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

MARCH 2025 Volume 47 Issue 2

APWU URGENT ACTION

Call your senators and urge them to block the takeover of the Postal Service by the White House and ensure the Postal Service remains independent!

YES, the call can be made on USPS property during non-working hours, such as before or after work and during your breaktime or lunch hour.

YES, non-postal workers can make the call. Ask your family, friends, and neighbors to call!

Mark Dimondstein, *President*
Judy Beard, *Legislative & Political Director*

Updated February 21, 2025

CALL 844-402-1001 AND TELL YOUR SENATORS TO KEEP THE POSTAL SERVICE PUBLIC AND INDEPENDENT

The public Postal Service is under attack. Major news sources are reporting an impending executive order that will fire the postal Board of Governors and absorb the USPS into the Commerce Department.

The law created the Postal Service as an independent agency, free from shifting political winds, and dedicated to serving the American public.

Any effort by the administration to remove the Board and seize USPS is clearly illegal and directly impacts the wages, benefits, and livelihoods of each and every postal worker. It directly threatens the right of the public to universal service.

JB:io
OPEIU-2, AFL-CIO

Milwaukee Wisconsin Area Local

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

Glenn Griggs
President

The HOSTILE TAKEOVER

"This is why elections matter"

Hello to all my union brothers and sisters. I am going to keep this article short and directly to the point. This is how important this message is. I want everyone to read and share this with family and friends. Below is a statement from APWU President Dimondstein that everyone needs to read.

February 20, 2025, Attacks to the Public Postal Service. The Washington Post has reported that the Trump Administration will soon issue an Executive Order firing the Postal Board of Governors, and placing the United States Postal Service under the control of the Commerce Department. If this reporting is true, it would be an outrageous, unlawful attack on a storied national treasure, enshrined in the Constitution and created by Congress to serve every American home and business equally.

Any attack on the Postal Service would be part of the billionaire oligarch coup, directed not just at the postal workers our union represents, but the millions of Americans who rely on the critical public service our members provide every single day. The public Postal Service is the low-cost anchor of a $1.2 trillion mail and shipping industry, which supports more than 7 million jobs in communities across the country. Efforts to privatize the Postal Service, in whole or in part, or to strip it of its independence or public service mission, would be of no benefit to the American people. Instead, it would drive up postage rates and lead to reduced service, especially to rural America.

Postal workers strike in 1970 to win collective bargaining rights and to rid the Post Office Department of the political patronage that crippled the Agency at that time. The Postal Reorganization Act, which created the modern Postal Service after the strike, begins by saying "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people!

The law created the Postal Service as an independent Agency, freed from the shifting political winds, and dedicated to serving the American public. The law created the Postal Board of Governors, and empowers it and it alone to hire and fire the Postmaster General. Any effort by the Administration to remove the Board or fire postal executives is clearly illegal.

The Washington Post also reported that the Board of Governors intends to fight this hostile takeover of the public Postal Service. The APWU supports their efforts to defend our national treasure. The Postal Service is owned by the people, for the benefit of the people. Postal workers are dedicated to our mission to serve, no matter who sits in the White House or in Congress!

Postal workers and our unions will join with the public to fight for the vibrant, independent, and public Postal Service we all deserve. Use the attachment form and dial (844) 402-1001 to call your senators and tell them to stop the illegal takeover of the public postal service!

U.S. Mail is Not For Sale!

I am asking all of our union brothers and sisters to take this seriously. I am asking each and every one of you to call the number listed to the attachment that President Dimondstein mentioned in his statement above to call. Also have your family and friends call as well.

This is why elections matter. This is why voting to protect your interest and livelihood matters. If we keep electing politicians into office who don't give a damn about working class people, especially union workers. Then how can we expect to get the change we are seeking. It doesn't matter to us locally or nationally what party a political figure belongs to. The APWU and our members

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don't care if they are Republicans or Democrats. Our bottom line is that they support our issues or concerns. The working class people, we will support them. It is time for our members to get engaged on what is taking place. This hostile takeover should concern everyone of us. Your job, your future, and you and your families livelihood are on the line. If the Trump administration succeeds and their hostile takeover of the postal service.

There was an AFL-CIO rally on 2/24/25. Major union leaders across the spectrum stated we see this for what it is: A direct attack on the 640,000 USPS employees, unmatched universal service we provide and every person who relies on the postal service. This is not the time to sit on the sidelines and think my union has got this covered, because you the members are the union. We need everyone engaged with making phone calls to your senators asking them to block any hostile takeover from this administration. Ask them to make sure the post office remains independent!

This will be our toughest challenge yet, everyone needs to get involved…we can win this challenge! Together we will win this unfair attack on the USPS and our livelihoods. This is the time for all of us to speak out on this corruption...

I'm going to leave you with this quote

First they came for the Jews and I didn't speak out, because I wasn't a Jew.
Then they came for the communists and I didn't speak out-because I wasn't a communists.
Then they came for the trade unionists and I didn't speak out-because I wasn't a trade unionists.
Then they came for me, and there was no one left to speak out for me. (PASTOR NIEMOLLER)

Thank you for all you do, and thank you for being dedicated Union Members !!!

APWU President Mark Dimondstein On PMG DeJoy's Announced Departure

Postmaster General (PMG) Louis DeJoy has informed the Postal Board of Governors that he will soon depart the Postal Service. The Board of Governors, who by law is solely responsible for hiring the PMG, will begin the process of identifying DeJoy's successor and DeJoy has committed to working with the Board to ensure a smooth transition once the Board has chosen the next PMG.

The APWU calls on the Board to appoint a Postmaster General who values the important role the public Postal Service plays in communities across the country. At this critical moment for the Postal Service, we need a PMG who is committed to making the USPS a world-class delivery and service provider, able to meet the changing demands of our digital age with an unmatched physical and human network. To do this, the next Postmaster General must recognize and respect the postal workers who make the USPS run, our health and safety, our union rights, and our commitment to serving the public. Postal workers are proud to reach 167 million addresses six days a week, "binding the Nation together" as the law requires us to do. The Postal Service, enshrined in the Constitution, is older than the country itself. And as we saw during the pandemic, or following natural disasters, postal workers never stop working to serve our communities and provide the essential services they need.

Now, in a moment when public servants are under severe attack, postal workers and the people we serve in every state and every Congressional district, are prepared to defend our critical public service and ensure the continued success of a vibrant, public Postal Service for generations to come. Postal workers are deeply dedicated to the long-term success of the Postal Service and our union calls on the Board to select a Postmaster General who shares our goals of improving and expanding service and investing in the public servants who make the Postal Service a true national treasure.

Chris Czubakowski
Local Business Agent

What To Do When Someone Passes Away

"Notify, Notify, Notify."

When an active APWU member passes away…

Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable , and how to apply for them.

It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits- FEGLI and unpaid compensation.

FEGLI- Unless an employee has waived coverage, most Federal employees will have Basic Life Insurance under the Federal Employees' Group Life Insurance Program. Basic Life Insurance is equal to the actual rate of annual basic pay (rounded to the next $1,000) plus $2,000, or $10,000, whichever is greater

Notify the Thrift Savings Plan (TSP) at 877-968-3778.

Notify the APWU Milwaukee Area Local at 414-273-7838

If the employee was a veteran, notify Veterans Affairs at 800-827-1000.

Call the Social Security Administration at 800-772-1213.

Also, notify banks and other financial institutions.

Notify insurance companies (life, health, home, auto, etc.). If the employee had APWU health plan call 1-800-222-2798. If the employee had a different PSHB plan call the number on the back of the insurance card. Health insurance coverage for surviving spouses and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable. Obtain enough death certificates for your needs from the mortuary.

When a retired APWU member passes away…

Notify OPM. This should be done as soon as possible at https://www.servicesonline.opm.gov , or by email (retire@opm.gov) or phone (1-888-767-6738). Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable forms to the survivor. In most cases, two forms will be included in the packet;

A. Application for death benefits under the retirement system (death benefits include survivor benefit and/or any unpaid annuity balance) and
B. Application for Federal Employee Group Life Insurance (FEGLI)

Notify the bank where annuity payments are deposited and all other financial institutions. All annuity payments deposited after the date of death will be reclaimed by OPM.

Notify the APWU Milwaukee Area Local at 414-273-7838

If the annuitant was a veteran, notify Veterans Affairs at 800-827-1000

Call the Social Security Administration at 800-772-1213

Notify insurance companies (life, health, auto, home, etc.). If the retiree had health insurance though the APWU Health Plan or any other PSHB plan, OPM will inform the health plan.

When a spouse is entitled to survivors benefits, he/she will receive continuous health insurance coverage as long as they were covered under their spouse's PSHB plan at the time of death.. The health plan automatically will change to self-only and be in the spouse's name.

If the retiree participated in the Thrift Savings Plan, contact TSP at 877-968-3778. Obtain enough death certificates for your needs from the mortuary.

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Survivors Benefits/Active employees
When an active employee with at least 18 months of service dies, surviving spouses and children qualify for a monthly survivor annuity. The surviving spouse is eligible for the annuity if you were married for at least 9 months at the time of your death, or if the spouse is the surviving parent of a child born of the marriage. The nine-month requirement does not apply in cases of accidental death.

Children are eligible for the annuity if they are unmarried under the age of 18, full-time students in recognized educational institutions and under the age 22 , or incapable of self-support at the time of their parents death and over age 18 (provided the disability occurred prior to age 18).

In order to receive benefits the following are required; two copies of the death certificate, a copy of military discharge certificates, including a report of transfer or discharge; a copy of the marriage certificate; and copies of birth certificates of dependent children until age 22. Once the applicable copies are received, HRSSC will provide the claim forms.

Survivors Benefits/Retirees
If death occurs during retirement, the surviving spouse or parent of your child qualifies for an annuity if the retired postal worker had accepted a reduced annuity with survivor benefits at the time of retirement and the marriage was at least nine months in duration at that time. Survivor annuity payments to spouses continue for life unless a spouse remarries before age 55.

The Office of Personnel Management (OPM) must honor qualifying court orders that provide survivor annuity benefits to former spouses. If an ex is entitled to a full survivor annuity the current spouse will receive monthly survivor benefits only if the form spouse loses entitlement to the court ordered benefits. Children (as defined above) automatically qualify for a survivor annuity regardless of the employee's annuity election.

Get Ready For The Spring Election

Spring Election Day Is Tuesday, April 1, 2025

On the ballot this spring are two statewide races that will have a direct impact on Wisconsin working families and on our rights, wages and contracts as union workers.

The Wisconsin AFL-CIO has endorsed Susan Crawford for Wisconsin Supreme Court Justice and Dr. Jill Underly for Superintendent of Public Instruction.

Judge Susan Crawford has an exceptional record of fighting for Wisconsin's working families and standing up for the rights of Wisconsinites. She's dedicated her career to ensuring fairness and justice for all and will uphold the law and protect the rights of everyday Wisconsinites as Supreme Court Justice.

Jill Underly is a proven and accomplished leader who will fight for a bright future for our kids and our families. Dr. Underly is an outspoken advocate for our educators and the right to a safe workplace with family-supporting wages and benefits. She has been a champion for public education in Wisconsin and has worked successfully to expand Career & Technical Education programs and partnerships across our State.

Our democracy is strongest when we all get out and vote!!!

Remind your friends, family, neighbors and coworkers to make their voice heard in the Wisconsin spring election on Tuesday, April 1.

GPO-WEP Repeal Bill Signed; Clock Starts Toward Retroactive Payments

President Biden has signed into law the long-in-process repeal of the Social Security government pension offset and windfall elimination provision, requiring the SSA to recalculate benefits of those affected by those reductions and starting the clock toward retroactive payments for them dating to January 2024.

"The bill I'm signing today is about a simple proposition: Americans who have worked hard all their lives to earn an honest living should be able to retire with economic security and dignity," Biden said. "The law that existed denied millions of Americans access to the full Social Security benefits they earned by thousands of dollars a year."

"This milestone represents the culmination of years of tireless advocacy by NARFE and its members, who time and again made the case for fairness and equality in Social Security benefits," said the National Active and Retired Federal Employees Association, which was the most prominent among federal employee organizations in pushing for the repeal over four decades.

The WEP reduces a Social Security benefit earned through employment covered that system of someone drawing a benefit from a retirement system that does not include it, such as CSRS. The reduction, up to above $500 a month currently, is not as severe for those with at least 20 years of Social Security-covered earnings above an annual threshold and is eliminated for those with 30 or more years.

The GPO reduces Social Security spousal or survivor benefits from a spouse's Social Security-covered employment by $2 for each $3 the beneficiary receives in an annuity from a retirement system that does not include Social Security. In many cases, the GPO has eliminated the potential benefit.

The new law requires the recalculation of Social Security benefits to those affected, effective with benefits paid after calendar year 2023. That means retroactive payments have now begun to accrue beginning with January 2024 Social Security payments, and which will accumulate until an individual's benefit has been recalculated.

At that point, presumably ongoing benefits will be paid at the higher rates and retroactive payment are to be paid, most likely as lump sums.

Congressional Budget Office has estimated the average monthly reductions of the GPO and WEP as $700 and $360 a month, meaning $8,400 and $4,320 so far.

However, the exact next steps and their timing are uncertain; the SSA has released no projections of how long the recalculation process will take. The CBO projected that most affected beneficiaries will receive their increases during the current fiscal year—meaning before October—but that was an estimate done only for forecasting the effect on the Social Security fund and is not binding.

For the meantime, NARFE has recommended that those who did not apply for Social Security spousal or survivor benefits because they would have been eliminated by the GPO should now do so.

One reason for the uncertainty is that the bill did not go through the typical process that results in a detailed report from the House and Senate committees that a bill passes through. House backers used a maneuver called a discharge petition to force a floor vote even though the key committee there had not approved it, and the then-Democratic leadership of the Senate similarly called the bill to a floor vote there without committee approval.

Statement Of APWU President Mark Dimondstein On Attacks To The Public Postal Service

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Postal workers and our unions will join with the public to fight for the vibrant, independent, and public Postal Service we all deserve.

John Miceli
Treasurer

What Is the TSP Mission

"...it's best to avoid borrowing from your TSP account..."

Thrift Savings Executive Director Ravindra Deo

This year, I decided to do something a little different with my annual letter to you. I sat down with a member of our editorial staff for an interview in which we talked about the TSP's mission, our achievements over the past year, and best practices for keeping your TSP account productive and up to date. I hope you enjoy the results.

Q: What is the TSP's mission and how does the FRTIB carry it out?
Our mission is to run the TSP solely in the best interest of our participants. And that's a great mission because it means we're focused on one thing—participants' financial well-being. It is unique within the federal government that we have one mission, one purpose, for a narrowly defined group of people. And that makes us really efficient, really effective.

Q: What improvements has the TSP made over the past year?
In July 2024, we added a new L Fund, the L 2070, for participants who were born after 2004 or plan to begin withdrawing from their TSP account in 2068 or later. Each of the eleven L Funds is tailored to when you think you'll need your money and reduces your exposure to investment risk as your expected retirement date approaches.

In August, we transitioned to a new I Fund benchmark index to further diversify I Fund investments and give participants access to more markets and companies. The new index includes more than 5,000 large, medium, and small companies from more than 40 developed and emerging market countries. Based on a thorough analysis, we expect the new index to offer opportunities for higher returns without a significant increase in risk, as compared to the old I Fund index.

In the fall, we launched our "Grow with the TSP" campaign to highlight how time is your greatest ally when investing. The earlier you invest, the more your money can grow. You can visit our webpage to see how $1 can increase over different time periods. Plus, we've included six key points for early-career participants to keep in mind.

Q: What do you think people get wrong about the TSP?
There are three things. First, when you retire, you don't have to leave the TSP. The TSP has advantages that an IRA does not have, and not everybody is aware of that. You can leave your money in the TSP after you leave federal service, and that means your savings can keep earning interest and gaining value while you continue to benefit from the TSP's low expenses. As of July 2024, the TSP's expenses are lower than 99% of investment options.

Second, many participants may not know how much they can do online with their TSP account, especially once securely logged in to My Account on the TSP website. For example, with My Account access, you can complete and submit many forms online with your electronic signature, view and manage your investments, and add your bank information for direct deposit to help you get your money faster and more safely. You can also use the TSP Mobile App, which offers the same functionality as logging in to My Account online.

Third, it's best to avoid borrowing from your TSP account to cover unexpected expenses. While it may seem convenient to borrow from yourself, taking money out of your account means those funds can't benefit from compounding interest until they're paid back. It's better to build up an emergency fund separate

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from the TSP and draw on that to weather life's unexpected bumps. Saving starts with retirement, but it shouldn't end there.

Q: What message would you give people just starting to save for retirement?
Start now. That's the most powerful thing you can do. It doesn't have to be a lot; as long as it's at least 5% of your basic pay, you'll get the full matching contribution from your agency or service. You can always contribute more, but if you contribute less than 5%, you miss out on the free money available to you. That could mean losing out on thousands of dollars by the time you retire.

Q: What would you say to participants getting ready to retire?
In addition to reminding participants they can keep their money in the TSP when they leave, I would also say they could consider lower-risk investments. You can change your investment mix yourself, or one of the Lifecycle Funds can do it for you. When you're first starting out with your TSP account, choosing riskier investments—which offer the opportunity for higher gains—can be OK because you have time to recover from losses before you retire. But if you're at retirement or close to it, you don't have 20 or 30 years to recoup your losses because you are going to start spending that money soon. And stocks don't always go up. Risk is real.

Q: And what hopes do you have for your own retirement?
I hope I can use my TSP to enjoy time with my kids, and to do the things that my wife and I hope to do when we have lots and lots of time, with no need to get up in the morning and come to work.

Q: Any final thoughts?
Yes. It's good to do a wellness check on your TSP account at least once a year. There are a few housekeeping issues you can take care of to ensure your TSP account is up to date. If you haven't logged in to My Account since June 2022, you need to set up a new login on tsp.gov. It takes less than 10 minutes to get online access to your TSP investments, verify your contact information, and help protect your account from fraud. Add your bank account information to your My Account now so that when you need money later, you can get it quickly and safely through direct deposit.

Lastly, always make sure your contact information is up to date so we can notify you of important information about your account. Being able to reach you helps us carry out our mission: helping you fulfill your financial goals and live the best possible version of the life you want in retirement. And reach out to us anytime.

If you have general questions or concerns, you can use AVA, the TSP virtual assistant on tsp.gov, to get answers. To ask AVA account-specific questions and connect with a ThriftLine representative during business hours for a live chat session, log in to My Account and select the icon found on the bottom right of the page. To speak with one of our representatives by phone, call the ThriftLine at 1-877-968-3778.

Wishing you a happy and prosperous 2025.

Jim Arneson
Maintenance Director

In Service Maintenance Test

"…multiple movements can happen."

As we approach spring and open season for In-Service maintenance testing, I want to go over how a maintenance vacancy is filled. We have had many misunderstandings with this and people telling others how they think it is.

A vacancy occurs, the Service has 30 days to post the position and 40 days to revert it. Once the position is posted it is up for 7 days. During this time period people can update their Preferred Assignment forms and the Promotion Rejection forms. This is very important, as this is how Maintenance bids for positions.

Now the unique thing for maintenance is we have an automatic bidding process that is based off the above forms, these create a register that the bidding system uses to place employees in positions. So while a Sun/Mon on Tour 2 is posted, the senior employee in that occupational group and level that has the position ranked higher than the one they are in would be awarded the position.

Then the system places the senior person that wants the vacated position into that position. With this multiple movements can happen. And after everyone in the occupational group has moved, a promotion could occur and then the people in that occupational group could move around. So multiple positions become vacant and filled with one posting.

This allows for maintenance to move into different positions in one posting, rather than having to wait for months to move. So please make sure your forms are up to date and that you have copies of them in case of issues. If you have any questions, please ask a Union representative because some misinterpretation has occurred that has cause employees to make some choices because of what they heard from the Supervisors and other employees.

Recently we have had an issue come up that effects the entire maintenance staff at an installation. When the Union has asked for documentation from employees to demonstrate that the Service might be violating the contract we have gotten two or three members writing statements or providing documentation of what is happening. Please remember that we are strong together and we need to be together in standing up for our rights. As the old saying goes, "United we Stand, Divided we Fall".

Milwaukee(WI) Bid Cluster

REPORT CODE FIL03

SUCCESSFUL BID AND/OR PROMOTION CANDIDATES
EFFECTIVE DATE 03/08/2025
NOTICE OF INTENT NUMBER 25OC004

SEQUENCED

NAME				FROM	TO
			HRIS NUMBER	72507803	74290026
			DA NUMBER	LC454223	LC417223
FINANCE #			TOUR/ START&END	2 0600 1430	2 0500 1330
565486			OFF DAYS	SUN MON	SUN MON
SERVICE	INSTALLATION	PREFERRED ASSIGNMENT	WORK LOCATION	OAK CREEK P&DC	NORTHSHORE
02/27/2021	02/27/2021	02/27/2021	WORK ZIP	53154	53217
			OCCUPATION CODE	3502- 03XX	3502- 03XX
			PAY LOCATION	067	000
			TITLE	LABORER CUSTODIAL	LABORER CUSTODIAL
			HRIS NUMBER	72507806	72507803
			DA NUMBER	LC454334	LC454223
FINANCE #			TOUR/ START&END	3 1400 2230	2 0600 1430
565486			OFF DAYS	MON TUE	SUN MON
SERVICE	INSTALLATION	PREFERRED ASSIGNMENT	WORK LOCATION	OAK CREEK P&DC	OAK CREEK P&DC
06/29/2024	06/29/2024	06/29/2024	WORK ZIP	53154	53154
			OCCUPATION CODE	3502- 03XX	3502- 03XX
			PAY LOCATION	077	067
			TITLE	LABORER CUSTODIAL	LABORER CUSTODIAL
			HRIS NUMBER	95617164	72507806
			DA NUMBER	LC454323	LC454334
FINANCE #			TOUR/ START&END	3 1400 2230	3 1400 2230
565486			OFF DAYS	SUN MON	MON TUE
SERVICE	INSTALLATION	PREFERRED ASSIGNMENT	WORK LOCATION	OAK CREEK P&DC	OAK CREEK P&DC
10/22/2022	10/22/2022	10/22/2022	WORK ZIP	53154	53154
			OCCUPATION CODE	3502- 03XX	3502- 03XX
			PAY LOCATION	077	077
			TITLE	LABORER CUSTODIAL	LABORER CUSTODIAL

Marvin Rivera
West Sectional Director

PSE & PTF Question & Answer

"...every effort is made to assign work within the installation."

I have been receiving questions lately from PSEs at the AO's regarding the 24 MONTH AUTOMATIC conversion and how that works if they are working at a level 4 RMPO. I have also received many questions from PTFs regarding work hours.

Here are the answers to some of the questions I have received:

#1. Question:
Does a Postal Support Employee (PSE) hired in an Administrative Post Office (APO), that allows for the 24-month automatic conversion to career, maintain that right and benefit if they are involuntarily reassigned as a PSE to a Level 4 Remotely Managed Post Office (RMPO) in the same bid cluster?

Answer: Yes.
However, upon conversion to a career (PTF), the newly converted employee will be reassigned to the APO. Conversely, if the PSE voluntarily elects to be reassigned to the RMPO, he/she will not be eligible for the 24-month automatic conversion while assigned to the Level 4 RMPO.

#2. Question:
If there is an opportunity for a new hire PSE in an APO, will current PSEs in the Level 4 RMPO(s) within the bid cluster (installation) have an opportunity to be reassigned to the APO before external hiring?

Answer: Yes.
PSEs in the installation will be provided the opportunity, in their order on the PSE relative standing list, to be reassigned to the APO.

Following reassignment to the APO, the PSE will be eligible for the 24-month automatic conversion.

#3. Question:
In order to meet the 24 hours per pay period guarantee for part-time flexible (PTF) employees, can a PTF be assigned outside his/her installation?

Answer: Yes.
If necessary, after every effort is made to assign work within the installation. This does not prohibit an employee from volunteering to work outside the installation and/or the Postal Service providing transportation, in accordance with the PTF Clerks Working in Other Installations Agreement.

Questions and Answers and the Use of Privately Owned Vehicles MOU.

#4. Question:
May part-time flexible clerks be assigned to work overtime outside their home office?

Answer: Yes.
However, overtime work in a specific work location must first be assigned to qualified and available clerk craft employees on the overtime desired list in that work location, as defined under Article 8, Section 5 of the National Agreement and, when applicable, the Local Memorandum of Understanding.

#5. Question:
Does a home office part-time flexible clerk receive a preference for work hours over a part-time flexible clerk from another installation?

Answer: Yes.
During the course of a service week management is required to make efforts to assign qualified and available home office part-time flexible clerks to straight time hours before assigning such work to employees from other installations.

Note: Quad is within your installation. You should be given all overtime prior to any Overtime Non-Volunteer within the installation.

KeKe Conley-Burrell
Manual/Mechanization Director

Filing A CA-1 In ECOMP

"You should also view and save a PDF copy of your CA-1…"

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

To begin, click the button "Get Started – File a Form" Information about filing a claim on form CA-1 or CA-2 will be displayed. Click "File a CA-1 or CA2" to proceed. Information about Forms CA-1 and CA-2 will be displayed. To file a CA-1 to claim a traumatic injury, click "Select & Continue."

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

Enter your social security number (SSN) and confirm it. The SSN you enter must match the SSN of record for your ECOMP account. Enter your date of birth, sex, home telephone number, grade and step as of the date of injury, home mailing address and dependent information. Notice that ECOMP defaults to "None" so be sure to update this item if you do have dependents. Your supervisor's email address will be pre-populated from your ECOMP account, but may be changed if needed.

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

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

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

Also note that you may upload supporting documents at a later time from the ECOMP home page if your claim is submitted to OWCP and assigned a claim number.

Finally, a summary of the information you have entered for the CA-1 form is displayed. If changes are needed to any of the fields, you may click "Edit" to return to the portion of the form needing changes.

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

A confirmation message will then be displayed notifying you that your claim has been forwarded to your supervisor for review. The ECOMP Control Number (ECN) which has been assigned to your claim is also displayed. You may use this number to track status of your claim.

You should also view and save a PDF copy of your CA-1 using the "View" or "Get PDF" buttons.

An email message will be sent to your supervisor by ECOMP advising that your claim requires review. After your supervisor has reviewed the claim, it will be forwarded to the

(next page please)

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ECOMP Agency Reviewer (AR) at your district injury compensation office. The AR will perform a final review of the claim and forward it to OWCP for creation of a case as needed. The AR will also print the form and contact you and your supervisor to obtain your signatures on the form. The CA-1 form, with original signatures, will be filed in the district injury compensation (HRM) office.

If your injury did not result in lost time from work or any medical expense, or first aid treatment only, your claim will not be submitted to OWCP for creation of a case. Rather, it will be maintained in ECOMP, and may be reactivated by your AR for submission if you incur lost time or medical expense at a later date. If your claim is submitted to OWCP, you will receive an email from ECOMP once the case has been created which contains your case file number. You may view a list of all forms you have submitted via ECOMP and their status by visiting your ECOMP Employee Dashboard.

A claim which has been filed but has not yet been submitted to OWCP may be withdrawn by locating it in the list of forms and clicking the "Withdraw Claim" button under "More." If you need to leave ECOMP in the middle of filing a claim, the form will be maintained in a draft status for one week. After that point, it will be deleted from the system and you will need to start over with a new claim form. A claim which is still in draft status may be deleted by locating it in the list of forms and clicking the "Delete Claim" button.

Always consult with our Milwaukee Area Local APWU,
OWCP specialist Bob Wood before withdrawing or deleting a claim

Kenni Liggan
Customer Service

Live Bid Letters And Choice Letters

"...new members with less than ten (10) years."

A lot of our new members with less than ten (10) years are doing a lot of job bidding, trying to find that perfect job for themselves. Here are a couple of things you should know.

Live Bid Letter:

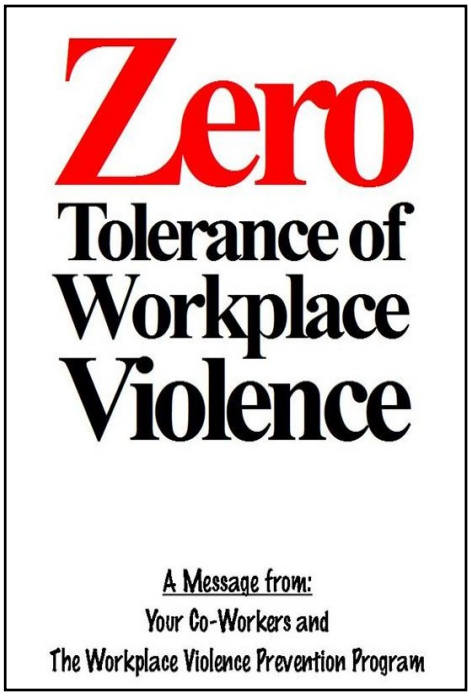
When an employee is designated as a successful bidder and remains a live bidder on other bids, the employee shall notify management in writing within ten (10) days of his/her election to remain a bidder on one (1) or more of those assignments. The notice shall identify the assignments(s) by job and posting number.

Failure to notify within ten (10) Days will cancel such other bids.

Choice Letter:

When an employee is in a deferment period and would be designated a senior or successful bidder on a previous bid.

The employee will be given a choice to remain in training or become the senior or successful bidder on the previous bid.



Dr. Jonathan Saigh

OWCP Claims

Advanced Care Specialists

Happy New Year everyone,

FECA has released new stats on initial denial rates for OWCP claims -- it is estimated that nearly 40% of all claims submitted to the US Department of Labor will be denied.

I have outlined a few reasons below as to why your claim may have been denied OR is delayed in processing.

My recommendations are simple to avoid denials: submit all the requested documentation, follow the timelines given, consult an expert in the field of OWCP whether it be an attorney or physician and be persistent - sometimes your manager needs a little push to submit paperwork.

If your OWCP (Office of Workers' Compensation Programs) claim isn't open, there could be several reasons. Here are common issues and steps you can take to resolve them:

1. Incomplete or Missing Documentation

Reason: OWCP requires specific forms (like CA-1 or CA-2) and supporting documentation to open a claim. In the last 10 years of doing OWCP work we have found that probably 90% of all claims are denied due to lack of or insufficient causal relationship i.e. explaining exactly what work duties caused your injuries.

Solution: Verify that you submitted all required forms and documentation, such as medical reports, witness statements, or accident reports.

2. Incorrect Information

Reason: Errors in your claim, such as incorrect dates, employer information, or medical provider details, can delay processing. Your provider cannot use pain as a diagnosis.

Solution: Double-check your submission for accuracy. Contact your claims examiner to confirm all information matches their records.

3. Employer Delay

Reason: Your employer might not have forwarded your claim or completed their portion (like submitting the CA-16 form or responding to OWCP inquiries).

Solution: Follow up with your employer or HR department to ensure they've done their part.

4. Claim Under Review

Reason: OWCP may be reviewing your claim for eligibility, completeness, or validity.

Solution: Contact your claims examiner or check the status through the OWCP ECOMP portal for updates.

5. Missing Medical Evidence

Reason: OWCP requires a clear medical diagnosis and proof of work-related injury or illness to proceed with the claim.

Solution: Ensure your healthcare provider submitted a detailed medical report linking your injury or illness to your job.

6. Claim Denial

Reason: Your claim may have been denied if OWCP determined it didn't meet their criteria.

Solution: Review the denial letter for reasons and appeal if appropriate. Submit additional evidence if necessary.

7. Administrative Delays

Reason: OWCP processing times can vary due to backlogs or other internal delays.

Solution: Be patient but persistent. Regularly follow up with OWCP to ensure your claim is progressing. Ask specific questions i.e. "what exactly does the doctor need to say about my injury?"

I hope this helps many of you through the hurdles you may have when filing your claim. As always, feel free to contact our office with any questions.

Stay Well,

Advanced Care Specialists

What is FICA?

Securing today and tomorrow

FICA is a U.S. federal payroll tax. It stands for the **Federal Insurance Contributions Act** and is deducted from each paycheck.

Your nine-digit number helps Social Security accurately record your covered wages or self-employment. As you work and pay FICA taxes, you earn credits for Social Security benefits.

How much is coming out of my check?

6.2%
of your gross wages goes to Social Security tax.*

1.45%
of your gross wages goes to Medicare tax.*

An estimated 180 million workers are covered under Social Security.

*Your employer matches these percentages for a total of 15.3%

FICA helps fund both Social Security and Medicare programs, which provide benefits for retirees, the disabled, and children.

Think about FICA like this...

The money you pay in taxes is not held in a personal account for you to use when you get benefits. Today's workers help pay for current retirees' and other beneficiaries' benefits. Any unused money goes to the Social Security trust funds to help secure today and tomorrow for you and your family.

Open a *my Social Security* account to see how your Social Security benefits grow over time.

SSA.gov

Social Security Administration | Publication No. 05-10297 | May 2025 (Recycle prior editions) | Produced at U.S. taxpayer expense

US Postal Service Faces Murky Future As Trump Mulls Dismantling Institution

The Guardian

Resistance to any proposals remains speculative until administration lays out its plan for the federal agency. After the postmaster general, Louis Dejoy, a former Trump fundraiser and logistics executive appointed during the president's first term, announced last month that he was stepping down, defenders of the US Postal Service (USPS) concerned that the 249-year-old institution could soon experience the slice and slash of Elon Musk's "department of government efficiency" scimitar have expressed alarm.

Donald Trump is reportedly preparing to dissolve USPS's bipartisan board of governors and place the agency under the control of the commerce department secretary, Howard Lutnick, the Washington Post recently reported. "We want to have a post office that works well and doesn't lose massive amounts of money, and we're thinking about doing that, and it will be a form of a merger," Trump said. "It'll remain the postal service, and I think it'll operate a lot better than it has been over the years." Trump has made no secret of his desire to reform the federal agency, once calling it Amazon's "delivery boy". But it employs 637,000 people and 91% of Americans view it favorably, according to a Pew Research survey taken when USPS was perhaps the most visible federal agency during the Covid pandemic and came close to running out of cash entirely.

In 2020, Trump acknowledged that he was starving the service of money in order to make it harder to process mail-in ballots, which he worried could cost him the election. In December 2024, Trump was reported to have expressed a "keen interest" in privatizing the service. But until the administration lays out its plan for the institution, resistance to any proposals remains speculative. "In a moment when public servants are under severe attack, postal workers and the people we serve in every state and every congressional district, are prepared to defend our critical public service," said the American postal workers union president, Mark Dimondstein, in a statement last week. DeJoy, announced he was stepping down after five years as postmaster general in a letter to the board of governors, saying "there remains much critical work to be done to ensure that the postal service can be financially viable as we continue to serve the nation in our essential public service mission". He praised postal workers for their perseverance and embrace of change "despite being victimized by a legislative and regulatory business model". The service is midway through a 10-year Delivering for America reform plan and has yet to break-even after years of losses, including a $6.9bn in 2025, down from $9.5bn a year earlier.

DeJoy said a $144m profit, excluding expenses on pension and health care payments, in the first quarter of the year was a "strong indicator" that the service is on a path to self-supporting but warned there is an "almost unceasing resistance to change from stakeholders motivated by both parochial and political purposes". The US Postal Service was founded on 26 July 1775 by the Second Continental Congress, with Benjamin Franklin as its first postmaster general. Later that century, postal services were made a permanent part of the federal government as the Post Office Department, and in 1971 was reorganized to become an independent agency of the executive branch, but it must operate like a business. The pandemic, along with competition from FedEx and UPS, as well as a decline in the overall letter business, has made the USPS a political football and put it in its current precarious financial predicament.

A study by the Economic Policy Institute in 2020 said that "anti-government ideologues and special interests have long sought to privatize, shrink, or hobble" the service. The report credited the postal service as an integral public service, part of the nation's critical infrastructure and a good employer – especially for Black workers and military veterans. "The social value of the postal service extends beyond the economic benefits provided by its delivery operations," the report said, by connecting family and friends and fostering democracy, and is a key part of emergency and national security infrastructure. The report recommended that the service be allowed to adapt to meet unmet needs, including the revival of postal banking.

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In a letter last month, the postal service's regulator warned the next phase of the 10-year cost-cutting and modernization plan would slow mail delivery for a "significant portion of the nation" but wouldn't do much to help regain its financial footing. The communities most likely to affected would be in rural areas where, demographics show, Trump voters are often in the majority. The long, conflicting political efforts to dismantle the post office, may now be about to accelerate, says the former North Carolina postmaster Mark Jamison, a contributor and adviser to savethepostoffice.com. "They're travelling down the same road and Congress has abdicated all its responsibilities," he says, venturing that DeJoy may have stepped down in part because he could no longer protect the institution from Trump's designs. "DeJoy had been there for a few years and may have felt some attachment to the institution and had absorbed some of the culture there. They're watching what's happening, waiting for Elon Musk to come in and tear things up, and he didn't want to be a part of that."

The Washington Post reported that the board of governors had held an emergency meeting and retained outside counsel if the White House moves ahead with the measures. Democrats also called on Trump to abandon his plans. "Your reported efforts to dismantle the Postal Service as an independent agency would directly undermine the affordability and reliability of the US postal system," said the House oversight committee member Gerry Connolly of Virginia last week.

"We urge you to abandon immediately any plans that would either privatize the Postal Service or undermine the independence of the Postal Service." There's a fundamental difference in how Republicans and Democrats look at the issue. "I see the post office as part of the national infrastructure, like the highway system, and a network that has the ability to go to everyone's house," says Jamison. What Musk and Doge are in fact doing, he ventures, is treating the federal government as a private equity firm would a company after a hostile takeover. "You fire everybody, then figure out what works afterwards – and Wall Street loves it."

Federal Retirement Fairness Act Reintroduced!

On Feb. 24, 2025, the *Federal Retirement Fairness Act,* or H.R. 1522, was reintroduced in the House of Representatives by Rep. Gerald Connolly (D-VA-11) and Rep. David Valadao (R-CA-22). This bipartisan bill would allow temporary postal and federal employees who are promoted to career positions the option of "buying back" the time that they had worked as a non-career employee to use toward their retirement.

Temporary postal employees are non-career employees, such as postal support employees (PSEs), transitional employees, and casuals, who are unable to make contributions to their retirement benefits until they become USPS career employees. Prior to 1989, postal workers were allowed to make retroactive "catch up" contributions to their retirement benefits, after they made career status, for all the time they worked as a temporary employee. Unfortunately, the authority to make retroactive payments expired on Jan. 1, 1989.

Under the proposed "buy back," eligible postal workers and federal employees have the voluntary option to make a deposit equal to the amount that would have been contributed to their retirement benefits had they been career employees since their employment began. The calculation of the amount is determined by the Office of Personnel Management (OPM). This legislation would help postal and federal employees retire earlier by counting the time they worked as a non-career employee toward their retirement. It would affect more than 100,000 APWU members who have converted from temporary to career positions.

As of March 3, 2025, the *Federal Retirement Fairness Act* has 25 cosponsors in the House of Representatives. Please keep an eye on *apwu.org* for future information on a Call to Action Day for the *Federal Retirement Fairness Act*. Remember, an injury to one is an injury to all. We are much stronger together in solidarity, so please help your fellow union members in this collective fight for full, on-time retirement benefits!

2025 Postal Crisis – APWU Key Talking Points

On February 20, the Washington Post reported that the President would issue an Executive Order firing the postal Board of Governors, the Postmaster General and placing the USPS under the control of the Commerce Department and its billionaire Secretary Howard Lutnick. These efforts have since been confirmed by the President.

++

- The Postal Service is enshrined in the Constitution, created by Congress and supported by the people.
- The Postal Service belongs to the people, not to any one individual or the billionaires.
- The public Postal Service is a democratic right of the people with a universal service mandate that requires delivery to 169 million addresses at least six days a week, no matter who we are or where we live. No private company would or could provide such universal service as private companies will base services on private profit, period.
- Any such EO would amount to an illegal hostile takeover of the USPS as the law is clear: The Postal Board of Governors are appointed by the President and confirmed by the Senate. Only the Postal Board of Governors can hire or fire the PMG; The USPS is purposely set up by Congress to be free of political interference. Furthermore, only Congress can change the structure of the Postal Service.
- The reported action is an attack on the postal services that millions of Americans rely upon. Any undermining of its independence and mission is an assault on the American people as it will be a death spiral heading to more and more privatization.
- Privatization means turning over public postal services to private companies and investors whose goal is maximum profit, not the wellbeing and rights of the people. Privatization of the public Postal Service, in whole or in part, will lead to higher prices and reduced services – especially to rural America. Privatization would also spell the elimination of decent union living-wage jobs for workers from all walks of life, including more than 70,000 military veterans. Good jobs build stronger communities.
- The USPS is the low-cost anchor of the $1.2 trillion mail and package industry consisting of over 7 million jobs.
- The public should take these threats seriously. In his first term, President Trump, in a 2018 OMB report, proposed outright privatization of the USPS – selling it off to private corporations for private profit. In a December 2024 press conference, he said "There is talk about the Postal Service being taken private, you do know that."
- Postal workers stand with the people to defend the Postal Service. Our message is the "US Mail is Not For Sale" – Hands off Our Public Postal Service.
- The post office will celebrate it's 250th anniversary in July. Here's to the next 250 years of public postal services!
- Tell Congress to Stand Up to the Administration and protect the Postal Service.

Postal Reform Can't Leave Rural Americans Behind

Newsmax

The United States Postal Service (USPS) is at a crossroads, facing critical decisions about its leadership, operations, and long-term strategy. Major changes that could change the trajectory of the agency may be looming on the horizon and questions remain about whether it will continue on its current path — particularly with its controversial Regional Transportation Optimization (RTO) initiative — or use this inflection point as an opportunity to reassess its priorities.

In late January, the Postal Regulatory Commission (PRC) issued an advisory opinion and detailed 300-page analysis regarding proposed service changes under the Postal Service's RTO initiative which should help provide some guidance. This came after a formal review was conducted, as required by law, which included testimony from five Postal Service executives and an on-the-record hearing at which PRC commissioners were able to cross examine them. The PRC also reviewed hundreds of pages of testimony from interested private parties.

After this exhaustive process, the PRC concluded the RTO proposal — which would cut in half mail collections and delivery at over 14,000 rural Post Offices — would have significant negative service effects on rural America. Specifically, the PRC determined that the RTO plan was contrary to existing law because it did not conform to the established policy and service obligations under 39 U.S.C. § 101(a) and (e) to "bind the nation together" and to "provide prompt, reliable, and efficient services to patrons of all areas and … render postal services to all communities."

The PRC also found that even the meager cost savings that the USPS claim from the RTO were speculative and unsubstantiated. The Commission stated that "without empirical support, the Postal Service cannot demonstrate that its assumptions reflect the actual likelihood of realizing these savings" and urged the agency to reconsider this significant downgrade in service for a substantial portion of the nation in light of this reality.

Concerningly, this guidance was almost never provided. Although the Postal Service is required by law to seek an advisory opinion from the PRC prior to adopting changes to nationwide service like those proposed under the RTO, the Postal Service resisted doing so. Only following bipartisan congressional pressure and after the PRC issued a rare order to the Postal Service demanding it show cause why it was not submitting such a request, did the Postal Service relent and finally do so. Even more unfortunate is that despite this strong evidence that the Postal Service should reconsider and pause the RTO proposal, USPS leadership continues to ignore reality.

At a Postal Board of Governors meeting held on February 6, rather than address the PRC's findings, Postmaster General Louis DeJoy attacked the PRC's competence to perform the review (as required by law) and again asserted, without any substantiation, that the proposed changes would save money. And he left little doubt that USPS would proceed in defiance of these recommendations. DeJoy's damaging RTO is not a serious effort to control costs and to help the USPS stop losing billions of dollars every year. If it were a serious business approach to cut unnecessary and wasteful costs while maintaining the mission of the USPS and the quality of its service to the entire nation, it would be easy to get behind it. But DeJoy's RTO isn't such an effort and will do stunningly little to stop the billions in annual losses at the USPS.

What it will do though, is clearly damage the ability of the USPS to provide timely and reliable service to the entire nation. It violates the law, and it makes rural America second-class citizens with third-rate service. With DeJoy now announcing his intention to step down as postmaster general an opening as emerged to reverse this plan. Congress needs to act, as rural Americans across the country should not be made to pay for DeJoy's speculative, untested, and damaging RTO proposal. A previous Senate bill said it would permanently enjoin future changes at the Post Office if the Commission found they would harm service and the PRC has now made that conclusive finding.

The time has come for Congress to "SAY NO TO THE RTO!"

Wednesday, 7:00 pm
March 26, 2025

2025 GMM Meetings

January 27 - 6pm
March 26 - 7pm
May 30 - 7am
July 28 - 6pm
September 24 - 7pm
November 21 - 7am

Time Dated

Deliver To:

FIGHTING TODAY for a BETTER TOMORROW

Milwaukee Area Local 3

APWU
American Postal Workers Union, AFL-CIO

Proudly representing postal workers for over 100 years

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grow our economy! buy wisconsin
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Sandy Miceli _____ Associate Editor

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Marvin Rivera _____ Dir., West Sectional

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Kenni Liggan _____ Dir., Customer Service
Tkaita Conley-Burrell _____ Dir., Mechanization/Manual
Chris Paige jr _____ Dir., Automation
Jim Arneson _____ Dir., Maintenance
Larry Victory _____ Dir., Motor Vehicle

Monday, 6:00 pm
January 27, 2025

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EAP Employee Assistance Program

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

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

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

Make the Call!

USPS Employee Assistance Program

1-800-327-4968

(1-800-EAP-4-YOU) TTY: 1-877-492-7341

www.EAP4YOU.com

Wednesday, 7:00 pm
March 27, 2024

2024 GMM Meet-

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

Time Dated

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January General Membership Meeting

Nominations / Election Committee Announcement

January 22, 2021 - Friday at 7:00am

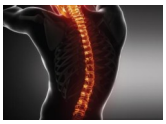
The *Hi-Lites* staff would like to remind the membership that nominations for elected office (2023-2026 term) will be held at the January General Membership Meeting. Please refer to the posted minutes from November's GMM for the date and time.

The Chairman of the Election Committee as well as the committee itself, shall be the judges of all elections. No member of the committee shall be a candidate for election while serving on the committee. The election committee shall be responsible for the conduct on union elections and shall decide all controversies arising out of the election.

Dr. Jonathan Saigh

Injured On The Holidays?

Advanced Care Specialists

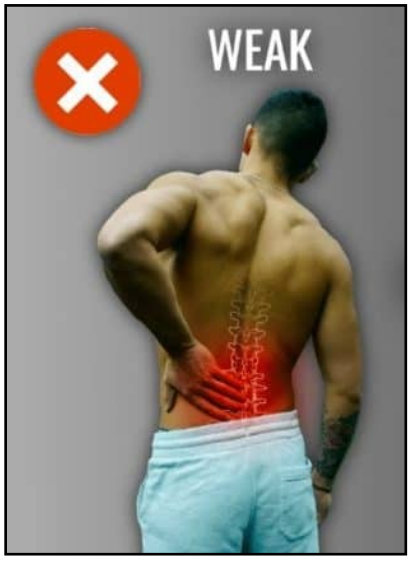


With all the mail volume, mail weight and extended hours being injured around the Christmas Holiday is not uncommon. However, what is common in waiting to report the injury to your supervisor until the hustle and bustle of the holidays is over. Waiting is not the right move in many cases, just because you have up to three years to report the injury doesn't necessary mean you should wait.

There are a few reasons to immediately report your injury but one of the most important reasons is so as an injured work you are able to get a CA16 – this document allows you go receive the health care you need, no questions asked. In order to get a CA16 your CA1 injury must be filed within seven days if the date of injury. Keep in mind, CA2 injuries are not eligible for a CA16.

The second reason for ensuring timely filing of your injury is due to the fact that even the smallest injuries may be long lasting in nature. For example a minor back strain if not treated early and often may develop into a long standing degenerative condition.

Beyond getting your CA1 filled out early and obtaining a CA16 the next important topic is to make sure that box 'a.' is checked in section 15 of your CA1 – this allows you to collect COP if needed for up to 45 days.



The stress of filing these injuries has become fairly seamless with the use of ECOMP (ecomp.dol.gov). ECOMP is a safe, government website for Federal Employees to file injuries, upload documents and review the status of your claim. You need your SSN/EIN and date of birth to create an account.

By filing your injuries this way you bypass the requirement of sitting down with your supervisor which can be nerve-racking in itself – you are also assured your injury is filed and does not end up at the bottom of a stack of papers.

If you have any questions please do not hesitate to contact our office at 262-898-9000. Our staff is well versed in OWCP claims and we will direct you in the correct direction.

Happy Holidays and thank you for all of your hard work.

Advanced Care Specialists – DOL Experts

Graduating Class Of 2019

Lauryn graduated with high honors from Carmen High School.

She will be attending Georgia State University this fall, with a major in Biology.

Lauryn, we are both so proud of you and always will be. Love, Mom & Dad!

Lauryn is the daughter of Larry Brown jr.
(APWU Automation Director /
T-1 Automation Clerk)

L
A
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Y
N

2019 Milwaukee Area Local Scholarship Winners

CONGRATULATIONS

- Michael Gorman is the recipient of the $500.00 Milwaukee Area Local's John Akey Memorial Scholarship

- Griffin Lepak is the recipient of the $500.00 Milwaukee Area Local Scholarship

GOOD LUCK !

Pam Walker
Recording Secretary

Greetings Brother and Sisters,

Congratulations to all of our Brothers and Sisters that are enjoying retirement. The Milwaukee Area Local hopes that you all will remain local retiree members. We will continue to make it easy to join, very inexpensive, and very worthwhile.

Your $10.00 membership fee ensures that you will receive the *Hi-Lites.* It also remains your "ticket" to six retiree socials.

We are looking into bringing back hosting the socials on the second Thursday of the designated month. (January, March, May, July, September & November) . During those months the retirees may hold the social but it may not necessarily be on the second Thursday.

I would like to remind all retirees that any retiree dues paid during the 2022 calendar year will be applied to the 2022 calendar year. The current calendar year must be paid before any payment is applied to future calendar year(s).

Please contact the APWU Union Hall with any questions.

Attention Retirees

"We are looking into bringing back hosting the socials..."

APWU RETIREES

To remain a local retiree please mail your $10.00 retiree dues to :

APWU Retiree Dues
Attention: Pam Walker
P.O. Box 1995
Milwaukee, WI 53201-1995

Name _____

Address _____

City _____ State ____ Zip _____

I need a APWU membership card ☐

Reminder: If you belong to the National APWU, this does **NOT** cover your local $10.00 dues.

LABOR'S LADEL

RECIPES