



The Hi-Lites



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Your Post Office Receives **ZERO** Tax Dollars

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Trump Moves to Gut the Post Office

by: David Dayen, The American Prospect, 4/16/18

His war on Amazon expands to include the right-wing's campaign to abolish America's oldest—and still successful—public service. Some may be inclined to think that Donald Trump's executive order Thursday night establishing a task force to recommend reforms for the U.S. Postal Service reflects another salvo in the president's war against Amazon. Trump's attack on Amazon, a clear byproduct of Amazon CEO Jeff Bezos's ownership of *The Washington Post*, included the suggestion that the online retailer was “ripping off the post office” by securing a special deal for the USPS to ship packages the last mile. By reviewing the finances of the post office, Trump's task force could demand increases to that shipping contract, possibly costing Amazon billions of dollars.

Whether Amazon actually is getting a special deal on shipping is open to intense debate. The company also happens to enjoy a discount on stamps, which they then mark up to their own marketplace sellers, a pure arbitrage deal to earn profits from a publicly issued product.

But these issues have almost nothing to do with the Trump executive order. The Amazon spat is a cover for the formal unveiling of a long-wished right-wing project to destroy the post office and have private industry take over its infrastructure, which taxpayers funded long ago. All the executive order really does is create a report; it would take a willing Congress to deliver the final hammer blow. But that report, with a government imprimatur, will become part of that right-wing wish list, living on for decades in think tanks and private shipping company boardrooms as a fervent dream. And sometimes dreams become reality.

Let's look at the executive order, which is a bit deceptive in its intentions. The policy section manages to mention that the Postal Service routinely earns the highest public approval rating of any agency in the federal government. But then it layers on the bad news: the decline in first-class mail volume—\$65 billion in losses since 2009, an “unsustainable fiscal path.”

Amazingly, the policy section alludes to the inability of the USPS to fund retiree health and pension benefit obligations, without stating that it has the impossibly high statutory burden of pre-funding those obligations 75 years out, effectively having to pay today for future workers who have not yet been *born*. No public agency or private company has any similar burden. It was placed on the Postal Service in the 2006 Postal Accountability and Enhancement Act to deliberately cripple the agency at the behest of UPS and FedEx, its two major competitors on package delivery. There should be no confusion: Without this completely anomalous pre-funding mandate, the USPS would be a money-making operation, regardless of the rise of email.

But while alluding to “inflexible costs,” the executive order says that the USPS “must be restructured to prevent a taxpayer-funded bailout.” Yet, a true restructuring would require only one line of legislative text: “The 75-year pre-funding mandate is hereby repealed.” The fake crisis would be over. But that's not what Donald Trump's minders want.

The executive order establishes a task force, chaired by Treasury Secretary Steven Mnuchin, to “evaluate the operations and finances of the USPS.” Also on the task force are anti-government zealot and Office of Management and Budget Director Mick Mulvaney, former Booz Allen Hamilton lawyer and Office of Personnel Management Director Jeff Pon, and whomever else Mnuchin wants to throw in.

In reality, there's already a “task force” empowered to evaluate the Postal Service. That's the USPS Board of Governors, an 11-member panel that operates like the board of directors of a corporation, empowered to review all policies and practices and engage in long-range planning. But this board, which includes the postmaster general, their deputy, and nine

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presidential appointees, has not had a new member confirmed since the George W. Bush administration. It's been operating without a quorum since 2015, and currently all nine appointee positions are vacant. The Trump administration took until October of last year to nominate three of the open nine governor seats; they're only getting a confirmation hearing next week.

If Trump, or anyone in his administration, were actually concerned with Postal Service operations, he'd quickly stock its board. Instead, he's formalizing a task force to look into undermining it. Here are some things the executive order wants the task force to look into:

- "The USPS' role in competitive markets," specifically package delivery, where it competes with private shippers;
- "Issues relating to government monopolies operating in the commercial marketplace";
- "The USPS monopoly over letter delivery and mailboxes"; and
- "The definition of the 'universal service obligation' in light of changes in technology, e-commerce, marketing practices, and customer needs."

I think the goal is clear. The task force is being prodded to open up the mailbox to any company, and degrade the centuries-old tradition that the post office deliver anywhere in the nation, through snow or rain or heat or gloom of night. After eliminating these public benefits, the task force might seek to bar the post office from competing in markets where the private sector operates, or to privatize the agency altogether, selling its infrastructure off for parts.

These have long been hard-right fantasies, which, if made real, would be a direct money funnel to UPS and FedEx's corporate treasuries, to say nothing of Amazon, whose cash reserves could easily buy Postal Service infrastructure. In fact, the executive order says that the final report should take into account the views not only of postal workers and consumers, but also of "competitors in the marketplace." This report of "administrative and legislative reforms" to the post office is due August 10. Legislative recommendations would obviously have to pass Congress, and that's unlikely even today, given the important role the post office plays in rural communities.

But we've already seen bids to privatize and undermine the Postal Service administratively. In 2013, the Postal Service partnered with Staples to sell stamps and deliver mail and packages inside their stores, with their non-union workers. The American Postal Workers Union kicked off a long campaign to stop this, but the practice only stopped after a National Labor Relations Board judge ordered it. Trump's NLRB might not have the same posture if the "Approved Shipper" program were restarted.

The USPS already gives competitors a sweet deal to participate in its own destruction. It ships the last mile for UPS, FedEx, and Amazon, delivering the packages that are unprofitable for those companies to deliver themselves. And the Postal Service's leadership has repeatedly cut employee hours and eliminated routes, closing post offices and laying off tens of thousands of workers in the process. Having a government task force call for the death of the post office will build on these efforts at self-immolation.

The solutions here are obvious. The post office has the advantage of 30,000 locations, universal service, and a wider reach than for-profit companies could ever cast. Returning to the postal banking system we had from 1911 to 1967, which offers financial services to the unbanked with simple accounts and even small loans, would fit the agency's mission of expanding commerce and save billions for vulnerable populations—all the while shoring up postal finances. The author of a 2014 white paper on postal banking, then-USPS Inspector General David Williams, is one of the nominees for the Board of Governors, and if allowed to do his job, Williams could fix up a system that would solve numerous problems at once.

This is one of a many ideas to maintain the Postal Service's strong position at the center of American life, where it's been since before the Constitution was written. Instead, Donald Trump, while claiming fake concern for the USPS getting "ripped off" by Amazon, wants to empower a gang of cretins bent on selling off the agency for parts.



Dr. Jonathan Saigh

What To Do When Injured At Work



This topic might seem straight forward, but the Department of Labor has laid out laws, not suggestions, on exactly what to do when you, a federal employee, are injured at work.

These laws can be found on form CA-10, "What a Federal Employee Should Do When Injured At Work." This form has been the law since 1987, 31 years.

Clearly written towards the bottom of the form in large, bold print it states: "Post on Employees' Bulletin Board." Yet, the vast majority of federal employees have never seen this form before, nor have they ever heard of this form or what it says relating to the proper steps when injured. Employing these steps below, when coupled with choosing a facility that understands the intricate details of DOL/OWCP, is your best bet to get your case open and heal, while avoiding personal liability for medical bills associated with your injury.

1st Step: "Report to Supervisor"

This one seems simple but timing is very important for this step. It clearly states that the injury should be reported as soon as possible. This means if you are injured on your route or away from your supervisor, you need to report it immediately and not wait until the end of your shift. We see

this too often, where patients wait until the end of their shift, the next day, or over the weekend to report their injuries, and this brings the severity of the injury into question. Reporting the injury immediately also allows you to follow the second step.

2nd Step: "Obtain Medical Care"

Reporting your injury immediately to your supervisor enables the two of you to determine the severity of the injury and if immediate medical care is needed. You have the right to choose the physician of your choice, even if your supervisor tries to send you elsewhere. If the injury is not life threatening, but you need immediate care, your supervisor must give you form CA-16 to bring to the physician and/or hospital. This form allows an injured employee to be treated for 60 days without their case being open. After the 60 days, the case must be open to receive medical or financial assistance.

3rd Step: "File Written Notice"

This covers traumatic injuries versus occupational disease. Traumatic injuries require a CA-1 form and must be filled out and returned to the supervisor within 30 days to receive continuation of pay (COP). You have up to three years to file a

CA-1, but the injury must have been previously reported to a supervisor. Occupation injuries, ones which occur over time due to repetition, require the CA-2 form. Occupation injuries are not eligible for COP.

4th Step: "Obtain Receipt of Notice"

This step sounds trivial, but in actuality, it is one of the most important steps on the CA-1. More often than not, supervisors misplace the original forms and the employee has no documentation to prove that they filed their CA-1 or CA-2 in a timely manner. Not filing the paperwork in a timely manner, or having evidence of such filing, leads to employees missing out on benefits they are entitled to and having a harder time getting their cases accepted.

Final Step: "Submit Claim For COP/Leave and/or Compensation For Wage Loss"

Only traumatic, CA-1, injuries are eligible for COP as discussed above. COP only lasts for 45 days and is meant to bridge the gap between the injury date and the time that your case should be open where you would begin filing CA-7 forms for compensation. Occupation disease, CA-2, is not eligible for COP and employees must submit CA-7 forms for compensation once their case is accepted.

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In both traumatic injury and occupational disease scenarios, it is extremely important to get your case accepted as soon as possible so there are not long gaps in compensation due to an injury. If your case is initially denied, you will not know until 45-60 days after the injury. If you elected COP and your case is denied, you will have to pay back the COP you received.

These steps are critical to follow to give you the best chance at opening your case, especially if you go to a medical facility that understands the intricate details of DOL/OWCP. Too often, federal employees go to the ER, their primary care physician, or where their supervisor sent them, and cases get denied as a result of the physician's lack of understanding around the details of DOL/OWCP. Not only does the case get denied, but the patient is then on the hook for the medical bills, since DOL/OWCP will not pay medical bills for a denied case. This fear of being bombarded by bills is why Advanced Care Specialists does not charge injured federal employees out of pocket for a work-related injury.

Advanced Care Specialists, with a multidisciplinary setting and specialties ranging from rehabilitation and massage to chiropractic and family medicine (MD), is the only clinic in Wisconsin that stands behind their knowledge of DOL/OWCP cases. So much so that they will not charge you out of pocket if they cannot get your case opened. ACS will also start treatment right away to ensure injuries do not worsen, even if the case is not accepted, and they offer free claims help. With DOL/OWCP reimbursing driving miles for medical appointments related to work injuries, Advanced Care Specialists is the right choice for all of your DOL/OWCP needs.

Visit advancedcarespecialists.com to learn more and set up an appointment.

Your Post Office Receives **ZERO** Tax Dollars

FACT: The United States Postal Service (USPS) receives no tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations.

FACT: The Post Office is established in the U.S. Constitution. The public Postal Service is part of the fundamental Infrastructure of this nation – binding it together.

FACT: The United States Postal Service delivers to every address in the country – 157.3 million addresses – no matter who we are or where we live. In contrast, private delivery companies go where they can make a profit.

FACT: The Postal Service is consistently the most trusted U.S. government entity. It rates highest among young adults.

FACT: While letter mail volumes have been declining, a lot of mail remains. The Postal Service processes and delivers 493.4 million letters and packages each day.

FACT: Package volume is increasing. In these days of rising e-commerce and on-line shopping, the public Postal Service is as needed and relevant as ever.

FACT: The U.S. Mail is the most secure and private form of communication.

FACT: Financial hardships for the USPS were manufactured by the 2006 "Postal Accountability and Enhancement Act." This Congressional action forced the Postal Service to "pre-fund" future retiree health care costs 75 years into the future. No other agency or company faces this financial drain. The unfair burden is directly responsible for the reduction in the hours of operation, staffing, mail speed, and the quality of postal services.

FACT: Congress should fix the problem they created by passing postal reform legislation that ensures the public Postal Service remains vibrant for generations to come.



Larry Brown Jr
Automation Director

For my submission this month, I would like to address some of the conversations that I've had in the past with various members. I want to shine a light on some of the thoughts that have been shared with me through various methods. These include face to face conversations, notes written to me, or even arguments that I've overheard or been included in. I want to use this opportunity to give, "Just my thoughts," as Karen White would always say. So, without further ado, let's get into this Hi-Lites article.

One thing you must be able to do in life is put yourself into another person's shoes. You must be able to assess situations from another point of view. One perfect example of this is the PSEs vs. regular debate that is ongoing amongst our members. Most, and I do mean an overwhelming majority, of the PSEs that I talk to always mention something about not being a regular. How they don't get treated like regulars, paid like regulars and anything else pertaining to regulars that may differ from a PSE.

I won't thoroughly explore most of the preconceived notions that I hear when listening to a PSE speak on this topic. The arguments that PSEs don't

get paid like regulars and, from a PSE's point of view, work harder than regulars; will carry on well into the future. ***Even if the Union is successful in achieving an all career workforce, the arguments will still go on. Just replace the term PSE with new hires, and argue away.*** The Union only works for you, if you're a regular, debate is the one that I want to discuss right now.

I hear too many PSEs talking about how the Union does nothing for them. In my personal opinion, the fact that you can call yourself a PSE is good enough of a reason to proudly pay your Union dues. Ask one of the employee's that was a casual prior to becoming a PSE (or PTF or Regular for that matter). You'll get an extensive list of reasons why being a PSE is way better than being a casual. I guess the Union had nothing to do with that? Some PSEs have stated that, "The Union only works for you if you are a regular employee." A preconceived notion is an opinion formed beforehand without adequate evidence. So, if you want evidence that the statement I just referenced lacks any facts to truthfully be considered, do me a favor and ask a regular about it.

The funny thing about this is, while the PSEs claim the Union only works for you if you're a regular, the regulars are saying that the Union is only working for the PSEs.

So, Which One Is It?

"One thing you must be able to do in life, is put yourself into another person's shoes."

The PSEs are new to our contract, being implemented just one contract prior to our expiring one. We had to spend a lot of time attempting to address the "grey areas" that management consistently attempts to operate in.

Examples include, management attempting to remove PSEs while the PSEs were on their 5-day break. Progressing to a removal after a PSE only had a letter of warning on file. Management wouldn't pay PSEs higher level pay when they used them in higher level positions. ***(Such as lead clerk positions, or expediter positions, or any other higher level, BARGAINING UNIT, positions just to name a few).*** I could care less if someone didn't receive their higher level pay while they were a 204b.

But, in the PSEs defense, they see regulars getting payouts that they weren't entitled to. We just settled the big 204b case, and that ruffled a lot of feathers. Furthermore, regulars have no problem saying, "go ahead and work them, I'm going to get paid for it anyway!" This is in reference to PSEs working over 8 hours. Another form of a "payout" that PSEs believe is being thrown in their face by regulars. Additionally, management can't restrict the use of a regular's annual leave, as PSEs have seen this done to them before in the past.

So why did I go on and on, making arguments that would "put me on the

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fence” of this debate. One, because I am long winded. *(but you already knew that)* Two, I like attempting to get my precise point across and that requires adequate evidence. *(Preconceived Notion, definition explained earlier)* Three, it’s hard for people to argue with you when you have facts. And the fact is, no matter how many times you say the Union does nothing for you, and only looks out for someone else, I can prove you wrong every time.

Those same PSEs that say the Union only works for regulars have more than one discipline on their record. Without the Union’s involvement they would have been removed when they received the second discipline. Remember when management wouldn’t give PSEs official discussions. They reconsidered on their own? I could talk about the PSE wage increases, but people do acknowledge that the Union gets them their wages. Remember, casuals did not get raises. Add the fact that the PSEs raises, for this contract, were larger than a regular’s raise. The arbitrator stated since he would not convert all the PSEs in mail processing to career, as he did in the maintenance and MVS craft, he would attempt to “close the gap” in pay between a PSE and a regular. *(Another argument for the regulars in this debate I guess)*

Those same regulars that say the Union only works for PSEs have also had their job saved a time or two in their careers. *(Let’s be honest)* And after receiving the award for the 204b settlement, that made a lot of regulars happy, I can count on one hand the amount of times I heard... **THANK YOU!** The Union ended up sending out letters to non-members, who also received payment from the grievance. Can you believe one of these “free-riders” had the nerve to send a letter back saying that the Union was resorting to “bullying tactics” by asking them to sign-up...after you just cashed your check of course. *(Yes, this is what we go through)*. A bullying tactic would be, the Union having the right to not pay you a dime unless you signed up. *(Unfortunately, we aren’t allowed to “bully” anyone)*. That’s like having a lottery pool for the Megabucks; everyone except 10 people pay so much for lottery tickets, we eventually win, and those same ten people try to sue us for not splitting the winnings with them. *(Equivalent to a labor board charge)*

So, which one is it? Does the Union only work for regulars or PSEs? You already know that answer, so I don’t have to state it. The point of this article is, before you point at what you believe others are getting that you aren’t, take notice at what you may be receiving that others don’t. The contract addresses many issues. What may be a grievance for some, are not for others. For example clothing allowance, we all get dirty, but everyone doesn’t get one. *(I know that was a fitting example)*

Management also has rights, per the contract. So, when something doesn’t go the way YOU want it to go, that is not a reason to say the Union is doing nothing for you. When I tell you that you don’t have a grievance, that means somewhere in our contract, management was given the right to do whatever it is they are doing. Or, we have tried arguing the case already, and came up with some type of agreement with management, or just flat out lost the case in arbitration. I know it doesn’t always make perfect since. One example I like to use is how we are so strict on PSEs working over 8 hours before a regular but cannot argue that a regular should work their off day before a PSE. Especially if the PSEs are working eight hours a day. But, that’s our contract!

Final thing, your comments that the stewards only “sit in the office.” I addressed this before, but since I am about to leave you in peace for the whole summer, let me touch on this again. How can I politely say this? If all I did was sit in the office, you would think that there would be a line a mile long around the building of people signing up to do what I do, Right? I mean, I just sit in the office, Right? As much as management complains about idle time on the machines, members getting disciplined for being out of their work areas and taking additional and extended breaks, you would think everyone would be trying to just “sit in the office” with me.

Just as I could count on my hand the amount of people that said thank you, I’m sure I could have counted the amount of people that showed up to the stewards training class on May 2nd. Every time I ask someone to be a steward, I get the same answer...I couldn’t do that. I couldn’t deal with having to deal with management or co-workers. So you’ll acknowledge that the job is tough, all while saying, I just sit in the office? So, once again, which one is it?

Congratulations on your retirement, Bryon Holland and the aforementioned, Karen White.



John Miceli
Treasurer

The present economic conditions certainly determine your spending ability as well as your save-ability. This is why you should be proactive in your participation of your 401(k). TSP's ability to put enough money away along with the mindset that your employer contributions allow you to have that nest egg, if not for the simple reason to retire comfortably.

This introduction of what the Thrift Savings Plan is, should peak the interest of all converted regulars, all the way up to the most senior tenured union members.

You still need to be aware of how each fund performs and what amounts suit your goals and lifestyle. This requires staying on top of these funds based on what the market and current economic conditions are. The point is to participate !!!

The Postal Service automatically contributes 1% whether or not you are enrolled. But why wouldn't you elect for more ???

After the automatic 1%, they match an additional 3% dollar for dollar that you contribute each pay period and 50 cents on the dollar for the next 2% of pay. The amounts you contribute above 5% are not matched.

Thrift Savings Plan, Choose Your Options Wisely

"You're turning down free money by not taking advantage of this opportunity."

You're turning down free money by not taking advantage of this opportunity.

It is your responsibility to manage these funds based on how well the stock index you've selected is performing. You can research the five individual funds to choose from:

G Fund (Government Securities)
F Fund (Fixed Income Index)
C Fund (Common Stock Index)
S Fund (Small Cap Stock Index)
I Fund (International Stock Index)

TSP began offering "Life Cycle Funds" in 2006. This option relieves you of the headache of managing the performances of the funds you allocated your money to. "L Funds" are chosen by your need. Participants with longer investment horizons are able to tolerate more risk. Participants who are approaching or have reached the time when they will need to use their retirement savings have a lower tolerance for risk.

The mix of stocks, bonds and Treasury securities differ according to the date when someone needs to use the investment money. An employee with many years left will invest in a L Fund that includes more stocks, which are riskier but have potential for higher returns in

the long run.

But as the date approaches in terms of needing the money, the L Fund will automatically change to include more bonds (less riskier than stocks) and Treasury securities (risk free). These are the (5) L Funds:

L Income (for those preparing or already withdrawing their money)

L 2020 (for those who plan to withdraw between 2016 and 2024)

L 2030 (for those who plan to withdraw between 2025 and 2034)

L 2040 (for those who plan to withdraw between 2035 and 2044)

L 2050 (for those who plan to withdraw between 2045 or later)

You can enter and leave any of the funds whenever you want. All postal employees can use Postal EASE to process your TSP elections. If you are changing an election, it must be processed by 12 noon (central) by the second Wednesday (day12) of each pay period for the election to be effective in that pay period otherwise it will take effect the following pay period.

Your USPS pin and TSP pin are needed. Employees in need of their TSP pin can go to the web site at www.tsp.gov or call the TSP thrift-line toll free at 877-968-3778 (TDD: 877-847-4385).

**Be active and knowledgeable in
what your investing...
it's your money and future.**



Greg Becker
South Sectional Director

Occasionally, I get inquiries from PSE's and PTF's at my offices asking how they can work at another office. When I say work, I mean transfer or be domiciled at another office and be scheduled to work by the new office.

Typically, this is a form of transfer as demonstrated in the contract, but as a general rule, PSE's are not career employees and are not able to transfer in accordance with the Transfer Memorandum of Understanding (MOU) in the contract.

However, PSE's can choose PTF vacancies in other offices and be converted to a career PTF vacancy by relative standing to PTF positions that are left untaken in eReassign.

This Canvass is sent to all PSE's in the district to the mailing address of record. Recently, the APWU and management negotiated to include the PTF's in the canvassing. This is a relatively unknown opportunity for PSE's to become a career employee, and for PTF's to move to a more favorable opportunity.

(Hint: Make sure your postal mailing address is current to receive the canvass by mail. Keeping your address current is a requirement of postal employment). While PTF's are already Career em-

PSE's & PTF's Canvass For PTF Vacancies

"...generally speaking, most career clerks who seek a transfer will eventually be successful."

ployees and thus able to transfer, the Transfer MOU allows management to evaluate your work, attendance, and safety record. Furthermore, the PTF must be 1 in every 4 or 6 Clerks allowed to transfer to an installation (office) per the Transfer MOU. In addition, there are 12 (or 18 month) "lock-ins" in your installation prior to a transfer depending on the geographical area that the transfer is located (the aforementioned factors are not applied when an installation is under excessing under priority consideration).

While these rules protect the balance of interests between clerks and management, generally speaking, most career clerks who seek a transfer will eventually be successful.

A speedier way around the contractual language in the Transfer MOU is through the canvass, whereas PTF's and PSE's have no "lock-ins" and do not have to wait to meet any "ratios." More important, your work, attendance, and safety record have no say in the canvass selections. Obviously, you are limited to the vacant offices listed on the canvass letter and you have to be the most senior PTF and then PSE by relative standing to be offered the position.

Furthermore, you must qualify for any training...mostly window qualification. But these are the only requirements. Since nearly all

PTF's are window qualified, as are many small office PSE's, the qualification process is finished for most applicants. And if you are the senior applicant and not window qualified, you will be given an opportunity to qualify for the vacant PTF position.

If you are a PSE and you fail the window training, you simply stay in your current position and will be allowed to try again for another position requiring window qualification provided you are the senior applicant once six (6) months have passed. If you are a PSE and successfully pass your training, your new craft seniority will be backdated to the date that you would have gotten the PTF position had you been previously qualified.

The canvass for PTF positions is a good option for current PSE's and PTF's who want to move to a different installation/office for any reason, and for PSE's who want to become a career employee in the U.S.P.S.

For many PSE's, you want to weigh the option of making career in your current installation vs. selecting a PTF position at another installation through the canvass.

Just remember to keep your mailing address current with the U.S.P.S. and weigh your options prior to making this decision. Contact me if you have any questions.



Chris Czubakowski
North Sectional Director

I have been involved in far too many situations where Members were given a pre disciplinary interview (day in court) and failed to request union representation. As such, I feel it very important to go over a few basics regarding your rights concerning investigative and pre disciplinary interviews.

What is an investigate interview?

An investigative interview is a fact gathering effort by management to investigate a situation prior to coming to any decision as to whether or not discipline should be initiated. Unlike a pre-disciplinary interview, the investigative interview does not forewarn an employee or solicit a response as to any intended discipline because the investigative interview occurs as part of management's fact gather investigation. This is before any intent is established toward possible discipline.

What is a pre-disciplinary interview (day in court) ?

The pre-disciplinary interview (day in court) is the multi-element due process right of each employee to be forewarned of the specific charge(s) in an intended disciplinary action, to be forewarned of the degree and nature of an intended disciplinary action, to be presented with the alleged evidence the intended discipline is

North Section Connection



"Members must request union representation! "

based upon, and to be asked for his/her side of the story. All of these things are required before the disciplinary action is initiated.

Employee's rights

The NLRA's protection of concerted activity includes the right to request assistance from union representatives during investigatory and pre-disciplinary interviews.

This was declared by the Supreme Court in 1975 in *NLRB v. J. Weingarten, Inc.* The rights announced by the Court have become known as *Weingarten* rights. Under the Supreme Court's *Weingarten* decision, the employee can request union representation before or at any time during either interview.

When an employee asks for representation, the employer must choose to either grant the request and delay questioning (until representation arrives) or deny the request and end the interview immediately. They can also give the employee the choice of having/continuing the interview without representation.

If the employer denies the employee request for union representation and continues the meeting, the employee can refuse to answer questions.

Steward's rights

A vital function of a steward is to prevent management from coercing

employees into confessions of misconduct. This is especially important when a worker is questioned by a supervisor experienced in interrogation techniques.

The advantages of having a steward present are many. These include the ability of the steward to serve as a witness, to prevent a supervisor from giving a false account of the conversation, to object to intimidating tactics or confusing questions, to help clarify questions and to raise mitigating circumstances, to advise and assist in presenting the facts.

When the steward arrives the manager must inform the steward of the subject matter of the interview and allow the steward to meet in private with the employee before any questioning begins.

Educating Members

Employees sometimes confuse *Weingarten* rights with *Miranda* rights. Under the Supreme Court's *Miranda* decision, police who question criminal suspects in custody must notify them of their right to have a lawyer present. The Supreme Court did not impose a similar requirement in *Weingarten*. An employer does not have to inform an employee that he or she has a right to union representation.

Members must request union representation!

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



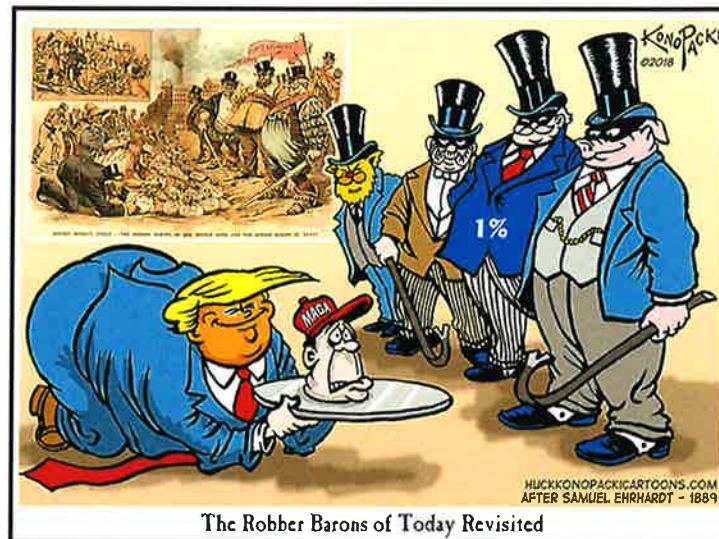
WEINGARTEN CARD

(If called to a meeting with management, read the following or present this card to management when the meeting begins.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.



- Robber Barons - History Repeats Itself



The Trump cartoon is referring to a cartoon, “*History repeats itself: The Robber Barons of the Middle Ages and the Robber Barons of Today.*” drawn by Samuel Ehrhardt that appeared in Puck in 1889. In the Middle Ages a robber baron was an unscrupulous feudal landlord who robbed merchants, land travelers, and others who trespassed on his property.

In the period after the Civil War through the early 1900s, the United States underwent a huge economic expansion. During its industrial revolution the U.S. economy leapt forward, and was soon the largest economy in the world, bigger than Germany and France combined. Railroads spread across the U.S., opening up new markets.

The workers called the wealthiest businessmen of this time “robber barons.” The meaning behind the word “robber” should be obvious enough — when the vast majority of the workforce barely earned a subsistence wage, when the entire economy was a sweatshop economy, when the workers felt the few who lived lives of luxury off their labor were “robbing” the workers. Sound familiar?



Jeff Worden
Vice President

*SUMMER MEANS IT'S TIME FOR
THE HEALTH & HYGIENE DRIVE.*

That's right!! It's Summer time!! That means it's time to take a vacation and help support a great cause. The Milwaukee & Waukesha Area Labor Council is now conducting their 29th Annual HEALTH & HYGIENE DRIVE.

The Health & Hygiene Drive of 2017 was a success! The Milwaukee Area Local collected 3 boxes of hygiene products.

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 6th and goes until June 5th! Some of the items needed are;

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

Health & Hygiene Drive

"...it is because of the generosity of union members and their families..."

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
225 West Vine St.*

United Way of Waukesha County
1717 Paramount Drive

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 work at a City Station or Associate Office, just contact you're APWU Director/Steward and we will arrange to pick-up those items.

If you have any questions regarding this drive please contact:

JAY REINKE
(Community Services Liaison)
414-771-7070 ext. 16
jay@milwaukeelabor.org

Remember, it is because of the generosity of union members and their families (such as you and your family) that make campaigns/drives like these so successful.

If you have any questions just give me a call at (414) 530-7186.

Since this is the last Hi-Lites until September I hope everyone has a fun and safe summer.

Oh, and by the way... go and take a vacation because you definitely deserve One! Take Care.



Un-busting Unions and Empowering Labor

by: Tristan Pratorus

Part of the solution to reducing income inequality, raising wages and boosting economic growth is not overhyped tax cuts and deregulation, but un-busting unions and empowering labor. "Middle-out" growth is a highly reliable way of building an economy, as the "golden age" of capitalism showed. This quote, even if it is 122 years old, is timeless...

"There are two ideas of government. There are those who believe that, if you will only legislate to make the well-to-do prosperous, their prosperity will leak through on those below. The Democratic idea, however, has been that if you legislate to make the masses prosperous, their prosperity will find its way up through every class which rests up on them."
-William Jennings Bryan

A study by economists at Princeton and Columbia universities found that unions played an integral part in the post-depression and post-WW2 economic expansions between 1940 — 1970. Much of the "middle-out" growth during that period can be attributed to this. It is also important to note, the massive union density during the post-war expansions would not have been possible without the 1935 Wagner Act, a piece of legislation that guaranteed workers a right to collective bargaining (the method through which unions negotiate wages, benefits and conditions)

***Union membership, more than tripled from just over 10.0% in 1935
(after hostility to labor in the 20s) to 33.4% in 1945.***

Anyways, back to the general conclusions of the study:

Their research finds that "in their effect on household income, unions have exhibited remarkable stability over the past eighty years." Union members have seen wages between 10 and 20 percent higher than non-union members, with less educated workers seeing the greatest benefits. They are able to focus in particular on what they call the "Great Compression" era, from about 1940 to 1970, when U.S. union membership was highest, and economic inequality was at its lowest. (Union membership peaked in the years immediately after WWII, when more than one in three workers was part of a union. Today, it's more like one in 10.)

In all, the new information adds to the already strong case that unions are one of the most effective tools that exist for keeping inequality to a minimum. The decline of unions was a strong contributing factor to the rise of inequality that has defined our lifetimes.

"We show that a combination of low-skill composition, compression, and a large union income premium made mid-century unions a powerful force for equalizing the income distribution. As unions have receded, it is perhaps surprising... that relatively skilled workers are the ones that remain. This pattern mimics the pre-World War II era, when unions were both small and their members relatively skilled. Our results show that over the last nine decades, when unions expand, whether at the national level or the state level, they tend to draw in unskilled workers and raise their relative wages, with significant impacts on inequality."

The study finds also that de-unionization since the 1970s and 80s played a significant role in increasing income and wealth inequality. **As workers gain less representation and loose leverage over their employers, potential wages are increasingly funneled to investors, shareholders and dividend-holders.** There seems to be evidence for this. According to the Center for American Progress tax cut article I referenced earlier, it also shows that since this period of lower union density, an increasingly large share of corporate profits has been redirected to "net equity issues" and "dividend payouts." Not a coincidence.

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 31, 2018

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~

camp UNION

HIGH SCHOOL STUDENTS

Join the **Coalition of Black Trade Unionists (CBTU) Milwaukee Chapter** and the **Milwaukee Area Labor Council Community Services** for a five day look at the history, purpose, and relevance of Labor Unions in America.

Explore how Labor is connected to:
**Young Workers • Women • Globalization
Immigration • Human & Civil Rights**

Lunch and snacks provided AND...

CAMP UNION IS FREE!

June 18 – June 22, 2018
8 a.m. to 3 p.m.

Milwaukee Area Labor Council, AFL-CIO, 633 S. Hawley Rd., Milwaukee, WI 53214

Contact Jay Reinke, 414.771.7070 x16
or jay@milwaukeeelabor.org to enroll or for more information.
Limited number of places available.



Camp Union is a five day “Camp” designed for High School Students to examine the history, purpose, and relevance of Labor Unions. Students will examine the role Labor plays in the workplace and the community. Students will be able to identify the different jobs union members hold, with emphasis on Skilled Trade labor.

We will be using the National AFL-CIO Common Sense Economics curriculum for much of our studies. The camp runs June 18th through the 22nd, 2018 and will be held at the Silver spring Neighborhood Center and the United Way of Greater Milwaukee and Waukesha County. Camp Union is being presented by the Coalition of Black Trade Unionist (CBTU) Milwaukee Chapter and the Milwaukee Area Labor Council Community Services division, in collaboration with United Way of Greater Milwaukee and Waukesha County.

Contact Jay Reinke at jay@milwaukeeelabor.org for more information.