



**Paul McKenna
President**

In the September issue of the Hi-Lites, I talked about management informing us that they had plans to excess Clerk employees out of the Milwaukee Installation (The Main Plant, MMPA or the City Stations) and move them to other offices or crafts within a 50 mile radius of Milwaukee. Their original plan was to excess a total of 29 clerks. Since that announcement, management has now increased that number to 43.

The National Contract is very complex and strict on the language for excessing. I will try to give a very short and simple explanation how this process works.

So what does this potentially mean for the clerks in Milwaukee? It means that if management moves forward with their plans of excessing, there will be a lot of jobs lost and people being forced into new jobs both inside and outside of the Milwaukee Installation.

Step 1: Management must first determine which sections (FSM's, Automation, SPBS, Etc.) are supposedly overstaffed. This could be somewhere in the Plant or at the MMPA on any tour, or it could be the elimination of jobs at the city stations, or a combination of all of those. Once

Excessing- Here We Go Again

"I will try to give a very short and simple explanation how this process works."

management decides where the jobs cuts are going to be, there will be sectional excessing, which means jobs cuts in a particular section.

Step 2: Management Abolishes Positions and Excesses from a Section. As an example, management decides that T3 automation has 10 too many employees. Management then determines what jobs (by start time and off days) they want to abolish (eliminate) by starting with the junior employees in those jobs. Those employees would then be considered "unencumbered" (An unencumbered Clerk is someone without a bid assignment). Then the 10 most junior employees in that section would be excessed from that section and also be considered unencumbered. If the 10 junior employees excessed from the section are different than those that had their jobs abolished, those jobs would be posted for those that are left in the section to bid on (closed posting).

Step 3: The next step by contract would be to notify the 10 junior employees in the entire Milwaukee Installation that they are going to be excessed from the Milwaukee Installation. This means that those 10 junior employees would leave the Clerk Craft in the Milwaukee Installation and management would have to find a job for them within a 50 mile radius of their current installation. This could be a job in the Maintenance Craft, Mail Handler Craft or in the Carrier Craft. (*Per

Article 6 of the contract, an employee who is employed in the regular workforce as of July 8th, 2016 is protected from any involuntary lay-off. However, management has not notified the union of any plans to lay-off employees for lack of work).

Step 4: Once the employees have been identified to being excessed from the Installation, management will provide those employees with a list of jobs that are being withheld for them, at least 20 days prior to them being moved to the new job. These jobs will be awarded bases on seniority.

Step 5: Those junior employees are excessed and moved into their new positions.

Step 6: As jobs become vacant back in the Milwaukee Installation and its sections, employees will have retreat rights to come back to either the Clerk Craft or section, by seniority.

As you can see, the excessing is a long difficult process, and it's that way for a reason. The union doesn't want it easy so management can do it at the drop of a hat. During this process, not only does it disrupt the lives of those being excessed from the installation, but also the employees who have their jobs abolished. For those of you who have gone through it in the past, the thought of having it done again is frightening. The union assures everyone, that we will make

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sure that all of your contractual rights are followed and we will do everything in our power to make it as easy as possible.

For any of our members that may have the potential of being excessed, whether it's from a section or the installation, I would encourage you to attend our monthly union meetings to get the most updated information that we have. You may also contact me or any other union officer or steward for updated info.

The October union meeting was held on Friday, October 27th, and it was the first time since I have been President that we didn't have a quorum. By our Local Union Constitution, in order to have a union meeting, we have to have a minimum of 25 members in attendance to conduct a union meeting. At this union meeting, we had 24 members in attendance, of which 21 of them were officers or stewards. These meetings are for you, the members, to have your voices heard, to give feed back to the Executive Board on how you want your union to run, and how and what you want your dues to be spent.

We have tried to have meetings that are convenient for you to attend. We rotate the meetings to coincide with the end tours. We always have plenty of food and beverages to entice you even more. We offer an escalating "attendance drawing" that pays you if your name is drawn and you are in attendance at that meeting. If there are suggestions on what its going to take for members to attend your union meetings, we would like to hear them. Your Executive Board isn't elected to make all of the decisions of this local union, it's the members responsibility to let the Executive Board know how they want our union to run. Our next union meeting is on Monday, November 20th at 6pm. Attend the next meeting to let your concerns and voices be heard.

* * *

Runaway Inequality

The United States is among the richest countries in all of history. But if you're not a corporate or political elite, you'd never know it. In the world working people inhabit, our infrastructure is collapsing, our schools are laying off teachers, our drinking water is barely potable, our cities are facing bankruptcy, and our public and private pension funds are nearing collapse.

We – consumers, students, and homeowners – are loaded with crushing debt, but our real wages haven't risen since the 1970s. How can we be so rich and still have such poor services, so much debt and such stagnant incomes? The answer: runaway inequality – the ever-increasing gap in income and wealth between the super-rich and the rest of us.

Les Leopold's book "Runaway Inequality: An Activist's Guide to Economic Justice" explains how economic inequality developed, what it is doing to us - to our families and to our country, illustrating how virtually all the key issues we face, are ultimately connected to rising economic inequality.



RUNAWAY INEQUALITY

AN ACTIVIST'S GUIDE TO
ECONOMIC JUSTICE



Chris Czubakowski
North Sectional Director

The grifters and elites of both parties have failed us. Now more than ever, we need a political movement that will fight to take back our government from those who have corrupted and subverted it and make it into an instrument of the common good, not special interests. This is not an easy task. It requires a powerful, credible, and unified movement for economic justice be formed that will take back our democracy and level the playing field. I'm happy to report that our Union, at both the National and State level, has been working hard in 2017 to help achieve that goal.

OUR REVOLUTION - NATIONAL EFFORTS

In July 2016, APWU delegates at the National Convention in Orlando, FL adopted a formal resolution that stated, *"in addition to the traditional supporting of electoral candidates who are friends and allies of postal workers, the APWU will also pursue a strategy of advancing our core issues through referenda, initiatives and propositions at statewide and local level, study the viability of independent and third party politics, and explore the possibility of creating a new labor-based political party, or any other reasonable means of advancing the interest of labor in elec-*

Brothers & Sisters Let's Build A Movement

*"APWU members can help support OWR in all sorts of ways.
You can start by joining the organization "*

toral politics." Shortly thereafter, seven National Unions, including the APWU, unanimously decided to support "Our Revolution" - a national network created to continue the populist labor friendly movement that grew out of the Sanders' challenge in the Democratic primaries. These seven National Unions committed to assist "Our Revolution's" campaigns and continue to tap into Sanders' campaign base in order to gain support for collective bargaining, contract campaigns, and organizing.

The "Our Revolution" national representative for the APWU is Melissa Dimondstein. Melissa has stressed that APWU member involvement in "Our Revolution" will give postal workers the ability to influence this movement so that it place a significant focus on our issues. She also has stated that it gives our Union a golden opportunity to organize APWU members around other broad working class issues.

The Our Revolution Platform for Jobs and Economic Justice consists of ; high quality jobs for all, investing in a green economy, empowering workers, holding CEO's accountable, providing opportunity for all, guaranteeing women's economic equality, high quality public education from Pre-K to University, Medicare for All (universal health care), fairly taxing corporations and the wealthy, closing the Wall Street

casino, developing a fiscally responsible yet effective national security policy, advocating for a just and humane immigration policy, and rescuing our democracy from Big Money. A full summary of each specific platform item can be found at <https://ourrevolution.com/issues/>

It is important to note that most of these stand-alone issues poll extremely high among people of all political persuasions. As such isn't time that we, as workers, turn away from the divisiveness that has been intentionally sowed among us by the elites who control both major parties? Isn't it time that we, as workers, begin to finally seek common ground, unite and fight against the financial strip mining of our nation and its citizens? And finally, isn't it time that we, as workers, take our issues to the streets in order to find, develop and elect credible populists drawn from our own ranks to all levels of government? Brothers and Sisters, let's take a lead in defining the labor movement's role in non-partisan, issue driven, bottom-up politics. Brothers and Sisters...Lets Build A Movement!!!

OUR REVOLUTION - STATE INVOLVEMENT

The "Our Revolution" state organization is aptly named "Our Wisconsin Revolution" or OWR. OWR seeks to harness the power of organized people against the reckless and abusive

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power of organized money. The State organization was started by citizens from across the political spectrum that are tired of what's happening in this country and this state. In both, public life has been coarsened and corrupted by a swarm of greedy, rules-rigging, billionaire takers. But we believe both can be set right by organized citizen action. We want our local, state, and national governments to put people and the planet ahead of profits. Our vision is a government of, by, and for all of the people. After Wisconsin's future should be decided by the people and communities that make up this great state — not by corporations, outside money, and the politicians they have bought!

On June 23rd and 24th, 2017, over 200 Wisconsinites, representing over 4000 total members, converged on Stevens Point for the OWR Founding Convention to resoundingly affirm the aforementioned message. The highlights of the platform, which was approved overwhelmingly, include getting big money out of politics; restoring local control for city and county government; a living wage for working people; providing Improved Medicare for All; free public higher education; ending mass incarceration, transitioning to a clean energy economy; fair markets for family farmers; and protecting groundwater. The full platform can be viewed at <https://ourwisconsinrev.com/program/>

The best way to build an effective and energized movement is from the grassroots level. OWR gives citizen activists of 10 or more people an opportunity to form their own chapters. As such, it is heartening to see that activists with OWR are doing just that. There are currently 24 local chapters around the state. These chapters are located in Appleton, Baraboo, Beloit, Columbus, Eau Claire, Green Bay, Hudson, Janesville, Kenosha, La Crosse, Lilly Lake, Madison, Milwaukee, Minocqua, Neenah, New Richmond, Platteville, West Bend, Shawano, Sheboygan, Stevens Point, Superior, Verona, and Viroqua.

Chapters have clear goals and work-plans, with metrics on progress, in order to deliver political success. Another part, however, is offering members the range of activity needed to engage them —direct action (protest, voter registration, candidate endorsement, education, etc.) or support of different government actions; to public events like community town halls; to films series, speaker series, or reading groups and discussion circles — while keeping an eye on the prize of that success. And a final but very important part of the local chapter is to develop a culture of mutual respect, encouragement, fellowship, and even fun.

APWU members can help support OWR in all sorts of ways. You can start by joining the organization (**just go to the landing page at www.ourwisconsinrev.com and click the “Join” tab**). All it requires that you endorse our principles. Then look around the website and follow us on Facebook (“Our Wisconsin Revolution”) and see what interests you. You should definitely find a local chapter and try to get involved with it. (If you don't have a local chapter but want to start one, contact info@ourwisconsinrev.com).

Rev. Martin Luther King Jr. said, “The labor movement is the principal force necessary to transform workers' oppression and despair into hope and progress.” History is clear that union organizations have been instrumental in providing much needed institutional leadership in those efforts. As such, APWU WI has been working diligently to build OWR local chapters and will continue to provide information and support to any member looking to join or already involved in OWR. APWU WI also remains committed to participating in OWR public outreach events like “Fighting Bob Fest” where our Union is able to educate and ask the general public for their support of APWU legislative priorities.

On a personal note, I would like to thank APWU WI President Steve Lord, Milwaukee Area Local President Paul McKenna, Milwaukee Recording Secretary Karen White, Milwaukee Steward Trenton Canady, and Milwaukee Steward Kenni Liggan, for their continued support and dedication to our union's efforts to establish and build OWR. If you have any questions or need information regarding “Our Revolution” (national) “Our Wisconsin Revolution (state)” please contact me at 414-774-7278.

Sources:

<https://ourwisconsinrev.com>

<http://dollarsandsense.org/archives/2017/0917olneywilson.html>

<https://ourrevolution.com/>

Bi-partisan Corey Adams Searchlight Act Would Create “Green Alert” to Help Find Missing At-Risk Veterans

Madison, WI – Wisconsinites are familiar with Amber and Silver Alerts, which signal to law enforcement and members of the community that a child or elderly person has gone missing. If a bi-partisan group of legislators has their way, the state will add a third alert – a Green Alert – to help locate missing at-risk veterans.

Senator Patrick Testin (R-Stevens Point), Representative Joel Kleefisch (R-Oconomowoc), and Senator LaTonya Johnson (D-Milwaukee) have authored the Corey Adams Searchlight Act – named for a Milwaukee Air Force Veteran who passed away earlier this year after going missing for 18 days. “By creating the Green Alert, we are honoring Corey’s memory and working to prevent other tragedies,” said Senator Johnson. “Our veterans have sacrificed so much, yet they don’t always receive the support that they need to manage the challenges of service-related health conditions. This bill gives us the tools we need offer aid when a veteran goes missing.”

According to the U.S. Department of Veterans Affairs (VA), 20 veterans commit suicide each day. While veterans make up less than 9 percent of the U.S. population, they account for 19 percent of all suicides in America. “Veterans volunteer to make the ultimate sacrifice,” said Rep. Kleefisch. “We should do everything possible to make sure we take care of them when they are in need in any way.” “We’ve seen the success of the Amber and Silver Alerts,” added Sen. Testin. “This bill could help save lives, and I think we owe it to our veterans to pass this bill.”

This bill is supported by the Military Order of the Purple Heart and the VFW. It will circulate for co-sponsorship until Wednesday, October 11th, then be referred to committees in the Assembly and Senate.

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The Blue Fist

The Blue Fist battles corporate exploitation.

The Blue Fist fights for living wages.

The Blue Fist says, “Pass legislation to help the Middle Class.”

The Blue Fist stands up for all workers; Union and Non Union.

The Blue Fist pressures legislators to keep jobs in the state.

The Blue Fist demands the 1% pay their fair share.

The Blue Fist means solidarity.

The Blue Fist VOTES!!!





Jim Arneson
Maintenance Director

Things To Know & Do When Converted To Career Custodian

"There are time limits for signing up for these benefit plans."

Well, another fiscal year has come to a close. And with that another round of Line H grievances. I will be coming out to the stations and A.O.s to interview the custodians on what they do on a daily and weekly basis.

I find it amazing that most staffing packages only have the custodians mopping the lobby 3 days a week yet we all know that it has to be done daily and during the winter sometimes twice a day if not more. Management is restricted on how many hours they can use with the Line H hours (to what is in the staffing package) so the more tasks that you do (that are not in it) the more hours that are counted against them.

As for downtown and the annex; the work orders that the custodians fill out is the best documentation we have to find out what work is being done that is not in the staffing package. So again, if you do tasks that are

not on the routes get work orders. These are very important! I have seen the amount of work orders steadily going down during the last two years. This does not bode well in defending our jobs.

Changes to the Building Equipment side is coming.

Recently we lost a National Arbitration concerning the new MS-1. While the routes within the building have to be resubmitted to the Union for review, the work at station and branches is now under local control. Whether it is business as usual or not will fall under the FMO.

Another item that came out is that local management will have more control over frequencies and times for maintenance. While the postal service argued that this was needed because the local had the best idea of what was happening in their office and could actually need more hours. We all know that this will be controlled by area and required to be the lowest amount possible.

After all, there was a time when we used to have management that was

concerned with safety. As such, they would always staff the building with 2 qualified BEMs. Recently, however, they are saying we don't need that anymore as the supervisors are able to assist in emergencies.

Lastly, Elevated Work Platform safety is still an issue. Please make sure to read the manual that comes with the equipment and perform the checklist that is in it. If you are unable to complete the checklist or find problems with the equipment, notify your supervisor immediately, red tag the equipment and do not use it until it has been corrected.

I know a lot of you will say "But I have a job that needs to get done." I understand this but if you do get hurt the first thing they will look at, is if you did a pre check and if all the safety items are on the equipment.

If you didn't do it, then guess who will be at fault? That's right they will say it's "Your Fault".

Do not put yourself in that scenario. Follow the MMO's on elevated work platforms and perform the pre-checks to get the issues resolved.



While America may have had the most prosperous working class from World War II to 1980, it doesn't anymore. Today the U.S. is the most unequal country in the developed world. We have the most child poverty and homelessness. We have more people in prison than China and Russia. And Americans are less upwardly mobile than most Europeans. Our health care costs more, covers fewer people and produces worse outcomes. And we are nearly last among developed nations in energy efficiency and overall infrastructure. No question about it, the top 1 percent never had it so good. But the rest of us are losing sight of the American Dream as runaway inequality accelerates.



Karen White
Recording Secretary

These are some of the quotes, remarks, and comments made by Roosevelt Stewart, who is a National Executive Assistant and trainer for the Secretary Treasurer class...

- * Our job is to keep our members educated and motivated
- * Keeping our facilities open is a priority
- * We are not a service union
- * We cannot be effective as a union if we are not doing it collectively, as a union organization
- * Unions are not to operate as a service. Operating as a service means you pay me to provide a service like going to McDonalds-you pay to be provided a service and goods. But the union is not a service.
- * The union is an organization of workers fighting for living wages and a piece of the wealth they produce
- * Collectively we must build this organization for today, tomorrow and the future
- * At times many are only concerned with the now. And we forget there is a tomorrow, next week, next month, next year.

Quotes To Follow

"Collectively, we must build a stronger union."

- * We must collectively not neglect the younger work force, our new career co-workers- they are the future
- * Even though retirement is close or pending, we cannot forget those still working
- * We are, should be, and must be, working collectively, intermingled, to build a stronger union
- * We are organized to fight for our common defense and welfare. Together, we are an organized people and as an organized people, we gain power. With that power we gain the ability to increase our wages, benefits and common welfare. Separately we are defenseless.
- * We are an organized people with organized money, which equals strength and power and they are threatened.
- * Collectively, we must build a stronger union.

"We are tied together in a single garment of destiny, and whatever affects one, affects all indirectly"

Have a question what your seniority date is or what number you are r on the seniority list (either as a Career or PSE)?

Do you need basic information about advance sick leave and what

forms you need to apply?

Do you have questions about what to do if you are injured at work?

In a hurry? Need a copy of blank FMLA forms for yourself and/or family member?

Are you ready for retirement? Do you know who to call?.

Need to look at the current job posting and results?

Lastly, need an answer to the infamous question "When is the next meeting?"

These questions and much more can be answered by visiting our local website at <http://apwumilwaukee.org>

Under the resource and partner tab, you can find a wealth of information on such topics as retirement, What to do when injured at work, advanced sick leave, etc. The website is for all APWU members. It is available 24 hours a day, 7 days a week, and it is a valuable resource.

Visit the website today, I'm sure you will find something to peek your interest and learn something new in the process.

Runaway inequality undermines the practice of democracy. As the rich get richer and richer, it gets easier and easier for them to buy political favors. They can twist the media, elected officials, and government agencies to do their bidding. They vote with their money, which makes a mockery of our democratic "one vote, one person" creed. Evidence reveals elected officials rarely act on the agenda most Americans support. Instead they represent the wishes of the affluent.

RUNAWAY
INEQUALITY

**WRRD -Wisconsin Resistance Radio
- 1510 AM -**



Independent News Talk Radio

News Talk 1510 AM is in at its NEW studio located at 1224 E. Brady Street!

Milwaukee and Wisconsin's Only Independent News Talk Radio and 24/7 LIVE Streaming Station.

Owned and Operated by Mike Crute, Co-Host of the Nationally Syndicated Devil's Advocates Radio Show.

7:00-9:00AM

Milwaukee's own Earl Ingram Show

The Earl Ingram Show wakes Milwaukee up and gets it to work, with host Earl Ingram. Earl offers diverse guests and his unique take on political topics. Join Earl toll free at 844-967-2789.

9:00-11:00AM

414 Wisconsin

Join Bryan Kelly and Stu-Man the Newsman as they talk Milwaukee news and Wisconsin politics. Call in anytime 844-967-2789

11:00-2:00PM

Thom Hartmann Show

For the past two years in a row, Talkers Magazine names Thom Hartmann as the 10th most important talk show host in America, and the #1 most important progressive host, in their "Heavy Hundred" ranking.

3:00-6:00PM

Devil's Advocates Radio Show

They're irreverent, boisterous and often provocative - but they're always on top of the biggest stories of the day. Just remember with the Devil's Advocates, it's never personal... only politics. Your calls, never screened 844-967-2789
National 3-5 pm CT/Wisconsin Happy Hour 5-6 pm CT

6:00-9:00PM

Free Talk Live

What's on your mind? Unlike those right-wing or left-liberal extremist shows, Free Talk Live is talk radio that ANYONE can take control of. Yes, even you.

9:00-12:00AM

Devil's Advocates Radio Show (Replay)





Jeff Worden
Vice President

From Sept 31st to Oct 4th members of the Milwaukee Executive Board attended the APWU ALL CRAFT CONFERENCE. I participated in legislative classes regarding COPA!

I found out that only **3%** of APWU members contribute (through payroll deduction) to COPA (Committee On Political Action).

Furthermore, **2%** of APWU members (active and retired) that give to COPA by way of check, money order or credit card.

Why Don't You Contribute To COPA

"Just imagine if ALL APWU members gave just \$1.00 per pay period."

Fact is, that is only **5%** of ALL APWU members-active or retired that make regular contributions to COPA.

Let's face it...this must change. We are going to need our members (this includes retirees) to be more active in helping the APWU achieve its goals in stopping the union busting/postal busting groups that would like to shut us up and shut us down. The Union, however, can't do it alone! We need the help and backing of our members, their families and friends to **MAKE OUR VOICES HEARD**.

So, why not help to protect your job, benefits and retirement by donating to COPA? COPA is the best way for ALL postal workers to have their voice heard throughout

the upper echelons of government.

The NALC (National Association of Letter Carriers), Mail handler Union, Rural Carriers Union and even NAPS (National Association of Postal Supervisors) contribute monies to programs like COPA.

You can donate as little as \$1.00 per pay period. Just imagine if ALL APWU members gave just \$1.00 per pay period. The results would be phenomenal! You can make it so easy by giving to COPA through payroll deduction.

Let's face it, a dollar a pay period... not bad at all to help protect the benefits you have earned and will take into retirement. To contribute through Postal Ease just follow the instructions listed below.

1. Add your Social Security Number to this 8-digit COPA account number (29320001) in line 11 below. This 17-digit number (no hyphens) will enable the APWU to identify this contribution as having come from you.
2. Dial 1-877-477-3273 (1-877-4PS- EASE)
3. Press #1 for PostalEase.
4. When prompted, enter your employee identification number.
5. When prompted again, enter your USPS PIN number.
6. When prompted, choose option #2 (to select payroll allotments)
7. When prompted, choose option #1 (to select type of allotment)
8. When prompted, press #2 to continue
9. When prompted, press #3 to "add" the allotment
10. When prompted, add routing number: 054001220
11. When prompted, enter the COPA account number: 29320001, followed by your Social Security Number (no hyphens, 17 digits total). Press #1 if correct.
12. When prompted, press #1 for checking.
13. When prompted for the dollar amount of the allotment, enter \$ _____.00, your choice for a biweekly allotment. Press #1 if correct.
14. When prompted, press #1 to process. At this point you'll be provided with a confirmation number and the start date of the allotment. Record the confirmation number _____ and start date _____.
15. Press #1 to repeat, or press #9 to end the call.

NOTE: To obtain your PIN: Call PostalEase at 1-877-477-3273. Press #1 for PostalEase. When prompted, enter your Social Security Number. When prompted for your PIN, pause, then press #2. Your PIN will be mailed to your address of record the next business day.



Mark Krueger
Motor Vehicle Director

As we head into the holidays the #1 thing that is being stressed is "Scanning."

Management has no concerns about whether all the flat, parcel or DPS mail is delivered to a station timely. These delays in getting the mail out impacts and causes strain on all employees and overall moral as well.

It was little over a year ago the drivers in MVS started to scan their arrival and departure on their runs. We were told that there would be in

Scanning

"We were told that there would be in depth training sessions on the entire process..."

depth training sessions on the entire process...most importantly, employee input for how we could improve this new procedure. Well, since then there has been little to no training, we are just "flying by the seat of our pants".

Nothing has been done to educate us on software updates, changes and employee expectations. The majority of the drivers just muddle through it on a daily basis not knowing its effectiveness.

What matters the most to the managers is that you just hit your scans on time regardless if you have mail to deliver to your stations or not like the drivers experience on Tour One. This in turn causes delays at the stations in doing their set ups.

Ultimately, it just has a snowball effect resulting in mail not getting to the public on time.

As we go forward there needs to be a lot of improvements by management to work with employees and give them all the tools they need to get the job done. Not only see one side of the picture. There also needs to be more training to get all employees familiar with all of the features of the scanner.

Employees need to have input when issues caused by factors we have no control over. Traffic and inadequate staffing cause departure and arrival delays. This input would bring stress and frustration levels down, which in turn, would help improve employee performance and moral.

<http://apwumilwaukee.org/>



Make sure to visit the Milwaukee Area Local Homepage at <http://apwumilwaukee.org>. The website contains vast resources meant to assist members seeking information.

- Keep up to date on breaking news and contract (both local and national) information.
- View national and local contracts, seniority lists, bids and postings, back issues of the Hi-Lites, pay charts and job descriptions.
- Download FMLA forms, PS form 3971, PS form 3189 and other postal forms.

JOINT LETTER TO MEGAN BRENNAN, PMG/CEO

The postal unions have drawn a line in the sand and are standing united against Postmaster Brennan's Continuous "cost-saving" shortcuts-shortcuts that have greatly affected not only the bargaining-unit workforce but also mail processing, mail delivery, customer service and the reputation of the United States Postal Service.



June 21, 2017

As presidents of our respective unions representing over 250,000 hard-working postal employees, we are deeply disturbed by the wholesale and massive job cuts under way by your administration. The cutting of an already skeletal workforce will not only cause massive disruption to the workforce but will cause further degradation of postal services for the American people throughout the country.

We also note that your public commitment to abide by the respective Collective Bargaining Agreements as you address workforce complements is being violated because the ongoing job reversions and job abolishments are contrary to contractual obligations. The excessing impact statements – currently amounting to over 1500 events affecting over 15,000 employees and counting – are blatant violations of our CBAs in relation to advance notice, mandated information to the unions, meeting requirements, move dates, and residual vacancies. Using the information that the Postal Service has provided to the unions, there also is no way to determine if the required Article 12 provisions involving part-time flexible hours or PSE and MHA/Casual employment were considered or if the staffing is based upon all available work hours.

Our contracts further require that at the Area/Regional meeting a list of residual vacancies be provided to the union for each excessing event. At the current time, there are insufficient residual vacancies to accommodate the impact of thousands of bargaining unit employees. In fact, it would take a significant amount of time to gather that number of residual vacancies.

Without the residual vacancies, there is no excessing. That begs the question of why there is a demand to excess thousands of employees if there are no 'landing spots' for the excessed employees to be placed into. Based upon all of the above factors and concerns expressed above, the NPMHU and the APWU request that management consider and explore all other alternative options prior to the massive excessing plan currently proposed. Without change, these management actions essentially throw any good faith efforts and constructive relationships to the wind. At a time when the parties have been working together to craft, promote, and pass constructive postal reform legislation, we wonder why the Postal Service would choose to declare war on its unions and its employees. Rest assured that, absent correction, the APWU and the NPMHU will together resist these misguided actions and violations of your agreements with, and commitments to, our members.

We are both available early afternoon on Tuesday June 27th or late morning or early afternoon on Wednesday June 28th to further discuss these matters in person.

We await your response,
(Signed) Presidents Paul Hogrogian and Mark Dimondstein

No Pay or Benefit Cuts for Postal Employees in Federal Budget

APWU News 10-27-2017

On Thursday, Oct. 26, the House of Representatives voted to approve the Senate's budget resolution. With both chambers in agreement, there is now a budget which lays out limits for 2018 federal government spending. Tens of thousands of postal and federal workers called on their lawmakers over the last few months to reject any resolution paid for by hurting the livelihoods of dedicated civil servants. You called to oppose: moving the Postal Service "on budget," increasing employee pension contributions, ending the Social Security supplement and eliminating pensions for new hires.

None of these disastrous provisions were included in the final budget and we credit your activism and the collaboration with the Federal-Postal Coalition with their exclusion.

Still a Bad Deal for Working People

"While the APWU successfully defeated attacks on postal worker pay and retirement benefits make no mistake, this is not a good budget," said President Dimondstein. "It calls for slashing trillions from domestic spending, and it would use those funds to finance a huge tax cut primarily for the richest in this country. In total, the budget calls for \$1.5 trillion in cuts to Medicare and Medicaid."

Congressional leaders are expected to unveil their tax reform bill as early as Nov. 1. Potential tax reform proposals already circulating appear to heavily favor the rich. One example is eliminating the estate tax, which only benefits individuals with estates worth than \$5 million. Working people, on the other hand, could potentially see greater tax burdens due to proposals to tax workers' 401(k) retirement contributions and eliminating deductions for state and local taxes.

In an analysis last month of the tax reform package, the Urban Institute found 80 percent of the tax benefits would go to the richest 1 percent. As income inequality continues to worsen across America, any attempt to pay for tax cuts for the wealthy elite out of the pockets or health care of working people is immoral and the APWU stands opposed to this Robin Hood in reverse. "Lawmakers have proven time and again their appetite for balancing budgets and financing tax breaks for the rich on the backs of working families," said Legislative and Political Director Judy Beard. "We must remain vigilant and ready to fight back."

