



Paul McKenna
President

The APWU recently announced that they have negotiated a monetary settlement stemming from the September 1, 2017 RI-399 tripartite agreement between the USPS, Mail Handlers and the APWU. The Postal Service agreed to a \$14.5 million payout to each of the unions in exchange for the withdrawal of most of the jurisdictional disputes between the three parties. As part of the settlement, both the APWU and the Mail Handlers can distribute their share in whatever way they chose.

According to National Clerk Craft Director Clint Burelson, the distribution of the award will be on an equal basis to the following categories of clerk craft employees.

- * All career clerk craft employees who were on the rolls as of September 1, 2017, in postal installations that employ both clerk craft employees and mail handlers; and

- * All PSE clerk craft employees who were on the rolls on September 1, 2017, in postal installations that employ both clerk craft employees and mail handlers and who are still on the rolls as of March 1, 2019.

The exact amount that each clerk will receive has not yet been determined. That National APWU is expecting that the payout will be to approximately 85,000 clerks and each of the employees who will receive the pay-

Hostile Working Conditions

"...our members are forced to work more than the 12/60 hr. OT limit."

out will receive somewhere around \$160.00 each. At this time, there is no timeframe established for when the payout will be made.

One of the most pressing issues we have been dealing with is the work climate we are all subject to. In my opinion, the stress is worse today in most offices than it has ever been in my career. It is caused by one major issue... STAFFING...or lack thereof. Because management has chosen to run short staffed, our members are forced to work more than the 12/60 hr. OT limit. They are required to work unsafe and not follow safety procedures, sexually harassed, work with no partner on the machines when a partner is required, and forced to work on holidays and off days, just to name a few. All of this going on day after day, week after week adds stress to our lives.

Now you add managers who don't care you're getting older and can't work as fast as they would like, don't care that your burnt out, threaten you with discipline, pick fights with you on the workroom floor and then use racial overtones as they walk away, and you have a toxic work place. That is what we are dealing with on a daily basis.

We have had numerous meetings with local managers over the treatment of our members by supervisors, the favoritism and the lack of respect from managers, and it seems to fall on deaf ears. We told them that things are so bad, that there is going to be fights on the

workroom floor. That happened twice in the past few months. It must change!

If management isn't willing to hold other managers accountable, we need to. We can no longer allow managers to bully us, to push us around, threaten us, talk down to us and show no respect. We must stand together as a union and start speaking up about what's happening on the workroom floor. When a manager talks down to us, when they make derogatory remarks towards us or our co-workers, we need to report it. You need to write a statement and talk to a union steward and file a grievance. We need to document every case when a supervisor threatens you, swears at you and tells you to work unsafely.

We can no longer have the attitude that nothing will change. We can't have an attitude that we are going to let the next guy report it. It is now all our responsibility and our duty as workers to protect each other, and to stand up for each other when it comes to management's lack of respect. It's time that we stop worrying about only yourself. It's time we stand tall and treat our co-workers with respect and let them know that we have each other's back.

The Milwaukee APWU is committed to make all our work places free of threats, harassment and bullying. We are willing to do our part, now we need you to do your part. Stand up for what's right!

We are family. We are UNION!

American Postal Workers Union, AFL-CIO

MEMORANDUM

From the Office of President Mark Dimondstein
(202) 842-4250 Office
(202) 842-4297 Fax

1300 L Street NW
Washington, DC 20005

March 1, 2019

To: All National, Local and State Officers

From: Mark Dimondstein, President *MD*
Clint Burelson, Clerk Craft Director *CB*

Subject: RI-399 Update on Monetary Payments

Sisters and Brothers,

The tripartite Memorandum of Understanding between the USPS, APWU and NMPHU regarding the processes and procedures of future RI 399 disputes as well as the withdrawal of most national level jurisdictional disputes was signed on June 26, 2018. The Postal Service agreed to a monetary settlement of \$14.5 million to each union in consideration of the withdrawal of the national level grievances. Each union has the authority to determine how the monies will be distributed.

In consultation and agreement with the Clerk Craft Director, it was determined to distribute the money on an equal basis to the following categories of clerk craft employees.

- 1) All career clerk craft employees who were on the rolls as of September 1, 2017 in postal installations that employ both clerk craft employees and mail handlers.
- 2) All non-career PSE clerk craft employees who were on the rolls as of September 1, 2017 in installations that employ both clerk craft employees and mail handlers and who are still on the rolls and in the clerk craft on March 1, 2019.

The exact monetary amount has yet to be determined as we are still in the process of gathering the accurate numbers. We expect somewhere in the neighborhood of 85,000 clerk craft employees will receive a payout of approximately \$160.00. Furthermore, we do not yet know when the payments will be made.

Updates will be provided once the details are finalized.

Please note that the APWU and NPMHU have decided on different methods of payment and of course the numbers will differ in light of the fact that the APWU has chosen to distribute the money to twice as many employees.

Please share this information as you deem appropriate.

Contract Negotiations Update: Management & Union Exchange Final Economic Proposals

APWU News 3/08/19

On March 7, 2019, the APWU and United States Postal Service negotiators exchanged their final economic proposals as both sides continue their preparation for interest arbitration. The APWU put forward proposals that reward postal workers for our hard work. The Union's proposals include:

- Solid annual pay raises,
- Two COLA increases every year,
- Adding top Steps to the lower career pay scale,
- Reduction of the non-career workforce and increasing the career workforce,
- Automatic PSE conversion to career after a set time of service,
- Increased company contributions to health insurance premiums,
- Raising the pay of PSEs.

The union had previously presented many proposals and continues to fight for these demands: work hour guarantees for PTFs; guaranteed weekly day off for PTFs and PSEs; elimination of all subcontracting, including continuation of moratorium of subcontracting of any existing MVS/PVS work; moratorium on plant closings; addressing the hostile work environment, including sexual harassment; elimination of management performing bargaining unit work in level 18 offices; and no mandatory overtime.

USPS economic proposals are nothing short of draconian and regressive. Their proposals include:

- No increase in pay rates – a freeze for current employees:
 - * One lump sum payment in lieu of the usual annual pay raise;
 - * Lump sum payments in lieu of COLAs.
- Decreasing the career workforce:
 - * Increasing the percentage of non-career employees to 25% in the clerk craft;
 - * Reintroduction of 10% PSEs into the maintenance workforce undoing the all-career maintenance craft;
 - * Reintroduction of 10% PSEs into the MVS Craft.
- Pay and benefits substantially cut for all future conversion to career and future hires:
 - * A converted PSE would take a pay cut of almost \$1.00 per hour and work into year three before getting back to the PSE rate.
- Current career employees with less than six years seniority must work 15 years to gain “no lay-off” protection.
- Elimination of no lay-off provision for all future workers.

USPS management also had made numerous regressive proposals including: Universal PSE Clerk with no restrictions on working the window, PSEs allowed to work in Level 18 offices and then replace career jobs; replace career PTFs with non-career PSEs; eliminate the 50-mile limit on excessing employees; subcontract custodial work under conditions of unforeseen long-term absences; eliminate penalty pay; eliminate all existing Local Memos; eliminate any on-the-clock steward union time to represent employees.

Chief Spokesperson for the APWU, Industrial Relations Director Vance Zimmerman, told the Postal Service negotiators “This is blatant disrespect for postal workers. They provide a valuable service to their country. This is not even close to respecting the value of the service we give. I could go on and on but I will just say I find this insulting.”

President Mark Dimondstein said, “There are clearly two sides in this fight and the battle lines have been drawn in our efforts to obtain a contract that honors and respects postal workers. The USPS proposals reek of contempt for the workforce. APWU members will fight for what we deserve in the interest arbitration process as we continue ‘Fighting Today for a Better Tomorrow.’”



John Miceli
Treasurer

You've worked hard to accumulate your retirement savings. But if you die tomorrow, do you know who would receive the money in your TSP account? The law is clear about who is initially entitled to the funds, but it also gives you the option to tell us if you want your account paid out differently.

Most TSP participants take no action, allowing for the money to be paid to certain family members according to the statutory order of precedence. In the event of your death, your TSP account would be paid as follows:

1. To your spouse
2. If none, to your child or children equally, with the share due any deceased child divided equally among that child's descendants
3. If none, to your parents equally or to your surviving parent
4. If none, to the appointed executor or administrator of your estate
5. If none, to your next of kin who is entitled to your estate under the laws of the state in which you resided at the time of your death

If this order is appropriate for your situation, you do not need to take any action.

If you want your TSP account distributed in some other way, you should submit a Form TSP-3, Designation of

Who's Your Beneficiary ?

"TSP.GOV"

Beneficiary. With the Designation of Beneficiary, you can designate one or more persons, a corporation, trust, legal entity, or your estate to receive your TSP account in the event of your death. It's important to know that the TSP will not honor neither a will nor a prenuptial agreement.

The easiest way to fill out the Designation of Beneficiary form is to use the online "wizard," which you'll find by logging into My Account. The wizard will prompt you to complete the necessary information and when you're finished, it will generate a prefilled Designation of Beneficiary form for you to print. You can also download the form from our website and complete it manually. Whether you use the wizard or complete a Designation of Beneficiary form without it, sign each page of the form and have a witness sign each page. Submit the completed and signed form to the TSP directly (not to your agency or service).

If you don't remember whether you've submitted a Form TSP-3, or you're not sure who you named as your beneficiaries, there are several ways to check. Look at your most recent annual statement, check the online wizard, or call the ThriftLine at 1-877968-3778. Even if you're certain your designated beneficiaries are current, check them periodically. Life is full of changes, so it's important to review your beneficiary designations to make sure that

your TSP account will be awarded according to your wishes in the event of your death. You should also know that if you currently have a Form TSP-3 on file with us, we will continue to consider it valid unless you send us a new form requesting that we cancel or change it. This means that if you designated a spouse as your beneficiary on a Designation of Beneficiary form and later you and your spouse separated or divorced, that spouse would still receive your money unless you later submitted a new, revised form. This would be true even if that spouse had given up all rights to your account.

Remember, if you are fine with the statutory order of precedence, you don't need to do anything. But occasionally review your family situation to see if a Designation of Beneficiary becomes necessary. And if you currently have a designation on file, be sure to periodically check your beneficiaries to see if you need to make any changes.

Want to have the ability to reset your password online? Validating your email address or your mobile phone number is a good way to make sure the online password reset process goes smoothly when you need to use it. You can speak to a representative or log into My Account at tsp.gov to validate today and start using online password reset. If you haven't added an email or phone number to your account, consider adding and validating the information today.



Jim Arneson
Maintenance Director

Recently the issue of Union brothers and sisters not filling out their Preferred Assignment Register forms and also not understanding how the filling of vacancies in the Maintenance Craft works has lead to a few of them not getting jobs they wanted. I know for most of you this is going to be a refresher of how it works in Maintenance but for some this, I hope, will clear up some misconceptions.

In the Maintenance Craft, when a vacancy occurs, the service has 30 days to post the position via Posting of the Notice of Intent (NOI). If you are in training or on sick leave, this NOI shall be sent to you. If you are on Annual leave then prior to going on Annual leave you must request that any NOI be sent you.

If you are on Leave With Out Pay (LWOP) then it depends on why the LWOP is being taken. If the LWOP is being taken in lieu of sick leave then the Service has to send you the NOI. If you are taking LWOP in lieu of Annual leave then you must request the NOI be mailed to you. These requests shall be in writing and with your mailing address included in the request.

The NOI shall remain up for a period of 7 calendar days. Note the Closing

Preferred Assignment Form

"...the service has 30 days to post the position via Posting of the Notice of Intent (NOI)."

date and time on the NOI posting. During this time you can update your Preferred Assignment form (aka "Dream Sheet"). Also you can update the PAR form at anytime a year. Up to 3 times and a free one in January. You can also update your PAR form when you are promoted. When you fill out the PAR form, you rank in numerical order your most preferred positions.

So for instance, my most desired position is Saturday/Sunday on Tour 2 at the Main Plant. I would put a 1 in the box next to that. Sunday/Monday on Tour 2 at the Main Plant is my second most desired position, I would put down a 2 in the box besides that one. Friday/Saturday Tour 2 at the Main Plant is my next desired position, I would mark a 3 in the box besides that. I would do this for all the positions I desire, any position I do not desire, I would leave the box blank. After I finished filling out my PAR form I would sign and date all the pages. Then take it to your supervisor and they would sign and date all the pages. Make sure you get a copy of it for you records.

The supervisor would then turn in your original form to MMOS Mark Engelbart. After the 7 calendar days have past the NOI posting is considered closed and any PAR forms turned in after will not be considered for that posting.

After the NOI is closed, the service has 8 calendar days to fill the posi-

tion(s). Here is where there is some misconception of how the process works.

In the Maintenance Craft, numerous positions can be filled with one NOI as employees move into more desired positions and employees are promoted. So its not just the position that you see on the NOI that can be affected. I will give you an example of this. Dan retires and his position ET10 Sun/Mon Tour 2 at the Main Plant is posted to be filled. Seven days past and the ABID system goes through the inputed PAR forms and sees who is the most senior employee that desired the position. In this case it is Jeff, he is put into the Sun/ Mon positions. His position of ET10 Fri/Sat Tour 2 at the Main Plant, is now vacant. The ABID system then sees who is the senior employee that desires that position. Ann is the most senior employee so ABID moves her into the Fri/Sat position. Her position was ET10 Tue/Wed tour 3 at the MMPA (Annex). Now her position of ET10 Tue/Wed tour 3 at the Annex, is vacant.

But in this case no employee in the occupational group and level wanted it. In most cases this position will now be filled by the ABID system from the Promotion Eligibility Register. Important Note here, when you become eligible for a promotion to a higher level position make sure you fill out a Promotion Rejection form. This is the opposite of the PAR.

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With the Promotion Rejection Form you mark the box(es) for the positions you do **NOT** want. Again sign date and have your supervisor sign and date your form, get a copy and they will turn in the original to MMOS Engelbart. So lets say ABID sees that Scott, an MPE9 on tour 2 Mon/Tue at the Main Plant, did not check the box for the ET10 Tue/Wed tour 3 position at the MMPA. The ABID System would put him into this position and the ABID would then see which senior MPE9 desired Scott's old position. That employee would move into the Mon/Tue Tour 2 at the Main Plant Position. This musical chairs would continue until the last MPE9 position that was vacated during the moves was not desired by any MPE9's. Another promotion could occur or if no one wanted the position it would then move further on in the filling process.

It is a fairly simple system but with a lot of the process being automatic, it can seem confusing until you see it in action a couple dozen times. This is a reason I like to call the PAR form a "Dream Sheet", I do not know what position could open up through the filling process but I dream that it will be one that I desire more then the position that I currently hold.

(The names and positions mentioned in the Article are all fictional)

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APWU Steward Training Class

Wednesday, May 15th 10am-2pm
APWU Hall
417 N. 3rd St.

Learn about the duties and responsibilities of being a Steward.
If interested in attending, contact the APWU at 414 273-7838 no later than May 14th.
ALL members are encouraged to get involved in their union!
Lunch and Beverages Provided
Pay Parking Available at 3rd St. and St. Paul Ave.

It "Pays" to Attend Meetings

*TOMMY WESTBROOK POSES WITH PRESIDENT
PAUL MCKENNA AND HIS WINNING TICKET*

*TOMMY WON \$500.00 AFTER HIS NAME WAS
DRAWN DURING THE ATTENDANCE
PRIZE RAFFLE.*





Chris Czubakowski
North Sectional Director

Restoring Balance To Wisconsin Means Restoring Balance To Our Supreme Court

*"Please consider casting a vote for
Judge Lisa Neubauer on April 2nd, 2019."*

Like many Wisconsinites not named Robin Vos, Scott Fitzgerald or Diane Hendricks, Union members statewide are fired up and ready to restore a balance a balance of power in Wisconsin that favors the middle class. However, in order to achieve this goal and recover from a decade of GOP power grabs, relentless attacks on workers and unconstitutional gerrymandering we must first win the Wisconsin Supreme Court this April.

The two candidates running for the Wisconsin Supreme Court in the April election are Judge Lisa Neubauer and Judge Brian Hagedorn. Judge Neubauer is generally accepted as a middle of the road jurist and not somebody who's been out there on the extreme side of issues or politics. This stands in stark contrast to Hagedorn who has a well-documented political and partisan history." Neubauer is also widely regarded as a common-sense candidate who is not beholden to corporate donors and out of state interests. She has lamented money in Supreme Court races and has even went as far to ask that outside special interest groups stay out of the election.

Scott Walker appointed Judge Hagedorn to the District 2 Court in 2015 after serving as Walker's Chief

Counsel for five years. Hagedorn was instrumental in voraciously implementing and defending Act 10, the curtailment of worker's rights, and the GOP gerrymandering in state and federal courts. Hagedorn recently said he won't guarantee he would step down from future cases about Act 10, the 2011 law that reduced the power of public-sector labor unions, even though he had a role in drafting it. Think about that for a minute.

In contrast, Neubauer, along with 54 retired state judges have not only taken issue with Hagedorn signaling his non recusal position but also the larger rule that allows him to even do this. The state's current rule, literally written by conservative special interest groups, holds that each individual justice gets to decide if he or she can be impartial, regardless of how their campaigns were funded or any other circumstances. In other words, the fix is in!

Hagedorn's also founded The Augustine Academy, a school that openly discriminates based on sexual orientation and non-sexual conduct. The Academy bars teachers, students and parents from being in gay relationships. Students can even

get kicked out for their parents' actions that the school deems "immoral". He is against same sex marriage, deemed the NAACP as a disgrace to America and has equated homosexuality with bestiality and equated equal opportunity and affirmative action to slavery. His positions are considered so extreme that even the Wisconsin Realtors revoked an earlier endorsement and asked a return of their donation.

The Executive Board of the APWU Milwaukee Area Local has gone on record endorsing Judge Lisa Neubauer in the election for Wisconsin Supreme Court Justice which will be held on April 2nd, 2019. If union endorsed candidates for the Wisconsin Supreme Court win the next two Supreme Court elections, the court will end up with a 4-3 union friendly edge. Undoubtedly, there will be many important cases that will arise in and after 2020. A progressive court would not only act as a check on the GOP lame duck power grab but will also ensure fair and balanced redistricting takes place in order to validate the vote of every Wisconsinite.

If Judge Neubauer wins in April, the labor movement will also be in great

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shape heading into the 2020 Wisconsin Supreme Court election. This election falls on the same date as Wisconsin's presidential primary, the very same high Democratic turnout primary that the gerrymandered and power-hungry Republicans tried to unsuccessfully remove in the recent lame duck session.

APWU brothers and sisters, the bottom line is that the next two Supreme Court races will determine the philosophy that upholds or invalidates the laws of our state for the next 10 years.

- Will we continue on with a court that is nothing more than a rubber stamp for the corporate agenda (and hostile to the labor movement) or replace it with a new court majority that will place working people and the public good before their profits?
- Will we continue on with a court that upholds a rigged system of extreme gerrymandering or replace it with a court that will reinstitute a true representational democracy within our state?

Only time will tell but we must do our part!

Please consider casting a vote for Judge Lisa Neubauer on April 2nd, 2019.

* * *

Restoring Balance

Judge Lisa
Neubauer
for Justice

VOTE APRIL 2nd





Greg Becker
South Sectional Director

Whenever the U.S.P.S. makes a demand for money for any reason, this is called an Employer Claim. As an employee of the U.S.P.S. we may be liable to pay back money owed to our employer for any reason. Management can make a "Claim" when a Sales and Service Associate (Window Clerk) is "out of tolerance" on the window, or if an error is allegedly made when calculating negotiated benefits, or if the U.S.P.S./O.W.C.P. makes a "Claim" that the Clerk owes the Continuation of Pay benefit. In accordance with Article 28, management has the right to make an Employer Claim.

Some Clerks will receive an invoice from Eagan, Minnesota when the Clerk requests Annual Leave re-credited when management has transacted A/L instead of LWOP (for FMLA, military, etc.). You have the choice to pay this invoice or leave things as they are. In this example, you requested this action which resulted in an invoice being sent to you and you have the option to pay this invoice or not. Sometimes, you may receive an invoice from the U.S.P.S. payroll and have no idea why you received this document. You can ask your supervisor to find out why you were sent an invoice. Regardless of the reason, a good rule of thumb is that if you didn't request the action

What Is An Employer Claim?

"Always request a Steward to ensure that your rights are protected..."

which triggered the invoice, the union recommends that you make sure the contract is followed. If management demands payment, request a Steward as soon as possible. The invoice itself may not have the information required in accordance with Article 28 of the National Agreement.

Article 28 states, "In advance of any money demand upon an employee for any reason, the employee must be informed in writing and the demand must include the reasons there for." Management must issue a "Letter of Demand" with the determination of existence, nature, and amount of debt. Furthermore, your appeal rights should be included. Management has a right to issue a Letter of Demand, and Clerks have the right to challenge the merits. Always request a Steward to ensure that your rights are protected in accordance with Article 28 and the Handbooks and Manuals. Sometimes after a full investigation, it is found that you do owe the money. The contract states that, "No more than 15 % of an employee's disposable pay or 20% of the employee's biweekly gross pay whichever is lower, may be deducted each pay period to satisfy a postal debt, unless the parties agree, in writing, to a different amount." No money can be collected until the grievance and /or petition has been filed pursuant to the Debt Collection Act has been exhausted of contractual and / or administrative remedies.

NEVER IGNORE A LETTER OF DEMAND! A Letter of Demand that is ignored is a debt that must be paid.

Clerks who are Sales and Service Associates are especially vulnerable to receiving a Letter of Demand unless the Clerk "exercises reasonable care in the performance of his/her duties. What does that mean? Management is responsible for adequate security, an established procedure for cashing checks, and giving audits every 4 months. Clerks should keep a record of poor financial practices at your Post Office. Always Lock your drawer, never let anyone work out of your drawer, put your "RSS" in standby when away, stay within tolerance, and check your key envelope to insure that it has not been tampered with. Taking these precautions should help prevent a Letter of Demand.

I have grieved instances where management took leave right out of a Clerks Annual leave balance to collect an alleged debt, or issued a Letter of Demand for miscalculation of leave 25 years ago. Always check your paycheck to see if your leave/pay adds up, and question any invoices sent to you. Failure to grieve or file a petition pursuant with the Debt Collection Act could cause you to owe money that may not be contractually owed. Always request a Steward. If you work in the South Sectional A.O.'s I can be reached at (414) 530-3449.



**Jeff Worden
Vice President**

On April 1st, I will end my term as Vice President and start my term as the North Sectional Director of the APWU Milwaukee Area Local. Prior to my Vice President, I was the Director of the West Sectional Offices for 12 years.

One of the things (I have done in the past) and would like to do is work with our union brothers and sisters from the other postal unions; NALC (National Association of Letter Carriers), Rural Letter Carriers union.

At times I have actually received calls from union Stewards/Offices from the various Carrier Unions to make me aware that management was attempting to make the letters carriers to perform more duties (than they already have) and that those duties were CLERK CRAFT DUTIES!

Fact is, the clerk craft duties at the Associated Offices are the same as the Clerk Craft Duties at the Main Plant...for CLERK CRAFT EMPLOYEES ONLY!

The APWU has also worked in cooperation with the NALC on Informational Pickets, Labor Day Marches/Parades...etc.

It's Time To Go North

"I just want to say that it has been enjoyable (even though it was only 2-years) to serve YOU the members as your Vice President. "

At the April 1st Executive Board Meeting the President will appoint members who are interested in being on the following Standing Committees for the Milwaukee Area Local;

BUDGET,
ENTERTAINMENT,
SAFETY & HEALTH,
PARKING, BUILDING,
LEGISLATIVE,
CONSTITUTION,
HUMAN RELATIONS,
EMPLOYEES ACTIVITIES,
SAFETY & ERGONOMICS,
ORGANIZATION,
SCHOLARSHIP.

If you are interested in being on one, two or more of these committees just submit a letter of interest and give that letter to any Executive Board member or mail that letter to:

APWU
P.O. Box 1995
Milwaukee, WI, 53201-1995.

Make sure your letter is at the union hall prior to the April 1st Executive Board Meeting so it can be read at this meeting.

In closing, I just want to say that it has been enjoyable (even though it was only 2-years) to serve YOU the members as your Vice President.

Starting on April 1st I will be handling grievances from throughout the North Sectional Offices. Of course, from time to time I will be handling grievances from the Downtown Main Milwaukee Plant.

If you have any questions you can call me at (414) 530-7186.

Take Care.



USPS Realized Just 5 Percent of Projected Savings From Slowing Mail Delivery

by Eric Katz, Government Executive

The U.S. Postal Service realized just 5 percent of the savings it projected over a two-year period from a controversial decision to slow mail delivery to enable facility closures, according to a new audit.

Postal management told its regulatory body it would save \$1.6 billion in fiscal years 2016 and 2017 by eliminating overnight delivery of regular, first-class mail and pushing back some of its two-day delivery to a three-day window, but the mailing agency's inspector general found it did not even come close to reaching that estimate. USPS instead saw about \$90 million in savings, about one-twentieth of its estimate.

USPS implemented the service changes as part of its network rationalization plan, which it unveiled in 2011. A precipitous decline in mail volume required the agency to shrink its footprint, postal management said. In the first phase of its changes, the Postal Service shuttered 141 processing facilities. As part of the second phase, which began in 2015, the agency said it would slow its delivery standards and consolidate another 82 plants. As USPS pushed for more comprehensive legislative reform, it never fully implemented the second phase of closures, but still fully shuttered 17 facilities and partially consolidated 21 more.

The Postal Service projected the bulk of its savings—about \$1.3 billion—would come from productivity gains in mail processing. USPS later told the IG it only saved \$200 million, but the auditors could not identify any savings at all. In fact, the IG said the Postal Service's mail processing costs have actually increased by \$153 million since the service changes went into place. Mail processing productivity, as measured by pieces of mail processed per hour, dropped by 14 percent since delivery was slowed.

USPS saved just \$15 million from moving employees' shifts from nighttime hours to the daytime, as it could issue less premium pay, but that was \$50 million less than the agency's projection. Additionally, overtime costs grew by \$68.4 million, a 9 percent increase.

Postal management separately estimated it would save \$268 million on transportation costs after implementing its network and delivery changes, but the IG found those expenses actually grew by more than \$1 billion. USPS expected to avoid \$430 million in future costs, but auditors found the agency realized slightly more than half of that total.

The Postal Service said its data was skewed by mail volume continuing to decline as it was implementing the changes, and the IG encouraged the agency to better track the data. Robert Cintron, USPS vice president for network operations, insisted, however, that the IG's findings were off base because the "changing business environment" made isolating the savings from service changes impossible. He added that it would take the Postal Service years to realize the savings it projected. Still, the IG bluntly stated postal managers should not count on ever seeing the cost rollbacks they had expected.

"Management said they remain optimistic they will achieve the full savings," the IG said. "However, we concluded that it is unlikely the Postal Service will ever achieve the projected annual \$805.5 million [Operational Window Change] savings."

The Postal Service's network rationalization plan was met with significant pushback, including bipartisan efforts to block further consolidations. The recently sworn-in chairman of the USPS board of governors has promised to take a fresh look at delivery frequency and standards. A Senate bill with bipartisan backing would call for a third-party evaluation of further processing plant consolidations.

Bipartisan Resolution Opposing Privatization of the United States Postal Service Introduced

WASHINGTON – On 3/7/19, U.S. Senators Jerry Moran (R-Kan.) and Gary Peters (D-Mich.) today led 23 of their Senate colleagues in reintroducing a bipartisan resolution opposing privatization of the United States Postal Service (USPS). The resolution notes that the USPS is a self-sustaining establishment and that potential privatization would result in higher prices and reduced services for USPS customers, especially in rural communities.

“The U.S. Postal Service has a significant history in Kansas dating back to the Pony Express, and it continues to play a vital role in the American economy – especially in Kansas’ rural communities,” said Sen. Moran. “In order to provide certainty for rural America and to protect taxpayers, Congress must continue to assert itself and push back on any proposals to privatize the USPS, which threaten its future and the well-being of the communities the Postal Service serves. I will continue working with my colleagues to fight for our rural communities and the future of the USPS.”

“Since 1775, the United States Postal Service and its dedicated employees – including over 100,000 of our nation’s veterans – have performed an essential government service, maintaining an affordable and universal network that connects households and businesses in rural, suburban and urban communities,” said Sen. Peters. “Congress should take all appropriate measures to prevent privatization and ensure the Postal Service remains a strong institution that will serve the American people for generations to come.”

The USPS is a self-supporting, independent entity that relies on revenue derived from the sale of postal products and services, not on taxpayer dollars. The USPS employs over half a million Americans, including over 105,000 military veterans, who provide postal services to more than 157 million residential and business customers. The USPS serves as the center of the \$1.4 trillion mailing industry, which employs 7.5 million people in the United States.

This resolution is cosponsored by U.S. Senators Tom Carper (D-Del.), Lisa Murkowski (R-Alaska), Tina Smith (D-Minn.), Susan Collins (R-Maine), Doug Jones (D-Ala.), Dan Sullivan (R-Alaska), Bernie Sanders (I-Vt.), Roy Blunt (R-Mo.), Sheldon Whitehouse (D-R.I.), Pat Roberts (R-Kan.), Angus King (I-Maine), Chris Van Hollen (D-Md.), Kamala Harris (D-Calif.), Tom Udall (D-N.M.), Jack Reed (D-R.I.), Tammy Baldwin (D-Wis.), Jeanne Shaheen (D-N.H.), Tammy Duckworth (D-Ill.), Kyrsten Sinema (D-Ariz.), Tim Kaine (D-Va.) and Jon Tester (D-Mont.), Jacky Rosen (D-Nev.) and Maggie Hassan (D-N.H.).

The measure is also supported by the National Association of Letter Carriers, the American Postal Workers Union, the National Rural Letter Carriers Association, the National Association of Postal Supervisors, the United Postmasters and Managers of America, and the Coalition for a 21st Century Postal Service.

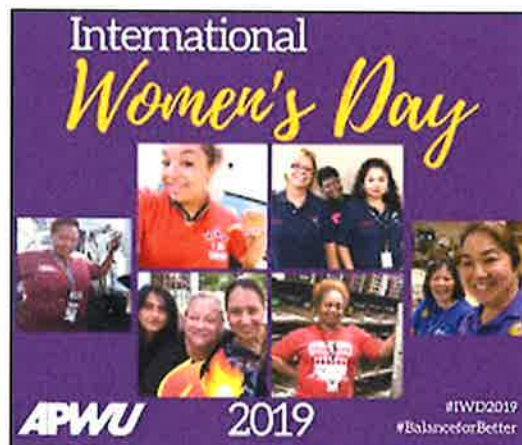


Honoring Women's History

The National Executive Board Adopt Proclamation to Honor the Women of the APWU

On Feb. 15, 2019, the APWU National Executive Board adopted a proclamation honoring women of the APWU throughout March, in celebration of Women's History Month. The proclamation read:

- Whereas, the great contributions of American women in shaping our nation are observed in March, during Women's History Month
- Whereas, March 8th is International Working Women's Day celebrated the world over
- Whereas, women of every race and ethnic background have been in the forefront of every major progressive movement for social change
- Whereas, women have played and continue to play a key role in the labor movement
- Whereas, women have played a unique and powerful role in the American Postal Workers Union, therefore be it Resolved, we encourage all locals and state organizations to pay tribute to women during Women's History Month for the contributions they have made in our continuing struggle, and be it further Resolved, we encourage all locals/states to organize and participate in International Working Women's Day events.



**International Working Women's Day:
Here's to strong women: may we know them,
may we be them, may we raise them!
APWU Women are Keeping Up the Fight!**