



The Hi-Lites



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

(Proud Postal Press Association National Awards Winner)

MARCH 2022

Volume 44 Issue 2

Freedom Is Not Free !



Military Appreciation Month

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**

Hello Everyone, On March 8, 2022 the Senate passed the Postal Reform Act. This bill will place the Postal Service on a path toward financial stability by adding much-needed transparency, enacting prospective Medicare integration, ensuring six-day delivery, and repealing the unfair pre-funding mandate.

I'm sure everyone has heard by now that the Milwaukee Area Local reached an agreement with the Postal Service on a **5 Million Dollar Global Settlement!** When negotiating this settlement, we had three main goals in mind, and I believe we accomplished all three goals.

FIRST GOAL

We needed to clear up all the backlog of grievances we had at our level as well as our National Business Agent Level (NBA).

What we accomplished by doing this is to get a quicker resolution to your grievances moving forward. The path we were currently on was unsustainable. If we had done nothing it would have taken around 30 years or more for a lot of these grievances to even be heard, and no guarantee once the grievances were heard that we would have gotten a favorable decision.

SECOND GOAL

We wanted to get guaranteed money

for the vast majority of our members which we did for members that had filed grievances or were part of a class action grievance. If you had a grievance filed in MVS prior to December 28, 2021 you are more than likely part of this global settlement. If you were a custodian between the years of 2015-2019, more than likely you are part of this settlement. If you filed a grievance or was part of a class action grievance in Maintenance prior to December 28, 2021, more than likely you are part of this settlement. Lastly, if you were a career clerk employee in January of 2020 thru December 2021 in the Milwaukee Installation, more than likely you are part of this settlement.

THIRD GOAL

We needed to make sure we didn't end up back here again with a backlog of grievances. We accomplished this goal by having over 12 joint classes with management and the union on the processing of grievances which was also part of the global settlement. Everyone that attended those sessions from both sides were told to meet in a timely fashion, and either settle, deny, or withdraw the case. Either way it makes our grievance process more efficient. I specifically like to thank Chris Czubakowski for staying on our stewards and officers to make sure we are doing what we're supposed to do on our end when it comes to moving our members grievances forward in a timely fashion. None of this wouldn't even be possible without the stewards and officers putting in the work to initi-

Our Goal

"None of this wouldn't even be possible without the stewards and officers putting in the work to initiate these grievances."

ate these grievances. The hard work they put in is what made it possible for over 92% of our local members to receive some form of payout from this Global Settlement.

For that, I would like to thank each steward/officer for the work they put in to make this possible. I want to give a special thanks to Larry Brown Jr, Jim Arneson, Jeff Felber, and Mark Krueger. They took the time to put the names and payments together which I know was very time consuming. I know personally Larry went on our DCO data base to get everyone's pay and step they are at, all on his own time to make sure payments were done fairly and correctly for the clerks payout. Jim Arneson and Jeff Felber did the maintenance and custodian payouts and Mark Krueger submitted the MVS payouts. I don't recall another local ever settling for this large sum of money at the local level.

If you feel you should have been part of this settlement, you have until August 30th, 2022 to contact the union hall. Sometime around September will be the final payouts for anybody that may have been accidentally missed.

All names and amounts has been submitted for payouts. You should have started seeing these payouts in pp 9. I know a good portion of our members have called to thank the union for their settlement amount and stated they have received their payout. I want to say thank you to those members who called, sent cards or just said thank you in passing. Believe it

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or not its greatly appreciated when our union brothers and sisters acknowledge the work we as stewards and officers put in to make sure your rights are being protected. So, I want to thank you all again for that.

If for some reason your payout was not on your pay period 9 check we are asking you to please be patient as this is a large sum of money being entered into the system and a lot of names as well. According to management, it normally takes 1-3 pay periods from when your adjustment has been entered into the system. For those of you who do not receive your payout within the next two pay periods, please give us a call so we can check into the issue.

In addition to these payouts, members that are on tour 3 may be waiting for one person to a machine payouts from 2020 and 2021 that was filed by Marvin Rivera. Those payments have been entered already and you should start seeing those payments soon if you haven't already. This payout is separate from the global settlement.

Unfortunately, not all news was good. Management informed us that they were laying off about 39 PSE clerks from the Milwaukee Installation for alleged lack of work. I think it is a bunch of bull. However, after some conversations with management we were able to get that number down to only 19 PSE's that were being separated instead of the original 39. I wish we were able to retain them all, but unfortunately, we were not able to negotiate that at this time. We are still working on trying to get them back ASAP.

Thanks for all you do, and thanks for being a union member!



Pam Walker
Recording Secretary

Attention 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

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 any upcoming retiree socials.

Name _____

Address _____

City _____ State _____ Zip _____



Chris Czubakowski
Local Business Agent

The implementation of the 2021-2024 Collective Bargaining Agreement is moving forward. With ratification of the agreement on February 28, the provisions of the agreement went into effect. The membership of the union has already seen the effect of some of those provisions.

For example, work or pay guarantees for Part-time Flexible (PTF) employees to include the four (4) hour daily work or pay guarantee and the 24-hour per pay period work or pay guarantee are in effect. The guaranteed one day off per week for PTFs is also in effect along with many other provisions of the agreement.

As previously announced, the pay provisions of the agreement are being programmed and will begin to be paid in pay period 13 which starts on June 4, 2022 and show on the paychecks received on June 24, 2022. This would include the 1.3% due to career employees from November 2021, the 2.3% due to Postal Support Employees (PSEs) from November 2021, the \$1310 per annum COLA due to career employees on February 26, 2022, extra pay for PTFs due to the Juneteenth holiday, and the additional 50 cents per hour for PSEs.

Beginning pay period 14, starting on June 18, 2022, the slotting of the additional steps and elimination of

Implementation Of CBA Moves Ahead

"This is a significant step forward for the non-career workforce. Guaranteed Conversion!"

steps for Grade 8 employees will begin as well. Of course, once that is all in place the Postal Service will be able to provide the date of the retro-active pay that will be owed the employees. It is important to note that the retroactive pay will take time to calculate and will be paid later in the year.

One significant provision of the agreement goes into effect on April 23, 2022. PSEs who have reached 24 months of relative standing within their installation (Level 4 RMPOs excluded) will be converted to career employees. They will be converted to a PTF in Level 20 and below offices or to Full-time Flexible (FTF) in Level 21 and above offices.

This is a significant step forward for the non-career workforce. Guaranteed Conversion!

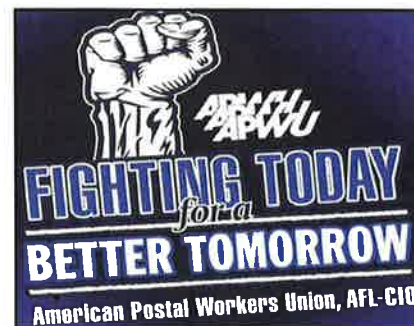
The Postal Service has provided approximately 1,200 names of PSEs who will be converted on April 23, 2022.

During negotiations, it was estimated that the conversions under this provision would be closer to 2000, however, through the other conversion mechanisms of the Clerk Craft Residual MOU, conversion agreed to through national MOUs, and through the hard work of dedicated representatives in the grievance process, many of the PSEs estimated to be converted were converted prior to April 23, 2022. This proves that the contract is working well to get conversions prior to the 24-month provision that is a stop-gap to ensure PSEs

are converted.

The APWU believes more than the 1,200 conversions should be taking place and we have provided a list of names to the Postal Service that have been identified in the data we have that should be converted. We are seeking clarification on those names and making sure that no one who should be converted is missed. Data review and conversations with the Postal Service are continuing to take place to make sure everyone due to be converted is converted.

The 2021-2024 Collective Bargaining Agreement took a big step forward for the wages, hours, and working conditions for hundreds of thousands APWU members. It is a contract that can be built upon in the future and a contract that protects rights and benefits fought for over decades of collective bargaining.



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: June 27, 2022

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~



Larry Brown Jr
Vice President

"Do you, of your own free will sincerely promise to abide by the Constitution and Bylaws of the APWU, Milwaukee, Wisconsin Area Local? Do you further promise that you will never knowingly wrong a brother or sister or see him/her wronged, if it is in your power to prevent it?"

That, if you don't know, is from our constitution; Article 4, The Obligation of New Members. I was talking to a fellow steward the other day. I said to them, "I wonder if anyone remembers the oath that they took when they became Union members?"

We don't do it at our membership meetings anymore. The President is supposed to call all prospective new members to the front and ask if they, of their own free will, agree to abide by the Constitution and Bylaws of the APWU, Milwaukee Area Local. The new member responds, "I do so promise." I asked some of the new members about the oath and they said that they remember it from orientation.

The reason for my question, to that steward, is the rise of member to member harassment and workplace bullying that we have been dealing with. It has become a constant every week or every other week issue. I just reprinted my harassment and discrimination article a couple of months ago, but that was geared at manage-

ment. So, I have to come back around and write an intimidation and bullying article geared towards the membership? If we remembered the oath, as some of the new members told me they did, then it is safe to say that we should not be dealing with so many workplace issues, coming from our co-workers.

"It is the responsibility of management to provide safe working conditions in all present and future installations... The Employer and the Union insist on the observance of safe rules and safe procedures by the employees and insist on correction of unsafe conditions. That comes straight out of our contract. Article 14 Safety and Health.

My question to our members is, since this article is geared towards us, what should happen to us when we become the unsafe working condition? It clearly states that the UNION insists on the correction of unsafe conditions, but I took an oath to not knowingly wrong another member.

So, if another member gets disciplined and I was somehow involved in said discipline because I talked with the alleged future grievant, was I was in the wrong as a steward?

It's so easy when management is being accused of racial or sexual harassment, intimidation and bullying. We run to the zero tolerance policy that they have in place and say hey, "It's one of you management! Enforce your own policy on

The Oath

"Management has an obligation to provide a safe and healthy working environment. By law, they must do this."

yourselves!" It seems that it becomes more complicated when the situation is Union member harassing Union member. Why is this? Why does it become more complicated. Is it because we aren't supposed to "rat" on another member to management? Or, is it because the Union is supposed to defend workers from management's discipline?

The Union has an obligation to represent all of the workforce. Safety and health. If Management is violating OSHA guidelines we file a grievance. That's was the primary argument of the one person to a machine grievances. It was an unsafe practice that management acknowledged to OSHA long before the DBCS machines were even installed.

We file grievances to make them adhere to what is written in our contract. A contract that we both, management and the Union, agreed to. We have to do this even when people don't want us to. No one can willfully violate the contract. We have to insist on certain procedures and SOPs to help protect us from ourselves.

(One person to a machine grievances are the perfect example in this case. I have to file those grievances even though there are many that want to work alone and actually get upset if a grievance is filed. Go ask the numerous people that are out with torn rotator cups, carpal tunnel and the oth-

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er numerous injuries associated with running a DBCS alone if they thought they were injuring themselves during that time.)

Ok, back to the original premise of stating that the Union has an obligation to represent all of the workforce. Basically, I am not doing my job as a steward of this Union if I do not address you if you are creating a hostile work environment for your co-workers. What is creating a hostile work environment? Anything that you do, other than your job, that would cause someone to not want to come to work. Yelling at people, attempting to humiliate people in public, setting people up to fail, undermining people, belittling people and so forth and so on, can all fall into the category of creating a hostile work environment. Most importantly, anyone that attempts to manipulate the impression others have of you, whether it be to co-workers or to upper management is creating a hostile work environment. I singled that last one out because we all know that this is the one most prevalent today.

Management has an obligation to provide a safe and healthy working environment. By law, they must do this. The law also states that this obligation includes providing a workplace free from harassment, be it sexual or racial. Management is obligated to enforce rules and keep the workplace free from all threats of retaliation, intimidation, and bullying; some of which was described in the preceding paragraph. Management has the obligation to make sure everyone knows what intimidation, harassment, bullying and as they like to call it, what a violation of the zero tolerance policy is. This comes in the form of service talks, town hall meetings, and postings on the bulletin boards to show that they are educating the workforce and that we know what constitutes harassment, bullying and so on.

So, if somebody comes to me, complaining about you harassing them, in any kind of way, my obligation is to the person that came to me. I have a duty to help that member. **THIS IS THE UNION DEFENDING THE VICTIM.** I also have an obligation to make management live up to their responsibilities and provide a safe working environment for everyone. **THIS IS THE UNION DEFENDING THE CONTRACT.** I am defending the member that is being harassed. Just as I would do if the harasser was a management official.

My question to the membership is, why do we even have to go through any of this. Do you remember the oath to not wrong another member or see them wronged. We are supposed to be united. It paints the Union in a bad light when a member feels as if the Union won't protect them. It paints the Union in a bad light when someone claims the Union is responsible for discipline they may have received. I don't like being painted in a bad light because I am not the problem. The member that wants to be protected is not the problem. The problem is the intimidators, harassers, and bullies that won't just come to work and work without stirring up all of the extra foolishness that no one wants to be involved in.

If you are a victim of harassment, let the harasser know that their actions are not welcomed and that they need to stop. **YOU NEED TO DO THIS.** I don't care how shy you are or how much you attempt to avoid altercations. Let them know. Once you do this, document it, so that you can remember when and where you were when you first asked them to stop. If I have to come and address the harasser, I will attempt to find out if the allegations are true. I can't just take anyone's word especially if allegations are involved. If the allegations are true, I am going to say the same thing as the victim, knock it off. You have now been warned twice. If it gets to a level where management needs to get involved I will be on the record with the victim stating that they told you to stop, I also told you to stop and you refused. If you get disciplined as a result, then my duty will be to make sure the discipline was fair, a thorough investigation was completed, and the discipline is corrective in nature not punitive. **THIS IS THE UNION DEFENDING THE now GRIEVANT.** I didn't disregard the member that needed help just because the complaint was against another member. I didn't just throw the accused under a bus. I held management to their obligation to provide a safe workplace free of threats.

The only way for management to correct behavior is to issue discipline. In the cases of intimidators, bullies, and harassers, hopefully the discipline you receive, if warranted, will help transform you into a better worker and Union member.

Remember the Oath.



**John Miceli
Treasurer**

TSP.ORG

A fresh look and feel. Convenience. Easy navigation. After you set up your login to the new My Account in June, you'll see your own personalized dashboard, bringing you a modern, dynamic experience on any device. Your My Account dashboard will give you immediate access to review and request transactions when, where, and however you want. You'll be able to easily check account balances and manage your investments with a streamlined, at-a-glance view. Simple navigation will make it easy to find and use the My Account tools you need. And you'll be able to save time by making most transaction requests entirely online.

How to prepare for the transition in June

Most TSP participants won't need to take any actions to prepare for new TSP features and other changes. Your money will remain invested in the TSP funds you've chosen, unless you make a change. Depending on your situation, here are steps you may want to take:

Complete transactions and update profile information. Keep in mind that after the transition, you'll be able to complete most transactions entirely online.

Download historical documents in My Account. Documents and messages currently available in My Ac-

Thrift Savings Plan Fresh New Look

"Simple navigation will make it easy to find and use the My Account tools you need."

count will not transfer to the new system, but you'll be able to request them if you need them later. Statements that post after the transition will be available to you in My Account going forward.

Check your investment choices. While your current TSP investments will remain active during this transition period, we'll need to temporarily suspend investment changes toward the end of the transition period, beginning May 26, 2022.

Security Checks

Update your mailing address and contact information. Keeping your address and contact information up to date with us is critical to maintaining your account security, so you can receive TSP messages and monitor account activity. You can update and validate your email address and phone number by logging in to **My Account: Profile Settings**.

How you update your mailing address with us depends on whether or not you still work for the federal government.

If you're currently a federal employee, report your correct address to your agency. We can't accept address changes directly from you.

If you're an active or a Ready Reserve member of the Air Force, Army, Navy, or Marine Corps, you can update your address through the myPay website.

If you're no longer a federal employee or uniformed services member, visit My Account: Profile Settings to change the address

Summary of Changes

As we prepare to add new features to your TSP experience, we're updating our Plan Summary and other publications with details about changes that come with these new TSP features. You'll have those details the first week of June, after a brief transition period when transactions and services will be temporarily unavailable to ensure a smooth transition.

In the meantime, this summary of changes gives you an idea of what you can expect with our expanded support options, efficient online transactions, new look and feel for My Account, and more.

Note: This summary may not include every detail of the changes coming in June. We'll continue to update the information as we approach the transition period to give you as much information as possible.



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Account Access and Security

After the transition in June, all TSP participants will need to set up a new login for the new My Account. This one-time setup process will give you step-by-step prompts to make it simple for you to verify your identity, create a username and password, update your contact information, and set up your account security. Once you log in to My Account, you'll notice a fresh design, new tools, and enhanced features to help you manage your account:

- The user-friendly, customizable homepage will give you quick access to the information you want to see first.
- If you have both a civilian and a uniformed services account, you'll be able to see all the information for both accounts in one place, including your overall total balance.
- You'll be able to use the official TSP Mobile App (coming in June) to access your account on the go.
- When you access My Account from your mobile device, you'll have the option to use your device's identification software, such as fingerprint access and facial recognition, to add an extra level of security.
- If you're looking for personalized support, you'll be able to use our virtual assistant, called AVA, to ask account-specific questions and connect directly to a ThriftLine Representative during business hours for a live chat session.
- You'll receive messages, documents, and statements about your account in your Secure Participant Mailbox.
- Using the account lock feature in My Account, you'll be able to help prevent fraud by voluntarily placing a secure hold that disallows transactions that remove money from your account.

Investments

The low-cost TSP funds you know and love will stay the same, and your TSP savings will remain invested in the funds you've chosen, unless you request a change. We're also adding a new investment option through the TSP mutual fund window, personalized support for rollovers to your TSP account, and a new way to move money within your TSP account.

Mutual Fund Window

The mutual fund window is designed for TSP participants who are interested in greater investment flexibility. If your account meets certain eligibility criteria, you can choose to access a selection of more than 5,000 mutual funds. As with most mutual funds, this flexibility comes with fees:

- \$55 annual fee to ensure that use of the mutual fund window does not indirectly increase TSP administrative expenses for TSP participants who choose not to use the mutual fund window.
- \$95 annual maintenance fee
- \$28.75 per trade fee
- Other fees and expenses specific to chosen mutual funds

If you choose to invest through the mutual fund window, your initial investment must be at least \$10,000, and you may not invest more than 25% of your total account in the mutual fund window. For more information about the mutual fund window before it becomes available in June, sign up to receive details by email.

TSP webinars

All times listed are in eastern time.

TSP Early to Mid-Career (2½ hours) Mon, April 25 - noon

TSP Contributions: Taking Control of Your Future (1 hour) Wed, April 27 - 10:00 am

TSP Investment Funds (1 hour) Wed, April 27 - 1:00 pm

TSP to Retirement and Beyond (4 hours) Wed, May 4 - 11:00 am

TSP Pre-Separation (2½ hours) Thur, May 5 - noon



Greg Becker
South Sectional Director

Are you a PSE that wants to be a career clerk?. Or a PTF that wants to work at a different office? The PTF/PSE canvass has a new computer program to hopefully increase the number of applicants for the positions listed on the canvass. Because of management's failed experiment with emailing the canvass to all offices within 50 miles of an offered position, the APWU/USPS has agreed to post these offered positions online... similar to the "eReassign" program.

The APWU, myself included, was skeptical that emailing to offices would produce more applicants for these canvass positions because we knew that many offices would not post the canvass for fear of losing their PSE's and/or PTF's because of short-staffing. Prior to emailing the canvass, management would mail the canvass positions to the address on record for each PSE/PTF. This method produced a lot of applicants for the offered positions, however... management decided to change this successful method about 3 years ago stating it was too "costly."

Since the method of emailing the canvass positions was used, the number of applicants plummeted around 75%, resulting in many offices not being able to fill their vacant positions and leaving them understaffed, resulting in excess hours and fatigue for current clerks and/or violations of the contract by management. This

The PSE / PTF "Canvass" Procedure Has Changed...AGAIN !

"Prior to emailing the canvass, management would mail the canvass positions to the address on record for each PSE/PTF."

created a further delay in filling these positions through the external (outside) hire process that could take months, especially if window training qualification was needed. This also created a new problem, trying to fill Lead Clerk positions externally is nearly impossible due to the 1-year experience requirement.

The canvass process was created after the APWU/USPS came to an agreement on how to fill residual vacancies in 2014. This "pecking order" became the Residual Vacancy-Clerk craft Memorandum of Understanding (MOU).

This MOU gave a step-by-step process for filling residual positions, which is defined as a duty assignment that remains vacant after the completion of the voluntary bidding process. Most clerks are familiar with full-time regular (FTR) Duty assignments that have no successful bidder, however PTF positions are also listed in the canvass process because they cannot be bid for by Full-time clerks or PTF clerks through the voluntary bidding process. The Residual Vacancy-Clerk Craft MOU contains the eReassign transfer process which has priority prior to the canvass.

Through the eReassign program, employees can apply to transfer to installations throughout the country, however there are many caveats such as the evaluation of your work, attendance, and safety record, and the transfer to PSE conversion ratio in small offices of 1 in 6 (1 transfer

to 5 PSE conversions per contract term). The ratio in large offices is 1 in 4. An employee must also meet the 12/18 month career minimum and must be the first applicant in line for transfer based on when you submitted your request. Please note-inter office craft transfers cannot be done online. An employee must express their desire in writing to the installation head. This request must be date stamped and sent to the eReassign coordinator in HR on the second floor of the GMF Milwaukee.

If the residual position is still available after the eReassign process, and there are no PSE's /or PTF'S in the installation that posts the position, the position is then offered through the canvass. PTF's and PSE's will be able to go online and place a request for the position if it is within a 50 mile radius of your domiciled office...measured from Associated Post Office (APO) to APO. Instead of the normal 1 posting per month previously, management will have 2 postings per month, from the 1st to the 10th, and the 15th to the 25th day of each month.

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This is a great opportunity for PSE's to attain a career position, or for PTF's to go to a different office. There is no work, attendance, or safety record evaluation, nor any conversion ratios to be met. While your options are limited to the offices that have vacant positions, PTF's as well as PSE's will now be able to apply for full-time positions listed on the canvass, as could previously for PTF positions. This is an added benefit in the new contract. PTF's can also apply for full-time positions in regular eReassign. The awarding of these canvass vacant duty assignments is first by PTF seniority. If no PTF applicants, then by PSE relative standing.

Management should have posted the new canvass procedure in your installation. However, if your office hasn't posted this new process in your installation, you now have a "leg up" on this process by reading this article...just go to Liteblue.usps.gov. Log in with your Employee I.D. number and your password. Then look for employee apps. Click on eReassign and follow directions. Contact me if you have any questions.

* * *



Mark Krueger
Motor Vehicle Director

Drug testing for THCA in CBD products and Marijuana is something that is becoming a serious issue. The USPS is now participating in Random Drug Testing through the National Clearinghouse administered by the US Department of Transportation, Federal Motor Carrier Safety Administration (FMSCA).

All Commercial Motor Vehicle (CMV) drivers still have to abide by the FMSCA regulation regardless of whether a state has legalized marijuana/CBD products.

Marijuana and other products is still classified as a schedule 1 Controlled substance and CMV drivers must not use, possess or be under the influence of THCA while on duty or employed in the use of a safety sensitive position. All safety sensitive positions come under the FMSCA regulation

49 CFR part 40.

Besides Marijuana/Cannabis which the limit is 50ng/ml and THCS 15ng/ml (confirmed test) there are the following items which can't be detected.

Cocaine 150ng/ml, Benzoylcegonine 100ng/ml (confirmed test), Opiates (codeine/morphine) 200ng/ml, Acetylmorphine 10ng/ml and Phencyclidine 25ng/ml once any of these substance are detected and exceeded the limits set a "Positive" test is resulted. This will result in the CMV drivers DOT driving privileges suspended.

Once this occurs the CMV driver must undergo a 6 step "Return to Duty" (RTD) process through a qualified SAP provider. This SAP program is provided to the USPS employee for the treatment to get back to work.

The steps in the program are SAP request, SAP designated, Initial SAP Assessment, Driver determined eligible for RTD Drug/

Drug Testing

"...a "Positive" test... will result in the CMV drivers DOT driving privileges suspended."

Alcohol test, RTD test with Negative result, and follow up testing and completion. This RTD program can take 30 – 60 days to complete.

The employee during this time is off duty, can use annual or sick if available, or may request non safety sensitive duty assignment per the employer's discretion during the duration of the program.

All CMV license holders need to be aware of the medication and treatment that they are to undertake.

If you don't know if these procedures will be in violation, you should consult your physician or medical provider and make sure that anything you will be doing could result in a "positive" test. Just one more precaution the CMV drivers have to take in order to retain their position.



Dr. Jonathan Saigh

OWCP Forms

Advanced Care Specialists



Often times, Federal Employees become discouraged after being injured at work due to the large amount of paperwork and forms that need to be completed. Rest assured, it is not as complicated as it seems. Each OWCP form that begins with CA and is followed by a numeric value has a specific purpose. With that in mind, please see the list of the most common forms listed below.

{ CA-1 } Federal Notice of Traumatic Injury and Claim for COP:

Use this form to file a traumatic injury report. In most cases, your supervisor will have access to this form and will help you complete it. If that is not the case, you can find a fillable PDF online. The majority of the form is self-explanatory, with the exception of Box 13 (Cause of Injury) and Box 14 (Nature of Injury). Use box 13 to explain in detail the cause of your injury (i.e. where you were, who saw, how it happened, etc.). Box 14 is completed by stating, "Traumatic injury of (insert body part)." Do not forget to check box "a" related to question 15 to ensure you are able to collect your COP for 45 days. Keep in mind that you only have three years from the date of injury to report it.

{ CA-2 } Notice of Occupational Disease and Claim for Compensation:

Use this form to file reports relating to injuries that have occurred overtime. A few examples of injuries that postal workers experience over time are: carpal tunnel syndrome, tendinitis and torn rotator cuffs. This form is fairly simple. However, individuals tend to hesitate on boxes 11 through 14. Boxes 11 and 12 occur together, but they are not mutually inclusive. Box 11 reflects the day that you first experienced or noticed pain, and box 12 is the date you realized it was work-related– don't over think this. The dates don't have to be the same, as long as box 12 is not pre-dating box 11. In box 13, use specific examples of what caused your injury at work (i.e. casing mail, repetitive reaching, repetitive bending, etc.). Lastly, Box 14 can simply read "repetitive" or "chronic." You have three years from the date you realized your injury was work-related to fill out a CA-2.

{ CA-7 } Claim for Compensation:

Use this form to request LWOP, leave buy-back or other wage loss. This form tends to be one of the hardest to complete as there are several moving parts involved. Again, please don't become overwhelmed or discouraged. The best way to navigate this form is to perform a YouTube search for "How to fill out a CA7." This method allows you to stop and complete the workable form which allows you to get your pay or vacation back. You may use the CA7a and CA7b to supplement this form as well.

{ CA-10 } What a Federal Employee Should Do When Injured at Work:

This is a government form that was last altered in August, 1987. The instructions on how to complete this form should be posted in each post office or annex. If you do not have one at your location, contact Advanced Care Specialists and we will be happy to provide a laminated copy to display on the union board.

(next page please)

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{ CA-16 } Authorization for Exam and/or Medical treatment:

This form can be complicated because it is generally only available to authorized employment agency personnel, however, they are also available on ECOMP. Contact your designated HR personnel for a CA16 to ensure you are able to seek treatment at any provider of your choice.

{ CA-17 } Duty Status Report:

This form details your work restrictions, and it outlines what are you able to do in as it relates to your job. Your supervisor should complete the left side first, and your health care provider is responsible for outlining exactly what you are able to do on the right side of the form.

{ OWCP-957 } Medical Travel Refund Request:

Yes! You can get reimbursed for gas mileage used getting to and from the doctor (up to 75 miles.) This is one of the easiest form to complete. Simply use the boxes on the left side of the page to document where you went, the miles traveled, then you can submit the form. Don't worry about the black lung portion of the form. Your health care provider does NOT need to sign this form. Only you must sign the form.

Federal worker's compensation claims can be daunting, but there are always resources available to help you through this process. If you are experiencing any issues finding the appropriate resources, please contact our office at (262) 898-9000. We are more than willing to guide you on your path to improvement.

Military Appreciation Month

Military.com

May, marked officially as Military Appreciation Month, is a special month for both those in and out of the military. Not only do we pause on Memorial Day to remember the sacrifice and service of those who gave all, but the month also holds several other military anniversaries and events, including Military Spouse Appreciation Day and Armed Forces day. Join Military.com as we honor the service and sacrifice of members of the Army, Navy, Air Force, Coast Guard, Marines, Space Force and National Guard as well as the contribution of their spouses. Congress designated May as National Military Appreciation Month in 1999 to ensure the nation was given the chance to publicly show their appreciation for troops past and present.

What is Military Appreciation Month? Each year the president makes a proclamation, reminding Americans of the important role the U.S. Armed Forces have played in the history and development of our country. May was chosen because it has many individual days marked to note our military's achievements, including Loyalty Day, established in 1921, Victory in Europe (VE) Day commemorating the end of WWII in Europe in 1945, Children of Fallen Patriots Day and the anniversary of the death of Osama bin Laden.

Military Appreciation Day! Many locations also celebrate a specific Military Appreciation Day. Although not a nationally recognized holiday, areas use the day to hold parties and picnics in honor of their local active duty, Guard, Reserve and military veteran communities. Local businesses may offer discounts, while local sports teams may give free entrance to military families and veterans.

Military Appreciation 2021 Discounts! Many businesses offer special discounts on or around Military Appreciation Month or Military Appreciation Day. Find more information about military discounts on Military.com.

Keep Up with the Ins and Outs of Military Life! For the latest military news and tips on military family benefits and more, sign up for a free Military.com membership and have the information you need delivered directly to your inbox.

AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR TWENTY SECOND SCHOLARSHIP YEAR



Two (2) \$500.00 Scholarships will be awarded

- * The John Akey Memorial Scholarship
- * The Milwaukee Area Local Scholarship

RULES AND GUIDELINES

1. This scholarship application is offered to current graduating high school seniors.
2. The applicant must be a child, stepchild or legally adopted child of a current active member in good standing or of a deceased member of the Milwaukee Area Local.
3. The local's Recording Secretary will verify member's eligibility before any application will be considered for an award.
4. The scholarship recipient must attend an accredited college, university or vocational technical school of their choice leading to a two year or four year certificate or degree.
5. Winners must be accepted into an accredited school within 4 months of naming the winners.
6. When the recipient notifies the Milwaukee Area Local Treasurer that he/she will be accepted, the Treasurer will send (to the school's business office) a check in the school's name. The scholarship will be paid directly to the educational facility.
7. In the event that the student does not attend or drops out, any monies refunded must be returned to the Milwaukee Area Local.
8. Students can win the scholarship only once.
9. The application and the completed essay, must be received by **June 27, 2022** in order to be considered for an award.

The winners will be notified the week of **July 11, 2022**.

Disputes concerning eligibility must be made to the scholarship committee and the decisions of the committee will be final.

Scholarship entries sent through the mail should be directed to the below address.
Please enclose the **completed application** along with the **required essay** to:

APWU Milwaukee Area Local
c/o John Miceli
417 N. 3rd St.
Milwaukee, WI 53203



AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

ESSAY INFORMATION:

The completed essay must be attached to:

1. A one-page cover sheet showing the student's name, address, phone number, name of graduating school and the name of the parent who is a union member. **Do NOT put your name on the essay.**
2. All applicants must submit an essay. This year the students will be required to write an essay that answers the following question;

**How has the APWU improved the lives of
Postal Workers and their families?**

3. Essays must be typed written and double spaced. Essays must be 500-700 words in length.
4. The Scholarships will be awarded primarily on the basis of the essay's worthiness, clarity, and originality.

OFFICIAL SCHOLARSHIP APPLICATION

APPLICANT INFORMATION:



Scholarship applicant's name: _____

Telephone # _____

Home Address: _____ City _____ State _____ Zip _____

I will graduate from _____ High School, located in _____ (city)
in _____ (month and year).

I will attend _____ (college, university or vocational school)
in _____ (city and state). I will be enrolled for the _____ (term)
of _____ (year).

Parent/Legal Guardian's Name _____

Signature of Student Applicant _____

Friday, 7:00 am
May 27, 2022

2022 GMM Meetings

January 31 - 6pm
March 30 - 7pm
May 27 - 7am
July 18 - 6pm
September 28 - 7pm
November 25 - 7am

**PROUD
UNION
HOME**

Deliver To:

**FIGHTING TODAY
for a BETTER
TOMORROW**

Milwaukee Area Local 3

APWU

APWU Local 3 District Office, All-CD

Providing representing postal workers for over 100 years

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