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TRUMPCARE NIGHTMARE



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History Will Remember These 217 House Republicans for their Inhumanity. What Paul Ryan and his minions just voted for is immoral.

by: John Nichols

North Carolina Congressman Ted Budd cast an indefensible vote to repeal the Affordable Care Act and replace it with legislation that is so awful that Budd's fellow Republicans were caught scheming to exempt themselves and their staffs from the measure's draconian provisions. But Budd got one thing right. "I'll take around 2,000 votes this Congress. Most of them will be forgotten," the Republican congressman said as the vote approached. "This is not one of those votes."

Good. The vote by 217 House Republicans to gut the Affordable Care Act (while 20 of their colleagues and 193 Democrats opposed the move) must be remembered as the shameful abandonment of health and humanity that it is. This should become the permanent stain on every member of the House who supported it - the issue that does not go away. House Speaker Paul Ryan and his caucus abandoned any pretense of deliberative or responsible legislating in order to deliver an empty "win" for the flailing administration of President Donald Trump.

To do this, Ryan's Republicans voted for a devastating piece of legislation without knowing:

- the cost of their plan
- how many tens of millions of Americans will lose insurance
- how their plan will be implemented at the federal or state level
- what will remain of their plan after it is reviewed by the Senate

House Republicans simply did not care. The overwhelming majority of them cast their votes as Ryan said they should, and then they ran the gantlet - past crowds of citizens chanting "Shame! Shame! Shame!" - on their way to a White House Rose Garden "celebration" of their partisanship with Donald Trump.

Republicans claimed that they had addressed the fundamental flaws in a bill that had been widely decried for providing less health care to fewer people at greater cost. But that was a convenient lie, told for the sake of media outlets that could not keep up with the twisting and tinkering that was being done to win the votes of so-called "moderate" Republican holdouts. The truth came from the American Medical Association (AMA): "None of the legislative tweaks under consideration changes the serious harm to patients and the healthcare delivery system if AHCA passes. Proposed changes to the bill tinker at the edges without remedying the fundamental failing of the bill - that millions of Americans will lose their health insurance as a direct result of this proposal." That's only part of the problem, explained the group that represents America's physicians. "Not only would the AHCA eliminate health insurance coverage for millions of Americans," the AMA added, "the legislation would, in many cases, eliminate the ban against charging those with underlying medical conditions vastly more for their coverage."

A *Wall Street Journal* review of assessments of the GOP measure from actual health-care providers was devastating: The American Academy of Family Physicians dismissed the "highly flawed" measure's attempt to address the crisis it will create for people with pre-existing conditions as "inadequate" and "temporary." The CEO of America's Essential Hospitals decried an amendment on funding for high-risk pools as the equivalent of applying "a bandage to a mortally wounded patient."

Sister Carol Keehan, DC, the president of the Catholic Health Association of the United States, was unequivocal in her opposition. "The recent amendments to the bill, intended to make it more palatable to those who did not support it initially, are even more disastrous for people who have just gotten health care," explained Sister Carol. "Changing the current rules to undermine essential benefits requirements and protections for people with pre-existing conditions, as well as al-

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lowing insurers to set annual and life time caps on the care they cover, would seriously undermine health security and leave many individuals with substandard protection. Even the proposed state high-risk pools would be an inadequate and underfunded solution to a problem that need not exist in the first place.”

Sister Carol counseled that “It is critically important to look at this bill for what it is. It is not in any way a health care bill. Rather, it is legislation whose aim is to take significant funding allocated by Congress for health care for very low income people and use that money for tax cuts for some of our wealthiest citizens. This is contrary to the spirit of who we are as a nation, a giant step backward that should be resisted.”

That is precisely right. The health-care debate will go on. What House Republicans voted for on Thursday will not be the final word on this issue. But the votes those Republicans cast for this particular bill ought never be forgotten. House Minority Leader Nancy Pelosi warned Republican backers that “they have this vote tattooed on them. This is a scar that they will carry...” Her admonition should serve as a call to arms. Republicans now must be identified for what they are: charlatans who would lie to Americans with cancer and heart conditions about the health care they cannot live without.

Representative Gwen Moore, Democrat of Wisconsin, got it right as she outlined her opposition to Ryan’s plan for the mangling of health care in America by tweeting photos of people who have battled leukemia and other diseases—constituents who had contacted her to express their fears about what the speaker of the House proposed to do to them. “They’re not numbers and statistics. They’re cancer survivors and people with disabilities. They’re sons and daughters,” explained Moore, who declared that she was voting “no” for them. The politics of health care is personal. It’s about whether human beings can get the care they require, about whether they will live or die. The choice that House Republicans made Thursday was inhumane. It should be remembered as such - and it should be continually condemned as such.

Primary and general-election challengers to Paul Ryan and to every member of Congress who voted for Ryan’s “repeal and replace” scam - which Moore correctly described as “a massive tax giveaway masquerading as a health care bill” - should not be allowed to talk around what they have done. They should not be allowed to run in 2018 on whatever final reform eventually is agreed upon - if, indeed, an agreement can be reached. They should be held to account for their willingness to tear apart a health-care system in order to reward campaign donors and political allies at the expense of ailing Americans. These wicked politicians will face opposition in 2018. Their opponents should pull no punches. What Ryan and his minions have voted for is not just wrong. It is immoral.

TABLE 1

Estimates of premium surcharges for a 40-year-old individual with selected health conditions

Condition	Surcharge as a share of standard premium	Surcharge, in dollars	Surcharge adjusted for invisible risk pool, in dollars
Metastatic cancer	3,500%	\$142,650	\$140,510
Lung, brain, and other severe cancers	1,790%	\$72,980	\$71,880
Colorectal, breast (age 50 and younger), kidney, and other cancers	703%	\$28,660	\$28,230
Diabetes without complication	137%	\$5,600	\$5,510
Rheumatoid arthritis and specified autoimmune disorders	652%	\$26,580	\$26,180
Major depressive and bipolar disorders	208%	\$8,490	\$8,370
Drug dependence	502%	\$20,450	\$20,140
Autistic disorder	135%	\$5,510	\$5,420
Seizure disorders and convulsions	179%	\$7,300	\$7,190
Congestive heart failure	459%	\$18,720	\$18,440
Acute myocardial infarction	1,422%	\$57,960	\$57,090
Asthma	106%	\$4,340	\$4,270
Stage 4 chronic kidney disease	286%	\$11,650	\$11,470
Completed pregnancy with no or minor complications	425%	\$17,320	\$17,060

Note: Surcharge as a share of standard premium assumes that \$4,020 is the standard rate for coverage for individuals who are healthy at the time of application.

Source: Authors’ calculations based on Centers for Medicare and Medicaid Services, “March 31, 2016, HHS-Operated Risk Adjustment Methodology Meeting: Discussion Paper” (2016), available at <https://www.cms.gov/CCRO/Resources/Forms/Reports-and-Other-Resources/Downloads/RA-March-31-White-Paper-032416.pdf>.

CAP

That is the message that must go forward from this awful day. No quarter should be given in delivering it.



Mark Ferrari
Local Business Agent
& Health Plan Rep.

Did You Know?

We all know that postal employees have the right to enroll in the Federal Employee Health Benefits (FEHB) Program.

We also know that after their initial enrollment employees can change health plans and/or make changes to their current plan once per year during FEHB Open Season. However, did you know that in addition to making changes during Open Season that employees may also make a change to their health plan when certain events occur outside of Open Season?

Qualifying Life Events

"You may contact HR Shared Services at 1-877-477-3273..."

A Qualifying Life Event (QLE) is when certain events occur outside of Open Season that allow employees to enroll for health insurance, drop health insurance or make changes to their current status (Self Only or Self and Family.)

Some of the more utilized QLE's would include but are not limited to the following:

- ◆ Marriage, divorce and annulment.
- ◆ Birth, adoption, acquiring foster child or stepchild, issuance of court order requiring employee to provide coverage for child.
- ◆ Last child loses coverage. For example, last child turns 26 years old.
- ◆ Death of spouse or dependent.

Changes for QLE's may be made no earlier than 31 days prior to the effective date of the QLE and no later than 60 days after the QLE event.

Changes would become effective the first day of the pay period following receipt of verifying information.

You will be asked to provide proof of the QLE (divorce settlement, birth certificate, death certificate, etc.) to process your request.

You may contact HR Shared Services at 1-877-477-3273 if you are interested in making changes due to a Qualifying Life Event (QLE).

You can also call me with any questions at 414-273-7838.

* * * * *

THE REPUBLICAN plan to cut
MEDICARE, MEDICAID & the ACA will...

MAKE AMERICA
SICK AGAIN

from Affordable Care to Chaos

#MakeAmericaSickAgain





Glenn Griggs
Customer Service
Director

Management is once again not reposting jobs at the city stations when someone bids out of them. They dubiously claim that they are over staffed. As I try to contain my laughter regarding that claim, I will offer the truth.

The truth is that this is not a laughing matter to either our clerks or our customers. Management may believe that the stations are over staffed because of all the carriers and supervisors that are doing our work (which we grieve on a regular basis). They may also believe this because they rely upon flawed Function 4 and the csv reports to eliminate jobs. In the end, they are wrong!

On one hand, clerks are always asked to do more with less. On the other hand, we continue to see numerous supervisors working in the same area at the same time. It's amazing how management is continually allowed to mismanage this place while expecting employees to bail them out. When are they going to be held accountable?

As I travel from station to station let me tell you what I see. I see hard working, dedicated clerks who care about customers and their station. These clerks work hard every day to

Slashing Jobs, Slashing Service

"This is why I am asking each and every member to stand with their Union."

get the mail up and ready for the carriers to take out and deliver. They work hard to clear long lines at the window even though they are working short handed (the majority of the stations are working short handed or under staffed).

I see and get statements about supervisors, carriers, and custodians doing bargaining unit clerk work. Grievances are being filed and settled when this occurs. I find it quite ironic that any manager would suggest cuts to their office when a lot of them are doing the work themselves.

So I ask management once again, how can you keep making cuts yet provide a high level of customer service? Don't you have a duty to our customers who are keeping you employed and paying your salaries.

It gets worse. It is now my understanding that each station manager doesn't even get to provide input regarding their own staffing anymore. Someone who does not even work at the stations is now making the decisions whether a particular station can get a job posted. To me this is a bunch of BS. They probably are trying to justify keeping their cushy jobs and bonuses.

I promise you we are not letting these jobs go without putting up a fight. It may take some time, but I strongly believe that whatever jobs are lost will eventually be brought back.

So to all my union brothers and sisters, keep writing statements when management, carriers, and custodians are doing clerk work. Make sure you are punched into the right operation at all times. If management continues to try and take the "Service" out of the Postal Service, one can only imagine how long we will last. This is why I am asking each and every member to stand with their Union. We all know it can be extremely difficult when a job is lost, and you are asked to do more by yourself. We can only ask you remain patient. Some management officials may not care about the staffing, but your union does, and together we will continue to fight until every station is fully staffed.

We are at our strongest and best when we all stand together as one. Once we are divided, management gains the upper hand. We, as a union, are doing the very best to make sure that changes have little or no impact to our members.

Check out our Local's Web Pages:

Chris Czubakowski's Facebook page:
**APWU Wisconsin Legislative Director/
Milwaukee North Sectional Director**

Glenn Grigg's Facebook page:
**Milwaukee Area Local Customer
Service**

Our Union Website is:
apwumilwaukee.org

*Thanks for being patient and thanks
for being a union member.*

How President Trump & congressional Republicans are undercutting wages and protections for working people

by: Heidi Shierholz and Samantha Sanders

We are nearly 100 days into President Donald Trump's administration, a benchmark that gives us a chance to take stock of what the president and new Congress have accomplished and what their priorities are. We have seen a flurry of activity—from legislation and executive orders, as well as actions taken (or not taken) by the administration—that, sometimes subtly, shift power away from working people and towards corporations and the 1 percent. Some of these actions have been high profile, but others have gone almost unnoticed. Taken together, they undercut wages and protections for working people. EPI's Perkins Project tracks actions by the administration, Congress, and the courts that affect people's wages and their rights at work. Here are the top ten things the president and Congress have done that affect working people. For more, see our Worker Rights and Wages Policy Watch, which is continuously updated with information on the steps taken that affect workers.

Protecting Wall Street profits that siphon billions of dollars from retirement savers.

At President Trump's behest, the Department of Labor has delayed a rule requiring that financial professionals recommend retirement investment products that serve their clients' best interests. The "fiduciary rule" aims to stop the losses savers incur when steered into products that earn advisers commissions and fees. The rule was supposed to go into effect April 10. For every seven days that the rule is delayed, retirement savers lose \$431 million over the next 30 years. The 60-day delay will cost workers saving for retirement \$3.7 billion over 30 years.

Letting employers hide fatal injuries that happen on their watch.

The Senate approved a resolution making it harder to hold employers accountable when they subject workers to dangerous conditions. The March 22 resolution blocks a rule requiring that employers keep accurate logs of workplace injuries and illnesses for five years. This time frame captures not just individual injuries but track records of unsafe conditions. President Trump said he would sign the resolution. If he does, employers can fail to maintain—or falsify—their injury and illness logs, making them less likely to suffer the consequences when workers are injured or killed. Blocking this rule also means that employers, OSHA, and workers cannot use what they learn from past mistakes to prevent future tragedies. If the rule is overturned, more workers will be injured, and responsible employers will be penalized.

Allowing potentially billions of taxpayer dollars to go to private contractors who violate health and safety protections or fail to pay workers.

The federal government pays contractors hundreds of billions of dollars every year to do everything from manufacturing military aircraft to serving food in our national parks. The Fair Pay and Safe Workplaces rule required that companies vying for these lucrative contracts disclose previous workplace violations, and that those violations be considered when awarding federal contracts. The rule was needed, as major federal contractors were found to be regularly engaging in illegal practices that harm workers financially and endanger their health and safety. On March 27, President Trump killed this rule by signing a congressional resolution blocking it. This will hurt workers and contractors who play by the rules, while benefitting only those contractors with records of cutting corners.

Undermining important regulations that protect workers and consumers.

On January 30, President Trump issued an executive order mandating that for every new regulation issued, at least two prior regulations be identified for elimination. This "2-for-1" executive order requires federal agencies to assess whether a regulation is worthwhile based solely on costs—regardless of the benefits of the regulation. For example, an EPA regulation issued in 2015 that prevents dumping toxic pollutants into streams and wetlands could certainly represent a higher cost to companies that will need to take additional steps to properly dispose of their waste. But the obvious benefits—keeping toxic waste out of our major water resources - far outweighs the costs to businesses. (The Trump administration has already ordered the EPA to rescind or revise this rule.) This emphasis on costs threatens regulations that protect workers, consumers, and the environment.

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Allowing employers to penalize employees who don't want to reveal their private medical information.

In March, the Republican chairwoman of the House Committee on Education and the Workforce introduced a bill that would allow employers to penalize employees who opt not to share private genetic or medical information with their bosses. North Carolina Rep. Virginia Foxx's pleasantly named Preserving Employee Wellness Programs Act (H.R. 1313) claims to promote innovative employee wellness programs and a healthy workforce. But it actually takes aim at the Equal Opportunity Commission's efforts to ensure that "employers can only obtain or request protected genetic and medical information when the employee voluntarily provides it." The bill would allow penalties of up to thousands of dollars a year for employees who choose not to share this information through employee wellness programs, clearly coercing them into divulging. Nearly 70 consumer, health, and medical advocacy organizations signed a recent letter opposing this invasive bill.

Gutting the strength of labor organizing by forcing unions to represent and protect non-dues-paying workers.

In February, Reps. Joe Wilson (R-S.C.) and Steve King (R-Iowa) introduced a bill to bar unions from requiring the workers they represent to pay the equivalent of union dues. The bill would establish a federal "right-to-work" law, which is a deceptive name for legislation that forces unions to drain their resources representing non-dues-paying workers. The law would not make life better for hard-working Americans. "Right to work" laws are already on the books in 27 states and the results are clear: lower wages and less bargaining power for working people. Wages are 3.1 percent lower in so-called "right-to-work" states, for union and nonunion workers alike, even after accounting for differences in cost of living, demographics, and workforce characteristics. Rather than further degrading the power of working-class Americans to bargain for decent wages & benefits, Congress and the president should be addressing wage stagnation and inequality.

Cutting pay for construction workers on federally funded infrastructure projects.

On January 30, Rep. Steve King (R-Iowa) and Sen. Mike Lee (R-Utah) introduced the Davis-Bacon Repeal Act. The Davis-Bacon act requires that construction workers engaged in federally funded construction projects be paid no less than the local prevailing wage. Careful research has shown that the act protects both the living standards of construction workers and the competitiveness of local construction firms bidding against transient contractors who might win federal contracts by using less-skilled workers. Repealing Davis-Bacon would save taxpayers money purely by taking a chunk of construction workers' wages.

Putting the brakes on overtime pay for the middle class.

The administration has made no move to support a 2016 rule that would extend overtime pay protections to millions of workers. Under the Fair Labor Standards Act, most salaried workers making less than a given annual salary are automatically entitled to overtime pay if they work more than 40 hours per week. The threshold aims to protect low- and moderate-earning salaried workers from being required to work excessive hours without compensation. Over the years, the threshold has been eroded by inflation, and the current threshold of \$23,660 is below the poverty line for a family of four. In 2016, the Department of Labor raised the threshold to \$47,476. While this rule is on hold under a court order, the administration has made its priorities clear. President Trump's first nominee for Secretary of Labor, Andrew Puzder, opposed the rule. And after Puzder withdrew from consideration for the post, in his confirmation hearing the new nominee, Alexander Acosta, declined to assert support for the rule or even the department's authority to raise the threshold. Raising the overtime salary threshold would directly benefit a broad range of working people, including 4.2 million parents and 7.3 million children.

Declining to raise the minimum wage and lift pay for low-wage workers.

As of January 1, 29 states and the District of Columbia have a minimum wage that is higher than the federal minimum wage. In 2017 alone, minimum wage increases in 19 states will provide over \$4.2 billion in additional wages to nearly 4.3 million affected workers in 2017 and will make a real, although modest, difference in the lives of workers and their families. But the federal minimum wage of \$7.25 has not been raised since 2009 and is worth 25 percent less than its peak value in 1968. This decline in purchasing power means low-wage workers have to work longer hours just to achieve the standard of living that was considered the bare minimum almost half a century ago. On the campaign trail, President Trump spoke favorably of raising the federal minimum wage. It's time to see bold action that could lift pay for the bottom.



Karen White
Recording Secretary

PSE HOLIDAY(S)

PER ARTICLE 11.6 D
POSTAL SUPPORT EMPLOYEES

PSEs will be scheduled for work on a holiday or designated holiday after all full-time volunteers are scheduled to work on their holiday or designated holiday. They will be scheduled to the extent possible prior to any full-time volunteers or non-volunteers being scheduled to work a nonscheduled day or any full time non volunteers being required to work their holiday or designated holiday. If the parties have locally negotiated a pecking order that would schedule full time volunteers on a nonscheduled day the, the Local Memorandum of Understanding will apply.

Section 8. Holiday
Postal Support Employee

A. PSEs will received holiday leave pay subject to eligibility guidelines in Article 11.2 for the following six holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

B. The number of hours of holiday

PSE's... Be A Participant

"These meetings are about our UNION and about the members therein."

leave pay that a PSE receives for each of the above holidays will be determined by the size of the office in which he/she works:

- ◆ 200 Man Year offices- 8 hours
- ◆ POSTplan offices- 4 hours
- ◆ All other offices- 6 hours

PSEs who work on a holiday may, at their option, elect to have their annual leave balance credited with 4, 6 or 8 hours (as applicable) of annual leave in lieu of receiving holiday leave pay.

It's YOUR GMM

During January, February, March, April, May, September, October, and November, there are General Membership Meetings just for APWU members. These meetings are held on various days and at various times to ensure you, the member, can attend.

At the meeting you, the member, can voice your questions and concerns, learn the latest developments (if any) affecting your specific craft and enjoy the camaraderie of your union brothers and sisters.

A little hungry or thirsty? No worries. Food and refreshments are provided at each meeting. The General Membership meetings are designed for all our APWU members (within all of the crafts) that the Milwaukee Area local represents. These meetings are about our UNION and about the members therein.

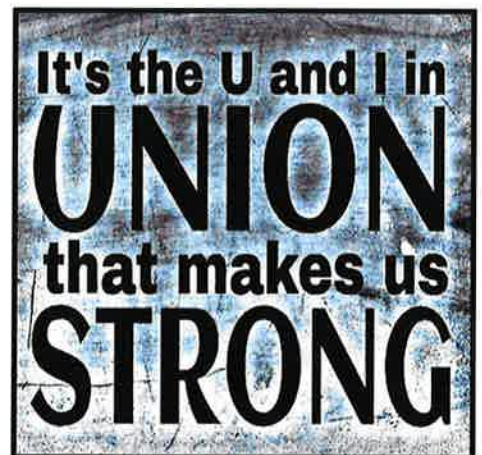
Meeting dates and times are always

printed on the last page of the Union's newspaper, *The HI-LITES*, and within the minutes of the previous General Membership Meeting. The minutes should be posted on various union bulletin boards located at each respective office.

I'm also excited to reveal an added bonus!!! The Milwaukee Area Local now has a website that is available to you 24 hours a day.

Check it out at <http://www.apwumilwaukee.org>.

As this is the last Hi-Lites until September, I would like to wish all of our APWU Members a safe and fun filled summer!



Solidarity!



Jeff Worden
Vice President

*That's right!!
It's Summer time!!*

That means it's time to take a vacation after supporting a great cause.

The Milwaukee and Waukesha Labor Council's 27th Annual Health and Hygiene Drive is just that cause.

There are nearly two dozen Milwaukee & Waukesha homeless shelters that are in need of Health & Hygiene products.

YOU can help!

The drive started on April 3rd and goes until June 2nd! Some of the following items are most helpful...

Health & Hygiene Drive

"There are nearly two dozen Milwaukee & Waukesha homeless shelters that are in need of Health & Hygiene products."

Toothbrushes & toothpaste
Non-alcohol mouthwash
Razors & Shaving cream
Hair care products
Spray Deodorant
Baby products
Feminine products
Laundry supplies
First aid supplies
Paper products

You can drop off these items at any of the following locations;

Milwaukee Area Labor Council
633 South Hawley Rd, Suite 110

Waukesha County Labor Council
1726 South West Avenue

United Way of
Greater Milwaukee County
225 West Vine St.

United Way of
Greater Waukesha County
1717 Paramount Drive

If you have any questions regarding this drive you can call Jay Reinke (AFL-CIO Community Services Liaison) at 414-771-7070 (ext.16) or e-mail him at...

jay@milwaukeeelabor.org

You may also drop off the aforementioned items at the Union Hall between the hours of 8:00am and 4:30pm (Monday thru Friday) at 417 N. 3rd St. Milwaukee. If you have any questions just give me a ring at (414) 530-7186.

The Health & Hygiene Drive of 2016 was (by far) the most successful that the Milwaukee Area Local has had to date! We collected 10 boxes of hygiene products and even received some monetary donations as well! Let's keep it going!

This is the last *Hi-Lites* until September I hope everyone has a great summer. Oh, and by the way... go and take that vacation. You deserve it!

Milwaukee & Waukesha Area Labor Council's 29th Annual

HEALTH & HYGIENE DRIVE

April 3 - June 2

AFL-CIO
COMMUNITY SERVICES



MILWAUKEE PUBLIC SCHOOLS



QUESTIONS?

Jay Reinke
AFL-CIO Community Services Liaison
414.771.7070 ext. 16
jay@milwaukeeelabor.org





Greg Becker
South Sectional Director

Ten years of uncertainty

Next year, the APWU will again start contract negotiations. This will be the 4th contract since 2006; a year that had a great impact upon Postal Workers.

On December 19, 2006, the GOP Congress passed the Postal Accountability and Enhancement Act (PAEA, H.R. 6407) on a voice vote in a lame duck session. Since then, this law has had devastating effects upon bargaining unit employees. The law mandated that the USPS pay over \$5 billion/year into the retiree and health care pension funds for 10 years...funds that were already adequately allocated!

No other employer has ever had a mandate such as this. Not surprisingly, the USPS defaulted on these payments. The resulting debt was mentioned every fiscal year by the media to give the message that the USPS was "bleeding red ink" and had to take drastic measures to fix this "problem".

Coincidentally, around the same time came the "Great Recession", dealing a double whammy on the USPS balance sheet. Many armchair pundits were offering interviews and stated

PAEA To PostPlan

"The goal of the APWU was to protect jobs and bring our work back to the bargaining unit."

that the USPS had to take drastic measures to save itself from catastrophe.

The reduction in first class mail added to the rhetoric as many right-wing news outlets called for the USPS to be privatized, as to them, privatization is the sure fire remedy to everything. These outlets, however, conveniently forget about things like Enron and World Com.

Top postal managers of the USPS took the bait and Postmaster General Donahue slowly enacted his plan to reduce the workforce through "early outs", plant consolidations, and other job reducing measures. This was the environment that the APWU had to counteract going into the 2010 contract negotiations.

When the 2010 negotiations began, the economy (and Wall Street) were starting to recover after government efforts to revitalize it. The goal of the APWU was to protect jobs and bring our work back to the bargaining unit. Simply put, the USPS wanted to reduce the workforce as the APWU wanted to protect the craft employees. Competing interests to be sure.

Eventually, the parties reached an agreement and amongst other things, eliminated casuals and created a new category of bargaining unit employees called Postal Support Employees (PSE's). PSE's were

part of the bargaining unit and had contractual rights, whereas, the casuals did not. Most importantly, PSE's had seniority rights (for lack of work) in the installation and 360 day appointments. Thus, PSE's could only be separated for lack of work by juniority. They also received "just cause" rights to protect them against unjust terminations. Unlike casuals, PSE's were also given a path to career appointments.

Further changes in the 2010 contract included a new Clerical work MOU and additional language to Article 1 to facilitate "bringing our work back." This language was instrumental in protecting new work and figured prominently when it came to a new "plan" introduced by the USPS on May, 2012).

The USPS called this new "plan", the Post Office Structure Plan or POSTPLAN. In order to achieve savings on infrastructure, they began to drastically reduce hours and close many small offices throughout the country.

Upon notification, the APWU filed a Step 4 grievance on July 9, 2012 to challenge the POSTPLAN staffing of RMPO's by EPM's and PMR's as violation of the 2010 agreement. Had it not been for this Step 4 grievance, our craft could have been much different.

I will explain more about POSTPLAN and how we got here in the next edition of *"The Hi-Lites"*.

People Who Move, Change The World

The first annual Moving Day® Milwaukee event is scheduled to take place at Hart Park on Saturday, June 10th, 2017.

Moving Day, the National Parkinson Foundation's signature fundraising walk, is a fun and inspiring fundraising event that unites families, friends and communities both large and small in the fight against Parkinson's disease. This celebration of movement will feature a family friendly walk course, a kid's area, a refreshment tent and a special Movement Pavilion featuring exercises all proven to help manage the symptoms of Parkinson's Disease.

It is free to register for Moving Day Milwaukee; you can register to "start a team", "join an existing team" or "register as an individual" at their website. Participants that raise \$100 or more will receive a t-shirt and additional fundraising incentives will begin at \$500

Tour 3 Pars/General Clerk Christeen Dlapa has registered a team named "T.R.A.P Pack". The acronym "T.R.A.P" stands for the four primary Parkinson's symptoms: Tremors, Rigidity, Akinesia and Postural Instability. The team will walk in memory of her mother, Marge Dlapa, and her Aunt, Roseanne Peskie. Christeen is currently seeking donations for her team by selling official commemorative bangles (\$3.00 each) and bracelets (\$2.00 each). Donations for these items may be given directly to Christeen or a separate donation may be made to team "T.R.A.P Pack" via the Moving Day website at <http://www.movingdaymilwaukee.org>

Donations will help fund better research, better treatment and better lives for those afflicted by Parkinson's

Moving Day is more than just a walk. It highlights "movement" and exercise as a symbol of hope and progress because of its essential role in treating Parkinson's disease. Each event features the unique Movement Pavilion, with stations such as yoga, Pilates, Tai Chi, dance and much more. Whether you take part on a team or join as an individual, you'll get a chance to move with thousands of supporters who share a common goal—to help beat Parkinson's.

It will be 'A day to move, a day to move others, a day that moves YOU!'



**PEOPLE WHO MOVE
CHANGE THE WORLD.®**



Chris Czubakowski
North Sectional Director

Jury duty is one of our rights and obligations as U.S. citizens. Fortunately, one of our many entitlements as postal employees is court leave. Court leave is granted to all full time employees provided they would be in a work or annual leave status.

Your Summons Arrives

Your jury summons will request that you complete a questionnaire (online or by mail) prior to a deadline date. It will also tell you if you are a "regular" or "reserve" juror and list a specific reporting date and time. If those assigned dates don't work out for you, you have a one time option to request a different reporting date via phone or internet. Use discretion while exercising this option because the new date you pick will be final. There is no second request.

Getting Off Work

When you get a jury summons, the first thing you should do is make copies of all your paperwork for your records. Once you have made copies, take your jury summons and give it to your supervisor. You then need to fill out a 3971 and request court leave for the duration of the jury duty (Normally a week). Your supervisor should enter your court leave into TACS for those dates. This will ensure that you get paid your normal hourly wage plus night differential

What To Do When Judge Judy Calls...

"Court leave is granted to all full time employees provided they would be in a work or annual leave status."

for the days you served. You may elect to work the same schedule you normally work (if the hours are not conflicting) or you have the right to change your schedule to conform to with your jury duty. In order to do this, you need to submit a change of schedule PSform 3189. You will end up having to change your normal schedule to 9a-5p with week-ends off. After your 3971 and 3189 are completed and submitted you will be ready for jury duty.

Returning to Work

Try to remember what I like to call the "1/2 day rule of thumb". This rule states that if you are dismissed before lunch (12:30 PM) or report for jury duty after lunch (12:30 PM) you are considered to have only worked a half day. Half day jurors are required to report to work for the remainder of their shift. If you are dismissed after lunch you are considered to have worked a full day. Full day jurors do not have to report back to work.

Jury Duty Completed

Once your entire jury duty is complete you will receive a jury service certification letter. This letter serves as proof of service as a juror in the county circuit court and is given to you on you last day. It lists the dates you served and whether you were a half day or full day juror.

Furthermore, it lists the daily dollar amount that the county will pay you for your service. Make a copy of

your proof of service letter and submit it to your supervisor. They will forward it to the appropriate office.

Postal employees get to keep the entire check they receive from the county. Each county, however, pays different daily amounts. Milwaukee County is currently paying \$25.00 for full day and \$17.00 for half day. The checks are issued approximately 30 days after serving and have a 60 day expiration date.

There is one exception to this rule. The daily total fee cannot exceed \$25.00. If the daily total fee exceeds \$25.00, you are required to remit any amount in excess of \$25.00. Remittance should be made at the window unit. You will be provided a receipt.

I hope this brief synopsis of jury duty and court leave answers a few of your questions and will be helpful in the future. If you have any further questions regarding court leave please contact a steward or officer.



Graduation Day Is Right Around The Corner!



The Hi-Lites will feature graduates in our up-coming September issue. Provide us with the information listed below in showcasing your pride.

- ♦ Name of Graduate
- ♦ Your relation to the Graduate
- ♦ Photograph...
 - Please **DO NOT** submit a photo from a digital printer (it cannot be used)
 - Please indicate if you would like your photo to be returned
- ♦ Contact # for any questions
- ♦ Your name, pay location and/or work area
- ♦ Brief "well wishes" or any other interesting info you would like to share!

*Note: If the above information is not typed,
we would ask that you print legibly.*

Deadline: August 21, 2017

Send to: The Hi-Lites
417 N. 3rd Street
Milwaukee, WI 53203



*A picture is the expression of an impression. If the beautiful were not in us,
how would we ever recognize it?*

~Ernst Haas~

LABOR'S LADEL



Summertime, Anytime Slushies

Lemon Berry Slushie

Ingredients

- 3 ounces any red fruit flavored gelatin
- 1 cup boiling water
- 3 cups cold water
- 2 cups cranberry juice cocktail
- 12 oz frozen lemonade concentrate, thawed
- 12 oz frozen orange juice concentrate, thawed
- lemon lime flavored carbonated beverage, chilled

Container: punch bowl or large pitcher, small bowl, non-metal freezer container

Directions

1. In small bowl, dissolve gelatin in boiling water.
2. In freezer container, combine dissolved gelatin with remaining ingredients except carbonated beverage. Cover.
3. Freeze until slushy consistency, about 8 hours or overnight.

To serve, spoon 1/2 cup mixture into serving glass, then fill with carbonated beverage.

Note: If slush is frozen, let stand at room temperature for at least an hour.

For adult flavor: add vodka or gin if desired.

Sangria Slushie

Ingredients

- 4 large lemons
- 2 large oranges
- 1 1/4 cups sugar
- 1 bottle dry red wine
- 3 1/4 cups water

Fresh fruit for garnish (such as strawberries, grapes, orange or apple slices)

Directions

1. Squeeze lemons and oranges over strainer into shallow baking dish.
2. Stir in sugar until dissolved.
3. Add wine and water; stir to combine.
4. Place dish uncovered in freezer. Freeze 8 hours or overnight.

Using fork tines, scrape surface of frozen mixture to create "slush."

Scoop "slush" into serving glasses.

Garnish with fresh fruit, if desired.

