



The Hi-Lites



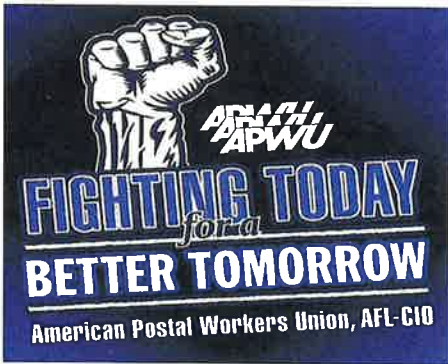
The official publication of Milwaukee, WI Area Local APWU, AFL-CIO

(Proud Postal Press Association National Awards Winner)

MARCH 2020

Volume 42 Issue 3

WE HAVE A CONTRACT



See Pages 20 - 23
For All The Details

The big news is in - 200,000 postal workers represented by the APWU have a new union contract!

Neutral Arbitrator and Interest Arbitration Panel Chair Stephen Goldberg issued his binding decision on the terms of the new union contract between the American Postal Workers Union and the United States Postal Service.

Milwaukee Wisconsin Area Local

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



**Paul McKenna
President**

At the time of writing my March article for the Hi-Lites, the Coronavirus (COVID-19) is just starting to take hold in the United States. As I read articles in the paper today, more and more meetings, classes and larger gatherings are being cancelled do the virus. I'm sure that by the time this reaches you, it will be much, much worse.

The APWU on a National and Local level have and continue to be monitoring this on a daily basis to make sure that the Postal Service is doing everything they need to do to protect their workers from this virus.

They have already had many stand up talks to all of their employees reminding them to do what needs to be done to stop the spread of the Coronavirus. But ultimately its up to each of us to do what is necessary to take all the precautions we can to stop the spread of the virus to our coworkers and family and friends.

We all need to take this seriously and follow the guidelines from the Center of Decease Control (CDC). One of the biggest things we need to do is to wash our hands regularly with soap and water for at least 20 seconds. While at work, do it at least every time you go on break and lunch. Cover your mouth when you sneeze or cough, and most importantly, stay home if you feel sick.

Coronavirus Precautions

"We all need to take this seriously and follow the guidelines..."

Below are some simple guidelines from the CDC that must be followed in order to stop the spread of any virus.

- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth.
- Stay home when you are sick.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash.
- Clean and disinfect frequently touched objects and surfaces using a regular household cleaning spray or wipe.
- Follow CDC's recommendations for using a facemask.
- CDC does not recommend that people who are well wear a facemask to protect themselves from respiratory diseases, including COVID-19.

Facemasks should be used by people who show symptoms of COVID-19 to help prevent the spread of the disease to others. The use of facemasks is also crucial for health workers and people who are taking care of someone in close settings (at home or in a health care facility). Wash your hands often with soap and water for at least 20 seconds, especially after going to the bathroom; before eating; and after blowing your nose, coughing, or sneezing.

If soap and water are not readily available, use an alcohol-based hand sanitizer with at least 60% alcohol. Always wash hands with soap and water if hands are visibly dirty.

- For information about handwashing, see CDC's Handwashing website.
- For information specific to healthcare, see CDC's Hand Hygiene in Healthcare Settings.

These are everyday habits that can help prevent the spread of several viruses. CDC does have specific guidance for travelers.

COVID 19 CORONAVIRUS DISEASE 2019 (COVID-19)

SYMPTOMS OF CORONAVIRUS DISEASE

Patients with COVID-19 have reportedly had mild to severe respiratory illness. Symptoms can include

- Fever
- Cough
- Shortness of breath

* Symptoms may appear 2-14 days after exposure. If you have been in China within the past 2 weeks and develop symptoms, call your doctor.

www.cdc.gov/COVID19

Information For APWU Members On Coronavirus Disease 2019 (COVID-19)

APWU News

On February 26, 2020, your APWU Regional Safety Representatives met with the Regional Coordinators, Article 14 Officers, and the Industrial Relations Director. During this meeting COVID-19 was discussed extensively.

Your representatives have held ongoing conversations with the Postal Service about COVID-19. We will continue to be in discussions with the Service as the spread of the disease widens around the world and new information is learned. The APWU cares about your health and safety and is engaged on this issue.

We are not allowing the Postal Service to take a passive approach to the risks of the disease.

The most recent information on the COVID-19 virus can be found on the CDC (Centers for Disease Control) website at <https://www.cdc.gov/coronavirus/2019-nCoV/index.html>. There are multiple webpages that discuss the spread, symptoms, and other information on COVID-19.

One of most frequently asked questions received at APWU is in regards to the survivability of COVID-19 on packages coming from areas with wide spread infection.

The CDC FAQ page at: <https://www.cdc.gov/coronavirus/2019-ncov/faq.html> says:

Q: Am I at risk for COVID-19 from a package or products shipping from China?

A: There is still a lot that is unknown about the newly emerged COVID-19 and how it spreads.

Two other coronaviruses have emerged previously to cause severe illness in people (MERS-CoV and SARS-CoV). The virus that causes COVID-19 is more genetically related to SARS-CoV than MERS-CoV, but both are betacoronaviruses with their origins in bats.

While we don't know for sure that this virus will behave the same way as SARS-CoV and MERS-CoV, we can use the information gained from both of these earlier coronaviruses to guide us.

In general, because of poor survivability of these coronaviruses on surfaces, there is likely very low risk of spread from products or packaging that are shipped over a period of days or weeks at ambient temperatures. Coronaviruses are generally thought to be spread most often by respiratory droplets.

Currently there is no evidence to support transmission of COVID-19 associated with imported goods and there have not been any cases of COVID-19 in the United States associated with imported goods.

Information will be provided on the Coronavirus Disease 2019 (COVID-19) website as it becomes available.

According to the CDC recommendations the spread of COVID-19 can be slowed by frequent hand washing, using hand sanitizer of at least 60% alcohol, and staying home from work or activities when you are sick.

As more information becomes available, we will post updates on the website and through our other communication channels.



Mark Ferrari
Local Business Agent
& Health Plan Rep.

Sally gets up for work in the morning. She drives to work and parks in the employee parking lot at the postal facility she works at. She wears her uniform to work and is appreciative that the APWU has negotiated that she be given a uniform allowance to help with the cost. This is nice because at the job she held prior to being hired by the USPS she had to purchase her own work clothes and pay the full cost.

Sally completes her 8 hour day at work. She is grateful that she is guaranteed 8 hours of work and 40 hours per week thanks to the union contract. Her friends and family are surprised to hear that she gets a guarantee like that as they have never heard of such a rule. She tells them her union negotiated it.

Some of Sally's co-workers mention that a pay raise for all employees is coming soon. Sally is glad that she doesn't have to beg her boss for a raise as she had to do at her previous employer. She remembers her former employer constantly promising she would get a raise but never receiving one. She knows that the contract between APWU and management has provided her a pay raise, a step increase and even COLAs over the years. All guaranteed under the contract. Thanks to her union negotiated salary, she has also been able to buy a home, make her car payments and

help put her son through college.

Sally signed the quarterly overtime desired list and noticed she is on the overtime call to work her scheduled day off. The union negotiated a fair rotation for the employees to work overtime and it is her turn. At her previous employer, people would be called randomly for overtime based on who the boss liked or didn't like.

Sally works her overtime the next day and appreciates the fact that it is at 150%. At her previous employer, she wouldn't get overtime pay until she went over 40 hours for the week. She knows and appreciates that the union has negotiated that career postal employees get 150% or even 200% of her base rate depending on when she works the overtime.

It's time to make annual leave picks for next year. Sally makes her picks with the other employees based on seniority. Sally and the employees appreciate how the union negotiated that there is a guaranteed number of employees allowed off on annual leave on any given day of the year.

They also like how the annual leave picks are done fairly and not awarded by management based on who they like or don't like. Sally gets her annual leave slip back approved and she makes plans knowing she will have the time off thanks to the union negotiated rules.

The USPS decides it must reduce the staffing in the facility where Sally works. However, unlike most

Sally Knows Best

"See attached flyer advertising the next Stewards Training Class in May..."

companies, Sally and her co-workers know that thanks to the union negotiated contract, as a career employee she cannot be laid off. Her friends and family can't believe she gets this guarantee as they have never heard of any employer with such a rule. Not having to worry about being laid off is a huge relief for Sally as she had been laid off at a previous employer and had problems making ends meet while unemployed. Sally knows she now will still be able to make her house payment, pay her bills and provide for her family with no worries thanks to the union.

Sally notices that there is additional money for an adjustment on her paycheck. She hears that the union settled a grievance over management violating the contract. She is glad the union is there to help protect the worker's rights and appreciates the additional money that she will use on her vacation. She never had to call the union much over the years but is grateful for the time the union steward filed a grievance for her when management attempted to discipline her for something that was not her fault. She knows that thanks to the union the discipline was rescinded.

The job bids are posted and there is a job that Sally wants where the schedule is better for her and her family. She appreciates that the awarding of the jobs will be based on either seniority or qualifications that the union helped negotiate and not awarded to whoever the boss likes or to the biggest butt kisser. She knows that the union will make sure the jobs are awarded fairly in accordance with the

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contract.

Years go by and Sally has had a long career at the post office and decides it is time to retire. She is grateful that she gets a retirement package that allows her to retire comfortably. She knows that some forces (including many in Congress) think that postal workers get too much in regards to employee pay, benefits and retirement. Thankfully, the union has successfully fought against those forces over the years. Sally can retire knowing she has financial security in large part because the union believes workers should have a decent retirement.

Sally knows that thanks to the union she has all of the previously mentioned pay and benefits in addition to many other things postal employees enjoy and sometimes take for granted. She understands that the union has fought and won these things for her and which she is grateful for.

Special thanks to the overwhelming majority of Clerks, Maintenance and Motor Vehicle Services employees who belong to the APWU. Your membership is greatly appreciated by ALL!

See attached flyer advertising the next Stewards Training Class on May 20th. Chris Czubakowski and Larry Brown jr. will be teaching this years class. If you know of any members who have good attendance, good communication skills and a willingness to learn, please let them know. The local needs good young people to get involved.

APWU Stewards Training

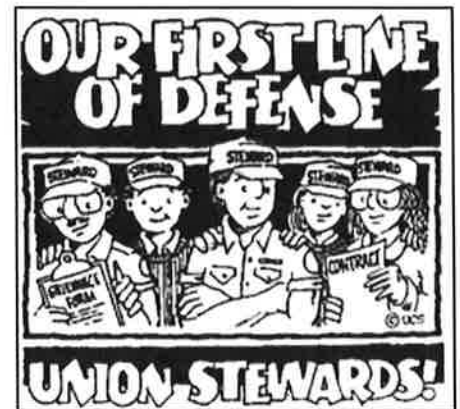
Wednesday, May 20th

10am-2:30pm

APWU Union Hall

417 N. 3rd St.

Milwaukee



APWU Members Only

- Please notify the local prior to May 1st if you wish to attend.
414-273-7838
- Pay parking available on northeast corner of 3rd and St. Paul.
- Meter parking on 3rd street in front of Union Hall.

Food & Beverages Provided





Greg Becker
South Sectional Director

This, the third in a series of articles, outlines challenges that face USPS employees. As a 25-year steward and officer in our local, I have seen a thing or two about how external forces and trends affect our Union and our jobs. As I am getting older (wiser?), I have some questions/concerns about the future of the USPS and how it will affect our Union. I do not have a crystal ball, but this is one of the factors which must be considered that may affect our Union jobs in the future.

TECHNOLOGY

This is a big unknown. According to the APWU POSTAL WORKER, Chief Operating Officer (COO) David Williams, head of postal operations and second in command to the Postmaster General during contract negotiations openly talked about replacing workers with automation and technology, including utilizing a fake "avatar" instead of a real person at post offices. Williams also mentioned that the USPS was investing in automated guided vehicles to replace what is commonly referred to as "tuggers."

We have seen over the last 30 years how machines with 3 and 4 letter acronyms have replaced the LSM machines and manual cases. These machines get more and more capable every year, able to perform the duties of many USPS employees. Comput-

Will We Fight To Protect Our Union Jobs In The Future

"Part 3 - TECHNOLOGY"

er technology is advancing at a rapid rate. A Chinese computer expert educated in the United States, Kai Fu Lee has made a prediction that AI (Artificial Intelligence computer technology) will impact 50% of jobs within the next 15 years.

Driverless car and truck technology is being tested as we speak, in fact, driverless trucks are delivering products in the rural Southwest. Automated robots move products in warehouses all over the country, including for the delivery of groceries.

The USPS has always embraced technology to the detriment of OUR jobs and this will undoubtedly continue.

- Will "AI" replace so many workers that the local economies will be destroyed?
- Will Union members in years to come band together to fight this onslaught of technology replacing our workers?
- Will the middle class be hollowed out in the future, replaced by robots doing the high paying factory work that is typically done by workers. Robots don't pay taxes or patronize local businesses.

We now know that the USPS is building a new facility to replace the Annex and eventually, the Main Plant in downtown Milwaukee. This new facility will most likely be built to accommodate the large package sorter machinery that is

currently too large for the annex.

These large machines with the latest technology will perhaps perform the work of many clerks that currently sort packages at the annex. Will we potentially lose bid jobs to this new technology...the answer is very likely. Will we band together to reduce the impact of potentially losing these bid jobs? Only time will tell.

These challenges to our future are inevitable. The Union/working class has been dealing with these events/issues forever...as far back as the fight for an 8-hour workday. Will the advance of technology and other factors replace so many good paying Union jobs that the union no longer has the revenue/dues to counteract these events?

I cannot predict the future, but I know that the corporate elite and their politicians have NOT decided to give more power to workers and Unions.

What I can say is...past events will be a predictor of future events, and we must be prepared to fight for our interests and to strengthen our Union while providing good, meaningful work, wages and benefits that result in a better life for every member and their family. We must vote for candidates that protect our livelihood. Be an activist, attend your union meetings, volunteer to be on a union committee, read your union publications and encourage non-members to join. Learn the issues that affect you...knowledge is power! Volunteer to be

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a Union Steward. The Union is a true democracy...millions of dollars are NOT being spent to influence your mind and your vote in Union elections. Solidarity is strength...the more involved the union members are, the more power we have to influence these issues...and our future!

* * *



Jeff Worden
North Sectional Director

*IN order for us to shape the future and have a positive impact on issues important to us, we must have a **STRONG POLITICAL VOICE!** The one way to do that is by having a **STRONG COPA PROGRAM.***

- **COPA (COMMITTEE ON POLITICAL ACTION)** is the union's best defense against the job destroying, wage cutting, benefit eliminating and middle class eroding tactics of the few who don't really give a dam about working families!
- COPA was created to raise voluntary political campaign contributions to "support the election of representatives who support working families and help defeat those who do not!"
- COPA relies entirely on donations from Active members, Retired members and Auxiliary members to build a strong COPA

C.O.P.A.

"Committee On Political Action"

Fund. All monies received are important, no matter how large or how small the amount.

We here in Milwaukee have a **VERY GOOD COPA** program. We have a good number of members who donate to COPA through payroll deduction, some though deduction from their checking/savings accounts.

We have COPA raffles, especially at the 24-hr open house! These monies raised are donated to COPA and help the union to fight the great privatizers and to maintain a postal service with fully trained and qualified postal employees that provide a service to...the American Public at a very reasonable cost with absolutely **NO COST** to the American Taxpayer!

Let's face it, our hard-earned rights and benefits are constantly under attack. The threat of privatization is no joke! Many in our Senate seem ready to attack our collective bargaining rights and are gun-ho to weaken unions and their movement throughout the **COUNTRY**. There are "other" mail services/companies around the country that would just love to "gut" the USPS.

***WE CANNOT
LET THIS HAPPEN!***

The Postal Service is already dealing with the (**DESTRUCTIVE**) pre-funding of retiree health care benefits (brought on by a previous congressional action) which no other business/organization (public or private) is or has ever been forced to do! Not to mention the decision by the USPS to cut service standards.

The days of "let's just sit back and hope for the best" are **GONE!** For more information about COPA just stop in the stewards office or at the union hall.

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

We must all join the fight...the fight to keep our jobs, benefits and the **HIGH** service standards that the American public not only expects but, deserves! Take Care.



Larry Brown jr
Automation Director

Article 16, in our collective bargaining agreement, defines our discipline procedure. It clearly states that a basic principle will be that discipline be corrective in nature and that no employee may be disciplined without just cause. The next section of Article 16, concerning discussions, states that for minor offenses by an employee, management has a responsibility to discuss such matters with the employee. These discussions are not considered discipline and therefore are not grievable.

The reason I am writing this article is because, recently, I have noticed too many employees getting bent out of shape when a Supervisor asks to see them in the office. Since some employees have never been disciplined before, they don't know the standard procedure and therefore don't know what to expect. Some people freak out, believing they are about to get fired, just because the Supervisor requested them in the office. As long as you are not a PSE that, within the immediately preceding six months, has not completed 90 workdays or 120 calendar days, whichever comes first, you have no need to fear being fired. (...I say that because as some of you already know, there was a supervisor terminating PSEs on their 89th day...) As the contract states, discipline is supposed to be corrective in nature. So as long as you don't commit a fireable offense on your

Don't Sweat The Warning

"If management brings you into the office for a day in court, more than likely they will request discipline...."

first go around, then no worries.

What is a fireable offense? Fighting! Arbitrators have said, employees are to disengage at their first possible chance. You have a right to self-defense, if you are attacked; when the fight goes beyond self-defense, you risk termination. Stealing! This includes time. We all know that if you steal mail, you will be fired, but a fair day's work for a fair day's pay is something the Service has become very particular with citing in discipline cases.

Times are changing, and long breaks aren't considered long breaks anymore. Now, the Postal Service calls this stealing time and will attempt to fire you. Intoxication! Can't come to work inebriated. This includes marijuana. You have seen that management has passed around the marijuana use by postal employees, service talk.

You have seen the Postal Police at the "employee entrances" checking bags. (...not the Supervisor's entrances because we all know they would never do anything wrong...) Fraud!

FMLA is great. There is nothing better than job protection in the event you become ill or have to deal with a chronic condition, but being caught using FMLA when it truly was not needed is considered lying on federal documents and you will be fired. Think about that next time you call in to go to a party and think that FMLA is the way to go because you don't want the occurrence cited.

That brings me to the title of my article this month, Don't Sweat the Warning. By warning, I mean the letter of warning. If management brings you into the office for a day in court, more than likely they will request discipline, if they can show that a rule was violated. This request for discipline will result in you receiving a Letter of Warning that will need to be grieved. Often times, the Union can get this reduced to an official discussion, if you have not already had a discussion on this issue previously.

A letter of warning is just that, a letter of warning. It is a piece of paper that informs you that if you do not correct whatever deficiencies management is attempting to correct, you may be disciplined further. If for some reason you get a letter of warning and have to accept some form of probation because on it, that is not the time to talk about how the Union failed you. It's not the time to talk about how you can't believe the Union couldn't get the discipline thrown out or be upset that management disciplined you in the first place. Everything does not get thrown out just because you grieved it, and at the end of the day, you are getting angry over a sheet of paper. That is all it is.

When I see people that have called in, because 90% of all the disciplines I get from management are attendance related, upset about having to do a 6 month probation on a letter of warning, all that tells me is that you have no intentions on coming to work. (...Keep in mind if you're getting probation on a letter of warning, clearly you have already had a dis-

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cussion of some sort...) You want to keep calling in, and that is the issue. You're only upset because you know your "deficiencies" are not going to be corrected. Having less than three occurrences in a rolling 6-month time frame is not that hard to accomplish and when you accomplish it, the discipline will be removed from you record anyway, so it's like you have never been disciplined. So, what is the issue. Why are you so upset with a sheet of paper that says you need to come to work? You need to come to work!

I am the Automation Director, and everyday I get grievances for people working alone on the machines. When I see forty people called in because we got 2 inches of snow, it tells me that as soon as snow was predicted in the forecast, 35 people, because I won't say all forty, made a decision that no matter how much snow fell, they weren't coming to work. That's why you called in. You stayed up all day preparing for the "blizzard" and when the blizzard didn't come you called in anyway. I bring this up because the same people that get upset with that little piece of paper that says, letter of warning, are the same people that, when Management has them in for the day in court, can offer no explanation as to why they called in. (...I wonder why? Re-read snow emergency example...)

Discipline that is issued in accordance with Article 16 is issued to correct your deficiencies. Whatever that issue is, you are getting a chance to correct it; that is how it should be looked at. Regulars and PSEs, now for that matter, have a long process before they reach the Notice of Removal phase, by way of properly progressed discipline. For PSEs it used to be, letter of warning and your next progressive step was removal, but your Union changed all that. Now, you get just as many chances to correct your behavior as a Regular employee does. If you can't get it together with the letter of warning and fail to make that probation, you'll get a 7-day Suspension, then a 14-day suspension and then you'll end up with a notice of removal. That's a lot of chances to correct whatever it is going on with you. So, if you do end up walking yourself to the point of no return, own it. Yes, I'm using my words carefully as this comes off as being insensitive as everyone is dealing with everything now a days. I'm just tired of getting blamed when people lose their jobs. When I see people just refusing to get it together. There is no reason to be late every day. Especially when management tells you they are about to start issuing discipline to employees that come to work late. I was one of those employees. I came to work every day. Never called in, but never came in on time. I was disciplined in 2005, when Ralph Forbis came to tour 1 as the tour 1 MDO. That was my deficiency, but I corrected it. I've seen people get disciplined and blame everyone but themselves. It's management's fault for writing them up in the first place. It's the Unions fault for not getting it thrown out. It's the 2 inches of snow's fault, it should have snowed more. At the end of the day, coming to work is your responsibility. Correcting your behavior is your responsibility.

I had a young man that was fired because of his FMLA protected disability. That sounds crazy right. He had numerous FMLA conditions and no matter how many FMLA papers I gave him; he would not go to the doctor and have the paperwork filled out. His immediate supervisor liked him, the supervisor scheduled him when he was late, because the supervisor knew the young man really had issues going on. The Supervisor had FMLA papers sent to his house, but this young man would not get the paperwork filled out. He had health care because the Union helped him fill his paperwork out. When this young man was eventually terminated, guess what he did? He filed an EEO on another Supervisor that had nothing to do with him, because this other supervisor was harassing other employees but never had a run in with this young man. He tried to get his job back off the backs of other employees that really had to deal with discrimination and harassment issues. Not cool at all!

I'll end my article with words from my favorite athlete of all time, who just passed away in a tragic helicopter crash. I wanted to do a whole article on the Mamba Mentality and how it could be related to the everyday working man, and woman, but I didn't feel the Hi-Lites was the appropriate platform. So, with the story of the young man in the aforementioned story, I will end with this quote...

"I have nothing in common with lazy people who blame others for their lack of success. Great things come from hard work and perseverance." —Kobe Bryant.



Mark Krueger
Motor Vehicle Director

Over the last few months there has been quite a few changes in our "Bid Runs" in both the scheduled times of the run and the work assignment of each of the bids, we are a "Bid Assignment Shop" and all of our runs have to be documented and adhere to as to what is in the Collective Bargaining Agreement (CBA) under Article 39.2.D.

In this article for "Posting" that specifically states:

- The duty assignment by position title and number
- Salary Level
- Hours of duty
- The principal assignment area
- Qualification standards
- Physical requirements unusual to the specific assignment
- Invitation to employees to submit bids
- The fixed or rotating schedule of days of work, as appropriate
- Motor vehicle and tractor-trailer route number
- All bids in the Motor Vehicle Craft are to be submitted first by

Bid Assignment Shop

"This is also the time for the employee to be sure there is enough time allotted to complete work assignments sufficiently."

Motor Vehicle Craft employees on a standard bid form.

Prior to vacant runs being posted for bid, management has been making changes to times and work assignments in each of these runs. Once a successful bidder is placed on a run the employee needs to make sure that the times in the scanner adhere to what is listed on the bid sheet.

If differences do exist we need to let management know that the times do not match, so that these differences can be corrected. This is also the time for the employee to be sure there is enough time allotted to complete work assignments sufficiently. If this isn't the case, a request for a route audit should be done. The CBA in Article 14.1 states: "It is the responsibility of management to provide safe working conditions in all present and

future installations and to develop a safe working force."

It is clear that safety is something that all of us should be following, but if our work assignments put us in an unattainable situation this makes our work environment a hazard to us and our coworkers. By making these corrections this in turn will help to reduce stress for all.

Finally, once we obtain the new national contract we will then have the ability to focus on local negotiations. If there are local items that you would like changed, please feel free to contact me with your concerns so that we can review them before negotiations start.





John Miceli
Treasurer

Organizing workers to join a union is not an easy job. Companies will go to extreme lengths to quash any such efforts. And the law, as a new report by the Economic Policy Institute (EPI) explains, is merely an inconvenience for many.

The document finds that employers are charged with violating federal law in 41.5 percent of all union election campaigns and illegally firing workers in nearly 20 percent of elections. The report is a comprehensive analysis of employer conduct in union representation elections supervised by the National Labor Relations Board in 2016 and 2017.

"Employers routinely threaten, intimidate and fire workers when they try to form a union at their workplace," said Celine McNicholas, EPI's director of government affairs and a co-author of the report. "Employers face few consequences because our current labor law fails to provide works meaningful protections."

EPI's document also details the "union avoidance" industry, estimating that employers spend nearly \$340 million per year hiring anti-union lawyers and consultants to help prevent employers from organizing, including at some of the nation's largest companies such as Google, Coca-Cola, AT&T and elsewhere.

Report Shows Companies Are Doing All They Can To Crush Unions

"Unions today are enjoying stronger support than they have in almost 50 years."

During the Obama administration, regulations to curb the so-called "persuader rule" were instituted that would have limited the ability of companies to force workers to participate in meetings with outside anti-union interlopers. But efforts to limit such activity were defanged.

As it stands, in almost 30 percent of elections, employers were charged with illegally coercing, threatening or retaliating against workers for

forts."

Unions today are enjoying stronger support than they have in almost 50 years. There is an understanding by a sizable majority in this country that hardworking Americans deserve higher pay and greater respect on the job.

The American labor movement is responsible for many things the public and politicians take for granted — the weekend, the 40-hour work week and anti-child labor laws to name a few.

Unions are reinvigorated and working for other profoundly important things — securing wages and benefits that working families deserve, the continued existence of the middle class, and respect and dignity for all working people. But there are no guarantees that will continue.

Companies cannot be allowed to run roughshod over their workers. The U.S. needs leaders who are willing to prove they stand shoulder-to-shoulder with workers. Hardworking Americans are tired of empty promises.

(teamster.org)

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.

union support. Employers with larger bargaining units were more likely to be charged with violating the law, including some 54 percent of employers in elections involving more than 60 workers.

"Far more workers want union representation than are able to obtain it under our current system," Ben Zipperer, EPI's economist and co-author of the report, said. "This is a result of not only decades of legislative and judicial attacks to workers' rights, but also a largely secretive industry dedicated to helping employers derail unionization ef-

How To Think About The Plummeting Stock Market

The Atlantic

No one knows exactly how much damage the coronavirus will do to the global economy, but investors have to guess. Over the past week, stock markets around the world plunged as distressing news about the spread of the novel coronavirus continued to accumulate. In the United States, the three major stock indexes—the Dow Jones Industrial Average, the Nasdaq Composite, and the S&P 500—fell more than 10 percent below their recent peaks, a sharp decline that qualifies in Wall Street terminology as a market “correction.” One investor quoted in *The Wall Street Journal* called it a “bloodbath.”

The global stock market is, theoretically, the distillation of how investors think everything that happens in the world will play out in the economy. Right now, judging by these drops, investors are much less optimistic than they were a week ago. But what they’re predicting is not only how bad the outbreak could be in terms of workers staying home sick, drops in consumer spending, or supply-chain disruptions; it’s also how bad people think it could be. Those might turn out to be two very different things.

Public perception of a crisis can be extremely consequential in financial markets. “The notion of a pandemic is pretty scary to people, and they’re going to hunker down and be careful about how they live their lives” if bleak news continues to roll in, says Richard Sylla, a former professor at NYU’s Stern School of Business. They may, for instance, start to skip vacations or dine out less. Airlines and restaurants, in turn, might lose revenue or even limit service because of what they think their customers will do. All of this combined would carry negative consequences for the economy, regardless of how catastrophic the direct impact of the disease actually turns out to be. “What people are thinking, even if it’s wrong, maybe matters more on a day-to-day basis [in the stock market] than what the truth is,” Sylla said. What investors think the public is thinking is therefore crucial. Whether the costs of the outbreak turn out to be historically large or not, there is a risk that investors’ worries will snowball during this period of uncertainty, leading them to panic-sell and exacerbate any financial damage. “If in the next 20 years [the economy is] only going to be disrupted for three months, that suggests a very small impact on the market,” says Robert J. Shiller, a Nobel Prize-winning economist and the author of *Narrative Economics: How Stories Go Viral and Drive Major Economic Events*. But the situation could be much worse, and when investors think in “grandiose terms,” Shiller told me, that could “trigger other worrying.”

Predicting the emotional reactions of the entire world population to coronavirus would be a bit easier if investors could turn to the market effects of previous pandemics for guidance. But history provides few indications of what might happen to the economy if the coronavirus and COVID-19, the disease it causes, continue to spread. “This is kind of a new thing,” Shiller said. “It’s too much to ask for the market to get it right.” The closest analogue is the global influenza outbreak of 1918 and ’19, which killed tens of millions of people. In 1918, the stock market actually did fine—the Dow rose a little. In the years after that, Sylla noted, “the stock market didn’t do much, and while its trend was flat, there were fluctuations within that—some ups and downs, just like we see now.” But drawing any conclusions from 100 years ago is difficult because, among other reasons, a lot of other stuff was happening then—namely, World War I. Because of that, says John Wald, a professor at the University of Texas at San Antonio’s College of Business, “it’s really hard to say whether [the 1918 pandemic] was priced correctly or not correctly” by the market. Perhaps a better parallel is the flu pandemic of 1957 and ’58, which originated in East Asia and killed at least 1 million people, including an estimated 116,000 in the U.S. In the second half of 1957, the Dow fell about 15 percent. “Other things happened over that time period” too, Wald notes, but “at least there was no world war.” More recent outbreaks, such as SARS and MERS, were more contained and didn’t wreak as much global economic havoc.

Although the annual flu season is quite different from a pandemic, it does provide a good amount of data for economists to analyze. When Wald, along with the researchers Brian McTier and Yiuman Tse, examined trading records from 1998 to 2006, they found that in weeks when the flu was more widespread, stock market returns were lower. They also found that when there was a higher incidence of the flu in the greater New York City area in particular, trading volume decreased, which is usually bad for the market. Here, the idea is that more professional investors might have gotten sick and executed fewer trades—which would not bode well if COVID-19 were to make its way to New York City. Sylla’s view of all this as a financial historian is pretty zen. “I wouldn’t pay much attention to the day-to-day reports of the

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newspapers—"Here's a good sign," "Here's a bad sign," he said. In the short run, the stock market isn't necessarily a good predictor of how bad the pandemic will get, in part because investors are working off the same scant information as everyone else. "What I would say history shows you is that a problem like this takes many months and maybe even a couple of years to play itself out," he said. But, he went on, "Wall Street's idea of history is the last 10 minutes."

* * *

401 (k) Correction

On Thursday Feb. 28, the U.S. stock market fell into a correction, due to fears surrounding the spread of the coronavirus. "The uncertainty this week is all about the virus," says Charles L. Failla, a New York-based certified financial planner. "Specifically, it's that we don't know how much it will spread, what the mortality rate will be for those infected and how long this will last and impact economic growth." A market correction happens when there is a 10% decline in stocks from their most recent record high, and in just six sessions, the S&P 500, a major market index, fell into correction territory, making it the most rapid downfall in history. Past corrections of this sort have typically resulted in a 13% drop and took around four months on average to recover. If you have an investment-based retirement fund, such as a 401(k), you might wonder what that means for you — and for the other 66% of millennials who have market investments of some sort.

Why a market correction could actually help you

At first, experts say this correction may cause your 401(k) to suffer. But once the market bounces back, these corrections can be a good thing for investors — and especially "for both younger investors and long-term investors," says Ryan Marshall, a certified financial planner at Ela Financial Group. For younger investors, these corrections are considered "an excellent opportunity" because "they have a longer time horizon before they will need their money in a 401(k) plan. Ten years from now there is a great chance the market will be higher than where it is today," Marshall says. Additionally, for younger people, who generally have less money to invest, they typically have far less to lose than a more senior investor who's invested for many more years. For instance, a 10% stock decline for an investor who's only contributed \$2,000 is far less significant than a more experienced investor who's banked \$200,000 in their 401(k) over the years. For those who plan on investing on a long-term basis, similar logic applies. So long as you won't be needing to cash out your investment money in the near future, these kinds of market corrections, or pullbacks, will only help your investment once the market has recovered.

A time to buy

Another way to think about these market pullbacks is to view them as a sale. As CNBC's Jim Cramer puts it, when these corrections happen, "the market's throwing a sale that it doesn't need to throw." What Cramer's saying is that when the market dips, share prices become more affordable, which can make it a prime opportunity to invest — so long as you have plenty of time before you'll be needing to cash out your investment. "If I polled my older clients, almost all wish they added to these market pullbacks in hindsight. Longer-term investors view these pullbacks as opportunities and not setbacks," Marshall says. Regarding how to respond to this week's correction, experts recommend sticking to your usual investment patterns, especially if you won't be retiring or needing to cash out your investments any time soon. "Panicking and going completely to cash in your employer 401(k), robo-advised strategies or personal brokerage accounts can end up derailing your investment goals for the long run," says Jon Ulin, CFP and founder of Ulin and Co. Wealth Management.



Dr. Jonathan Saigh

Why Does It Matter If My Doctor Is a DOL – OWCP Expert?

Advanced Care Specialists



If you're a federal employee who's been injured on the job, you need to go to a doctor who's a DOL-OWCP expert. "DOL" stands for Department of Labor, and "OWCP" stands for Office of Worker's Compensation Programs.

Only a DOL-OWCP expert can navigate through the documentation needed and provide the care required by the federal government. The OWCP provides wage replacement benefits, medical treatment, vocational rehabilitation, and other benefits to federal employees who have been injured on the job. Getting those benefits, however, can be a challenge if you don't know what forms to fill out and all of the steps involved in getting care and compensation.

Our team of skilled physicians are DOL-OWCP experts. So, we've compiled this comprehensive guide to why it's important that you see a doctor who is a DOL-OWCP expert if you're a federal employee who's been injured on the job.

Getting the documentation

When you opt for a doctor who's a DOL-OWCP expert, you're getting someone who can help you through every step of your claim.

When you choose Advanced Care Specialist, you can be assured that you're getting the best medical care,

as we have highly trained and skilled physicians. However, because our doctors are DOL-OWCP certified as well, we've received special training on filling out paperwork for federal compensation.

Additionally, because we're DOL-OWCP experts, we can document all of the injuries you've sustained on the job as part of your claim evidence. Poorly documented claims can cause delays in or even invalidate your benefits.

Filing the paperwork

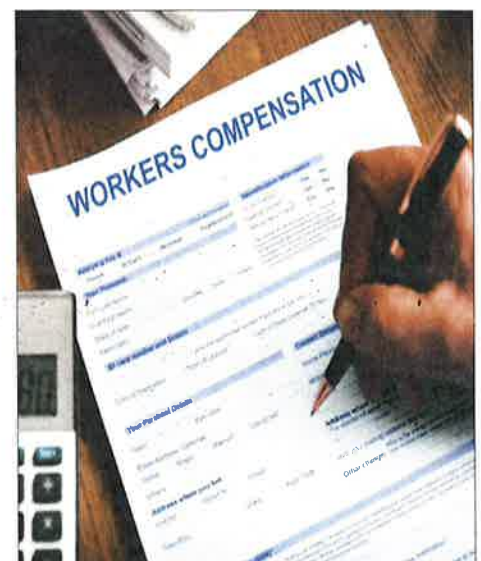
We will bill the complete cost of your medical care, including services for treatment, directly to the Department of Labor and the Office of Worker's Compensation Programs.

You can rest assured that we'll never charge you any out-of-pocket expenses. In addition to new claims, we can also help you to re-apply for previously denied claims and get them accepted.

You work hard as a federal employee. And, when you're injured on the job, you should be fairly compensated. No matter what your injury is, we can help you get well again and fill out and file all of the necessary paperwork.

At our office, we're DOL-OWCP experts, and we're very experienced in getting federal workers their compensation.

If you've been injured, get the care you need and get started on your claim by booking an appointment over the phone with Advanced Care Specialists or online at advanced-carespecialists.com today.





Chris Czubakowski
Vice President

As many of you may know, the contract action teams (CAT) that the National developed in support of our struggle for a decent contract in 2018 have taken on a new life.

Currently, the National APWU is asking locals to build upon the CAT activism that was brought to the contract fight in order to educate and mobilize members and allies regarding APWU legislative campaigns. Fortunately, the Milwaukee Area Local has been at the forefront of legislative issues and is already prepared to meet this challenge.

With your support, the Milwaukee Area local was recently able to join other locals in reaching co-workers and neighbors about what is at stake in the appointment of the next Postmaster General.

Together, the APWU recently collected more than 400,000 petitions demanding that the Board of Governors appoint a PMG who will defend the public postal service. Now, we are asking members to turn their attention to vital legislation to end the disastrous congressional mandate that the Postal Service prefund retiree health care decades into the future. Thanks to the activism of thousands of members across the country, the USPS Fairness Act recently passed

Local Action Leads To National Results

"The following four-page insert provides important facts about the prefunding mandate, the threats to the postal service and what we can do to help save our public Post Service."

the House of Representatives with overwhelming bipartisan support. Next, we must ask our Senators to pass the Senate version of the USPS Fairness Act, S. 2965.

The following four-page insert provides important facts about the prefunding mandate, the threats to the postal service and what we can do to help save our public Post Service.

The insert also includes a number to call our Senators to urge them to pass the USPS Fairness Act, and a cut-out postcard to thank the bill's

raffle to be held at the May General Membership Meeting. At that meeting the names of two members who returned postcards will be drawn; one for a cash prize of \$100.00 and a second for a cash prize of \$50.00. Postcards will also be available at the Union Hall and within the stewards' offices. Only one postcard entry per member will be allowed.

I hope you will join me in supporting postal worker friendly candidates and growing the Milwaukee Area Local Legislative Committee. Participation in legislative issues will be instrumental in our fight to save the public Postal Service and secure justice for postal workers and our communities.

Fill out and return your postcard today in order to be eligible to win !!!



original co-sponsors; Senator Steve Daines (R-MT) and Senator Brian Schatz (D-HI). As we did in the House, we can marshal thousands of calls and postcards from postal workers to our Senators, urging them to do the right thing and pass the USPS Fairness Act.

As an added incentive to increase member participation in this urgent campaign, Milwaukee Area Local members who fill out and return the postcard to a steward and/or officer will automatically be entered into a



We Have a New Union Contract

APWU News 3/11/20

***The big news is in – 200,000 postal workers
represented by the APWU have a new union contract!
Retroactive Back Pay and COLA Awarded***

Neutral Arbitrator and Interest Arbitration Panel Chair Stephen Goldberg issued his binding decision on the terms of the new union contract between the American Postal Workers Union and the United States Postal Service. The Award was the product of 20 months of preparation, member and local union input, negotiations, mediation, a strong contract campaign and a well-prepared and presented arbitration case. Thirty-two workers testified about their work. Officers and subject matter experts testified for the union. A team of economists presented our case and rebutted management's presentations for union concessions. "No interest arbitration is ever totally in favor of one side or the other," said APWU President Mark Dimondstein. "But we have achieved a number of our major goals including retroactive annual pay raises, maintaining of full (and retroactive) COLA, narrowing the gap between the lower and higher career pay scales, the career conversions of thousands of PSEs and maintaining tremendous job security.

**Mark Dimondstein
National
APWU President**



We should all be proud to be stopping management's deeply no-lay protections, increase percentages of non-career employees and create a new lower third tier of career employees," shared Industrial Relations Director Vance Zimmerman. "I want to thank the many officers, witnesses, staff, attorneys, specialists and the members for their many efforts in this long battle that helped bring it to a strong conclusion."

union!" "We also succeeded in concessionary demands to end

Unless specifically changed by this Award, all rights and benefits in the previous contract carry forward into the new one. These include seniority and bidding rights, protections against unjust discipline, the grievance procedure, annual and sick leave, holiday and overtime pay, health and safety protections and so many of the important rights and benefits won over many decades of struggle.

LENGTH OF CONTRACT

Three Years: September 21, 2018 to September 20, 2021

CAREER EMPLOYEE GENERAL WAGE INCREASES

Three annual general wage increases totaling 3.4% over the life of the Agreement.

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- 1.3% effective November 24, 2018 (Retroactive)
- 1.1% effective November 23, 2019 (Retroactive)
- 1% effective November 21, 2020

COST-OF-LIVING ADJUSTMENTS (COLA)

Semiannual COLAs for career employees will continue under the current formula. Management pushed, but failed, to convert COLAs into one-time lump-sum payments.

- \$624 or \$.30/hour COLA will be applied retroactive to August 31, 2019
 - \$166 or \$.08/hour COLA will be applied retroactive to February 29, 2020
- Future COLAs will be applied in September 2020, March 2021 and September 2021

COLAs to date add \$790 annually or \$0.38 per hour to base pay.

The APWU is now the only postal union that has protected and maintained full COLA.

INCREASED COMPENSATION-GENERAL WAGE PLUS COLA INCREASES

Adding the 3.4% in General Wage Increases plus the known COLAs, compensation for a level 6 Step O employee will increase \$2,855 over the life of the Agreement. With three additional COLA increases, the total increases over the life of the Agreement will likely come to \$3,600 annually, an increase of about \$1.75 per hour. In addition, those not yet at the top step of the lower career wage scale will gain new step increases with each Step representing an approximate \$.50/hour raise.

STEP INCREASES

APWU argued for the return of higher steps to the lower tier schedule. In response, Arbitrator Goldberg narrowed the gap in the two-tier career pay schedules by adding additional top steps in Grades 5-8 for employees hired after May 23, 2011 (There is no lower tier for Grades 9 and above).

- Grade 5: One additional top Step Increase (Step K).
- Grade 6-7: Two additional top Step Increases (Steps K & L).
- Grade 8: Two additional Step Increases (Steps L & M).

Depending on Grade, each additional step increase approximates \$1,000 per year based on full-time straight-time hours of work.

PSE WAGE INCREASES

Since PSEs do not receive COLAs, they receive larger annual general increases:

- 2.3% effective November 24, 2018 (retroactive)
- 2.1% effective November 23, 2019 (retroactive)
- 2.0% effective November 21, 2020

PSEs will receive an additional forty cents per hour raise as follows:

- \$.20 per hour effective May 23, 2020, and
- \$.20 per hour effective May 22, 2021.

Over the life of the Agreement a Level 6 PSE pay will rise from the \$17.19 to \$18.69 per hour.

NO LAY-OFF & JOB SECURITY PROTECTIONS

The no lay-off protections of Article 6 for career employees with more than six years of service remain unchanged. Management argued for increasing the six years to 15 years for current employees with no protection for future hires. In addition, no lay-off protection is extended for the life of the Agreement to all career employees on the rolls as of the date of this Award who have not yet qualified for protection under the six-year rule. A ban on subcontracting of any existing PVS driving work during the life of the contract. No employee can be ex-cessed out of an installation beyond a 50-mile radius.

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CAREER EMPLOYEE HEALTH BENEFITS

The FEHB Health Plans and benefits remain in effect for career employees.

No change in employee share of premiums in 2019 and 2020.

In 2021, the USPS contribution level for health premiums will be reduced from 73% to 72% and then remain the same in 2022. 72% is the share federal agencies pay for federal employees and the Postal Service pays for annuitants and EAS employees. This 1% shift represents a cost to an employee of between \$75 and \$165 per year depending upon health plan options. The USPS contribution level of 95% of the weighted average to the APWU Consumer Driven Health Plan option will remain in effect for 2021 and 2022.

PSE HEALTH BENEFITS

Improvements in USPS payments of PSE Health Insurance premiums gained in a June 13, 2018 grievance settlement will be incorporated into the Collective Bargaining Agreement. Specifically, the Postal Service will make a bi-weekly contribution equal to 65% of the total premium in the USPS Non-career Health Care Plan for either self plus one or family coverage during a PSE's initial year of PSE employment. And thereafter 75% of the total premium for either self plus one or family coverage. PSE share of premiums can be made on a pre-tax basis. The Postal Service will continue to contribute 75% of the total premium for PSEs electing the APWU Consumer Driven Plan in FEHB.

WORKFORCE STRUCTURE

One-time PSE conversions: All PSEs in 125 work year and larger offices with 30 months or more of service in the installation as of the date of the award will be converted to career. Over 4,000 PSEs will be converted under this provision within 60 days of the Award.

- Maintenance will remain an all-career workforce.
- MVS will remain an all-career workforce, and maintain the exception that PSEs may be hired to perform some of any "new work" returned to the bargaining unit.
- No increase in PSE percentages in the Clerk Craft.

APWU is now the only postal union that has not increased non-career percentages.

UNIFORM & WORK CLOTHES ALLOWANCE FOR ELIGIBLE EMPLOYEES

- 5% increase in the uniform and work clothes allowance in 2020.
- 2.5% increase in allowances in 2021.
- Compression socks, gloves and overalls will be covered as available items for purchase.
- Full uniform allowances for eligible Clerk PSEs will now be incorporated into the CBA. Similarly, any "new work" MVS PSE meeting eligibility requirements would be entitled to a full uniform.

WORK ENVIRONMENT

The Union and Management established a joint task force to address hostile work environments.

WORK RULES

- For the first time, pregnancy is now included in the Non-Discrimination language of the CBA.
- The Filling of Residual Jobs Memo, which since March 2014 has led to 70,000 PSE conversions to career, continues in full force.
- Arbitrator Goldberg reaffirmed that custodial positions should be fully staffed. However he changed under certain conditions what hours apply in calculating "Line H" violations of staffing. Hours associated with long-term absences and excessing events can be exempted from calculations when fully staffed.
- Improvement in maintenance training selection.
- PSE overtime rules from a June 13, 2018 settlement will be incorporated into the CBA; specifically, time and one-half after eight hours of work in a day and double time over 10 hours in a day or 56 hours in a week.

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- Small Office Local Memorandum of Understanding is renewed.

The union and management are meeting to determine the exact dates when the new pay rates will be reflected in the paychecks and the date when workers will receive the backpay retroactive checks. The national APWU will be printing and mailing an updated version of the new union contract to every member as soon as possible.

Union, Management Agree to Local Implementation Timeline

In the wake of the arbitration award on the new Collective Bargaining Agreement, the APWU and USPS have agreed to a timeline for local negotiations, Director of Industrial Vance Zimmerman announced. Local unions or management can open bargaining over changes to local agreements, in accordance with the schedule outlined in the March 11 Memorandum of Understanding [PDF]:

- Written notice of intent to negotiate by must be provided not later than May 24, 2020.
- Negotiations occur for 30 consecutive days within a 60-day period, commencing on May 10, 2020, and ending July 9, 2020.
- Initial proposals must be exchanged within the first 21 days of the 30 consecutive-day period.
- All negotiations end July 9, 2020.
- Appeals to impasse must be filed not later than July 30, 2020.
- APWU appeals must be sent to Labor Relations Service Center.
- USPS appeals must be to the APWU Regional Coordinator.
- APWU Region/USPS area impasse discussions end September 22, 2020.
- Appeals to arbitration must be filed no later than October 13, 2020.

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