



The Hi-Lites



The official publication of Milwaukee, WI Area Local APWU, AFL-CIO
(Proud Postal Press Association National Awards Winner)



MAY 2026

VOLUME 48 ISSUE 3

APWU Launches Television Ads Promoting Mail-in Voting

The integrity of Georgia elections has been questioned by President Donald Trump and others since 2020. Now the postal workers' union wants to restore voter confidence in voting by mail via the airwaves. The American Postal Workers Union will begin airing television ads starting this week to promote casting your ballot via mail. Georgia APWU President Charles Broughton said he wants to have an impact on voters.

"As a result of the ads, we want to ensure that the right to vote by mail is not infringed on," he said. "Nobody gets cut out because they voted by mail. That's our priority." The union commissioned North Star Opinion Research to do a national survey of voters' views on mail-in ballots. It found out of around 1,053 respondents, 62% were confident in the U.S. Postal Service's ability to get ballots where they needed to go.

Charles Broughton is president of the Georgia APWU. He said there's already a lot of people voting by mail in Georgia. "College students, senior citizens, firemen, flight attendants and members of the military," Broughton said. "There's all kinds of jobs that affect voting by mail, where they can't get from their regular job to just go in to the poll."

**May 8 is the deadline to request an
absentee ballot for the primary election.**

Milwaukee Wisconsin Area Local

Big Bend	Brookfield	Burlington	Butler	Cedarburg	Cudahy	Darien
Delafield	Delavan	East Troy	Elkhorn	Elm Grove	Franklin	Fredonia
Germantown	Grafton	Greendale	Hales Corners	Hartford	Hartland	
Jackson	Kewaskum	Lomira	Milwaukee	Menomonee Falls	Mequon-Thiensville	
Muskego	Mukwonago	New Berlin	Oak Creek	Oconomowoc	Oakfield	
Okauchee	Pewaukee	Plymouth	Port Washington	Salem	Slinger	S. Milwaukee
Sussex	Wales	Walworth	Waterford	Watertown	Waukesha	Whitewater



**Glenn Griggs
President**

HELLO EVERYONE !

As we sound the alarm to let everyone know that postal workers are just as angry as our customers about mail delays and the long lines you experience at your local post office.

For years, postal workers have been pulling off miracles to keep the mail moving and to serve our customers. We deserve a job where we can show up, safely do our work, and clock out knowing that we've contributed to the public good. But a vicious cycle of plant consolidations, short staffing and a toxic workplace culture is hurting postal workers, post offices and the communities we serve.

This damage has reached a crisis-point and enough is enough!!!! That is why, today, and everyday "We Will Not Be Silenced" as we call upon the public's support in demanding better service and more postal workers.

Service delays are widespread and worsening. This is due to plant consolidations that are part of postmaster general 10 year "Delivering for America" plan.

This plan to "modernize" the Postal Service consists of condensing it. He

We Will Not Be Silenced

"...with your participation we are willing and ready to fight."

has pushed to consolidate mail processing plants into fewer, bigger, more automated ones — this has led to the dismantling and disruption of our delivery network.

This is why it now takes a week or longer to receive Grandma's birthday card when you used to get it in one to two days. This is why your packages, bills and medicines are being sent to three different states, thousands of miles away and aren't delivered for weeks.

Before the Postmaster General hit job, Postal workers used to deliver your mail on time more than 93% of the time. Yet, USPS failed to meet its own national standards by delivering only 72.5% of its three-to-five-day letters on time, a 13.7% decrease. Sadly, our own Wisconsin District is getting worse and worse with the current postmaster general plan, and the management officials we currently have here in Milwaukee/Oak Creek. Only 70.5% of your two-day letters are being delivered on time.

Our communities depend on the "prompt, reliable, and efficient" service as required by law and postal workers are committed to provide an essential service to our communities.

Yet, while our competitors speed up, the postal service plans has slowed us down. Now you have to ask yourself... why would a leader

of the People's Post Office undermine his mandate and who benefits from those actions because it surely is not the public that we serve.

Well... David Steiner knows that in order to carve up the postal service for his buddies on Wall Street he must first degrade our service, drive customers away and sour public opinion. Thus, it's not surprising that his sabotage has resulted in customers fleeing to competitors like Amazon, UPS and FedEx and that our favorable public opinion has dropped from 91% to 72%. This is called "starving the beast before you kill it."

For Steiner the new postmaster general to continue DeJoy's plan to obstruct our service under the Trojan Horse of "reform" has also led to thousands of unnecessary and reckless job reductions in plants and post offices across the nation. And guess what? Short staffing causes delays, long lines and shorter post office hours for our customers. The public deserves better than this! Post offices need to be open and the mail needs to be delivered on time! And there is an institutional problem that effects staffing that is finally being exposed...

Postal workers, especially new hires, at the USPS are often treated poorly and harassed by abusive supervisors and managers who frequently fail to provide them with proper training.

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These actions have led to one highest employee turnover rates in the United States.

A recent audit report from the USPS OIG on turnover of "non career" workers found that these workers had a turnover rate of 58.9 percent, an increase from an already unacceptable rate of 38.5 percent. The main reasons for this turnover cited in the OIG report were a lack of dignity and respect from supervisors and too many hours on the job.

The OIG is correct in their findings as I can personally attest that USPS management is riddled with "serial abusers" who have bullied and harassed our members year after year with impunity and zero accountability. It is simply incomprehensible how some of these managers and supervisors are allowed to supervise employees, much less be gainfully employed.

I also cannot begin to tell you how many postmasters and managers I have spoken to in the last several years who oppose these job reductions because they know that their offices are grossly understaffed but they are helpless to provide adequate service because they must follow orders from headquarters. Where is the accountability?

The union is deeply disturbed by the declining service that Americans are experiencing. Management ought to share that concern and immediately consider the union's proposals to fix the service problems, including the need for proper staffing, and for congress to increase the agency's borrowing authority from 15 billion to 35-40 billion. The borrowing authority has not been increased in decades, and does not meet current rates of inflation, nor does it meet the fiscal needs of one of the largest federal agencies according to a letter that was signed by all four union national presidents.

Instead of making cuts we should be growing the People's Post Office by investing more in workers and providing additional services the American people deserve.

Declining service jeopardizes our bond with the people of the country, drives away needed revenue and opens the gates for those who want to privatize the Postal Service. The end result of privatization will be an increase in mailing costs, especially for those in rural areas.

The People's Post Office is a National Treasure that provides universal and affordable service to all. It must be saved at all costs. Please join us and fighting everyday to make sure the People's Post Office is around for many more years to come. You can log on to our national website apwu.org, or our local website apwumilwaukee.org to find out what you can do to help maintain our livelihoods.

Thank you for all you do, and thank you for being such dedicated union members!!!





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!!!"*

Using the following reasoning.

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/ monthly 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

$\$78,000 \times 1\% \times 40 \text{ years} = \$31,200$ or \$2,600 per month

In order to buy back your military time you must call USPS Shared Ser-

vices Center at 1-877-477-3273 (Option 5) and tell the representatives 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. 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* (undeleted 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 'undeleted' Copy at <http://www.vetrecs.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) 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 buy back.

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



Military Buyback 101

"social media and even our news, increasingly doesn't just reflect reality."



Crystal Mack
Automation Director

I am honored to step into the role of Director of Automation for the American Postal Workers Union. This opportunity represents not only a personal milestone, but a continued commitment to advocating for the hardworking employees who keep our operations running every day.

I would like to extend my sincere appreciation to Christopher Paige for his service and for stepping down in

a way that made this transition possible. His contributions have helped shape the path forward, and I am grateful for the opportunity to build upon that foundation.

I also want to thank the board members for placing their trust in me to take on this responsibility.

As I begin this role, my focus remains clear: to protect and strengthen employee rights, uphold the integrity of our Collective Bargaining Agreement, and ensure that management is held accountable when violations occur. Automation

continues to evolve within our workplaces, and with that evolution comes the responsibility to ensure it is implemented fairly, without undermining the rights, job security, or dignity of our members.

I am committed to being a strong, consistent voice for the workforce—addressing concerns, enforcing contractual protections, and working collaboratively to improve conditions for all.

Together, we will continue to stand firm, stay informed, and advocate for what is right.

Meet Your New Director

"Together we will continue to stand firm."



Kenni Liggan
Customer Service

Workers Memorial Day

Workers Memorial Day commemorates our sisters & brothers who we have lost or have been injured on the job. It marks the anniversary of the passing of the Occupational Safety and Health Administration. (OSHA) Act, 55 years ago on April 28, 1971.

We have asked APWU members to complete the safety checklist that was mailed to every member to recognize this day.

They are meant to bring our members together and highlight what we can do to hold management accountable for a safe workplace.

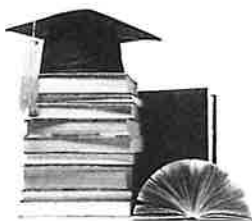
The labor movement marks Workers Memorial Day because more than 380 workers are killed across USA every day because of dangerous workers conditions.

We have a particular problem in the USPS. Though our contract guarantees us a safe workplace, too often, management breaks the contract and puts our safety at risk.

TALK IS CHEAP
SAFETY MATTERS.

AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR TWENTY FIFTH 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 **AUGUST 22, 2025** in order to be considered for an award.

The winners will be notified the week of **SEPTEMBER 19, 2025**.

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 _____

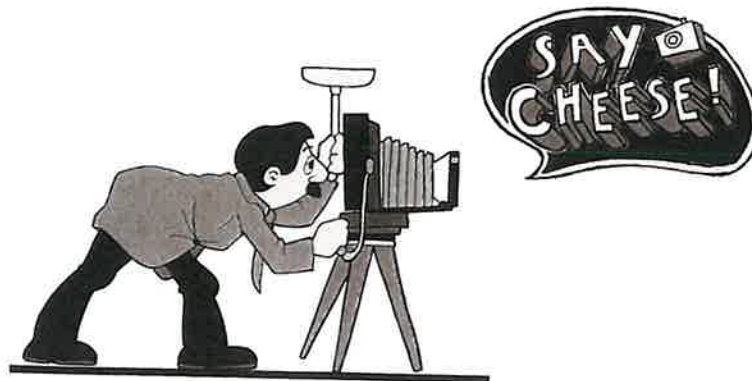
I will graduate from _____ High School, located in _____ (city)
in _____ (month and year).

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 _____

Graduation Day Is Right Around The Corner!



The Hi-Lites will feature graduates in our up-coming July 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 19, 2026

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~



John Miceli
Treasurer

(U.S. News & World Report)

Ways to cope with a market sell-off.

A stock market crash is inevitable. That's just the way things are. Markets go up and markets go down, as seen in the wake of the coronavirus outbreak. However, the worst thing you can do during a stock market crash is to panic and make emotional decisions that could lock in losses. If you set up your mindset to move forward during a stock market crash, you can avoid decisions that can wipe out your portfolio's value. Click through the slideshow for some ideas to help long-term investors resist emotions and stay the course.

Be prepared.

One of the best things you can do is be ready for the next downturn. Remind yourself that eventually there will be a stock market crash. This can help you mentally steel yourself when the sell-off actually comes.

Plus, you can also prepare by using something like a bucket strategy or some other mechanism that helps protect your portfolio – or at least a portion of it – during a downturn. That way, even if you do need cash during a downturn, you're already positioned for it, and the impact is a little bit smaller.

Tips To Stay Calm During A Stock Market Crash

"Fear clouds your judgment."

Review long-term trends.

Take a look at long-term trends. Sometimes investors get so caught up in the short term that they're not paying attention to what's been happening over the long term. Yes, it's scary to see volatility in the short term. In fact, it can be downright unnerving. However, if you look at long-term trends and remind yourself that, over the course of a decade or two the overall trend is higher, it can help you stay calm when things are down.

Remind yourself that a recovery is likely.

As you review the long-term trends, you'll see that recoveries are part of the deal. So, as a crash comes and as the stock market is losing, and as your portfolio value plummets, remind yourself that there will probably be a recovery. You don't want to sell at a bottom and lock in your losses. Instead, remind yourself that a recovery is probably on the way, and if you can hang on, you have a chance to reap the benefits.

Remember that you have a plan.

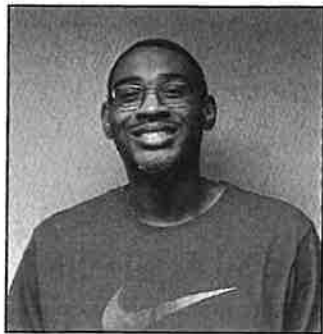
If you're struggling during a stock market crash, take a step back and remember your plan. Creating an investing plan can be one of the best ways to help you stay on track, even when things look bleak. Don't abandon your plan so quickly. Your

plan was solid when you made it and probably still is. This is especially true if you have an asset allocation strategy that takes into account your risk tolerance. Now is not the time to make decisions that undermine your plan.

Avoid decisions made in fear.

Fear clouds your judgment. The worst thing you can do is make a fast decision based on the fear of the moment. Remaining calm during a stock market crash takes a bit of self-awareness. Get in the practice of evaluating why you feel a certain way and recognizing your own feelings. This is something that takes time and energy to master, but it can be worthwhile. Even during good times, make it a point to recognize what you're feeling, identify the reasons behind it and then avoid making decisions. Any situation where you're in a highly emotionally state – no matter what that emotion is – can lead to poor decisions.





**Larry Brown jr
Vice President**

Vote Your Job II

“Why am I bringing this up?”

Part of my job, as Vice President of the Milwaukee APWU, is to perform legislative duties. I traded off with the Local LBA, Chris Czubakowski, because he is great when it comes to the legislative part of our job duties. I think I was better off working on the website.

I’m not a person that gets into, quote unquote, politics. It’s hard to tell someone that was raised in a household to think something other than what they were taught, so I tend to shy away from those conversations. I remember writing an article back in 2015 titled, Vote Your Job.

Having just become the Director of Automation, it was probably one of the first articles I had ever written for the Hi-Lites. I never thought I would have had to argue with so many people about a statement so simple. Vote your job. Especially, UNION people. So, here we go again. It’s 2026, and I’m about to write Part 2 of that article.

Every single time we get a Republican President, the Postal Service gets tampered with. The slow spiral that I believe started all of this, and this is just my opinion because I was there to see it firsthand, was the prefunding of our retirement benefits. A burden

that was placed on us by George W. Bush to pay for 75 years of retirement benefits within a 10-year time frame. A burden that if accomplished, would have made the road to privatization much easier. This act, the Postal Accountability and Enhancement Act, accounted for nearly all the services losses from 2013 to 2018 and was ultimately repealed in 2022 with the passage of the USPS fairness act.

Why am I bringing this up? Because people that work for the Postal Service still must be convinced that there is a party that wants to see their jobs, and ultimately their livelihood, disappear. It’s a reason you haven’t seen another, vote your job, article from me in over a decade. But something just happened that I don’t hear enough people talking about, so I will bring it to everyone’s attention.

The United States Supreme court; the MAGA majority supreme court, just started what some would call the race to the bottom, voting to basically allow the redistricting of congressional maps in Louisiana. In the Callais case, coming out of Louisiana, the decision is allowing states, primarily RED states to redo their maps in ways that dilute the voting power of Black, Hispanics and Asian Americans.

Basically, killing the Voting Rights Act of 1965. Why is this you ask?

Well, if you talk to Justice Alito, who wrote the majority decision in this case, he says we live in a post racial world. We don’t have racism anymore; it’s all gone since the 1960’s when the voting rights act was originally passed. I don’t think there is anyone in America that will sit in your face and tell you that racism is dead, so why a supreme court justice would so blatantly attempt to get this message across is ridiculous.

Now what we are going to see, between now and August, is states after states attempting to remap and remap and remap to squeeze out more republican seats before the midterms.

Initially, all Louisiana wanted was to give 1 more district to Black/Democratic voters. Currently, they have a 6-1 split between white to black voters/districts. Louisiana drew up new maps giving another primarily black district to the state making it 6-2.

When that new map came out, the Trump administration gets in, along with the speaker of the house who is also from Louisiana and starts putting pressure on Louisiana to oppose their own maps. Which they did.

Cracking and Packing

Justice Elena Kagan’s dissent focuses on how mapmakers can manipulate district boundaries without explicitly saying race is the goal.

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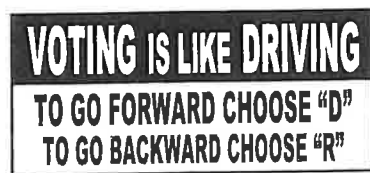
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- **Cracking:** Splitting a minority population across several districts so they never form a majority anywhere.
- **Packing:** Concentrating minority voters into one district so their influence is reduced everywhere else.

In her dissent, Justice Kagan wrote of a hypothetical congressional district in a hypothetical state. Let's say the district is a single county in the shape of a near perfect circle, sitting in the middle of a rectangular state. The state is one with a long history of racial discrimination. The population of the circle district is 90% black; the rest of the state is 90% white and voting has been polarized. Blacks vote for Democratic candidates and Whites vote Republican. The circle district enables the Black community to at least elect one representative of its choice. The state legislature then decides to eliminate the circle district, slicing it into 6 pie pieces and allocating 1 each to six new, still solidly white, districts.

That's called cracking. That's racial dilution in its most classic form. A minority community that is cohesive in its geography is split so that it loses all its electoral influence. That is what the Voting Rights Act made illegal, until today. The "broken circle" explanation illustrates how a geographically connected community can be sliced apart for political advantage while still appearing, on paper, to be technically compliant with all laws.

Justice Alito believes that we don't have racial discrimination in this country any longer. The country has changed dramatically since the Voting Rights Act of 1965. To act like racism is behind us is simply laughable. I encourage any of you to sit down with a friend of yours that is Black, or Asian, or Muslim, or Hispanic. Ask them to tell you some of their stories and then you tell me if racism still exists. I have a perfect story from trying to enter college, but I'll save that for another time. If you see me on the workroom floor, ask me about it.



What am I attempting to say in this article? Someone is attempting to steal this election. They see the unfavorable numbers and being pressured by Trump, as in Texas, as in Florida, and Tennessee, Republicans will move quickly to remap before the primaries to get an advantage before the seats are up for elections in the midterms. The midterms are important because the only way that you can get any checks and balances on this administration is if Democrats get control of the House of Representatives. Have you paid attention to how the Republicans have given up all their power? They are refusing to check this President at all, even when it comes to spending.

Guess what you're going to need come February, maybe sooner than that with gas prices reaching all time highs because of the illegal war that we currently engaged in on behalf of Israel, a vote to allow spending. Slated to run out of money early 2027, Postmaster General David Steiner asked congress for an increase in the USPS's borrowing limit with the treasury department to avoid running out of cash. You want bipartisan support such as in the USPS fairness act mentioned earlier in my article, or do you want the Post Office dissolved and sold off to the highest bidder, which has been the plan for Republicans for decades, while using we're broke as an excuse. Especially since they created the circumstances, we are currently in.

Dummy-Mandering

So, what can happen. The Democrats think this is happening now, where you attempt to stretch your electorate too thin. We know that Hispanic support for Trump has fallen since the ICE initiative that was rolled out and caused so much chaos across the country. You draw up maps based off who voted for the presidency. The "dummy-mandering" concept introduces political risk into hyper-aggressive redistricting, which we know will take place as it has already started. A party may map districts assuming current voting patterns remain stable, but things change. Younger voters who couldn't vote before can vote now. The suburbs may evolve politically and not just vote Republican as they tend to. Voter turnout could change for the party drawing the maps and then a map engineered for dominance can suddenly go the other way. Maybe people take to the ballot box to vote you out! That is the purpose of this article.

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Vote Your Job II...

(continued from page 12)

For a privileged person to say we are beyond racism and that there is no more needed protection to stop the dilution of minority votes in congressional districts is a lie used to shove their privileged policies down our throats. Need I say Epstein class! We get caught up in Black and White, and at the end of the day we need to think of rich and poor. Legislation was passed that gave a tax break to the ultra-rich with an average tax cut of over \$66,000 dollars a year. Some projections indicated even higher benefits for the top .1% exceeding \$300,000. Why would someone in the top .1% need a \$300,000 tax cut, while lower income families could see a tax increase in the later years. The tariffs are hurting us. The gas prices are hurting us, But I will still have to argue with someone, a union member, about where their vote should be going. Just as I did in 2015. *(A whole lot of people actually!)*

To everyone that I had to argue with, about simply voting for your job, I'm not here to say that you were wrong. I just want to redirect your attention to what's happening that you are turning a blind eye to. You have watched a party show blind loyalty to a person that disregards the constitution at every possible chance. One who's supreme court is responsible for overturning Roe v. Wade in 2022 and now a direct attack on the Voting Rights Act of 1965 with this decision in the Callais Case.

You have watched a party show blind loyalty to a person that attempted to overthrow an election, while labeling those that took part in that insurrection as victims. Every time you defend this person you normalize corruption. Your support continues to help him rip apart every rule of law that you claim you uphold. You don't get to just sit there and say I made a mistake with my vote, because you are watching in real time what your vote did. Is this what you expected your vote to be used for? The daily assault on everything that was considered normal in our society? You had a hand in building what we are going through as a country today because you continue to look the other way instead of calling out the _____ . You can fill in the blank with whatever you like. Go ahead, I'll wait.....

Someone said that redemption requires admission, and admission requires courage. So, if a Democratic President, let's just say Barack Obama they love saying his name so much, right? We love tearing up his Joint Comprehensive Plan of Action, better known as the Iran nuclear deal, only to be in a full out war over Iran and their enriching of uranium. So, let me say it again, if Barack Obama was doing the exact same thing as the man you voted for, would it be called making America great again, or a form of tyranny? Wanna hear something crazy? Project 2025 was already going around telling you exactly what DJT was trying to do, you voted for him anyway. DJT had 4 years already in which you saw what he was capable of, you voted for him anyway.

I would love nothing better than to see the dummy mandering play out in all places they are attempting to steal seats, but that requires people admit their mistake AND be willing to fix it. That requires people to stop pretending that their vote doesn't count and get up and get out and vote before your vote doesn't count for real. Again in 2026, America will have an opportunity to vote for their jobs, especially everyone that has already lost theirs. Be it government workers, or farms that have gone under. We will all be watching the results play out. Hopefully you will at least vote for a check and a balance, just this time. Even if you never plan on doing it again.

**V
o
t
e** **SOLIDARITY** **V
o
t
e**



Jim Arneson
Maintenance Director

With more and more Line H cases being settled at Step 3, I would like to go over a few things. One thing that I noticed with the Line H cases is that each year the times were getting closer to the estimated time. And few routes that were completed over the estimated time. Heck we have had an uptick in routes completed under the estimated time. All of these factors led to a decrease in the Line H penalty at the end of the Year. If you need to take more time on the route because of numerous factors, either put the time on the route or if Management is instructing you to put it on a work order make sure it is the one that is labeled, work not on the 4852.

From what I am understanding that is the only work order available. If they do not allow you to do either please contact a steward. Follow the instructions but make a copy of the EAWS sheet and write a statement for the Steward. If you do not have the equipment that is required for the route you cannot complete the route. The equipment and chemicals are to be used together because of the methods for cleaning require the use of microfiber cloths and mops. The chemicals on their own will not clean the surfaces enough. The same applies for the other divisions of Maintenance.

More Line H, Weingarten Decision

"...it is your responsibility to request a steward."

If you do not complete the entire route yourself then you need to put down a partial. Management is getting so desperate in their zeal for completion rates that they are closing out tasks in a route because someone put down a complete on their paperwork. Even after being told that they only completed the steps of their level.

Be careful with this as Management is actively disciplining employees that mark complete on the routes and then Management alleges that they did not. So please be accurate with your paperwork.

Now on to other things.

First, I have noticed that, Management is getting people used to having a steward already at the Investigative Interview. While that can be a good thing to insure that there is representation, it can also lead to people believing that, if a steward is not present that it is ok to answer Managements questions without a steward.

I would advise you that it is your responsibility to request a steward to be present for an interview. You do not want to go into a room with Management and start answering questions that could lead to discipline. Here are your right under the Weingarten Rights.

Under the Supreme Court's Weingarten decision,

the following rules apply to investigatory interviews.

- #1} The employee can request union representation before or at any time during the interview.
- #2} When an employee asks for representation, the employer must choose from among three options.
- #3} Grant the request and delay questioning until the union representative arrives
- #4} Deny the request and end the interview immediately...OR
- #5} Give the employee a choice of:
 - (a) having the interview without representation OR...
 - (b) by ending the interview

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

Actually I am amazed I got the spelling right from memory. One that I would like to point out is that anytime during the interview you can invoke these rights. So do not let Management tell you that you already said you didn't want one so you cannot have one. Ask and if they refuse, tell them that you are invoking your Weingarten rights and will cooperate with the investigation, but will not continue until a steward is present. Always request that a Steward be present. Another issue that has come up recently, is disagreements with a 3971 that management has given you. Remember that the 3971

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is the document of record when you are taking, or requesting leave. If you do not agree with what Management has filled out for you. Refuse to sign it and turn in your own slip. If Management refuses to sign it or disapproves it, immediately request a Union Steward. Once you have signed a 3971 it is very difficult to go back and refute that it what you wanted at the time. ***Lastly, Have a good and safe summer.***

EReassign – The Misconceptions Lamont Brooks

(This article first appeared in the May/June 2021 issue of the American Postal Worker magazine)

There still are misconceptions with the eReassign process in the field. The Clerk Craft MOU on filling residuals misleads employees to believe that they are bidding on a residual assignment. An application in eReassign is a request to transfer from one installation to another installation. The current contract requires to post the Clerk Craft residuals in eReassign based on the language and steps of the MOU. The MOU requires the conversion of our PSEs based on the transfer ratios of 1:4 and 1:6 depending of the size of the office. The ratios were reset on June 1 2020 in the Q&A signed April 8 2020.

Entering a Request

A transfer request is active for one year unless reached earlier. In larger installations a number of residuals can be posted each month. Some employees still believe that applying at midnight on the first of each month for a number of residuals will enhance their chance for a speedier transfer. The additional requests do nothing but clog the system. Applications can be extended for an additional year when you are within 90 days of the expiration date. If an application expires it cannot be reactivated or extended. The first live request should be controlling.

Location Location Location

When applying in eReassign be mindful of the area where you are requesting to reassign to. States like Florida Arizona California and Texas have long lists of pending applicants. Requests are considered in the order they are received. Once an applicant is approved and has accepted the reassignment a minimum of 30 days' notice to the losing installation should be provided. The time required to complete the transfer should not normally exceed 90 days.

Change of Craft Reassignments Requests within the Installation

The MOU on Filling Clerk Craft Residuals does permit employees from other crafts to request a reassignment to the Clerk Craft from within the installation per Paragraph 6(b). The Rural Carrier Craft is excluded from this opportunity based on the "Bridge MOU." The other eligible craft employees are not permitted to apply through regular eReassign. They are required to submit a written request to their installation head. The date of the request has to be verified by the District and then entered into the list of pending applicants in regular eReassign. These requests are then comingled by their acceptance date and will be considered in the order received. When you change crafts you assume the level and pay of the job for which you apply and are selected. Seniority between the different crafts is established by the craft articles in the Collective Bargaining Agreement (CBA). Accepted Clerk Craft reassignments begin a new period of seniority in the Clerk Craft. The Principles of Seniority found in Article 12.2 of the CBA do not provide any type of priority return to the Clerk Craft. Article 12.2.F provides only the seniority of an employee returning to the Clerk Craft within one year and nothing more.

What is my status?

There are two status categories in regular eReassign: "On Hold" and "In Review." "On Hold" is the designation when an eligible employee has submitted an application. You remain "On Hold" until something becomes available and you are reached on the list; then your status will change to "In Review." This question is asked all the time: "Why am I on hold?" It does not mean anything is holding; the process continues to move. The residual vacancies that are posted in regular eReassign are all posted for a 21-day period. Remember you are not bidding in eReassign – you are requesting a reassignment to another post office. Depending where you are on the list of pending applicants has bearing on what assignment you may end up with.

They're Coming For Our Voter Rolls: Millions Could Vanish Before Election Day

by Thom Hartmann

We have shocking news this week from CNN: Trump is preparing to illegally purge tens of millions of Democratic voters from voter rolls nationally, just in time for the election following the GOP's playbook, blatantly using phony, cooked numbers to justify eviscerating the Voting Rights.

"It's not the people who vote that count, it's the people who count the votes." Today's GOP version of that could be, "It's not the people who vote that count, it's how many people we can remove from the voting rolls that will decide the election." In this year's iteration, the Trump Department of Justice has demanded that all states turn over their voting rolls, complete with names, addresses, driver's license and social security numbers, voting history, and date of birth.

They're also requiring states to sign a "Memorandum of Understanding" that says the states will then purge from their voting rolls anybody who Republican partisans within the Trump administration. Once they've dug into the state's voter data find to be a "concern": It further states, "You agree therefore that within forty-five (45) days of receiving that notice from the Justice Department of any issues, insufficiencies, inadequacies, deficiencies, anomalies, or concerns, your state will clean its VRL/Data by removing ineligible voters..."

We've seen this movie before, but always in the past on the state level. BBC reporter Greg Palast told the world and our media largely ignored, was that in the months just before the 2000 election around 80,000 mostly-Black and Hispanic fully-legally-eligible but also mostly Democratic-voting Floridians were purged from that state's voting rolls. Thousands of Black and brown voters whose first and last names just happened to be the same as Texas felons; lots of Jose Garcias and James Browns. When those Florida voters showed up on election day, they were turned away and George W. Bush won the election by 537 votes after his father's corrupt SCOTUS appointee, Clarence Thomas, became the deciding vote, revealed the scam and given the 2000 election to Al Gore.

Sometime between now and the election the DOJ will present to these states the lists of voters they must purge, per the *Memorandum of Understanding*. And the 30 or so mostly Democratic-run states which are refusing are all in the crosshairs of a massive federal lawsuit trying to force them to comply. If around 4 million legal American citizen voters hadn't been purged from the rolls in the months leading up to the 2024 election, Kamala Harris would be president today and Democrats would control the House and perhaps even the Senate.

What's truly astonishing is how little attention is being paid to how Republicans are pre-rigging this fall's election, both by the DNC and our mainstream media. About 146 million Americans don't have a passport. Millions more do not readily have access to their birth certificates."

Most Americans aren't fans of tax cuts for billionaires, privatizing Medicare, giving Social Security to Wall Street, criminalizing abortion and birth control, student debt, hating on Black and queer people, ICE killings and concentration camps, and the GOP's war on unions and working people. So, the GOP does everything they can to make voting difficult or even impossible, particularly for people in heavily Democratic areas (which are usually college towns, big cities, and Black neighborhoods).

Knowing that working-class people are less likely to vote Republican than white upper-class suburbanites, Republicans also engineer polling situations so people paid by the hour will have to wait for hours in line to vote, losing out on income. Every year, we're treated to pictures and videos of hours-long lines to vote in Blue cities in Red states, while lines in white suburbs in those same states typically run fewer than 10 to 15 minutes.

MEETING NOTICE

Friday, 7:00 pm
May 29, 2026

Proud Postal Workers Union

The Hi-Lites

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

CHANGE SERVICE REQUESTED



2026 GMM Meetings



January 26 - 6pm
March 25 - 7pm
May 29 - 7am
July 20 - 6pm
September 23 - 7pm
November 20 - 7am

Time Dated



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