea during his first administration, and had publicly mentioned it as a possibility ahead of his inauguration.

More recent commentary from the Commander-in-Chief indicated that the USPS would instead be merged with the Commerce Department, but no updates regarding the agency's structure have been unveiled since DeJoy's resignation.

Brian Renfroe, president of the National Association of Letter Carriers (NALC), the largest union representing USPS postal workers, said privatization puts the agency's ability to fulfill its universal service obligation at risk.

"A privatized model of the postal service would disproportionately affect those that live in rural areas, which in many cases are the people that that rely on us the most," Renfroe said during the hearing. "Private business—as it should—exists to make profit, so it's very natural they would be interested in delivering to locations where it's profitable, but not to locations where it's not profitable. That would likely be mostly rural areas."

Cochrane instead suggested that the Postal Service should further engage in public-private partnerships, particularly on

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the middle mile, where mail and packages are transported between processing facilities.

“Partnering with established private carriers...could significantly reduce cost, improve transit times and enhance overall network fluidity,” Cochrane said. “This would allow the Postal Service to focus on its core strength—universal access and last-mile delivery while benefiting from the optimized infrastructure and expertise of the private sector.”

Advocacy group calls for slowdown in stamp rate hikes

On Thursday, nonprofit advocacy group Keep US Posted urged Steiner to review and rescind the Delivering for America plan, citing the service changes, delivery delays and increase in consumer costs.

In a letter to Steiner, Keep US Posted executive director Kevin Yoder also criticized the agency’s expected rate increase on stamp prices on July 13. This rate hike would bump the current price of 73 cents up 6.8 percent to 78 cents, and be the first of five increases by 2027.

Yoder acknowledged the need for “prudent, strategic” price increases, but called out the six rate hikes under DeJoy as being the “exact opposite.”

Stamp prices are up 36 percent since early 2019 when they were 50 cents.

“If such escalations continue, the price of a single stamp could be \$1.19 by 2030,” Yoder remarked. “These increases are unnecessarily forcing out customers, and have put the Postal Service on a path to insolvency—destroying our nation’s ability to send and receive mail, and putting 8 million mailing industry employees out of a job.”

In the letter, Yoder asked Steiner to call on the USPS board of governors to freeze mailing rates until he assumes the role of Postmaster General.

“We believe it is counterproductive for another postage surge to take place immediately before you undertake leadership of the Postal Service, as it will deprive you of the ability to thoroughly assess, and potentially rectify, one of the most destructive policies in DeJoy’s Delivering for America plan,” said Yoder.

During the June hearing, Plunkett said the increased rates could reduce incentives for the agency to move mail to locations closer to the end consumer, thus clogging more upstream processing centers.

“There’s the real possibility of gridlock in the middle of July when those incentives are taken away, and all of a sudden, mailers just dump all of their mail at the point of origin,” Plunkett said.



AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR TWENTY FIFTH SCHOLARSHIP YEAR



Two (2) \$500.00 Scholarships will be awarded

- * The John Akey Memorial Scholarship
- * The Milwaukee Area Local Scholarship

RULES AND GUIDELINES

1. This scholarship application is offered to current graduating high school seniors.
2. The applicant must be a child, stepchild or legally adopted child of a current active member in good standing or of a deceased member of the Milwaukee Area Local.
3. The local's Recording Secretary will verify member's eligibility before any application will be considered for an award.
4. The scholarship recipient must attend an accredited college, university or vocational technical school of their choice leading to a two year or four year certificate or degree.
5. Winners must be accepted into an accredited school within 4 months of naming the winners.
6. When the recipient notifies the Milwaukee Area Local Treasurer that he/she will be accepted, the Treasurer will send (to the school's business office) a check in the school's name. The scholarship will be paid directly to the educational facility.
7. In the event that the student does not attend or drops out, any monies refunded must be returned to the Milwaukee Area Local.
8. Students can win the scholarship only once.
9. The application and the completed essay, must be received by **AUGUST 22, 2025** in order to be considered for an award.

The winners will be notified the week of **SEPTEMBER 19, 2025**.

Disputes concerning eligibility must be made to the scholarship committee and the decisions of the committee will be final.

Scholarship entries sent through the mail should be directed to the below address.
Please enclose the **completed application** along with the **required essay** to:

APWU Milwaukee Area Local
c/o John Miceli
417 N. 3rd St.
Milwaukee, WI 53203



AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

ESSAY INFORMATION:

The completed essay must be attached to:

1. A one-page cover sheet showing the student's name, address, phone number, name of graduating school and the name of the parent who is a union member. **Do NOT put your name on the essay.**
2. All applicants must submit an essay. This year the students will be required to write an essay that answers the following question;

**How has the APWU improved the lives of
Postal Workers and their families?**

3. Essays must be typed written and double spaced. Essays must be 500-700 words in length.
4. The Scholarships will be awarded primarily on the basis of the essay's worthiness, clarity, and originality.

OFFICIAL SCHOLARSHIP APPLICATION

APPLICANT INFORMATION:



Scholarship applicant's name: _____

Telephone # _____

Home Address: _____ City _____ State _____ Zip _____

I will graduate from _____ High School, located in _____ (city)
in _____ (month and year).

I will attend _____ (college, university or vocational school)
in _____ (city and state). I will be enrolled for the _____ (term)
of _____ (year).

Parent/Legal Guardian's Name _____

Signature of Student Applicant _____

MEETING NOTICE
Monday, 6:00 pm
July 21, 2025

Proud Postal Workers Union
The Hi-Lites
P.O. BOX 1995, Milwaukee, WI 53201-1995

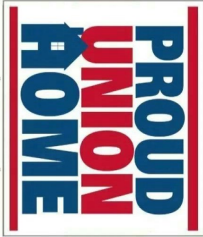
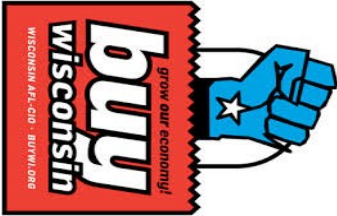
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2025 GMM Meetings

January 27 - 6pm
March 26 - 7pm
May 30 - 7am
July 21 - 6pm
September 24 - 7pm
November 21 - 7am

Time Dated



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