



The Hi-Lites



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Congress of the United States

Washington, DC 20515

April 16, 2024

The Honorable Louis DeJoy
Postmaster General
United States Postal Service
475 L'Enfant Plaza SW
Washington, D.C. 20260

Dear Postmaster General DeJoy:

We are writing in strong opposition to the consolidation and review announcements recently made throughout the country by the United States Postal Service (USPS).

A common theme of these announcements is the so-called “modernization” of Processing and Distribution Centers (P&DCs) into Local Processing Centers (LPCs). Taken together, these proposals dismantle parts of the Postal Service’s robust network that helps distribute mail across the country and places outgoing sorting into more distant facilities. The result of this change is that mail will need to travel farther from its origin to its sorting, creating inefficiencies in the system, especially for local mail. Additionally, some of the proposed improvements described as modernization include deferred maintenance for these facilities, which the Postal Service should have already completed.

We hear frequently from our constituents about deteriorating mail delivery. Customers rely on the Postal Service for a variety of important services, including their medication, newspapers, and financial documents. Sending mail farther for sorting is unlikely to improve service. The Postal Service has stated that mail will continue to meet service delivery standards. However, according to the Postal Service, revisions made in 2021 to these delivery standards “will increase time-in-transit standards by 1 or 2 days for certain mail that is traveling longer distances.” For affected communities, the mail will certainly be traveling longer distances, leading to longer processing times.

* (PLEASE...continue reading on page 4)

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**

Collaboration among different postal unions is essential for addressing common concerns, advocating for workers' rights, and ensuring effective representation within the United States Postal Service (USPS). Here are some ways in which unions can collaborate:

Joint Negotiations and Bargaining

Unions often collaborate during contract negotiations with USPS management. They collectively bargain for better wages, benefits, working conditions, and job protections. Joint negotiations allow unions to present a unified front, making their demands stronger and more impactful.

Coalitions and Alliances

Unions form coalitions and alliances to address broader issues affecting postal workers. For example:

The "Postal Union Alliance" brings together APWU, NALC, NPMHU, and NRLCA to advocate for legislative changes, funding, and USPS reforms.. These coalitions work together to protect the postal service from privatization, improve service quality, and maintain fair employment practices.

When Unions Work Together Big Things Can Happen

"Unions work together to advocate for legislation that benefits postal workers."

Solidarity Actions

Unions show solidarity by supporting each other during strikes, protests, or work stoppages. If one union is facing a dispute, others may join picket lines or organize joint rallies. Solidarity actions demonstrate that workers stand together and strengthen their collective bargaining power.

Shared Resources & Information

Unions collaborate by sharing resources, research, and information. They exchange best practices, legal expertise, and strategies for addressing workplace issues. Joint training sessions and workshops help union leaders and members stay informed and effective.

Legislative Advocacy

Unions work together to advocate for legislation that benefits postal workers. They lobby Congress, participate in hearings, and promote bills related to USPS funding, service standards, and worker rights.

Joint efforts ensure a stronger voice in shaping postal policies. That's why it is very important for our members to join (COPA) Committee Of Political Action. A **Political Action Committee (PAC)** is a tax-exempt organization that collects voluntary contributions and distributes those funds to campaigns to elect or defeat candidates running

for federal, state, or local public office. PACs play a significant role in American politics by raising and spending money to support or oppose political candidates. Our members' PAC donations go to candidates that support postal workers legislation. Whether they are Republican or Democrat.

Joint Grievance Procedures

When individual union members face workplace grievances (such as unfair treatment or contract violations), unions collaborate on resolving these issues. Joint grievance procedures allow for consistent handling of disputes across different crafts and regions. Remember that while unions may collaborate, they also maintain their distinct identities and priorities. Each union represents specific groups of postal workers, but their shared interests often lead to cooperative efforts.

APWU concerns for 2024

Dispatch Coordinator National Dispute

In March 2024, national representatives from the Clerk Division and the Postal Service exchanged 15-day statements regarding the newly created Dispatch Coordinator position. The dispute had evolved over a six-month period between December 2022 and May 2023.

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Initially, the Postal Service proposed moving some General Expeditors duties to the newly created Dispatch Coordinator position, which was established as a clerk craft job. However, concerns arose about the position reporting to Logistics supervision due to past issues with expeditors under Logistics. Before a final meeting could be scheduled with the Clerk Division representatives, the Postal Service unilaterally changed the craft jurisdiction to the motor vehicle craft. Despite the duties remaining essentially the same, the Dispatch Coordinator was reassigned to motor vehicle and deemed a Best-Qualified position at Level 8. We are asking all expeditors to continue to do all functions of your job and see a steward if management is not allowing you to.

Workplace Environment Survey

In March 2023, APWU conducted a workplace survey of over ten thousand members. The survey revealed a stark picture of hostile work environments, low morale, and understaffing. Managers were described as poorly trained, ineffective, and disrespectful. A total of 10,375 workers responded to the survey.

Job Protections and Challenges

APWU has secured important job protections, including a no-layoff guarantee for anyone with six years' seniority. Additionally, workers cannot be forced to move more than fifty miles if their job is cut. However, the US Postal Service is pushing for consolidation and automation, which could still threaten jobs, even if it's through attrition.

Electrical Safety Settlement

The union signed an unprecedented nationwide agreement with the Department of Labor and the Postal Service to settle a series of OSHA complaints initiated by the APWU regarding violations of safe electrical work practices.

Maintenance Craft Dispute Resolution

In February 2024, APWU and USPS reached a step-4 agreement that resolved longstanding issues in the Maintenance Craft related to changes made to the Administrative Support Manual.

New Union Contract

The main Collective Bargaining Agreement, which covers 200,000 postal workers, is set to expire on September 20, 2024. Negotiations for a new contract will begin on June 25, and the outcome will depend on building power and leverage.

Network Changes

The USPS's "network modernization" plans are expected to continue, with the opening of more large Regional Distribution Sort Centers and Sorting and Delivery Centers. This wave of new automation could negatively impact the workforce.

Safety and Toxic Workplaces

The creation of hostile working conditions by management is a long-standing and worsening problem. The APWU aims to compel management to respect postal workers and ensure safe working conditions.

Proper Staffing

Short staffing, particularly in retail, undermines service and increases workplace stress. The APWU is advocating for staffing levels that keep retail lines short, post offices open, and create a safer workplace.

Campaign for Expanded Services

Following the 2022 Postal Service Reform Act, there are new opportunities for the USPS to perform "non-postal" services for local, state, and tribal governments. The APWU encourages proactive efforts to expand services. These challenges are coupled with technological advancements, shifting economic conditions, and changes in the political environment, which all play a role in shaping the union's strategies and actions.

When Unions Work Together...

(continued from page 3)

These are just a few highlights. If you need further details or want to learn more, feel free to log onto our national website @ apwu.org or our local website @ apwumilwaukee.org

Several reasons why becoming an APWU union steward can be a rewarding experience:

Advocacy and Representation

As a steward, you have the opportunity to advocate for your fellow workers, represent their interests, and ensure that their rights are protected under the collective bargaining agreement.

1. **Skill Development:** The role of a steward involves developing skills in negotiation, conflict resolution, and leadership. These skills are not only valuable within the union context but can also be beneficial in personal and professional development.
2. **Workplace Improvements:** Stewards play a crucial role in helping to obtain job-related improvements and are often seen as a source of support by their peers. They are more likely to feel that the union is effective and cares about its members.
3. **Community and Solidarity:** Being a steward means being part of a community that stands together for common goals. It's about building solidarity among workers and fostering a sense of unity and strength through collective action.
4. **Political Involvement:** Stewards encourage political involvement and can influence policies that affect workers' rights and working conditions. They can also play a part in shaping the direction of the union and its strategies.
5. **Grievance Handling:** You will be more involved in the grievance process, helping to resolve issues and disputes that arise in the workplace. This can lead to a greater approval of grievance handling among members.
6. **Personal Fulfillment:** Many stewards find personal fulfillment in standing up for justice, helping others, and working towards a fairer workplace. It can be a position of respect and trust within the workforce.

In essence, becoming an APWU union steward allows you to make a significant impact on your workplace, develop valuable skills, and contribute to the well-being of your colleagues and the broader labor movement. Larry Brown Jr just gave an excellent class for potential new stewards. I am hoping that we are able to select a few good stewards that will be the next generation of stewards for a long time and carry the torch as a lot of us maybe entering our final years before retirement.

As always, thank you for what you do!

Thank you for being such a dedicated union member!

Congress of the United States...

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These consolidation proposals never have had any discernible support from local communities. On the contrary, we have heard strong opposition to these efforts from USPS customers, community leaders, local businesses, and postal employees. Rather than marching forward with these plans and offering short and vague statements dismissing concerns, the Postal Service should be communicating why the organization believes these changes are beneficial and what the specific impact of the changes will be to mail service.

We understand the Postmaster General stresses the need to restore the Postal Service to solid financial footing, but we disagree with the proposed changes to postal facilities, particularly given the increased transportation and labor costs associated with implementation of the RP&DC, as described by the IG report. We are skeptical that the DFA plan will successfully accomplish its described goals. It is undisputed that the Postal Service faces a number of challenges in its efforts to provide universal mail delivery service, including workforce challenges, long distances, declining mail volume, and competition in certain markets. However, the proposed network redesign creates a new set of challenges for the Postal Service and is shattering customer confidence in the USPS.



Chris Czubakowski
Local Business Agent

I get many questions from APWU veterans regarding military buyback. Many members ask, "Does it make sense for me to buy my time back?". The answer I always give is "Yes, you would be crazy not to".

Your federal pension is determined by your High -3 salary, your years of service and your FERS pension multiplier (1 %) . The more years you have the larger your annual annuity will be.

Adding your military time adds up to a major bump in your annual annuity!!!

For example, Colton has 30 years of postal service and a High-3 salary of \$78,000

$\$78,000 \times 1\% \times 30 \text{ years} = \$23,400$ or \$1,940 per month

However, now let's say Colton has 10 years of military service in addition to 30 years of postal service with the same High-3 salary

$\$78,000 \times 1\% \times 39 \text{ years} = \$30,420$ or \$ 2,535 per month

In order to buy back your military time you must call USPS Shared Services Center at 1-877-477-3273 (Option 5) and tell the representatives

Military Buyback 101

"The USPS will then send you a packet that will include all necessary instructions and the following forms."

that you wish to buy your military time back. The USPS will then send you a packet that will include all necessary instructions and the following forms;

RI 20-97, *Estimated Earnings During Military Service*
SF 180 *Request Pertaining to Military Records*
SF 3108 *Application to Make Service Credit Payment*

1. To complete the enclosed form RI 20-97, *Estimated Earnings During Military Service*. You must attach copies of your DD FORM 214, *Certificate of Release or Discharge from Active Duty* (undeletered copy which contain Character and Service and Time Lost information) for ALL PERIODS of Honorable or General Service that you wish buy back.

2. If you do not have the required DD 214(s). You can order an 'undeletered' Copy at <http://www.vetrecons.archives.gov> or complete and mail the enclosed SF180 , *Request Pertaining to Military Records*, per the instructions.

3. Mail the above documentation (RI 20-97 and DD214 (s)) to the respective address of the appropriate military branch that will be noted in your packet. Your earnings while in the military will be verified by your military branch and the form (s) will be returned to you.

4. Upon your receipt of this documentation, send a copy of the completed military earnings, all applicable DD 214 (s), and the enclosed SF 3108 to the following HRSSC address:

HR SHARED SERVICE CENTER
MILITARY BUY BACK
PO BOX 970532
GREENSBORO NC 27497-0532

The deposit due, including any applicable interest, will be calculated and sent to you with the necessary forms and instructions to complete the deposit if you wish to do so. Please contact HRSSC at 1-877-477-3273, Option 5, if you have further questions.

If you are regular retired military, you will need to waive your military retired pay to complete the military buyback.

Note: Military Buy Back must be completed prior to separation.





FACT SHEET

Postal Service Health Benefits (PSHB)

USPS EMPLOYEES

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for active employees:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **active employee age 64 or older as of January 1, 2025**, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.
 - If you are the primary subscriber, your covered family members will not be required to enroll in Medicare Part B to stay on your PSHB plan; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide better value for you and your family.
5. If you are an **active employee under the age of 64 as of January 1, 2025**, to continue your PSHB health insurance coverage in retirement, you WILL BE required to enroll in Medicare Part B after you retire and become entitled to Medicare Part A (typically at age 65).
 - If you are the primary PSHB enrollee, your covered family members will also be required to enroll in Medicare Part B when you retire, upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
 - If you **retire on or after January 1, 2025, and you are under 64**, you WILL BE required to enroll in Medicare Part B when you become entitled to Medicare Part A (typically at age 65) to remain enrolled in a PSHB plan. The Social Security Administration (SSA) will mail you a notice when you are eligible to enroll in Medicare Part B during your initial enrollment period. Your initial enrollment period starts three months prior to your 65th birthday and ends three months after your 65th birthday. If you are the primary PSHB subscriber, your covered family members will also be required to enroll in Medicare Part B upon their entitlement to Medicare Part A, if they wish to remain covered by your PSHB insurance.
6. There are exceptions to the requirement to enroll in Medicare Part B as an annuitant. These exceptions will also apply to your covered family members. Annuitants may be responsible for providing proof of eligibility for the applicable exception(s) to the designated agency. These exceptions are:
 - You are residing outside of the United States and its territories. You are required to follow the policy and procedure set forth by the Postal Service to be eligible for this exception; or
 - You are enrolled in health care benefits provided by the Department of Veterans Affairs; or
 - You are eligible for health services provided by Indian Health Services.
7. As a general rule, spousal and family member PSHB coverage is based on the primary enrollee's eligibility. If the primary subscriber is required to enroll in Medicare Part B, dependent family members will also be required to enroll when they are eligible.



FACT SHEET

Postal Service Health Benefits (PSHB)

USPS ANNUITANTS

The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for current annuitants:

1. You are required to select a health insurance plan in the PSHB Program during the 2024 open season period, from November 11, 2024 – December 9, 2024.
2. PSHB plan options and premium information will be available in October 2024.
3. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
4. If you are an **annuitant as of January 1, 2025, and not currently participating in Medicare Part B**, you ARE NOT required to enroll in Medicare Part B to continue your health insurance coverage in the new PSHB Program. Participation in Medicare Part B is voluntary; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide greater value.
 - a) Your covered spouse and eligible family members will also not be required to enroll in Medicare Part B even if they are age 65 or older; however, enrollment in Medicare Part B may reduce overall costs for health care-related expenses and may provide greater value.
 - b) **Note:** If you are an **annuitant as of January 1, 2025, and are already enrolled in Medicare Part B**, you ARE required to remain enrolled in Medicare Part B to continue coverage under PSHB.
5. If you are an **annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024, and have not enrolled in Medicare Part B**, you and your covered, eligible family members may be able to participate in the special enrollment period (SEP) for Medicare Part B that starts on April 1, 2024. Those who enroll during the SEP will not need to pay the late enrollment penalty. Eligibility letters will be sent to annuitants and eligible family members in early 2024.
6. If you **retire between October 31, 2024, and December 31, 2024, and are entitled to Medicare Part A (typically at age 65)**, you will have the option to enroll in Medicare Part B during a specific eight-month special enrollment period immediately following your retirement date. If you wish to enroll, you **MUST** contact the Social Security Administration (SSA) to initiate enrollment if you are over the age of 65.
7. As a general rule, spousal and family member PSHB coverage is based on the primary subscriber's eligibility. If the primary subscriber is not required to join Medicare Part B, neither will dependent family members. Likewise, if you qualify for the SEP, so will your covered family members.

OPM Tweaks Its Final Rule For The Postal Health Benefits Plan

The federal HR agency posted its final rule for establishing the Postal Service Health Benefits program, clarifying language on Medicare Part B enrollment and other details.

The Office of Personnel Management issued its final rule establishing the health benefits program for U.S. Postal Service employees, annuitants and beneficiaries, offering small clarifications ahead of an anticipated Jan. 1 rollout.

The Postal Service Health Benefits program, established by the 2022 Postal Service Reform Act, will provide an estimated 1.9 million USPS employees, retirees and dependents with their own health insurance exchange in 2025 and officially move them off of the larger Federal Employees Health Benefit Program.

The final rule, published in the Federal Register on Monday, clarifies portions of the regulation concerning enrollment in Medicare Part B, which newly eligible retirees will be required to accept as their primary coverage from the plan.

OPM officials added language to Monday's rule clarifying that a USPS annuitant or their family member must "promptly notify OPM or the Postal Service, in writing, if they choose not to enroll in or to disenroll from Medicare Part B," and they removed references tasking the USPS as the entity to receive overseas residency documentation for beneficiaries trying to qualify for an exception to the Part B enrollment requirement "to provide more operational flexibility" to the postal service and OPM.

After Jan. 1, retiring USPS annuitants, and their family members, entitled to Medicare Part A coverage must also enroll in Part B coverage as well, unless they meet one of the following exceptions:

- Individuals who are USPS annuitants on or before Jan. 1, 2025, and who are not both entitled to Medicare Part A and enrolled in Medicare Part B on that date;
- Individuals who, on Jan. 1, 2025, are USPS employees and are 64 and over;
- USPS annuitants and family members residing outside the United States and its territories who demonstrate their residency;
- USPS annuitants and their family members already enrolled in certain Veterans Affairs Department health care benefits plans;
- USPS annuitants and family members eligible for health services provided by the Indian Health Service; and
- A family member of a USPS annuitant who is not required to enroll in Medicare Part B, based on a statutory exception, in order to be eligible for PSHB coverage.

Medicare premiums are expected to help absorb about \$9 billion in program costs over the next decade due to an influx of new USPS retirees joining the program.

OPM conditionally approved 32 carrier applications to provide insurance coverage for the exchange in March. USPS employees, annuitants and family members can begin enrolling in the PSHB exchange this fall during the 2024 Open Season, with benefits slated to begin Jan. 1.



OPM Taps Insurance Carriers To Service New USPS Benefits Exchange

The federal HR agency conditionally selected 32 carrier applications to provide health coverage to U.S. Postal employees, annuitants and family members starting in 2025.

U.S. Postal Service employees and their dependents now know the health insurance that will be available to them next year as part of a new exchange.

Office of Personnel Management officials said on March 12 that the agency had conditionally approved 32 carrier applications to provide insurance coverage on the new Postal Service Health Benefits Program, with the plans servicing 1.9 million USPS employees, annuitants and eligible family members starting Jan. 1.

The PSHB, established by the 2022 Postal Service Reform Act, provides USPS employees, retirees and dependents their own health insurance exchange, while officially moving them off of the larger Federal Employees Health Benefit Program in 2025.

The 2022 Postal Service Reform Act sought to address the costs USPS incurred from a 2006 law that required it to pre-fund its retiree health benefits.

As part of the stand-up of the PSHB, OPM operated the exchange as part of the larger FEHB program — where USPS employees, retirees and dependents could shop coverage like other federal employees — until its own coverage plans could be established.

“The Postal Service Health Benefits Program will offer robust health benefits for postal employees and their families,” said OPM director Kiran Ahuja, in a statement. “This program improvement is only possible thanks to carrier participation and the tireless work of USPS and our OPM team.”

The 32 carrier applications, pending benefits and rate negotiations:

Include both Health Maintenance Organization and fee-for-service plans from companies and providers such as Aetna, Blue Cross Blue Shield, CareFirst BlueChoice, Kaiser Permanente, UnitedHealthcare Insurance Company, Inc. and UPMC, alongside plans from the American Postal Workers Union, the Government Employees Health Association, the National Association of Letter Carriers and other providers.



OPM officials said last week that most PSHB enrollees will receive insurance plans equivalent to their 2024 FEHB plan option, though if an FEHB carrier isn't in the new exchange, USPS employees and annuitants will be enrolled in “the lowest-cost, nationwide PSHB plan that is not a high-deductible health plan and does not charge an association or membership fee.”

The other change resulting from the stand-up of the PSHB is the requirement for new retirees to enroll in Medicare Part B coverage, which is expected to help absorb about \$9 billion in program costs over the next decade.

USPS employees and annuitants will be able to select their new coverage during the 2024 Open Season, which is usually slated to run between November and December.

USPS Regulator Weighs Intervening On DeJoy ReForms

Government Executive

The American people want to know "how to stop this decline" in mail service and "how to keep it from spreading," watchdog says.

The U.S. Postal Service is facing pressure from its regulator to justify the major reforms the agency is implementing, with the watchdog suggesting the changes are having a larger impact than leaders had predicted.

The Postal Regulatory Commission order comes as USPS leadership is facing pushback from lawmakers in both parties and a wide array of stakeholders over its overhaul of the mail network and delivery practices. The PRC directive called on the Postal Service to either submit to an advisory opinion from the watchdog or explain why such a review is unnecessary.

Postal management is unlikely to accept that an advisory opinion is required, as doing so would amount to an admission that the changes in Postmaster General Louis DeJoy's Delivering for America plan amount to a meaningful change in the nature of postal services on a national level. DeJoy and his team have repeatedly argued their reforms are simply realizing efficiencies in the system, but will ultimately not negatively impact mail users.

PRC's order is focused on the Postal Service's consolidation of mail sorting away from individual post offices in favor of centralized centers and the moving processing operations away from hundreds of cities and towns in favor of 60 mega-centers throughout the country. It also relates to USPS' new "optimized collection plan" that will require mail to sit overnight at post offices instead of being collected each evening for transportation to a processing center.

In its order, PRC said the changes could result in mail delays and a "significant loss" in employees. Postal management has failed to provide evidence or supporting analysis that the reforms will not result in slower mail delivery, the regulator said, noting that on-time delivery has declined this year. "I think the American public, postal stakeholders and Congress want to understand the impact of the Postal Service's network transformation plans," said PRC Chairman Michael Kubayanda. "They want to know what is happening to mail service, how to stop this decline, how to keep it from spreading and how to restore service to targeted levels of performance."

David Walton, a spokesman for the Postal Service, said the agency is confident it has met all of its legal obligations. "At this stage we are not required to seek an advisory opinion from the PRC regarding the implementation of the Delivering for America Plan initiatives that we have pursued thus far," Walton said. "We will respond to the PRC's order in more detail in this regard, consistent with the schedule that the PRC has established." He added, however, that USPS could still seek an advisory opinion for forthcoming reforms under the DFA.

Postal management has 40 days to request an advisory opinion, or 20 days to submit a response arguing that one is not necessary. PRC expressed skepticism the latter option could prove successful, noting it was "hard to see" how the USPS initiatives would "not involve a change in the nature of services" that would statutorily necessitate a review.

"Although the Postal Service states that the DFA Plan initiatives will result in efficient operations and improved service once the changes have been implemented, the Postal Service has not provided any analyses, data or modeling showing that these changes will improve service," PRC said. "Nor have preliminary results from areas most affected by the DFA Plan initiatives demonstrated improved efficiency or service."

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The watchdog went on to highlight several areas where USPS has spearheaded the reforms and service quickly declined significantly. A recent inspector general report found the standing up of a new Regional Processing and Delivery Center—one of the 60 USPS plans to launch in the coming years—and the new collection plan in Richmond, Virginia, led to worse service, an uninformed public, decreased employee availability and a spike in late and canceled mail transportation trips. PRC said while postal leaders have said the negative impacts are temporary, they have not shown any evidence to support that contention.

“The Postal Service and the Commission have a duty to understand whether, and to what extent, the network changes are contributing to this decline before further deployment of the network changes,” PRC said.

USPS in recent months has faced a long series of letters and calls to explain or adjust its reform plans, including a recent demand from several Senate Democrats that the postal board of governors abandon DeJoy’s changes altogether. The postmaster general has feuded with his regulator since taking office and at a recent hearing Kubayanda said USPS is trending in the wrong direction.

Members of the Virginia congressional delegation met with DeJoy this week to express their frustration with the rollout in Richmond. Sen. Mark Warner, D-Va., said the postmaster general acknowledged there were problems and accepted responsibility for them. He added there have been some improvements, but USPS “has a long way to go in regaining the trust of Virginians.”

USPS Digital Detectives Are Marking A Milestone

USPS.com

For 30 years, employees at the Remote Encoding Center have deciphered illegible addresses

Cheryl Robertson, a data conversion operator, works at the USPS Remote Encoding Center earlier this year. The USPS Remote Encoding Center in Salt Lake City — the first such center in use and the last one still standing — celebrated 30 years of service last week. The center receives digital images of letters and packages with illegible addresses from other postal facilities around the country. More than 730 employees work at the center, doing the detective work of determining where the poorly addressed mailpieces are supposed to go. Each day, the center — which operates around the clock, 365 days a year — receives about 2.3 million address images. “We have a big impact by connecting people, businesses and customers,” said Barbara Batin, the center’s manager.

At their height in the late 1990s, the Postal Service had 55 remote encoding centers, or RECs, nationwide. But a big decline in people sending handwritten letters, and dramatic advances in optical character recognition technology, made the rest of the centers redundant. For example, in the 1990s, USPS processing machines were able to read fewer than half of the addresses that went through them. Today, about 99 percent are readable.

In 2014, the Salt Lake City Remote Encoding Center became the only one still open. The center took on tasks from closing RECs that could be considered challenging, such as change-of-address mail and deciphering addresses from more exotic locales. “We stuck around because we were able to make changes. We had supervisors and managers who knew what needed to be changed,” said Ryan Bullock, the center’s operations manager.

Johanna Luckau, the center’s senior manager, said the Salt Lake City team “worked hard to adopt new practices to increase speed, accuracy and efficiency.” The center marked its anniversary April 18 with a celebration where employees shared memories, and all staffers received a thank-you message and a lanyard created for the occasion. “I feel quite fortunate — not many people can stay with an organization and still love their job after 20-plus years,” Luckau said.



**Larry Brown Jr
Vice President**

This is an article that I probably should have written back when our local had over two hundred PSEs on the roster, but it's fine, we still have PSEs in our installation, and this is information that they need to hear. It will probably be reprinted in the future. I titled this article "The Watch List" since the PSE relative standing roster is the most requested document when it comes to PSEs in the installation.

Our initial PSEs, that were hired back in 2011, waited almost 5 years before they became regulars. This was one of the reasons that language was introduced into our contract to automatically convert PSEs after 24 months of service.

When covid hit, management was allowed to hire PSEs over the 20 percent cap. This resulted in settlements which converted numerous PSEs to regular quickly. PSEs were being converted in less than 6 months.

It is no question why, "Do you know when I'm going to be converted," became the most important question for many of our PSEs.

My message to all of the PSEs waiting to be converted, stop worrying about when you are going to be con-

verted and start worrying about when you are going to be converted. Sounds crazy right? Understand the logic.

The Milwaukee installation consists of the Milwaukee P&DC, the Oak Creek P&DC and all the stations in the Milwaukee area (532 zip code). Most of the time, besides the mass conversions mentioned earlier, PSEs are converted according to the Filling of Residual Vacancies Memorandum of Understanding (MOU). This means that there is a possibility that you could end up at any of these places once you are converted.

Once a month, all career employees are allowed to bid on all vacant duty assignments. When a duty assignment has no successful bidders, that duty assignment becomes residual.

Now, if that position is not taken away completely, or reverted if speaking in contract language, that duty assignment will be filled in accordance with the MOU mentioned above.

The first step of the MOU is to place any regular that is not in a bid position into the residual vacancy. If there aren't any unassigned regulars to place into the residual vacancy, then a clerk that has retreat rights will be returned and placed back into the position. If no one has retreat rights, then a clerk in another

installation, impacted by excessing and volunteering to transfer, and is within 100 miles will be afforded the position.

Next is the conversion of a part-time flexible (PTF) employee within the installation followed by regular volunteers from outside the district or more than 100 miles impacted by excessing. Then we reach the conversion of a PSE into the position, with transfers from eReassign. That's the quick version.

Think about how many times that job has an opportunity to be filled before it goes to the PSE being converted into it. To become residual that job must have no one bid on it.

Who doesn't want weekends off?
Who doesn't want to be on days?
Who doesn't want to NOT have to drive to Oak Creek if they live in Milwaukee or vice versa?

It would almost be safe to say that only the jobs that no one wants fall to the PSEs for conversion. I know that is a "glass half empty" way of looking at things but seriously, that is what it is. That's why there was NO SUCCESSFUL BIDDER.

So, if you need days, need weekends off, or need something else, you should be worrying about that instead of when you are going to make regular. I don't have a percentage of how

(next page please)

The Watch List

"Once a month, all career employees are allowed to bid on all vacant duty assignments. When a duty assignment has no successful bidders..."

(continued from previous page)

many people finally make regular and say they cannot report to the job they were awarded. They've heard about hardships being available for up to 90 days, but what they fail to realize is, hardships are not guaranteed and even if they are they won't last forever. Even if a hardship is granted, if you are not working on the issue that caused you to need the hardship in the first place, once it is finished then what?

What's the point of checking where you are on the list every week? Tracking your name all the way up the list, only to have to quit because you couldn't report to the job that fell to you? I do empathize with the PSEs coming in because management is not being totally honest with them when they are hired.

They don't tell you that you could be sent out of the building when you make regular.

They don't tell you that you could be moved to another shift when you make regular.

They don't tell you that as a new PSE that is not grandfathered into the old schedules, prior to non-traditional full time (NTFT) positions being introduced, that you could end up with a job only giving you 30 hours per week and considering that full time.

If you were working 36 hours a week or more, then you are losing 12 hours a check at least once you make regular. If you did not take the time that you were a PSE to prepare for the life change that could happen to you once you made regular, what choices do you have?

Transportation is needed. I don't care if you live down the street from the Milwaukee P&DC. If you get converted to a position at the Oak Creek Annex, that is an hour bus ride at least, with a 30-minute walk once you get off the bus. Do you want to do that everyday until you can possibly receive a bid back to the plant, or pay 50 bucks a day to Uber there and back?

Management likes to hire PSEs to work the day shift. The Union doesn't agree with this practice as we have so many people that would love to work on days, but PSEs are Postal Support Employees and can be used wherever needed. When that PSE finally makes regular, do you think that job that falls to them is going to be on days? What happens when they have to work second shift or possibly go to nights? They say they need to be on days! They say the people that watch their kids during the day can't watch them at night. They say they have no family here that can help them with that transition. The purpose of this article is to get you to think about all of those things prior to being converted so it can be a good experience as it is supposed to be. I don't want you worrying about how you are going to make it after your conversion date!

I had a PSE come into the office years ago, he had just been hired and wanted to ask me some questions. After I talked to him, he told me that he couldn't deal with everything that he may encounter going forward. The next day I was told that he resigned. I felt so bad because I couldn't help but think that I was too honest with him. Fast forward to today when I see people that have waited months, maybe years to become regular losing and quitting their jobs, and I think, maybe someone should have been more honest with them before.

* * *

Congress of the United States...

(continued from page 4)

The Postal Service provides an essential service upon which our constituents rely. The robust nature of the Postal Service's current network is its strength, not its weakness. To ensure that our constituents continue to receive reliable service, we urge you to reconsider these consolidation announcements.



Jim Arneson
Maintenance Director

With most vacations starting up I want to mention a few things. Remember the Annual leave we get is a benefit and unlike most other companies the Union has made it possible to have the Annual leave that we will earn for the year advanced at the beginning of year.

Speaking Annual leave and Vacations. Recently an employee was almost put into a position they may not have wanted because they had not turned in a new PER form with the new position on it. They also were not aware of the posting. The contract allows an employee to request, in writing, that the Service send out the Notice of Intent (the postings) to the employee while they are on Vacation. I would advise people to do this anytime they go on vacation, so this situation doesn't happen to them.

On that note, I will again go over the bidding process for Maintenance. Unlike the Clerk and MVS craft that have to bid each and every time a posting comes out. Maintenance fills out the Preferred Assignment Selection form, signs it, has a supervisor or manager sign the form, gets a copy of the form, then Management sends it to the Manager in charge of our bidding process to input it into the sys-

Maintenance Bidding Process

"...instead of putting down what jobs they want, instead they put down what jobs they do not want..."

tem. This is our way of bidding for each job out there. You can do this three times a year at any time. With a freebie in January.

Now to the point where people get confused, I am going to give an example. Janet retires after 40 years with the Postal Service as an Electronic Technician. The Service has to post her job within 30 days of her vacating the position.

Management gets an additional 10 days if they are going to revert it. The Service posts the vacancy with what is called a Notice of Intent. This must be posted at all facilities in the Milwaukee installation, including stations. This posting will be open for 7 days. Once it is closed the Service has 8 days to post the results and 14 days to put the awardees into the position(s).

Now comes the part that causes some confusion. Unlike the Clerk and MVS craft, this one posting can result in multiple moves. You see Bob was the senior ET that wanted Janet's position, so he gets moved into that position, Chris wanted Bob's position, so he is moved into that position, and so on. This is all done by the system behind the scenes with the information from the Preferred Selection forms (aka Dream sheets). So after all the ETs have moved, then unless there are other unusual circumstances, it goes to the Promotion Eligibility register. This is where it gets a bit confusing.

For the Promotion Eligibility register, employees must fill out the Promotion rejection form. So instead of putting down what jobs they want, instead they put down what jobs they do not want. This is a very important difference.

I have seen numerous employees get promoted when they did not want to be. So when you pass the Test and interview and become eligible for a promotion make sure to fill out the form if you do not want to be promoted to certain positions. So to carry on my example. Lynn, a MPE, was the most senior employee within the banded score for ET and did not put down any position to turn down. So she is promoted into the residual ET position after all the ETs moved.

Now the MPEs could change positions depending on what is on people's Preferred Assignment forms in the system. This process goes on until there is no more movement or promotions. So you can see multiple position changes from one posting. This is all done automatically, so what would take the Clerks months to move around only takes maintenance about a month at most. So always keep a copy of your last Preferred Duty assignment form and if applicable, your Promotion Rejection form. And keep it up to date with your latest wishes. Also if you do not see any Notice of Intent or the results posted at your office, let the Union know right away.

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With more stations and A.O.s using PS form 4776 I want to mention a few things concerning routes. For the custodians out there. When you are assigned work for the day, the routes cannot equal more than 7 hours per the MS-47. The only exception to this is “senior” routes that are supposed to be split up during a much longer period of time. So if you see that you are being assigned more than 7 hours of work, please contact the Union. Management claims that it is only estimated and that they “know” it takes less times. That is irrelevant, as the MS-47 has assigned these times and local management cannot just make up their own times for these routes. The times that you put on the work assignment sheets is important. Please be accurate with the time and if it takes longer to do the route then put that correct time on the sheet. If management is telling you to put it somewhere else, contact the Union. Also if you do not complete the entire route, then you must put down either partial if it’s a daily or working if it is a senior route. This is very important in the future for Line H remedies. If this is not done then the Service can skip routes and not staff the buildings properly.

Milwaukee(WI) Bid Cluster

REPORT CODE
FIL03

SUCCESSFUL BID AND/OR PROMOTION CANDIDATES
EFFECTIVE DATE 04/06/2024
NOTICE OF INTENT NUMBER 24M010

SEQUENCED

NAME			FROM	TO
WILLIAM			HRIS NUMBER 95795063	95649564
			DA NUMBER ET103267	ET103223
FINANCE #			TOUR/ START&END 2 0600 1430	2 0600 1430
565481			OFF DAYS THU FRI	SUN MON
SERVICE	INSTALLATION	PREFERRED ASSIGNMENT	WORK LOCATION MKE MAIN	MKE MAIN
06/27/1997	06/27/1997	06/27/1997	WORK ZIP 53203	53203
			OCCUPATION CODE 0856- 0020	0856- 0020
			PAY LOCATION 622	
			TITLE ELECTRONIC TECHNICIAN	ELECTRONIC TECHNICIAN
GINA			HRIS NUMBER 70305671	95795063
			DA NUMBER MP903223	ET103267
FINANCE #			TOUR/ START&END 2 0600 1430	2 0600 1430
565481			OFF DAYS SUN MON	THU FRI
SERVICE	INSTALLATION	PREFERRED ASSIGNMENT	WORK LOCATION MKE MAIN	MKE MAIN
01/23/2016	01/23/2016	01/23/2016	WORK ZIP 53203	53203
			OCCUPATION CODE 5350- 0001	0856- 0020
			PAY LOCATION 622	622
THIS IS A PROMOTION PQ			TITLE MAINTENANCE MECHANIC MPE	ELECTRONIC TECHNICIAN
ROBERT			HRIS NUMBER 70305669	70305671
			DA NUMBER MP903256	MP903223
FINANCE #			TOUR/ START&END 2 0600 1430	2 0600 1430
565481			OFF DAYS WED THU	SUN MON
SERVICE	INSTALLATION	PREFERRED ASSIGNMENT	WORK LOCATION MKE MAIN	MKE MAIN
11/28/2015	11/28/2015	11/28/2015	WORK ZIP 53203	53203
			OCCUPATION CODE 5350- 0001	5350- 0001
			PAY LOCATION 622	622
			TITLE MAINTENANCE MECHANIC MPE	MAINTENANCE MECHANIC MPE



John Miceli
Treasurer

A worthwhile goal: A million-dollar balance in your TSP, if handled properly, will do a lot to help take care of these three common situations in retirement.

There are approximately 117,000 Thrift Saving Plan (“TSP”) Millionaires. They make up about two percent of approximately 6.9 million active TSP participants.

This is an elite club of employees who have worked a 25–30-year federal career. And they consistently contributed to their TSP accounts, and they invested aggressively to reach this important milestone.

In summary, if you earn at least 50,000 dollars per year and if you contribute at least five percent of your salary so that you can receive the employer matching of five percent and invest aggressively, you can achieve this million-dollar status before you retire after a 30-year career.

I understand and sympathize that many active employees reading this simply do not have the salary to make contributions because they live in expensive cities such as New York City and San Francisco and many have other financial hardships as well.

Why It’s Important To Become A TSP Millionaire

“In retirement, you will be spending more.”

But why is it important to become a TSP Millionaire? I hope to explain the three critical reasons to address why you should work hard to achieve this million-dollar status before you retire. You would be faced with one, two or all three of these scenarios in retirement. A million-dollar balance in your TSP, if handled properly, hopefully will take care of these three situations.

You may need to supplement your income in retirement

Let us assume you receive a monthly FERS annuity and a monthly Social Security payment. What if both of those monthly payments do not cover your monthly expenses? How will you pay your bills each month? If you are a TSP Millionaire, you can make a monthly withdrawal to supplement your monthly income and make up the difference.

How will you pay for your Long-Term Care needs?

If you are fortunate to reach your late eighties or early nineties and you may need to be in a Long-Term Facility such as an Assistant Living Facility or a Nursing Home. How will you pay for these types of facilities? Presently, nursing homes range from 75,000 to 150,000 per year. Both of my parents had to be placed in a nursing home because

they needed round-the-clock nursing care. Your TSP can pay for your Long-Term Care needs for you and your spouse.

During your retirement, you never want to run out of money

In retirement, you will be spending more. Such as traveling, restaurants, golf, remodeling your home, spoiling your grandchildren. The expenditures are unlimited in nature, and you never know what the future can bring.



If you retire at age 62, you can start collecting your FERS annuity and Social Security. If you withdraw 30,000 dollars per year, your million-dollar TSP balance will last 33 years.

And, if you invested in it very conservatively during those 33 years, your TSP balance will still be significant at age 95.

Consult with a professional to address some or all these issues.

Can The U.S. Postal Service Be Turned Around

Florida Daily

For the first time in nearly two years, the **U.S. Postal Service's (USPS) Board of Governors (BOG)** is poised to add a new member. On February 29, President Biden announced that he was nominating former **Labor Secretary Marty Walsh** to serve on the board. Two BOG seats have been vacant since December and lawmakers have urged President Biden to hasten the nomination process and push for postal reform. Given the USPS' soaring labor costs, nominating a union official such as Walsh to a postal leadership role presents significant risks. However, labor groups such as the **American Postal Workers Union** have some sensible ideas for America's mail carrier to reduce costs, and Walsh can help bring these promising proposals to the table. It'll take a variety of perspectives to keep the USPS delivering for taxpayers and consumers.

The USPS desperately needs a change in leadership. The agency reported a \$6.5 billion loss for fiscal year (FY) 2023 and has lost more than \$100 billion over the past fifteen years. As if those figures weren't concerning enough, the USPS expects to shed another \$60-70 billion by 2030. One key culprit of this fiscal malaise is the agency's inability to keep labor costs under control. According to the **USPS Inspector General (IG)**, the USPS spends more than \$50 billion annually on labor compensation and benefits. Tacking on retiree health benefits, workers compensation, and pension payouts adds another \$10 billion in annual costs.

Labor costs comprise nearly 80 percent of agency expenses, with transportation costs coming in a distant second at 10 percent. Despite being billed as a callous business executive hostile to labor groups, **Postmaster General DeJoy** has been pushing for converting part-time workers into (far more expensive) career employees. Cost-effective temporary holiday hiring has fallen by the wayside in favor of focusing on full-time hiring.

While it's hard to say exactly how Walsh feels about current USPS hiring practices, his tenure as Labor Secretary under the Biden Administration offers insight. Walsh clearly disliked companies using independent contractors and pushed for costly reclassifications to force businesses to treat contractors as employees. Slated to take effect on March 11, Walsh's proposed rule would not only raise costs on consumers but make it far more difficult for contractors to take advantage of flexible working conditions that come with filing a 1099 form.

It's unlikely, then, that Walsh will suddenly do a 180 and champion low-cost, temporary hiring initiatives at the USPS.

Having more union representation on the USPS BOG isn't all bad. Postal unions have long been critical of "workshare discounts," or about \$15 billion-worth of discounts on postage the USPS extends to private businesses that perform mailing-related work (e.g., pre-sorting and bar-coding mail) on behalf of the USPS. The basic idea of farming out postal operations and allowing private players to pocket the savings is a solid one, but only if the postage discounts correspond to actual savings. Even though nearly 90 percent of market-dominant mail (i.e., letters and marketing mail) is work shared, the IG has found documented savings to be sorely lacking.

According to a February 2024 IG report, the USPS "does not have detailed procedures that document responsibilities for calculating avoided costs and workshare discounts for First-Class Mail and Marketing Mail letters and enable management to effectively monitor those control activities." In addition, the USPS fails to regularly monitor data inputs that go into its workshare discount pricing models. In other words, the USPS is asking taxpayers and consumers to take a leap of faith and trust that it is properly extending \$15 billion in discounts based on mailing companies saving the USPS money. As a union leader, Walsh is far more likely than his predecessors to push for more transparency in postal outsourcing.

Having Walsh on the BOG will be a mixed bag for America's mail carrier and postal customers. The former Labor Secretary should look for ways to keep compensation costs under control and push for greater workshare accountability. Taxpayers and consumers deserve new postal leadership free from old, bankrupt ideas.



Chris Paige jr
Automation Director

Some Local Management is being poorly advised by their constituents. There are some that try to relay managerial produced production standards onto craft employees and try holding these same employees to these managerial produced production standards because it is THEIR (Management) production goals.

While ultimately WE have a job to do and it is OUR duty to provide a SERVICE for the people.

We are only obligated to a "Fair day's work for a fair day's pay"!

What does this mean? A fair day's wage for a fair day's work is an objective of the labor movement, trade unions and other worker's groups, to increase pay, and endorse reasonable hours of work. It is a motto of the American Federation of Labor.

The phrase "fair day's work for a fair day's pay" emphasizes the balance between the amount of work done and the compensation received for that work. It's often associated with your labor rights and your wage discussions.

Typically, it means that workers should receive a reasonable wage in exchange for their labor. The idea is

Fair Day's Work For A Fair Day's Pay

"This principle has been a mainstay of labor movements and discussions about worker rights."

that if you put in a fair day's work, you should be compensated a fair day's worth of pay for it. This principle has been a mainstay of labor movements and discussions about worker rights.

Interestingly, this motto has been critiqued over time. For example, in 1881, Frederick Engels criticized it, arguing that workers exchange their full labor power for a day's work in return for the subsistence necessary to maintain themselves for a day.

He pointed out that capitalists can force a better bargain because they can live off their capital, while workers, without reserves, are often forced to accept work at a less worthwhile rate. Engels called for a new motto: "Possession of the Means of Work, Raw Material, Factories, Machinery, By the Working People Themselves" instead of the old one.

So, while the concept of a fair day's work for a fair day's pay remains important, it's essential to consider the broader context of economic systems and power dynamics when discussing wages and labor.

In retrospect, as a full-time bargaining unit employee it is your responsibility to provide the BEST service for the job that you

have secured for your postal career. Whatever position you hold, be ACCOUNTABLE for providing the BEST service for the customer.

You have an obligation to provide a service.

We all have an obligation to provide a service.

Be accountable for what you can provide as a cog in this MACHINE we call the United States Postal Service. For every section and/or unit that is worked, be accountable for the service it offers OUR CUSTOMERS.

(resources: Wikipedia)





Kenni Liggan
Customer Service
Director

7 Reasons You Should Join A Union

(huffpost)

Generally speaking, union jobs pay significantly more than non-union jobs. You want to be part of the American middle-class? Join a union.

For men and women who plan on entering the job market as non-professionals -- who see themselves more as blue-collar "workers" than as white-collar "careerists" -- here are seven practical reasons why they should consider being represented by a labor union.

1. **Money.** Generally speaking, union jobs pay significantly more than non-union jobs. You want to be part of the American middle-class? Join a union. From top to bottom, industry to industry, region to region, union wages are going to be roughly 10-20 percent higher than non-union wages. Which is why companies resist them; they don't want to pay one dime more than they have to. Of course, anti-labor propaganda suggests that it's a trade-off, that the additional pay will be eaten up by monthly union dues. That's a lie. Depending on the industry, union dues average about \$60 a month, which is \$600-\$720 a year. And \$720 isn't 15 percent of any union worker's income... unless they happen to live in Guatemala and earn \$4,800 a year, which is less than half the U.S. federal minimum wage. The argument is absurd.

2. **Benefits.** Pensions, medical insurance, paid vacation, holidays, personal holidays, sick pay, overtime premiums, shift differential, etc, are generally not only better in a union shop, many of these goodies don't even exist without a union contract. It's another reason companies resist being unionized.

3. **Safety.** Union facilities are safer than non-union facilities. Anti-labor folks can talk all they like about OSHA (Occupational Health and Safety Administration) being the "great equalizer," but it's not true. Even before it was ravaged by eight years of Bush administration neglect, OSHA was remote, understaffed and over-extended. A union contract gives employees the immediate right to address an unsafe condition. There's no comparison. Union facilities are far safer.

4. **Dignity.** As a union worker you'll see fewer moody and dictatorial bosses. While you can still (rightly) be fired for job performance, you don't have to tip-toe around in fear of being harassed or terrorized. Also, ironically, because administering a contract requires a higher level of competence, you'll find more efficient bosses in a union shop. Instead of flitting about making questionable, off-the-cuff decisions, they're forced to behave like "professionals."

5. **Security.** Bosses can't just walk up and fire you because they want to give your job to their wife's nephew. Nor can they lay you off out of sequence, demote you arbitrarily, or prevent you, without sufficient cause, from promoting to the next higher job. African Americans and women didn't get their shot at big-time manufacturing jobs until labor unions gave it to them, a fact that doesn't receive enough recognition.

6. **Competence.** Union workers tend to be better workers than their non-union counterparts. Before you vehemently object, just take a moment to consider the dynamics. Which job in a community is going to attract the higher caliber worker -- the one offering decent wages, good benefits and exemplary working conditions? Or the one with low pay, lousy benefits and no air-conditioning?

7. **Activism.** You have the opportunity to become a shop steward and represent your fellow workers. Being chosen steward is no glorified popularity contest -- not like being elected class president or homecoming queen. Indeed, people on the floor are going to pick a person they deem best qualified to represent their interests. And as a union official whose authority is recognized by federal labor law, you will forever be a footnote in the history of the American labor movement. How cool is that?

Trump Promised Wisconsin Jobs, Biden Actually Delivered Them

Daily Kos

President Joe Biden traveled to Racine, Wisconsin, Wednesday to the future site of a new AI data center, where he announced Microsoft's \$3.3 billion investment in the location. The project is expected to generate 2,000 permanent jobs and 2,300 additional union jobs during construction.

The new facility is a victory for Biden's economic policies and a big boost for the local area, but this specific plant offers a particularly stark contrast because it's being built on the site originally designated for a massive factory for Chinese manufacturer Foxconn. When Donald Trump announced the Foxconn plant in 2018, he called it "the 8th wonder of the world" while promising that it would bring 13,000 jobs.

That did not happen. Now Biden is finally bringing Wisconsin the high-tech facility that Trump promised, but never delivered.

During his 2018 appearance at the Racine groundbreaking, Trump waved a golden shovel and claimed that the site was the result of his 2017 tax cuts and his tariffs on imported steel. "You know, 18 months ago this was a field," Trump said, "and now it's one of the most advanced places of any kind you'll see anywhere in the world. It's incredible." Except it was still only a field—and it has largely remained a field.

Before this new announcement, the site in Racine was mostly empty. The Washington Post reported in 2023 that despite Trump's promises, all that got built was a decorative glass dome and a handful of small buildings that have recently been available for rental as event spaces.

Locals told jokes about the site, which is three times the size of New York City's Central Park. However, the humor was diminished by the roughly \$500 million that state and local governments spent to clear hundreds of homes and farms from the area, bulldoze it flat, and prepare the land for what was to be a manufacturing "mega-site."

The jokes are ending as Microsoft breaks ground on the new facility that will build a data center, expand the tech giant's cloud services, and serve as a research location for AI technologies. The \$3.3 billion the company expects to invest over the next two years is only the first of a series of planned investments. The Microsoft facility is proof that Biden's policies are delivering on Trump's hollow promises.

And that's not just true in Wisconsin: It's also happening in Ohio, where Intel is building a new \$20 billion chip plant. Micron is building new plants in New York and Idaho. The Taiwan Semiconductor Manufacturing Company is expanding its operations in Arizona with an investment of \$6.6 billion.

The CHIPS Act and Infrastructure Investment and Jobs Act are delivering the kind of results Trump, who had no real policy other than imposing tariffs, giving tax cuts to the wealthy, and bragging, never could. In fact, Biden's results are even greater than what Trump promised

The White House announced Wednesday that private companies have committed to spending \$866 billion on clean energy and manufacturing projects. That's in addition to 51,000 other infrastructure projects.

That means actual jobs for actual people, restoring both technological and manufacturing leadership in the U.S. Because Biden isn't just making promises: He's delivering results.



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 28, 2024

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~

AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR TWENTY FOURTH 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 28, 2024** in order to be considered for an award.

The winners will be notified the week of **July 12, 2024**.

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 _____

MEETING NOTICE

Friday, 7:00 am

May 31, 2024

Proud Postal Workers Union

The Hi-Lites

P.O. BOX 1995, Milwaukee, WI 53201-1995

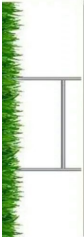
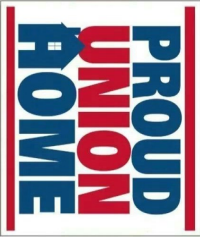
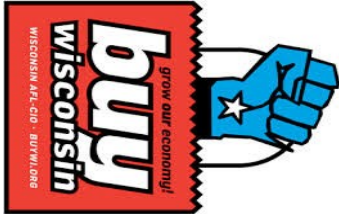
CHANGE SERVICE REQUESTED



Time Dated

2024 GMM Meet-

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



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