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APWU
American Postal Workers Union

US MAIL IS NOT
FOR SALE



URGE THEM TO VOTE "NO"

ON PROPOSED CUTS

TO POSTAL & FEDERAL

PENSIONS



APWU
American Postal Workers Union, AFL-CIO

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**Glenn Griggs
President**

Hello sisters and brothers,
APWU family.

I thought this information put out by President Mark Dimondstein was so important, I decided to reprint this as my article so members will hopefully understand the seriousness we face as an organization to big corporation wanting to privatize the USPS.

Our livelihood is at stake. I hope you read this article, and call 844-402-1001, and ask your congressional leaders to protect the people's public post office.

Wells Fargo On Postal Privatization

It's a pleasure to be with you. For years, we've warned about the dangers of postal privatization. Fortunately, thanks to our union fighting back, we've been able to mostly defeat those who have wanted to take our public postal service, break it up, and sell it to private corporations for private profit. But the threat remains, and as you've seen from the news for the last few months, the threat is especially severe right now.

This presentation today is about a February memo from Wells Fargo, reacting to news that the Trump Administration is interested in postal

The HOSTILE TAKEOVER

"...Trump Administration is interested in postal privatization,"

privatization, encouraging investors that this could be good news for those trying to make a quick buck off privatizing the postal service.

Wall St. vs Main St.

What the Wells Fargo memo underscores is that our fight to save the public postal service, defend our union, and our jobs, is like so many other struggles in this country, a battle between Wall Street and Main Street.

Dimondstein Quote

If you've met him, heard him speak, or read his articles, you know that our national president, Mark Dimondstein, is constantly warning about the threat of the billionaires and Wall Street. Here's a quote from Mark.

Peanuts

I know that sometimes members can think the union leadership is crying wolf or imagining monsters in the closet. So, the question today is are we nuts, or is this fight really about Wall Street?

Smoking Gun

I believe that this memo, and we'll dig into it in a moment, is proof from the smoking gun, about how Wall Street and billionaires really see the Postal Service.

And it isn't good news for us postal workers and the millions of people who rely on a strong public postal service.

About Wells Fargo

So, first, let's talk about who Wells Fargo is. They are a US-based multinational finance services company. Banking, investment, real estate, mortgages, corporate finance. They're all over the world. More than 20,000 employees. And they're considered one of the "Big Four" banks in the United States. They've got revenue of over \$80 billion dollars, with \$20 billion in profits. And they've got a long history of corruption, fraud and discrimination, particularly in their mortgage practices where they've been found to discriminate against black and Hispanic borrowers. And interestingly for us, Wells Fargo has its roots in the California Gold Rush as a private sector express and delivery company – that's where the wagon comes from.

Equity Research

The part of the bank responsible for this memo is called Wells Fargo Equity Research. It's a group inside Wells Fargo that does research on companies, markets and political developments to make recommendations to clients that they advise or to other teams inside Wells Fargo. Their goal is to provide information that can be useful to help others make decisions that will make them money.

Horse

So, what did the memo about the Postal Service say? Let's hear it straight from the horse's mouth.

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Feb, 27 Report

The research team has studied the Trump administration. They see all the efforts with Elon Musk's DOGE, cutting government services, and the administration's focus on cutting costs. And they know that the Trump administration proposed privatization in the first term. And that he raised it again in December. And there was a talk about breaking the independence of the USPS and putting it up under the Commerce department.

Their conclusion is all the talk about the Postal Service again early in this terms indicates that there's a real likelihood that postal privatization is on the table. And while it would be "tricky" they say, they think changes to the postal service – even short of full privatization – present a real opportunity for investors to make money. And they're primarily focused on how privatization could affect parcel prices.

Seeing New Opportunities

So, they see this as a real opportunity. "Parcels can and should make money and we believe any focus on efficiency will benefit price – they mean drive up USPS's parcel prices way above where they are now – and therefore benefit FedEx and UPS.

Strategies On Legislation

They recognize that full privatization would be tough. Perhaps unlike the privatizers in the White House, Wells Fargo knows that full privatization would "need to start with legislation." They know that under normal order it may be difficult to reach "bi-partisan consensus" on full privatization, but that "there could be a path through budget reconciliation" to sneak in major changes to the Postal Service. Trump's idea of moving USPS under the Commerce Department? Wells Fargo sees that as a potential path forward because Commerce Secretary Howard Lutnick "has expressed interest in privatization."

Short Of Full Privatization

The memo talks about USPS being a "source of value" for shareholders. So how would they win short of full privatization? Like we said, they're largely focused on driving up prices for packages- the postal service's fastest growing line business. They say quote a possible path forward would be to split the mail and parcel business parcels could be carved out and sold or IPO'd – meaning sold off on the stock market.

Now this isn't a new idea. We had a big fight around this in the passage of the Postal Service Reform Act in 2022 where UPS was lobbying hard to separate the mail and package businesses. We won that fight, but here it pops up again. And it's not just conservative groups or big businesses that have this idea even the quote liberal Brookings institute has proposed privatizing all of mail processing. Leave the carriers and the post office counters in the USPS and privatize the entire middle mile.

Cartoon

So, this cartoon is helpful. Normally at an auction the prices go up and up until you reach the top bid. In this instance when you're selling off Uncle Sam or the public good Wall Street has a way of driving prices down so they can pick our pockets and take the public goods and turn it into private profit as cheaply as possible.

Harvesting

Again, remember that the memo talked about USPS as a quote "source of value" for Wall Street. Another way they plan to do this is by tapping the Postal Service's real estate holdings. The memo recognizes that if USPS drives up parcel prices, or sells off its parcel business, it will have a big hole in its finances. So, to pay for it, it suggests USPS could sell off a lot of its real estate to fill the gap. So here, you see that privatization begets ever more privatization and Wall Street can laugh all the way to the bank.

Cartoon

So, what could we expect? Many local post offices sold off and closed down.

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Hostile Takeover...

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All Paths, So, what's their conclusion?

"All Paths Lead to Better Parcel Pricing". And the part that's of interest to their clients is that would a positive for FedEx and UPS. They note that the Postal Service's prices were 24-60% below FedEx and UPS and to get to the same levels, USPS would have to raise its rates by 30-140% depending on the product. All of this underscores the important role we talk about the USPS having as the low-cost anchor in a wider market – the public option for package delivery.

Dumping

Another issue Wells Fargo identifies is the Postal Service's commitments to paying our retirements and health care benefits. For them, that's an impediment to privatization. But no worries – their plan is to simply saddle the taxpayer for those costs so that Wall Street could have a nice clean balance sheet when they pick up their privatized post office.

Ironic, isn't it, that the big banks that got bailed out after crashing the economy in 2008 aren't so concerned about taxpayers footing the bill so they can make even more money. So, what about the USO – our obligation to deliver to every home and business 6 days a week? The memo notes that it would be difficult for a private operator to be profitable by moving mail and packages to every address every day. But that spinning off the package business "effectively answers the USO question". Those losses that would happen with universal mail delivery could be paid for by selling off the postal service's real estate. So, here's their MO. Everything is about maximizing profits for their shareholders and minimizing service to the people who depend on reliable services.

Heritage

It's the same playbook we've seen from the Heritage Foundation and others who have advocated privatization of social security, Medicare, and many other public services.

Obstacles

Now the memo isn't all bad news. We've already mentioned some of the challenges Wells Fargo identifies to privatization. There are more – and we shouldn't forget them either. First, strong support among the public, the private sector, and with unions and lawmakers for the Postal Service. The fact that USPS is authorized by Congress That it has bipartisan support, particularly with representatives from rural America, whose constituents care deeply about the USPS. And the fact that USPS provides critical services to many communities.

Not For Sale

So – are we going to stand by and let Wells Fargo and Wall Street pick our pockets and break up and sell off the Postal Service? No! The US Mail is Not for Sale. The APWU has led that fight before and we are leading it again today. So, we've got to keep mobilizing, organizing, keep holding our representatives' feet to the fire. We're not going to let them take our jobs and our union from us. We're not going to let them take the Postal Service away from its rightful owners – the public.

We The People

It's We, the People who own the Postal Service. Not Wall Street and not billionaires.

**So, get in the fight. If you're already in it, stay in it and bring someone with you.
Once again, thanks for all you do, and thanks for being such dedicated union members!**

Attend Your Union Meetings !



Chris Czubakowski
Local Business Agent

Recently, I have been receiving many questions from members regarding documents that are found in their eOPF file.

What is an eOPF?

An eOPF is your electronic Official Personnel Folder. This electronic folder documents your employment history while working for the Postal Service. An eOPF is established and kept for every USPS employee regardless of appointment type or duration.

Your eOPF can only be accessed by you (from LiteBlue with your Employee Identification Number and Personal Identification Number), and by professionals in the course of their official duties with a "need to know". Employees can easily access and view their eOPF records on LiteBlue and are also able to print those same records from the site.

Your eOPF contains records of your appointment with the USPS, PS FORM 50 documenting personnel actions such as reassignments and promotions, and records of former postal and federal service.

If you have served on active military duty, the eOPF should contain DD Form(s) 214 documenting all your military service.

What Is An Electronic Personal Folder?

"Take some time to review the RTR report, ..."

If you are a career employee, all your federal and military service should be shown on your RTR report, which you will find listed as the first document in your eOPF.

Reviewing your eOPF

Take some time to review the RTR report, Form 50s and DD Forms 214 to make sure that all postal and former federal service is properly documented and to ensure the veterans' preference code reflected on your most recent PS FORM 50 is also accurate.

Veterans Preference Code on your PS form 50

- 1- No Preference
- 2- 5 points
- 3- 10 points disability
- 4- 10 point compensable,
less than 30%
- 5- 10 point other
- 6- 10 point compensable,
30% or more

You also want to make sure that you name, address, birth date, and social security number are correct. Also check your FEGLI designation of beneficiary and any other designations of beneficiary forms on file if life changes have occurred that warrant an update.

Adding a document to your eOPF

If you want to add a document to your eOPF you will need to place your request in writing on PS Form 8043, Request to Amend Electronic

Official Personnel Folder. You must attach the document to this form and then mail or deliver it to the district human resource office located in the Milwaukee P&DC.

An HR employee will review the form and document it to ensure it is an appropriate eOPF document and, if so, have it added. This may take 60 -90 days.

Removing a document from you eOPF

If you want to remove a document from your eOPF, make your request in writing on a PS Form 8043, Request to Amend Electronic Official Personnel Folder, specifying exactly what document(s) you request be removed, and mail or deliver it to your district personnel HR office.

It must be noted that discipline can only be removed by labor relations and only in accordance with collective bargaining agreements/grievance settlements.

eOPF and changes to health insurance outside of open season

A qualifying life event (QLE) is a health insurance term for when an employee's life changes so drastically they're allowed to enroll in or alter current health insurance benefits, even if the event occurs outside of the normal open enrollment period. QLEs can include marriage,

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divorce, birth or adoption of a child, and conversion from PSE to career. In order to be approved for a QLE change due to conversion, OPM requires that a PS Form 50 (showing that action) be provided as documentation. You will need to access you eOPF to access and print this document which should then be uploaded or sent with the QLE request.

Statement Of APWU President Mark Dimondstein On New Executive Order Attacking Workers' Rights

Mark Dimondstein, President

Workers and their unions are under attack with a new executive order issued by President Trump stripping the union rights of nearly a million federal workers. Trump's executive order abolishes existing union contracts, eliminates collective bargaining rights, orders agencies to stop processing grievances, and prohibits payroll union dues collection. Wrapped in the bogus guise of "national security concerns," this is the most serious attack on unionized workers in this country in at least a generation.

The President of the United States claimed during the recent election to be a friend of working people. No "friend" of working people would take action to destroy, rather than uplift, unions and workers' rights. This executive order is part of an ongoing assault on all workers, and our First Amendment rights to freedom of speech and association.

**Make no mistake, postal workers will not be spared from this
Administration and their billionaire benefactors' war on workers.**

These dictatorial actions, with no respect for the law, come right out of Adolf Hitler and the Nazi party's playbook. Shortly after coming to power in 1933, the Nazis launched an assault on the independent trade union movement, dissolving unions, seizing union funds, and beating, imprisoning, and murdering union leaders. Working people and our unions must face the seriousness of these attacks with our weapons of solidarity and action. President Trump has made his intentions clear – he is out to destroy the labor movement.

Now is the time for every worker to stand up and fight back! Our sisters and brothers at AFGE, the largest federal union, are urging every worker to take action today. Call your members of Congress at 817-904-8624 and urge them to stop this attack on working people. Digital actions are available at mobilize.us/afge. Stay tuned for more actions and demonstrations to come!

* * *

Congress Moves To Gut Postal And Federal

On April 30, the House Committee on Oversight and Government Reform approved a number of significant cuts to the retirement benefits of postal and federal workers. Passed by a slim margin of 22-21, this measure will now be included in the full reconciliation package which Republican leadership is aiming to hold a full House vote on sometime this month. The retirement cuts would have devastating implications for APWU members, including:

- #1 Eliminating the FERS Social Security supplement, which allows workers who have earned their retirement the ability to retire before their Social Security benefits begin;
- #2 Increasing the FERS annuity contribution rates for all active employees to 4.4%;
- #3 Replacing the High-3 FERS annuity calculation with a High-5 calculation, resulting in a reduction in annuity payments.

International Trade Union Confederation

Global Unions condemn the attacks on U.S. federal employees and the elimination of the crucial ILAB program.

The Council of Global Unions (CGU), representing over 200 million workers worldwide through the International Trade Union Confederation (ITUC), the Global Union Federations (GUFs), and the Trade Union Advisory Committee to the OECD (TUAC), strongly condemns the latest attacks by the Trump administration on the fundamental rights of workers both within the United States and abroad.

Last Thursday, President Trump issued an Executive Order which strips the rights to unionize and collectively bargain from over 1 million workers across the U.S. federal Government, a move which is nothing short of explicit union busting and a vindictive retaliatory act against a dedicated and committed workforce. Such a strike against fundamental freedoms has no place in a democracy.

The International trade union movement express our full support and solidarity with all of the workers and their unions which have been targeted by this heartless action. The Trump administration has also eliminated funding for the U.S. Department of Labor's Bureau of International Labor Affairs (ILAB), a gift to all the dictators and billionaire elites who want to roll back human rights.

For more than 20 years, ILAB has played a critical role in combating exploitation and has worked to ensure safe workplaces and protection for human rights across global supply chains. The most vulnerable workers around the world will feel the pain of this cut.

Workers around the world will not stand silently by while President Trump and an unelected billionaire seek to not only destroy the U.S. labor movement but attack workers' rights around the world. These extreme measures further expose that everything the Trump administration does is to further enrich the most privileged and to stamp out any form of challenge.

History has shown that international solidarity between working people is a powerful force for good. We commit to intensifying our solidarity to fight against the actions of the Trump administration and against all those around the world wanting to attack working people and their unions. The global trade union movement will continue to empower workers and protect fundamental rights and freedoms in every country.

* * *

Pensions - APWU Calls For Immediate Action !

Also included in the passed were egregious attacks on federal employees, such as:

#4 Charging a filing fee for Merit Systems Protection Board Claims and Appeals, and

#5 Forcing new hires in the federal workforce to choose between at-will employment or paying an increased FERS contribution rate of 9.4%. While this specific proposal does not currently apply to postal workers, it is a dangerous change to eliminate job security and protections from government service.

"The time to act is now to save our pensions,". "We are actively engaging with lawmakers on this fight, but need each and every APWU member to pick up the phone and call your member of Congress. Tell them to keep their hands off our pensions!" Visit apwu.org/call or dial 844-402-1001 to be connected to your House Representative and urge them to vote "no" to any cuts to federal and postal pensions.

Unions Rise As America's Defiant Shield Against Trump's Authoritarianism

Public Services International

As it becomes increasingly clear what a second Trump presidency means, America's labor movement has positioned itself as democracy's strongest, most important and best-organized line of defense against a sweeping authoritarian agenda. In response to the threat of Project 2025's, PSI's affiliates have launched unprecedented multi-front resistance in the streets, the workplace, the media and the courts.

As it becomes increasingly clear what a second Trump presidency means, America's labor movement has positioned itself as democracy's strongest, most important and best organized line of defense against a sweeping authoritarian agenda. The unions forming our workforce's backbone—from teachers to nurses, service workers to government employees—have transformed from worker advocates into the vanguard defenders of democracy, confronting the existential threat of Project 2025's plan to dismantle America's most important institutions.

This coordinated assault targets democracy's foundations through three interlocking strategies: gutting the federal workforce using executive actions, privatizing essential social programs like Social Security and Medicare, and auctioning off critical services including the U.S. Postal Service to corporate interests.

These moves represent more than policy changes—they constitute a wholesale transfer of public goods into private hands, deliberately eroding worker protection while restructuring government to serve elite interests.

In response, PSI's affiliates have launched unprecedented multi-front resistance in the streets, the workplace, the media and in the courts. The American Federation of Teachers is mobilizing against school voucher schemes that defund public education. National Nurses United is fighting to defend Medicare from privatization through patient advocacy campaigns. AFSCME members are deploying emergency response plans for mass firings of civil servants. The Service Employees International Union has partnered with civil rights organizations to combat voter suppression tactics targeting working-class communities.

The movement's strength lies in its proven ability to win battles across multiple arenas. The American Federation of Government Employees demonstrated this last week when they secured a landmark legal victory against Trump's illegal termination of federal workers. Federal Judge William Alsup's blistering ruling exposed how the administration fabricated performance claims to justify firings, ordering immediate reinstatement of thousands of workers while declaring that the terminations "based on a lie."

This victory proved unions could successfully challenge authoritarian overreach through the courts—a lesson being institutionalized through new initiatives like Democracy 2025, which pre-positions legal teams to file challenges within hours of unconstitutional actions.

Legislatively, labor's allies have reintroduced the PRO (Protecting the Right to Organize) Act to strengthen union organizing and collective bargaining rights. The strategic reintroduction of railroad worker safety legislation—following the preventable disasters—demonstrates how unions are forcing accountability for anti-worker policies.

What makes this resistance unique is its comprehensive nature. The United Auto Workers' historic strike strategy—simultaneously targeting the three biggest automakers—has inspired similar coordinated actions across sectors. Teachers' unions now pair strike actions with political education about school privatization threats. Postal worker protests highlight both workplace issues and the danger of privatization.

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April Verrett, SEIU President, remembers that unions will not stay and still. “Working people are not going to stand idly by while this administration destroys public education and other services, we all rely on—just to give tax breaks to corporations and the ultra-wealthy. Education workers—from food service workers, janitors, and bus drivers to higher education workers, teachers, special education support staff, and administrators—stand united in this moment to protect the interests of the students and communities they serve.”

The stakes transcend traditional labor issues. Should Project 2025 succeed, we'd see not just eroded worker protections but the dismantling of social safety nets that have sustained generations. Public education could become a patchwork of privatized systems answerable to corporate boards rather than communities. Essential services could be transformed into private equity profit centers. The professional civil service could be replaced by political loyalists, replicating the corrupt patronage systems of the Gilded Age.

“The message is really clear and simple: It’s not okay to rob students of the education they need and deserve in order to give big tax cuts to the wealthy. What you’re seeing on the ground across America are people—parents and teachers, together—saying our kids need these services. We cannot cut them”, said Randi Weingarten from AFT.

In this fight, organized labor's resistance represents more than unionism—it's become a defense of the social contract itself. As unions deploy their organizational might through strikes, lawsuits, legislative pushes, and voter mobilization drives, they're fighting not just for contracts and benefits, but for the fundamental character of democracy. Their victories—from courtroom triumphs to workplace organizing wins—provide guidance and inspiration for the broader fights to defend democracy in the US and globally.

Amazon Continues To Reshape Delivery Business

CNBC

Earlier this year, one of our staff members came across someone's New Year's resolution online that read: “Buy less [stuff] from Jeff.” Jeff, of course, is Jeff Bezos founder of Amazon. If you're buying goods online, chances are Amazon is on your credit card statement somewhere! Despite ascending to one of the largest companies in the world, Amazon is not done building out its shipping network. It just announced plans to invest more than \$4 billion into its delivery service in rural locations by the end of 2026.

This includes:

200 new delivery stations

100,000 new jobs

1 billion+ in extra package delivery capacity

13,000+ rural zip codes with improved service.

That is not the only major announcement in the shipping business last week.

UPS also announced it will cut 20,000 jobs this year and close 73 locations before July 1st!

UPS has been distancing itself from Amazon, said UPS CEO Carol Tome. Fulfilling shipments from Amazon centers is not profitable for us, nor a healthy fit for our network! UPS plans to cut the business in it does with Amazon in half in the next year or so. Amazon continues to add market share in the private delivery business at the expense of every major competitor.

Here are the current standings:

USPS 31%, Amazon 28%, UPS 21% , FedEx 17 %, Others 3%



Larry Brown Jr
Vice President

In every unionized workplace, the grievance process is not just a right, it's a tool of empowerment. For members of the APWU, understanding and using the grievance procedure is essential to protecting our contractual rights, improving working conditions, and holding management accountable for their decisions and actions.

Far too often, violations of our collective bargaining agreement (CBA) go unchallenged. Whether it's members failing to file grievances on improper discipline, or a simple denial of leave, especially once same day annual was introduced, unsafe working conditions, overtime violations or violations of seniority, the grievance procedure is the official way to raise these issues and demand corrective action for management!

Filing grievances protects your rights and your coworkers' rights, creates a documented trail of violations and patterns of misconduct, prevents management from pushing boundaries and sends a clear message that our contract will be enforced.

You can tell the difference between working at the plant or the Annex, and working at a smaller station, or an Associated Office. Management

It's Time To Get Active

"You have 14 days to file a grievance so, don't wait."

tends to run wild when there is little to no Union presence. A lot of "side deals" are done, which lowers moral for a lot of members, and contract violations are more rampant, which affects our jobs and ability to get appropriate settlements for our members.

Remember, silence is compliance. If no one challenges violations, they continue and will get worse, but when you speak up through a grievance, you force management to answer for their actions.

Too, many times do I hear, "If I'm not getting paid then forget about filing a grievance." You'll never know when the grievance that YOU DON'T FILE, could end up affecting you! Had we never challenged one to a machine we would never get paid for working alone.

When I worked on the machines alone, when the practice first started, a payout was out of the question. There are plenty of locals across the country that do not get any form of compensation for working alone. It shocked me, hearing how much mail others were expected to run alone, but some of the violations still go unchallenged.

Before you can get a settlement for a grievance, the grievance has to be filed. The first step of filing a grievance is getting a statement from the aggrieved. What I have come to realize is that most members hate

filing grievances, not because they don't want to file the grievance, they just don't want to write the statement. Maybe they aren't the best spellers, or maybe they don't like their handwriting.

I don't care about any of that, get over it. I can walk the floor, and someone will walk up to me and say something like, "Go over to machine 10 and look at the supervisor running mail over there."

My response is, "Why? If you have already seen the supervisor running mail over there write me a statement!" Me looking at the violation doesn't mean I don't still want a statement from you. If I wasn't at work to walk the floor and witness the violation, how would I be able to walk over and witness it?

The members are our eyes and ears in our respective work areas. Every contractual grievance that the Union files should have a statement from at least one of our members because the burden of proof falls on us.

You have 14 days to file a grievance so, don't wait. Stick to the facts. We deal with facts not feelings, unless you are filing an abusive supervisor grievance where feelings could definitely come into play.

Be clear and objective in your statements. Get to the who, what, where, when, why, and how.

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Here is an example of a grievance that you may write if management moves you out of your section. We all know that PSEs get moved first, then movement is done by juniority.

I, Larry Brown, Jr., (who) am filing this grievance because I was moved out of my principal assignment area. (what) I normally work in the Midwest area, and I was moved to the flat sorters (where) on Monday night from 1 am to 5am. (When) I was told by Supervisor Blank that they were short staffed on the flat sorters and that I had to report there. (why) I am not the junior employee in my area and there were also PSEs that could have been moved prior to management moving me. (how).

That statement allows the steward, Larry Brown, to ultimately file that grievance without having to hunt the worker down to get extra information. I know what supervisor gave you the order, I know for sure that there were junior employees in the area you were moved from. I know the time that you spent out of your area, also I would punch into the flat sorter operation when I got there because ultimately your TACS and your punches are the real proof that you were not in your section.) I know where you were sent, and I even know a reason as to why you were sent. If you happen to leave something out, I can always find you and interview you, but you want to give me as much information as possible, the more information I have, the faster I can get along with that grievance.

Grievances are more than just paperwork; they are how we hold the line. When one member steps up, it strengthens all of us. You are not just filing a grievance for yourself; you are filing it for every member that could be affected by how that grievance gets settled. We cannot be self-serving in an organization that requires us all to be on the same page. If you feel something isn't right, contact your steward. It's time to get active. It seems like, every day, I see another member coming to work mad about something! Don't just get mad — get active.

Filing that grievance that you normally wont file, or normally don't pay attention to, could be that small step in the right direction.



Chris Paige jr
Automation Director

In my 29 years as a postal employee, I have witnessed the tendencies of employees believing everything said on the workroom floor. You may hear that Management stated that they have lifted the "CAP!"

Then we have members/employees that will work beyond the sixty (60)

Penalty Overtime Exclusion

"We do have an obligation to UPHOLD the contract!"

hour maximum or even beyond the twelve (12) hour daily maximum. This is one of those moments where you think, "Oh, now you want to call overtime." Let's clear this up right away! There is only one time each fiscal year that there is a time to which the overtime/hour limitation is as Management states is "lifted!"

It is called the "Penalty Overtime Exclusion" period which is generally in the month of December.

During this period employees can in fact exceed the sixty (60) hour week limitation. ALL overtime is paid at the overtime premium of one-hundred fifty percent (150%) of the base hourly straight-time rate for those hours worked during this period. Otherwise, "lifted the CAP" is a FALSE narrative!

In fact, such violations outside of the "Penalty Overtime Exclusion" period,

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a timely grievance should be filed on the affected grievant(s) behalf. Which brings us to our contractual overtime limitations: Sixty (60) hour maximum

Per Article 8.5.G of the JCIM states...

Parties agree that except for the month of December, once a full-time employee reaches twenty (20) hours of overtime within a service week, the employee IS NO LONGER available for ADDITIONAL overtime work. Furthermore, the employee's tour of duty shall be terminated once he or she reaches the 60th hour of work. So, when Management states that the "CAP" is lifted.

- #1. There's no such thing!
- #2. It states, "parties agree."

That means both the APWU and Management. The APWU will not state this because this is in violation of our contract. As your stewards and officers, we do not get to "lift" or "change" anything contractually. We do have an obligation to UPHOLD the contract! When it says, "parties agree." That means WE (APWU & USPS Management) agreed! So, the contract states that "you are no longer available for additional overtime work." Now, in the case that it happens, which we hope would be for unforeseeable circumstances.

The remedy is, in those limited instances where this provision is or has been violated and a timely grievance is filed, full-time employees will be compensated at an additional premium of fifty percent (50%) of the base hourly straight-time rate for those hours worked beyond the twelve (12) or sixty (60) hour limitation."

So those employees that have frequently exceeded these 12 or 60 hour limitations, BEWARE of the possibility of consequences that may follow. Let's try to follow what's negotiated contractually for our benefits, instead.

You may have a supervisor and/or manager state that you will be written up if you do not stay when called for overtime. Management officials attempting to discipline an Overtime Desired List volunteer (OTDL VOL) for failing to report for overtime can happen. But Per the LMOU (Article 8.7.B), when a Quarterly OTDL employee fails to report for or writes out of overtime for which they have been reached in rotation, a "strike" is given. Once any OTDL Quarterly employee accrues five (5) "strikes" in a quarter, they shall be removed from the Quarterly OTDL for the remainder of the quarter by Management.

Note: For the next quarter, one that has been removed for accumulating five (5) "strikes," you would not have to sign up for the next quarter. You should automatically be rolled over to next quarter per your originally chosen designation(s) prior unless one has indicated wanting to get off the list or had made changes to their current designation(s) by writing out of.

May Management unilaterally remove an employee from the OTDL because of refusing to work assigned overtime? No.

An employee can only remove them self from the OTDL by writing on a sheet of paper, signed and dated, requesting to be removed, or by the agreed upon provisions of Article 8.7.B for the balance of the quarter.

In the event that an employee decides to remove them self by writing on a sheet of paper requesting to be removed, then one would be allowed to sign up for the next quarterly during the first fifteen (15) days of the month immediately preceding the overtime quarter. Otherwise, one will not be rolled over.

If any APWU members have any issues with any Management officials addressing them in regards to writing out of, or failing to report for overtime, request to see a steward on your tour.

Contact the APWU Union Office, or the APWU Union Hall with issues in this regard.



John Miceli
Treasurer

{ - AFGE - }

Lawmakers from both sides of the aisle are calling on President Trump to rescind his illegal executive order stripping federal workers of their collective bargaining rights under the guise of national security.

A group of seven Republican lawmakers led by Rep. Brian Fitzpatrick (R-Pa.) sent a letter to Trump calling on him to repeal his March 27 executive order. Rep. Fitzpatrick and his Democratic counterpart Rep. Jared Golden (D-Maine) also introduced a bill to protect workers' rights to collectively bargain.

"We support efforts to improve government efficiency—but applying sweeping national security exemptions to agencies like SSA, FCC, GSA, and HHS risks doing more harm than good. These agencies are vital to public service. Undermining collective bargaining in these spaces weakens morale, accountability, and performance," Fitzpatrick said via post on X. "That's why, alongside this letter, I introduced the Protect America's Workforce Act with @RepGolden. This bipartisan bill restores a responsible, targeted approach—preserving bargaining rights and reinforcing the role that the worker's voice plays in strengthening

Democratic, Republican Lawmakers Call On Trump To Repeal Order Stripping Feds Of Collective Bargaining Rights

"Federal employees have had the right to join a union and bargain collectively for decades."

government. We don't have to choose between security and fairness. We can—and must—protect both."

The bill was co-sponsored by Reps. Donald Norcross (D-N.J.), Mark Pocan (D-Wis.), Debbie Dingell (D-Mich.), Nick LaLota (R-N.Y.), Mike Lawler (R-N.Y.), and Mike Turner (R-Ohio).

In the Senate, Connecticut Democratic senators Chris Murphy and Richard Blumenthal joined the entire Senate Democratic Caucus to urge Trump to rescind his illegal executive order, saying the EO is a blatant misuse of "a limited authority."

"We write today in outrage over your recent executive order entitled Exclusions from Federal Labor-Management Relations Programs, a gross overreach of the authority granted in the Civil Service Reform Act of 1978 (CSRA).

This order is an insult to the hard-working public servants who go to work on behalf of the American people," the senators wrote. "There is no evidence that the long-standing collective bargaining agreements at these agencies have jeopardized our nation's security in any way; to the contrary, the protection collective bargaining has pro-

vided for employees allows them to conduct their work on behalf of the American people—including blowing the whistle on fraud or abuse—without political interference."

AFGE commends the lawmakers for standing up for federal workers and their fundamental union rights.

"Federal employees have had the right to join a union and bargain collectively for decades, under both Republican and Democratic administrations," said AFGE President Everett Kelley. "Collective bargaining benefits the public because it helps resolve workplace conflicts early on – avoiding costly and disruptive litigation – while improving employee morale and retention. Without union representation, employees – especially whistleblowers and veterans – lose vital protections from retaliation and political interference."

"Federal workers, nearly a third of whom are veterans, dedicate their lives to serving our nation every day with honor and pride," he added.

"President Trump's executive order stripping patriotic citizens serving their country of their union rights isn't just wrong and un-American, it weakens workplace safety, morale, and effectiveness inside our government and harms the public through diminished services."



Larry Victory
Motor Vehicle Director

Here is a report on how the PVO sites are doing and some recommendations that the OIG made to Management. The Post Office agreed with two and disagreed with the other 9 recommendations. Below is a recap of the report. The four cities they looked at were Columbus, Oklahoma City, Santa Clarita and Zanesville.

Remember -the Pilot PVO is where the Postal Service is adding work back to the craft where there no PVS operation previously existed. The PVO are non CDL Drivers

Background

The Postal Vehicle Service (PVS) moves large mail volumes between U.S. Postal Service sites, intra-city delivery offices, local firms, and mailers. In fiscal year (FY) 2024, PVS incurred operating expenses of \$1.3 billion. On November 30, 2022, the Postal Service and the American Postal Workers Union agreed to initiate a pilot that created a new bargaining unit position, Postal Vehicle Operators (PVO). The Postal Service also uses highway contract route (HCR) suppliers to transport mail between plants and other designated points. However, to facilitate the PVO Pilot Program, the Postal Service in-sourced several HCR contracts and established PVS operations at pilot sites.

The Pilot PVO

"The PVO jobs are often filled with inexperienced employees."

What We Did

Our objective was to evaluate the Postal Service's management of PVS operations. For this audit, we visited four sites and headquarters (HQs), and interviewed management at site, division, region, and HQ levels to gain an understanding of PVS operations, HCR insourcing, and the implementation of the PVO Pilot Program. Also, we analyzed data from various Postal Service systems to identify trends, patterns, and anomalies.

What We Found

Opportunities exist to improve PVS operations. Specifically, for the Pilot Program, management did not always in-source HCR contracts when economically advantageous to the Postal Service, and there were opportunities to more effectively execute the PVO Pilot Program rollout.

For the PVS program more broadly, management did not always maintain adequate staffing levels to effectively perform PVS operations or maintain adequate driver's personnel records in appropriate Postal Service systems. During FY 2024, the Postal Service incurred \$39.3 million in questioned costs for grievances and unauthorized overtime related to these issues.

Recommendations and Management's Comments

We made 11 recommendations to address PVS operational deficiencies. Postal Service management agreed with two of our recommen-

dations and disagreed with nine. Management's comments and our evaluation are at the end of each finding and recommendation. The U.S. Postal Service Office of Inspector General considers management's comments responsive to recommendations 4 and 11 as corrective actions should resolve the issues identified in the report. We will work with management through the audit resolution process on the remaining nine recommendations.

1. We recommend the Vice President, Logistics, clarify guidance for making insourcing decisions and develop more detailed cost comparison analysis and maintain records in support of in-sourcing decisions.

The Post Office Disagreed

2. We recommend the Vice President, Logistics, in-source highway contract routes when economically advantageous to the Postal Service and implement a waiver process when cost is not a main factor to in-source.

The Post Office Disagreed

3. We recommend the Vice President, Logistics, develop a process to monitor and evaluate the operational efficiencies received from in-sourcing highway contract route contracts to determine if the expected benefits are being realized.

The Post Office Disagreed

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4. We recommend the Vice President, Human Resources, require employees to complete the Postal Service Supervisor Program within one year of their initial appointment to a supervisory position, and refresher training at least every three years, and maintain appropriate records of completion. **The Post Office Partially Agreed**
5. We recommend the Vice President, Logistics, develop and share documentation to communicate lessons learned from the challenges faced during the Postal Vehicle Operator Pilot Program to site management at future pilot sites. **The Post Office Disagreed**
6. We recommend the Vice President, Logistics, coordinate with Human Resources to include specific requirements in the job announcements for Postal Vehicle Service operator positions (i.e. starting as part-time flexible or working outside of normal business hours). **The Post Office Disagreed**
7. We recommend the Vice President, Logistics, develop and make available the training to obtain a commercial driver's license to interested postal vehicle operators. **The Post Office Disagreed**
8. We recommend the Vice President, Logistics, determine complement and work toward hiring the number of schedule examiners vehicle runs and dispatch coordinators needed at nationwide Postal Vehicle Service sites. **The Post Office Disagreed**
9. We recommend the Vice President, Logistics, determine complement and work toward hiring the number of schedule examiners vehicle runs and dispatch coordinators needed at nationwide Postal Vehicle Service sites. **The Post Office Disagreed**
10. We recommend the Vice President, Logistics, coordinate with the Information Technology group to develop controls that prohibit users from entering invalid dates into the Vehicle Information Transportation Analysis and Logistics system. **The Post Office Disagreed**
11. We recommend the Vice President, Logistics, verify drivers received required safe driver training; and enforce policies that require managers and supervisors to maintain training records in the Learning Management System. **The Post Office Partially Agreed**

Here is one of my favorite quotes from the report -

"The PVO jobs are often filled with inexperienced employees, and assigning inexperienced employees to under-trained and inexperienced managers/ supervisors can result in poor performance and lowered morale."

The reports show management even after setting up these pilot sites. Only want a limited amount of work to be done at these sites. OIG feels there should be better training and safe driver training for the drivers and supervisors. The company only partially agrees. Why don't want the best trained Drivers and Supervisor? It is funny how they don't want these new Drivers to get there CDL... and would not train them.

OIG would like to see route examiners and dispatch coordinators at these sites. The Company disagrees. They don't want craft employees to control the runs. They like to have the control over the runs. Every time we bring adding route examiners here in Milwaukee it goes over like a lead balloon.

So you can see some of the same problems we have...are happening around the rest of the country.

If you have not done so. Call 844-402-1001. The Legislative hotline. Tell them you don't want the mail service cut. No cuts to the Postal Pension. This won't be the last time we ask for help.

The more people we have calling on upcoming issues...it helps. Please get involved!

How Will We Know When We Have Lost Our Democracy?

Damon Winter, Steven Levitsky, Lucan Way and Daniel Ziblatt

The authors are political scientists who study how democracies come to an end.

Authoritarianism is harder to recognize than it used to be. Most 21st-century autocrats are elected. Rather than violently suppress opposition like Castro or Pinochet, today's autocrats convert public institutions into political weapons, using law enforcement, tax and regulatory agencies to punish opponents and bully the media and civil society onto the sidelines. We call this competitive authoritarianism — a system in which parties compete in elections but the systematic abuse of an incumbent's power tilts the playing field against the opposition. It is how autocrats rule in contemporary Hungary, India, Serbia and Turkey and how Hugo Chávez ruled in Venezuela.

The descent into competitive authoritarianism doesn't always set off alarms. Because governments attack their rivals through nominally legal means like defamation suits, tax audits and politically targeted investigations, citizens are often slow to realize they are succumbing to authoritarian rule. More than a decade into Mr. Chávez's rule, most Venezuelans still believed they lived in a democracy. How, then, can we tell whether America has crossed the line into authoritarianism? We propose a simple metric: the cost of opposing the government. In democracies, citizens are not punished for peacefully opposing those in power. They need not worry about publishing critical opinions, supporting opposition candidates or engaging in peaceful protest because they know they will not suffer retribution from the government. In fact, the idea of legitimate opposition — that all citizens have a right to criticize, organize opposition to and seek to remove the government through elections — is a foundational principle of democracy.

Under authoritarianism, by contrast, opposition comes with a price. Citizens and organizations that run afoul of the government become targets of a range of punitive measures: Politicians may be investigated and prosecuted on baseless or petty charges, media outlets may be hit with frivolous defamation suits or adverse regulatory rulings, businesses may face tax audits or be denied critical contracts or licenses, universities and other civic institutions may lose essential funding or tax-exempt status, and journalists, activists and other critics may be harassed, threatened or physically attacked by government supporters.

When citizens must think twice about criticizing or opposing the government because they could credibly face government retribution, they no longer live in a full democracy. By that measure, America has crossed the line into competitive authoritarianism. The Trump administration's weaponization of government agencies and flurry of punitive actions against critics has raised the cost of opposition for a wide range of Americans.

The Trump administration has taken (or credibly threatened) punitive action against a strikingly large number of individuals and organizations that it considers its opponents. It has, for example, selectively deployed law enforcement agencies against critics. President Trump directed the Department of Justice to open investigations into Christopher Krebs (who as the head of the Cybersecurity and Infrastructure Security Agency publicly contradicted Mr. Trump's false claims of election fraud in 2020) and Miles Taylor (who, when he was a Department of Homeland Security official, anonymously wrote an opinion piece criticizing the president in 2018). The administration has also opened a criminal investigation into Letitia James, the attorney general of New York, who filed a lawsuit against Mr. Trump in 2022.

The administration has targeted major law firms for retribution. It effectively prohibited the federal government from hiring Perkins Coie; Paul, Weiss; and other leading law firms it perceived as friendly to the Democratic Party. It also threatened to cancel their clients' government contracts and suspended their employees' security clearances, preventing them from working on many cases related to the government. Donors to the Democratic Party and other progressive causes also face political retribution. In April, Mr. Trump directed the attorney general to investigate the fund-raising practices of ActBlue, the Democratic Party's main donor platform, in an apparent effort to weaken his rivals' fund-

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against Fox News for promoting lies about the 2020 election. Remarkably, these attacks against opponents and the media have occurred with even greater speed and force than equivalent actions taken by elected autocrats in Hungary, India, Turkey or Venezuela during their first years in office.

Mr. Trump has also followed other autocrats in assaulting universities. The Department of Education opened investigations into at least 52 universities for their participation in diversity, equity and inclusion programs, and it has placed some 60 universities under investigation for antisemitism, threatening them with severe penalties. The administration illegally suspended hundreds of millions of dollars in approved funding to leading schools such as Brown, Columbia, Princeton and the University of Pennsylvania. It has frozen \$2.2 billion in government grants to Harvard, asked the I.R.S. to revoke the university's tax-exempt status and threatened to revoke its eligibility to host foreign students. As Jonathan Friedman, the managing director of free-expression programs at PEN America, put it, "It feels like any day, any university could step out of line in some way and then have all of their funding pulled."

Finally, Republican politicians face threats of violence if they oppose Mr. Trump. Fear of violence from his supporters reportedly dissuaded some Republican lawmakers from voting for his impeachment and conviction after the Jan. 6, 2021, attack. Republican senators were also threatened during confirmation hearings in early 2025. Senator Thom Tillis, Republican of North Carolina, reported that the F.B.I. warned him of "credible death threats" while he was considering opposing Pete Hegseth's nomination as secretary of defense.

For many American citizens and organizations, then, the cost of opposition has risen markedly. Although these costs are not as high as in dictatorships like Russia — where critics are routinely imprisoned, exiled or killed — America has, with stunning speed, descended into a world in which opponents of the government fear criminal investigations, lawsuits, tax audits and other punitive measures and even Republican politicians are, as one former Trump administration official put it, "scared" out of their minds "about death threats."

This is not the first time that critics of the U.S. government have been harassed, threatened or punished: Dissidents were targeted during the Red Scares of 1919 and '20 and the McCarthy era, the F.B.I. harassed civil rights leaders and left-leaning activists for decades, and the Nixon administration attempted to use the I.R.S. and other agencies to attack his rivals. These measures were clearly undemocratic, but they were more limited in scope than those occurring today. And Mr. Nixon's efforts to politicize the government triggered his resignation, in part, and a set of reforms that helped curtail such abuse after 1974.

The half-century after Watergate was America's most democratic. Not only did the Trump presidency put an abrupt end to that era, but it is also the first — at least since the Adams administration's persecution of the Jeffersonian Democrats in the 1790s — to systematically target both the mainstream partisan opposition and a broad sector of civil society.

The administration's authoritarian offensive has had a clear impact. It has changed how Americans behave, forcing them to think twice about engaging in what should be constitutionally protected opposition. Consequently, many of the politicians and societal organizations that should serve as watchdogs and checks on the executive are silencing themselves or retreating to the sidelines.

For example, fear of retribution has had a chilling effect on donations to Democrats and progressive civic organizations, forcing several of them to scale back operations and lay off employees. In the wake of Mr. Trump's attacks on leading law firms, opponents of the administration are struggling to find legal representation, as deep-pocketed and reputable firms that once readily engaged in legal battles with the government are lying low to avoid his wrath. Columbia University ceded to the administration's extortionary demands for greater restrictions on student expression. As Mr. Trump observed, "You see what we're doing with the colleges, and they're all bending and saying, 'Sir, thank you very much.'" There are troubling signs of media self-censorship. CBS's parent company, Paramount, which is seeking the Trump administration's approval for a merger with Skydance Media, recently established additional oversight over "60 Minutes" programming. This move triggered the resignation of the program's longtime executive producer, Bill Owens, who cited a loss of journalistic independence. And crucially, Republican lawmakers have abdicated their role as checks on execu-

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Lost Our Democracy...

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tive power. As Senator Lisa Murkowski, Republican of Alaska, put it, “We are all afraid. It’s quite a statement. But we are in a time and a place where I certainly have not been here before. And I’ll tell you, I’m oftentimes very anxious myself about using my voice, because retaliation is real. And that’s not right.”

Americans are living under a new regime. The question now is whether we will allow it to take root. So far, American society’s response to this authoritarian offensive has been underwhelming — alarmingly so. Civic leaders confront a difficult collective action problem. A vast majority of American politicians, chief executives, law partners, newspaper editors and university presidents prefer to live in a democracy and want to end this abuse. But as individuals confronting government threats, they have incentives to appease, rather than oppose, the Trump administration.

Civil society leaders seek to protect their organizations from government attacks: Chief executives need to protect shareholders and future business opportunities, media owners must avoid costly defamation suits and adverse regulatory rulings, and university presidents seek to avoid devastating funding cuts. For any individual leader, then, the price of defiance can often appear unbearably steep. Although they acknowledge that everyone would be better off if someone took the lead and defied Mr. Trump, few are willing to pay the price themselves. This logic has led some of America’s most influential figures, including politicians, billionaires, chief executives and university presidents, to stay on the sidelines, hoping that someone else steps forward.

Strategies of self-preservation have led too many civil society leaders to retreat into silence or acquiesce to authoritarian bullying. Small acts of acquiescence, framed as necessary defensive measures, feel like the only reasonable course. But this is the fatal logic of appeasement: the belief that quietly yielding in small, seemingly temporary ways will mitigate long-term harm. It usually doesn’t. And acts of individual self-preservation have serious collective costs. For one, acquiescence will probably embolden the administration, encouraging it to intensify and broaden its attacks. Autocrats rarely entrench themselves in power through force alone; they are enabled by the accommodation and inaction of those who might have resisted. Appeasement, as Churchill warned, is like feeding a crocodile and hoping to be the last one eaten.

Individual acquiescence also weakens America’s overall democratic defenses. Although the retreat of a single donor or law firm may not matter that much, collective retreat could leave opponents of the Trump administration without adequate funding or legal protection. The cumulative effect on public opinion of every newspaper story not published, every speech or sermon not delivered and every news conference not held can be substantial. When the opposition plays dead, the government usually wins. The acquiescence of our most prominent civic leaders sends a profoundly demoralizing message to society. It tells Americans that democracy is not worth defending — or that resistance is futile. If America’s most privileged individuals and organizations are unwilling or unable to defend democracy, what are ordinary citizens supposed to do?

The costs of opposition are surmountable. And importantly, the descent into authoritarianism is reversible. Pro-democracy forces have successfully resisted or reversed backsliding in recent years in Brazil, Poland, Slovakia, South Korea and elsewhere. America’s courts remain independent and will almost certainly block some of the administration’s most abusive measures. But judges — themselves targets of violent threats, government harassment and even arrest — cannot save democracy on their own. Broader societal opposition is essential.

American civil society has the financial and organizational muscle to resist Mr. Trump’s authoritarian offensive. It has several hundred billionaires; dozens of law firms that earn at least a billion dollars a year; more than 1,700 private universities and colleges; a vast infrastructure of churches, labor unions, private foundations and nonprofit organizations; and a well-organized and well-financed opposition party. But civil society must act collectively. Chief executives, law firms, universities, media outlets and Democratic politicians, as well as more traditional Republicans, have a common interest in preserving our constitutional democracy. When organizations work together and commit to a collective defense of democratic principles, they share the costs of defiance. The government cannot attack everyone all at once. When the costs of defiance are shared, they become easier for individuals to bear. So far, the most energetic opposition

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Lost Our Democracy...
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has come not from civic leaders but from everyday citizens, showing up at congressional town hall meetings or participating in Hands Off rallies across the country. Our leaders must follow their example. A collective defense of democracy is most likely to succeed when prominent, well-funded individuals and organizations — those who are best able to absorb blows from the government — get in the game.

There are signs of an awakening. Harvard has refused to acquiesce to administration demands that would undermine academic freedom, Microsoft dropped a law firm that settled with the administration and hired one that defied it, and a new law firm based in Washington, D.C., announced plans to represent those wrongfully targeted by the government. When the most influential members of civil society fight back, it provides political cover for others. It also galvanizes ordinary citizens to join the fight.

America's slide into authoritarianism is reversible. But no one has ever defeated autocracy from the sidelines.

* * *

Selection Of The Next Postmaster General

Mark Dimondstein, APWU President

On May 9, 2025, the Postal Board of Governors announced the selection of David Steiner as the next Postmaster General (PMG). Steiner is now going through an internal vetting process and is expected to assume the position sometime in July. The APWU is deeply concerned and troubled by the process that the Postal Board of Governors (BOG) engaged in to select the new PMG. The public should share our concern. Various news reports indicate that this BOG, currently consisting of two Democrats, two Republicans, and one Independent, would only consider a new PMG who had the approval of President Donald Trump. If these news reports are accurate, the BOG has shamelessly and outrageously abdicated their independent responsibility in selecting a new PMG.

No president, past, present or future, should have any say in who leads the independent Postal Service. The APWU is in the process of further researching the Board's selection and will share more information as it comes to light. The hundreds of millions of people that rely on the Postal Service should be deeply concerned that the BOG should select a PMG from the Board of Directors of FedEx. FedEx is not only a major competitor of the Postal Service in the package market, but are part of the chorus of billionaires, profit-driven corporations, and Wall Street that advocate for major privatization of postal services. By cowering to this administration, the BOG has likely chosen a "fox to guard the hen house."

That said, Postmaster Generals come and go. The goals of the APWU remain the same. The APWU will continue to oppose actions by any PMG who takes steps to privatize and undermine the public Postal Service, make sweetheart deals with the big mailers, and engage in more subcontracting. Likewise, the APWU has always shown a willingness to support management policies that strengthen the public Postal Service, expand services, continue to return subcontracted work, and respect the hard work and union rights of postal workers who move the mail.

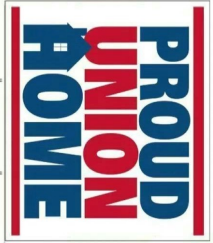
As the country celebrates the 250th Anniversary of the founding of the Post Office this coming July, postal workers and the APWU remain committed to strong and expanded public postal services, defending the Universal Service Obligation, improving service and staffing, and defending the rights and livelihoods of postal workers.

The Postal Service is at a crossroads. The APWU stands ready to fight for a Postal Service that becomes financially sustainable by improving and expanding service, continuing to serve every address six and seven days a week, winning a greater share of the growing package market, valuing its employees, and ensuring the Post Office is a place where dedicated public servants can earn a decent living and retire in dignity.

Friday, 7:00 am
May 30, 2025

2025 GMM Meetings

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



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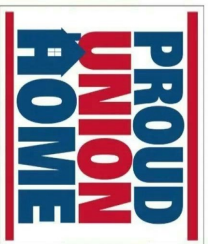




Monday, 6:00 pm
January 27, 2025

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What is FICA?



Securing today
and tomorrow



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

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

How much is coming out of my check?



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

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

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



An estimated 180 million workers are covered under Social Security.

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

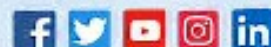


Think about FICA like this...

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

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

SSA.gov



Social Security Administration | Publication No. 05-10287 | May 2005 (Recycle prior editions) | Produced at U.S. taxpayer expense



Dr. Jonathan Saigh

Happy New Year everyone,

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

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

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

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

1. Incomplete or Missing Documentation

Reason: OWCP requires specific forms (like CA-1 or CA-2) and supporting documentation to open a claim. In the last 10 years of doing OWCP work we have found that probably 90% of all claims are denied due to lack of or insuffi-

cient causal relationship i.e. explaining exactly what work duties caused your injuries.

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

2. Incorrect Information

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

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

3. Employer Delay

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

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

4. Claim Under Review

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

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

OWCP Claims

Advanced Care Specialists

5. Missing Medical Evidence

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

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

6. Claim Denial

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

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

7. Administrative Delays

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

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

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

Stay Well,

Advanced Care Specialists

EAP Employee Assistance Program

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

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

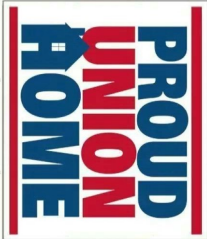
**Consider cutting out this wallet-sized card
and keeping it on you just in case you need it.**



Wednesday, 7:00 pm
March 27, 2024

2024 GMM Meet-

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



Deliver To:



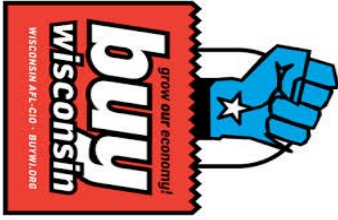
Milwaukee Area Local 3



Proudly representing postal workers for over 100 years

APWUMILWAUKEE.ORG

Time Dated



HI-LITES STAFF

John Miceli _____ Editor
Sandy Miceli _____ Associate Editor

GENERAL OFFICERS

Glenn Griggs _____ President
Chris Czubakowski _____ Local Business Agent
Larry Brown jr _____ Vice President
John Miceli _____ Treasurer
Pam Walker _____ Recording Secretary
Leonard Grant _____ Dir., North Sectional
Trent Canady _____ Dir., South Sectional
Marvin Rivera _____ Dir., West Sectional

CRAFT OFFICERS

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

January General Membership Meeting

Nominations / Election Committee Announcement

January 22, 2021 - Friday at 7:00am

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

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



Dr. Jonathan Saigh

Injured On The Holidays?

Advanced Care Specialists



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

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

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

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

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

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

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

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

Advanced Care Specialists – DOL Experts



Graduating Class Of 2019



Lauryn graduated with high honors from Carmen High School.

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

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

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



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2019 Milwaukee Area Local Scholarship Winners

CONGRATULATIONS

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



GOOD LUCK !



Pam Walker
Recording Secretary

Greetings Brother and Sisters,

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

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

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

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

Please contact the APWU Union Hall with any questions.

Attention Retirees

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



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

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

Name _____

Address _____

City _____ State _____ Zip _____

I need a APWU membership card ☐

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

LABOR'S LADEL



RECIPES

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