



The Hi-Lites



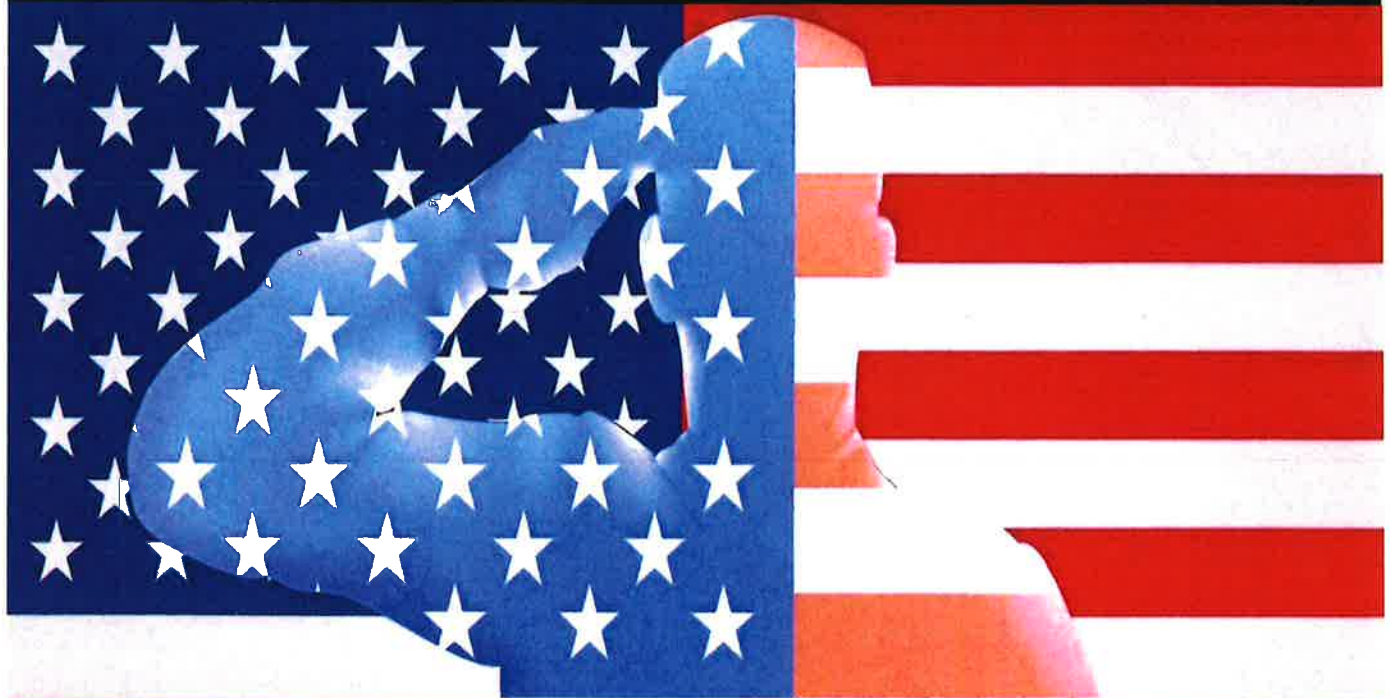
The official publication of Milwaukee, WI Area Local APWU, AFL-CIO

(Proud Postal Press Association National Awards Winner)



NOVEMBER 2019

Volume 41 Issue 8



Thank You For All You Do

Defending Our Flag...

The Red, White & Blue!

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



**Paul McKenna
President**

As most of you know, the National APWU has been in a bitter battle with the USPS over a new Labor Agreement. Our current contract expired over a year ago, and we have been in fighting for decent wages, working conditions and better benefits since then.

When the union wasn't able to negotiate a new contract with the USPS through negotiations, our only option was to go to Arbitration. For the past three or four months, our union leaders in Washington DC, has been presenting evidence to Arbitrator Stephen Goldberg. Arbitrator Goldberg has done many arbitrations involving disputes between the Postal Service and the APWU.

The last meetings scheduled for arbitration is in the middle of November. After both sides make their presentations, the Arbitrator is free to decide what ever he thinks is right. He can take the unions demands, or he can take the Postal Services demand, he can compromise and meet in the middle and give some to the union and some the service. He has the full authority to do whatever he wants. So, it really is a crap shoot! We won't know until his decision is written and handed to both parties, probably shortly into the new year.

Once we get our new National Contract back, the party isn't over. The work then begins for our local agree-

ment, known as our Local Memorandum of Understanding (LMOU). This contract is what governs local issues and policies. There are 22 issues that the National Agreements lets us negotiate on a Local Level in our LMOU.

Those 22 issues are covered and discussed in Article 30 of our National Agreement, and those issues are as follows;

1. Additional or longer wash-up periods.
2. The establishment of a regular work week of five days with either fixed or rotating days off.
3. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions.
4. Formulation of local leave program.
5. The duration of the choice vacation period(s).
6. The determination of the beginning day of an employee's vacation period.
7. Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days.
8. Whether jury duty and attendance at National or State Conventions shall be charged to the choice vacation period.
9. Determination of the maximum number of employees who shall

receive leave each week during the choice vacation period.

10. The issuance of official notices to each employee of the vacation schedule approved for such employee.

11. Determination of the date and means of notifying employees of the beginning of the new leave year.

12. The procedures for submission of applications for annual leave during other than the choice vacation period.

13. The method of selecting employees to work on a holiday.

14. Whether "Overtime Desired" lists in Article 8 shall be by section and/or tour.

15. The number of light duty assignments within each craft or occupational group to be reserved for temporary or permanent light duty assignment.

16. The method to be used in reserving light duty assignments so that no regularly assigned member of the regular work force will be adversely affected.

17. The identification of assignments that are to be considered light duty within each craft represented in the office.

18. The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section.

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19. The assignment of employee parking spaces.
20. The determination as to whether annual leave to attend Union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan.
21. Those other items which are subject to local negotiations as provided in the craft provisions of this Agreement.
22. Local implementation of this Agreement relating to seniority, reassignments and posting.

If either management or the union propose to negotiate anything outside of these 22 items, the other party can refuse to discuss that issue during negotiations. The Milwaukee LMOU, as well as all our offices that we represent have some of the best language for LMOUs in the country, and we should be proud of that.

If any member wants something changed in their LMOU, now is the time to submit those changes or idea. All you need to do is to put your idea in writing and send it or email it to any officer, and your idea will be discussed among the union leadership, and if it's an improvement to what we currently have, we will try to negotiate that into our new LMOU.

One thing we all must remember is it's called negotiations for a reason. Just because we ask for some change in negotiations, most of the time management won't hand it over with a smile. If that was the case, that would be called Christmas.

In most negotiations, if the union wants something, it comes with a price. Management will want something in return. At that point, both sides have to decide if what they are giving up is worth what they are getting. It's rare that one side comes out way ahead in the negotiations. There is a lot of give-and-take. We don't have a time frame yet on when we will be able to negotiate a new LMOU's.

(The Milwaukee APWU has forty-six (46) different LMOU's that we could negotiate)

The time frame is decided at the national level and is part of our national contract. Also, part of the national contract is how long we have to negotiate all of our LMOU's. The contract states that we have thirty (30) days to negotiate, and that thirty days will be within a sixty (60) day window, which hasn't been announced yet.

So, get your ideas in, time is running out. We don't have an issue of the Hi-Lites in December, so enjoy the up-coming holidays with family and friends and stay warm! I hope to see you all at our Annual 24 open house on Friday January 24th, 2020 starting at noon, and ending on Saturday January 25th, at Noon.

2019 Penalty Overtime Exclusion

10/10/19

As referenced in Article 8, of the APWU National Agreements.
Pay Period 25-19 Week 2 thru Pay Period 1-20 Week 1

(November 30, 2019 thru December 27, 2019)



Chris Czubakowski
Vice President

The Tone Is Set

(part #2)

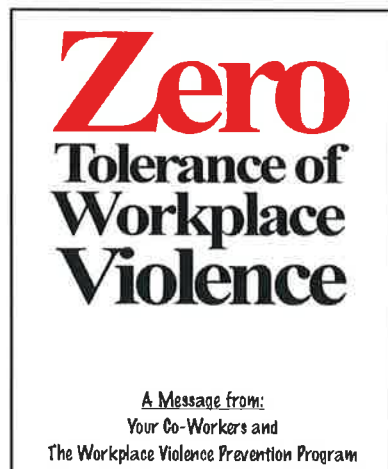
*Milwaukee Area Local
Workplace Environment Committee*



Glenn Griggs
Customer Service Dir

The National Agreement and USPS policies have established rules and regulations ad nauseum that govern workplace standards, safety, and employee conduct. Because the relationship between a supervisor and his/her employees is inherently unequal, an employee confronted with supervisor misconduct is unable to react as though this act came from an equal. Furthermore, it is important to note that managerial abuse can constitute a threat even if no direct threatening language is used. The threat can be carried out in the nature of the manager/employee relationship. For example, a supervisor can issue discipline, deny leave, shift runs, fail to do paperwork, etc. For these reasons, management must ALWAYS be held to a higher standard. Upper management within the Milwaukee P&DC habitually fails to investigate misconduct on behalf of managers/supervisor in a timely and thorough manner. Thus, they habitually fail to hold their managers and supervisors accountable for any misconduct. And why is it this way? Simply put, their inaction stems from a witting or unwitting misunderstanding of what constitutes violence in the workplace when the universally accepted standards of Zero Tolerance must be applied to one of their own.

Management's long time adherence to this double standard has enable problem managers/supervisors (***YOU KNOW WHO THEY ARE***) to believe that they can not only bully, harass and provoke employees but also get away with it without any stringent response.



An atmosphere where management uses intimidation and threats towards workers on an everyday basis is exactly the atmosphere the Zero Tolerance policy was issued to eliminate. And when the status quo of accepted misconduct erupts in an event between a supervisor and worker on the workroom floor, what does management do? They obfuscate with false equivalence, place the onus upon the employee that results in discipline up to and including removal. Perhaps under these conditions, management should consider renaming the Postal Service Zero Tolerance Policy the "*Work here at your own Risk*" Memorandum. Far too many supervisors are failing to abide by postal regulations and policies entrusted to them to enforce, but even worse, are acting in a manner in direct contravention of those same regulations and policies.

It is managements responsibility to ensure a safe working environment by setting the example by enforcing rules/regulations, but even more importantly not being the employees who are violating them. When they do, it is a clear dereliction of duty. After all, it is managements responsibility to ensure a safe working environment by not only setting the example and enforcing the rules but also most importantly not being the employees committing the violations of zero tolerance. Abusive supervisors violate the contract under Article 3, 14, and 19 which includes ELM regulations and the Zero Tolerance policy.

**STRATEGIES FOR
CREATING AND IMPLEMENTING
A ZERO-TOLERANCE WORKPLACE
VIOLENCE POLICY**

The Cost Of Arrogance

Reprint: *Six-Bits*, Salt Lake City Area Local #6
by: Russell Franklin, President

When you are employed by the US Postal Service, there are several sets of rules, regulations, and policies that must be followed to maintain your job, your position, your paycheck. These rules are enumerated in the ELM, in US Federal Code, in Official Postings on bulletin boards, and in the Collective Bargaining Agreements. Rules and regulations that are on Official Postings, in US Federal Code, and the ELM should apply to all employees, both Management, and craft. You do not have to work very long for the Postal Service, however, to realize that the consequences for violating these rules have two very separate and distinct outcomes. Let's say for example, that a bargaining unit employee tells a member of Management, or even another bargaining unit employee to go jump off a (*#@^)-ing cliff. That craft employee is sent home to "cool off", invited back for a Management Investigation, and then is told that they are "removed" or at the very least given discipline that demands additional time off without pay. On the other hand, a Management employee can gather an entire group of craft employees together, and angrily berate them, or arbitrarily change a set of rules for that office, or Tour, or pay location, without regard for the effect that the insult or the burden that the arbitrary rule change will have on those who report to that "manager". Some employees will get mad, and ask for Union time, some will just be upset, and some will let it ruin the rest of their night. The differences in consequences for those two scenarios are stark. In the first, the offending employee is dealt with severely. There is loss of pay, or time at work, and worry that you might not be invited back to work.

In the second scenario, it is not the offending "manager" that must "cool off". It is the entirety of the pay location, Tour or office that now has the burden of the offense. The manager is not sent home. The manager is most often not investigated by someone of authority, nor is the offending manager subjected to a "no pay" status due to the unlikely event that a disciplinary letter is issued. The effect on the work place is chilling. The very notion of that sort of inequality can deflate a craft employees pride in his place of employment. The message is that a member of Management has little or no consequences for violations of the same rules, regulations, and policies that can have severe effects for the craft employee. If there are consequences for Management, craft employees are seldom allowed any knowledge of the corrective action taken.

Craft employees who have suspensions or discipline will have to live with that action "on file" for months, or years. Managers who have grievances, or EEO complaints filed against them will remain in the work place to have direct authority over those who feel aggrieved or offended by the managers actions. Craft employees who have cost the USPS any monetary harm will be asked to repay the debt. Managers who are the subject of multiple costly grievances or EEO complaints are never charged with repaying the debt that their actions have cost the USPS. Again, the effect on the workforce is demoralizing.

Now, here we go again, with clearly defined rules for shop stewards being violated. Management, in one facility, with just one of the two Unions, on two of the three Tours, is trying to complicate, reduce, restrict, document, and impede the rights of APWU stewards to do their duties free from harassment and "micro-management". We have tried to mitigate the damage to the USPS, and our stewards, at the lowest, and next highest level, only to find that more restrictions have been added to these busy stewards duties. I have confidence that we will win or "settle" this fight as well, but at what cost? The cost of Managerial arrogance is high indeed. It won't get any better until these supervisors and managers are held accountable for their misdeeds. The real question is, can the Postal Service survive the indefensible actions of those who are running it? The solution is seemingly simple. Treat your employees as valued members of a family, because they are. Give our customers the local "service" that the name United States Postal Service implies.

Finally, restrain, discipline, or just get rid of, members of Management that refuse to follow the same rules that we are held to, including those outlined the Collective Bargaining Agreement that we negotiated with the Postal Service.

Thank You For Your Membership!

Installation Of National Officers Brings Message Of Unity

APWU News 11/2/19

On Thursday, Oct. 31 the APWU conducted the installation of the newly elected national officers with a message of unity and determination to fight for the future of postal workers and working people everywhere. The night's theme was "Moving Forward Together" and the ceremony was presided over by APWU Secretary Treasurer Elizabeth "Liz" Powell.

The guest of honor at the ceremony was AFL-CIO Executive Vice President Tefere Gebre who administered the oath of office.

After an introduction by Executive Vice-President Debby Szeredy, Gebre addressed the gathering, praising the work of APWU's officers and leadership, "Your union, led by your president, Mark Dimondstein, has been a leader in our movement with the creation of a A Grand Alliance to Save our Public Postal Service, the successful fight to Stop Staples, the campaign to expand the role of the Postal Service, including vote by mail and postal banking -- Fighting to defend the common good, public services and public sector unionism."

He spoke of the fight during the tough times we face, with working people experiencing cruel and unnecessary hardships with low wages, unsafe workplaces, voter suppression, families ripped apart and refugees turned away.

But he expressed his hope in the face of this adversity:

"...Hope in each of you...serving your communities. Hope in striking teachers. Hope in the 60 million Americans who would join a union today if they could. Hope of a brighter day," he said. APWU President Mark Dimondstein gave the keynote speech, congratulating all who were elected and thanking the outgoing officers for their contributions and dedication to the APWU and postal workers. With the union election over he pointed out that, "Now principled unity is key, as we battle corporate greed, Wall Street privatizers, a hostile political environment, and those in management who are undermining the Postal Service."

After summarizing our substantial progress over the last six years, Dimondstein raised, "But we cannot rest. We are working, living and struggling when there is an all-out war on workers, our families, communities and our organizations. It is Them vs Us, Wall St. vs. Main St., Capital vs. Labor," he said.

He set out some of the priorities for the coming years: "We will complete the ongoing interest arbitration for a new and good union contract... We will bolster our efforts for new opportunities for postal services, revenue and jobs, including expanding financial services and vote by mail....We will advance the ongoing efforts to gain postal legislation that strengthens the public Postal Service."

"A new broad union education program is already in the works," he said and advocated that, "Our Stand Up for Safe Jobs campaign needs deeper roots among the members. And together we must find ways to improve staffing of facilities and address the ever-increasing hostile work environments."

Most importantly, Dimondstein raised, "The paramount job security battle of our time is to ensure the public Postal Service remains just that. Our jobs, our union and the people's democratic right enshrined in the Constitution depend on our determination and success. Since the White House plans for full-blown postal privatization emerged, the APWU has mobilized all hands-on deck. With a soon to be new Postmaster General chosen by the Trump-controlled Postal Board of Governors, this critical battle will greatly intensify."



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He encouraged members to, "...attend meetings, join committees, write articles, stand up for safe jobs, sign up non-members, wear union gear with pride, welcome young workers, lobby politicians, fight for postal banking, stand in solidarity with all workers, speak up and defend the public post office."

He ended with the call to action, "...We must carry on the crusade to save the public Postal Service and our collective bargaining rights and to take on corporate Wall Street power with more workers' power! Let's continue to stand up and fight back, hand in hand with each other, all crafts, active, retiree and auxiliary members, postal and other unions, community allies and the people who support the public post office and trust postal workers."

Dimondstein Re-Elected National President

APWU News 10/8/19

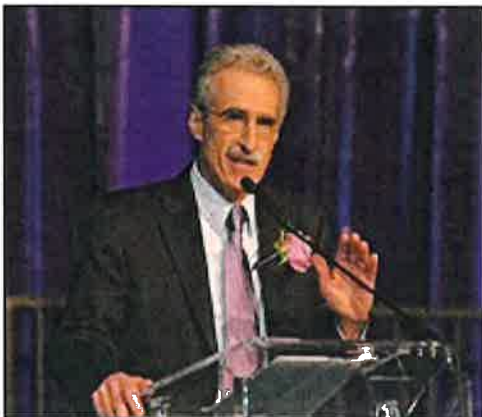
APWU President Mark Dimondstein was elected to a third term on Oct. 8. Also re-elected were Executive Vice President Debby Szeredy, Secretary-Treasurer Elizabeth Powell, Industrial Relations Director Vance Zimmerman, Legislative and Political Director Judy Beard, Organization Director Anna Smith, Research and Education Director Joyce B. Robinson, Human Relations Director Sue Carney, Retirees Department Director Nancy Olumekor and Maintenance Craft Director Idowu Balogun.

Lamont A. Brooks will become the new Clerk Craft Director. MVS Craft Director Michael O. Foster and Support Services Director Stephen R. Brooks were elected unopposed.

Sam Lisenbe was elected and Lynn Pallas-Barber reelected as Assistant Directors for the Clerk Division. Jimmie Waldon and Terry Martinez won their respective Assistant Director elections in the Maintenance Division. Javier Piñeres was reelected as Assistant Director for MVS Division and Sarah Jane Rodriguez was elected Health Plan Director. Sharyn M. Stone (Central Region), AJ Jones (Eastern Region), Tiffany Foster (Northeast Region), Kenneth Beasley (Southern Region) and Omar Gonzalez (Western Region) were elected regional coordinators.

The official results of the APWU Election of National Officers have been tabulated and were certified by the American Arbitration Association on Oct. 16. A summary will be published in the November-December issue of *The American Postal Worker*. The posted results have been separated by local. Uncontested offices are not shown in the web posting, but will be listed in the magazine.

"I am honored to be re-elected as the national president of the APWU by the members of our great union," President Dimondstein said.



"I greatly appreciate and am humbled by the continued support!" "Congratulations to all of the winning candidates," Dimondstein added.

"Now is the time for all leaders and members to come together as we use our collective voice to fight for a strong contract in interest arbitration and stand up for a vibrant public Postal Service."

October Sessions Of Interest Arbitration

APWU News/25/19

October Sessions of Interest Arbitration Include Financial Arguments, PSE Panel, & Support Services

This month the American Postal Workers Union and the United States Postal Service conducted two multi-day sessions of interest arbitration for a new collective bargaining agreement (CBA). The first was Oct. 10-11 and 15, and the second Oct. 21-23.

The primary focus of these sessions was wages, benefits, and the importance of the union contract to protect the skilled workers in the APWU bargaining unit from the low-wages and income inequality prevalent in the non-unionized private-sector. "The hearings are proceeding well in our quest to win a new and good union contract," said President Mark Dimondstein.

USPS SHOWS CONTEMPT FOR WORKERS

One of the Postal Service's key witnesses was USPS Chief Operating Officer David E. Williams. Williams testified about the need for more "flexibility." "Flexibility is a management code word for more non-career employees, less protections against lay-offs and subcontracting and undermining of seniority bidding rights for clearly defined preferred duty assignments," as President Dimondstein explained in his Oct. 18 video to APWU members.

On Monday, Oct. 21, a USPS management witness characterized postal clerks as under-skilled and over-paid. The USPS is trying to justify their demand to expand the two-tier workforce, push down wages and abolish cost of living adjustments (COLAs). Another management witness made similar arguments to reduce health care, paid leave and retirement benefits.

APWU FIGHTS BACK

The APWU was ready to set the record straight for the three-person Arbitration Board. Labor economists presented evidence refuting the Postal Service's financial arguments and showed the importance of the union contract in protecting workers against the wage disparities in the private-sector.

An APWU expert witness presented a detailed job analysis showing postal workers are highly skilled, with positions that require intensive training and expertise in order to be done efficiently and safely. Another showed a true wage and benefit comparison between APWU bargaining unit employees and other skilled, unionized workers.

On Tuesday, Oct. 15, Support Services Director Steve Brooks highlighted the workers in the craft who are protected by the USPS/APWU Collective Bargaining Agreement. In an earlier interest arbitration session, career panels spoke from Clerk Craft, Maintenance and MVS.

On Oct. 22, arbitrators heard from Postal Support Employees about scheduling issues, the work they do, and their pride in the postal mission. Clerk Craft Assistant Director (B) Lynn Pallas-Barber presented evidence supporting the union's proposals for guaranteed hours for PTFs, and more advanced scheduling for PSEs, with a clearer, faster conversion process.

NEXT SESSION SCHEDULED IN NOVEMBER

"We are presenting a strong case to the panel—but we're not done yet," said Industrial Relations Director Vance Zimmerman. "We are working hard to prepare for the next arbitration sessions to not only finish our primary case, but to continue our rebuttal against the attacks the Postal Service has levied against us." The next interest arbitration session is currently scheduled for Nov. 13-15. The APWU encourages members to continue wearing Good Contract NOW! stickers and wristbands to show management across the country that we are united. If you need more, email nccc@apwu.org.

Catching Up With APWU Young Leaders

APWU News 11/1/19

At the All-Craft Conference, the *American Postal Worker* sat down and spoke with a few young APWU leaders about why they decided to get involved in their local. Many shared the same sentiment – they saw things on the workroom floor they did not like and decided to take action.

“As a PSE, I worked 12-hour days, all the time,” recalled Lisa Dunbar, 29, acting president of the North Platte Local and state representative for the Nebraska Postal Workers Union. “I also saw what the workplace was like... We have safety issues.”

Ashley Cargill, 34, who serves as Oklahoma Postal Workers Union President and clerk trustee and steward for the Oklahoma City Area Local, agreed. “Things were not getting resolved and I didn’t like it,” she said. “When you start, you don’t even know what the violations are.”

Chris Johnson, 32, Maintenance Craft Director of the Indianapolis Area Local, noted that in his office, “Everyone else serving as stewards and directors were on their way to retirement, so I stepped up to learn the ropes...I did it because I had to protect the workers.”

Importance of Union

Johnson’s great-grandfather was a letter carrier and his father a mail handler. He used to be a member of the International Brotherhood of Electrical Workers before joining the APWU five years ago. He noted a lot of them other young members he speaks with “do not fully grasp or understand what the union does and how it works. Even though I explain it to them, they just think it’s always going to be there.”

Denisha Dean, 28, is president of the Long Beach Area Local (CA). She said she saw the importance of being in a union at a young age when her mother was injured working at the post office. “Management lied to her, but the union helped her get back,” Dean recalled.

“Without the members, there is no union,” Cargill said. She noted that sometimes workers do not report an issue because they do not want to “cause a wave in their office.” However, if the worker does not report it, and the union does not enforce workplace standards and the contract, the protections will disappear. “It is important for us to be involved.”

Johnson stressed the importance of educating yourself, “If you don’t like what’s going on, you have to fix it,” he said. “You can’t sit on the sidelines and hope someone else does it for you.”

Dean noted that belonging to a union comes with opportunities for growth. “Health care, solidarity, education – I wouldn’t have any of that without the union,” she said, adding that she is an active member of Post Office Women for Equal Rights (POWER) and Coalition of Labor Union Women (CLUW). “The union has all these sub-branches to help you not only become a good worker and know your rights, but to become a better person, too.”

“If not for the union, we don’t have a future,” Dunbar said. “It’s our job to continue the legacy that’s left before us.”



All-Craft Conference: Postal Clerks Are “One Family Fighting Together For All!”

APWU News 10/31/19

On Wednesday October 30, the Clerk Craft held its General Session after days of in-depth training at the All-Craft Conference. During the training workshops, clerks received training on topics such as Lead Clerks, TACs, Large Office Issues, Retail and Small Office Issues (Function 4), PSE Issues and Discipline (Article 16). Much of the morning on October 30 was spent honoring several retiring Clerk Craft National Business Agents, welcoming newly-elected leaders, and setting the goals ahead. “The Clerk Craft provided a well-rounded selection of training to the delegates to take home and continue the fight. What happened in Vegas did not stay in Vegas,” said Assistant Director Lynn Pallas-Barber.

“I’m pleasantly surprised by the impressive turnout at the ACC this year,” said Assistant Director-elect Sam Lisenbe. “The classes have gone really well. The educational classes will really help out the members on the work room floor.”

The General Session had a theme of passing the torch and moving forward with strength and direction. “I’m proud of how the week has gone in the Clerk Craft division,” said Clerk Craft Director Clint Burelson. “I look forward to our members taking the lessons from this conference and bringing them back to the work room floor.”

At the General Session, several NBAs honored their outgoing brothers and sisters before a roll-call of newly elected NBAs and Regional Coordinators. In his report opening the session, Director Burelson illuminated the pay disparities that exist in the APWU and the appalling three-tiered system.

Assistant Clerk Craft Director and Director-elect Lamont Brooks detailed his plans for the future, asking the membership to hold him accountable. He also outlined his goals, including the elimination of three-tier wages; contract enforcement; addressing hostile and unsafe workplaces; weekly work hour guarantees for all clerks; improved communication with members; assisting and supporting clerk NBAs and Local Officers and Stewards; and improving Clerk Division National Officer visibility on the work room floor. “The meeting went excellent. I see a new, reinvigorated Clerk Craft division. We’re going to be more progressive and bold,” Brooks said. “One family fighting together for all!”

2020 Health Plan Open Season

Postal employees have from Monday, November 11th until Monday, December 9th to enroll or make any changes to their current USPS health, vision and dental plans for the 2020 calendar year. Please remember that this is a once a year event so make the desired changes during this timeframe.

- To enroll or make any changes to their current health plan, career employees can visit liteblue.usps.gov.
- To make changes to vision or dental insurance offered by the USPS all employees can visit benefeds.com.
- Meanwhile, PSEs who have at least 1 year in their current USPS assignment must fill out and fax or mail the necessary forms to enroll or make changes. The forms can be attained by contacting HRSSC at 1 877 477-3273.

You can always contact me at 414 273-7838 with any questions related to this subject.



Chris Czubakowski
Vice President

On Veterans Day every year, communities across the country hold parades and solemn remembrances of the men and women who served in the U.S. Military.

I'm a proud Desert Storm veteran, and while I deeply appreciate the thanks that come from the general public, I expect more than verbal accolades from our elected officials. When they are making their legislative decisions, they need to remember that once veterans leave military service, we need to be able to take care of ourselves and our families with good paying jobs that have good benefits and provide job security for our futures.

As I neared the end of my service time, I was naturally concerned about making a living, buying a house, a car, and taking care of my family after being discharged. My dad, a Korean War veteran and retired mail carrier, recommended the United States Postal Service (USPS) as a good place to start looking as it had hiring preferences for veterans. Thanks to being hired in 1996 as a postal clerk, I am fortunate enough to have a good union job with great benefits and can take care of my family. I made the right choice applying for a postal job as veterans' organizations routinely give the Postal Service top marks for employing over 100,000 veterans, making the Postal Service the second largest employer

Thank Veterans With More Than Just Words

"When you're thanking veterans for their service, let them know that you still also have their backs."

of veterans in the country. I thought my worries of employment were over. However, the Trump Administration is currently proposing to sell off the postal service to the highest bidder -to privatize it- based upon a House Office of Management and Budget report entitled, "Delivering Government Solutions in the 21st Century." Big corporations, backed by Wall Street investors, are interested in purchasing it to make a profit. This would end post office employment opportunities for generations of veterans.

The employees who work at the postal service are not the only ones who would be negatively impacted if this plan were enacted. Currently, a recent Pew Charitable Research poll indicated 88% of the population gives the Postal Service favorable marks. The Postal Service is enshrined in the U.S. Constitution itself. With its universal service mandate, the USPS delivers to an astonishing 157 million addresses six, and now sometimes seven, days a week. Post Offices are the anchor of so many communities. If the public Postal Service became a corporate entity, all this would go out the window. Thousands of neighborhood Post Offices would close, daily services would disappear on the altar of private profit and costs would skyrocket. Seniors and Veterans who often rely on the Postal Service for their medicines would suffer and rural America would be left to fend for themselves.

Those who promote the sale of the postal service always refer to its financial shortcomings. However,

the cause is often conveniently left out. In 2006, Congress passed a law to require the Postal Service to fund future retiree health benefits 75 years into the future. That alone costs the Postal Service \$5.5 billion a year. No other private company or government agency is required to do this. Without this premeditated and unfair drain on resources, the Postal Service would be on sound financial footing today. Most importantly, the Postal Service doesn't use a dime of taxpayer dollars. All of its expenses are covered from the sale of postage and other products.

When you're thanking veterans for their service, let them know that you still also have their backs. Tell them that you will contact your members of Congress to ask them to protect and defend the U.S. Postal Service by co-sponsoring H.Res. 33 and S.Res. 99. These resolutions express the sense that Congress should take all appropriate measures to ensure that the U.S. Postal Service remain an independent establishment of the Federal Government and is not subject to privatization. Show your appreciation to veterans' commitment of service to America by making sure the Postal Service remains in the hands of the people of this country.



Greg Becker
South Sectional Director

Hello Union members, Recently, I wrote an article/report about protecting our Duty Assignments so that we all have jobs to bid on, for PTF's to be promoted to full-time, or for PSE's to get converted to a career position. This article is how to protect the work which makes up our Duty assignments.

Each Duty Assignment has a position description which clarifies the duties or work to be performed while working in your Duty Assignment. Regardless, if you are a career full-time regular employee holding a duty assignment, a Part time flexible or a PSE working the duties of a duty assignment, we all have duties or work which need to be performed. Most work is given a craft assignment.

For the purpose of this Article, I will focus on the Clerk craft. In the Milwaukee Area Local, we are all a part of the Local APWU which represents the Maintenance, Motor Vehicle, and Clerk Crafts. Other Postal Unions are the Carrier, Mailhandler, and Rural Carrier Unions, etc. Each of these Unions and/or Crafts has work that is performed which is assigned to each Union and Craft.

All Unions challenge any work jurisdiction assignments by the USPS for new work that are not assigned to their Union/craft if a case can be made.

Protection: Clerk Craft Work

"It is the role of our Union and its members to protect its work..."

It is the role of our Union and its members to protect its work to the greatest extent of the contract. Each Clerk Craft Duty Assignment lists duties and responsibilities which make up the Position Description.

For example, a Sales and Service Associate (commonly known as a Window Clerk) is a Clerk Craft bargaining unit duty assignment. Management cannot perform this work unless at a Level 18 office. At a Level 18 office, management can only perform up to 15 hours per week of Clerk Craft work per the Goldberg Arbitration. At every other A. P. O. or after 15 hours of work per week at the Level 18 office, Management may be violating Article 1 Section 6 of the National Agreement in most instances when performing Clerk Craft bargaining unit work.

Always contact your Steward when you observe management (or other crafts) performing Clerk Craft duties and responsibilities. Never take managements' word for what is or is not a violation of the contract. That is a conflict of interest. Your Steward is obligated to represent your rights as a Clerk.

Another Duty Assignment at 'A. P. O.'s is a Distribution Clerk, usually a Sales, Service and Distribution Clerk. This position has duties and responsibilities which have been assigned to the Clerk Craft. If a Carrier craft bargaining unit employee is observed performing the duties and responsibilities of a Dis-

tribution Clerk, this could be a violation of Article 7, Section 2 of the National Agreement...a cross-craft assignment. Again, there are exceptions in the contract. Always contact your Steward if you observe other crafts (including A.P.W.U. Maintenance or Motor Vehicle) personnel performing Clerk Craft work.

Above are a few examples of how Clerk Craft work may be performed by management or other crafts in violation of the contract. Some work such as the delivery and pick-up of Express Mail has not been designated to a specific craft, but is bargaining-unit work. However, management is not prohibited from assigning available personnel as necessary, including non-bargaining unit (management) personnel, to meet Express Mail delivery commitments. There is a long-standing dispute resolution procedure called Regional Instruction (RI)-399 tasked with resolving any unresolved work jurisdiction disputes. Protecting the bargaining-unit work in the Duty Assignments is as important as protecting the Duty Assignments that require this work.

It is essential that we all help to protect our Craft work. When management or other Craft personnel perform our Clerk Craft bargaining unit work, we risk losing our Duty assignments to reversion or abolishment. If a Postmaster at a Level 18 Office exceeds 15 hours of work per week, this reduces work for PTF's. This has a direct impact on the PTF's wages and eventually on the craft as work hours are reduced. If Carriers are

(next page please)

(continued from previous page)

allowed or directed to perform Clerk Craft work, a FTR duty assignment may be reverted or abolished and/or PTF's or PSE's will lose hours of Clerk Craft work.

Notify me or your representative if management or other Crafts are "working the window", "doing" Passports, dispatch, "clearing" carriers, distribution, etc. We must all protect the Duties and Responsibilities which make up our bargaining-unit work. This work produces our wages and benefits and is the basis of how the Union protects our job/career in the U.S.P.S.

If you observe anyone in management or other Craft personnel performing Clerk Craft work, contact me (414-530-3449) or your Director.

For Our Future

Dear Union Members/Families/Retirees,

Want to help make change in Wisconsin?

Our allies at For Our Future are looking for **canvassers who have experience in the labor movement** to help us connect with former union members and pro-union households at the doors. They are extending their campaign **into December, 2019**.

If you or someone you know wants to help make change in Wisconsin (and get PAID while doing it) go to:

<https://www.paycomonline.net/v4/ats/web.php/jobs/ViewJobDetails>

Canvassers are paid and can canvass up to **30 hours per week**. Flexible scheduling is available seven days a week. This is a limited term position ending in December 2019.

For Our Future WI's offices are located in Madison and Milwaukee:



Madison Office
17 Applegate court, Madison, 53713
Phone - (262) 672-1800

Milwaukee Office
3427 W St Paul Ave, Milwaukee, WI 53208
Phone - (414) 982-2232



Jeff Worden
North Sectional Director

Let's face it; we have ALL worked hard to earn the pay and benefits we now enjoy! COPA will help us fight this battle.

I know your thinking that this sounds like an infomercial, but here is the truth: you really can protect your

JOB and BENEFITS by donating to a thing called COPA (Committee on Political Action)!

COPA is the best way for ALL postal workers to make sure that their voices are being heard in the upper echelons throughout the government.

Donations can be as small as \$1.00 per pay period. Just imagine if all APWU members gave \$1.00 per pay period. Our legislative results

would be phenomenal!

Donating is easy as one, two three... You can give to COPA via payroll deduction.

Let's face it; \$1.00 a pay period... not a bad insurance policy to protect your job, is it?

To contribute to Postal Ease, just follow the instructions listed below.

Protect Your Job & Benefits Donate To COPA

"Donating is easy as one, two three..."

Become a COPAMATIC Club member

To contribute through Postal Ease just follow the instructions listed below.

Add your Social Security Number to this 8-digit COPA account number (29320001) in line 10 below. This 17-digit number (no hyphens) will enable the APWU to identify this contribution as having come from you.

1. Dial 1-877-477-3273 (1-877-4PS- EASE)
2. Press #1 for PostalEase.
3. When prompted, enter your employee identification number.
4. When prompted again, enter your USPS PIN number.
5. When prompted, choose option #2 (to select payroll allotments)
6. When prompted, choose option #1 (to select type of allotment)
7. When prompted, press #2 to continue
8. When prompted, press #3 to "add" the allotment
9. When prompted, add routing number: 054001220
10. When prompted, enter the COPA account number: 29320001, followed by your Social Security Number (no hyphens, 17 digits total). Press #1 if correct.
11. When prompted, press #1 for checking.
12. When prompted for the dollar amount of the allotment, enter \$____.00, your choice for a biweekly allotment. Press #1 if correct.
13. 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 _____.
14. 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.

Postmaster General Brennan Announces Retirement

AMERICAN POSTAL WORKERS UNION 10/16/19

APWU National President Mark Dimondstein issued the following statement today:

“Postmaster General Megan Brennan has announced her retirement effective January 31, 2020. “It will now fall to the Postal Board of Governors to select a new Postmaster General (PMG).

“The APWU calls on the Board to appoint a PMG deeply dedicated to the public good and the public Postal Service and who respects the contributions, safety, well-being and union rights of postal workers. We need a Postmaster General committed to protecting universal service to every person, no matter who we are or where we live and to expanded postal services such as financial services and vote by mail. “It is in the interest of the people of the United States, who need and trust the Postal Service and postal workers, to preserve our national treasure and have a vibrant public Postal Service for generations to come.”

GOVERNMENT EXECUTIVE 10/16/19

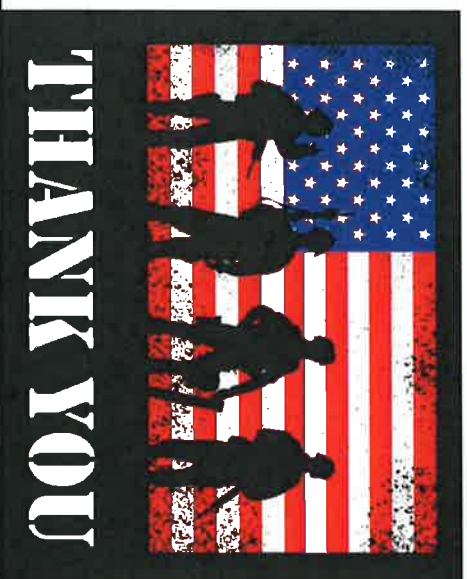
Brennan led during a tumultuous time for the Postal Service as she attempted to steady a ship thrown increasingly off course by precipitously declining mail volume. She helped stem the bleeding of the USPS workforce after the agency had for years dramatically slashed its rolls in an attempt to “right size” its personnel costs to match decreased revenues. Still, the Postal Service continued to see billions of dollars of annual losses throughout her tenure, even while e-commerce drove new revenue streams in the shipping and package business. Brennan helped strike a delicate balance by bringing together an array of disparate interests—rural and urban, large business and non-profit mailers, management and labor, conservative and liberal—on a framework to legislatively overhaul the Postal Service to put the agency on firmer financial footing, but was never able to gain enough momentum to push those proposed bills into law.

While the postmaster general typically manages USPS and its 635,000-person workforce with a board consisting of herself; her deputy; and nine presidentially appointed, Senate-confirmed members, Brennan has operated with only a small fraction of that for nearly her entire tenure. In one recent stretch, only Brennan and her deputy served on the board. She acted to propose the largest stamp price increase in history, to slash employee compensation and to give her agency autonomy in setting its own prices. The rate hike went into effect but was recently ruled illegal in federal court, while the other proposals have not gone into place. Brennan also weathered a task force established by President Trump to reform the Postal Service, whose proposals—including one to privatize the agency—were largely ignored by lawmakers.

“Megan Brennan is a devoted public servant who has helped lead the U.S. Postal Service through some very challenging circumstances,” said Robert Duncan, the USPS board chairman. “The governors greatly appreciate her leadership and devotion to the Postal Service.” Brennan oversaw some promising moments for the Postal Service, including several years in which the agency turned a “controllable” profit (controllable income does not account for expenses beyond the influence of USPS management, primarily a congressional mandate to prefund retiree health benefits and adjustments to workers’ compensation costs). That streak ended in 2017, however. In its most recent financial disclosures, the Postal Service saw a decline in shipping and package volume for the first time in nine years. The Postal Service highlighted Brennan’s enhanced use of data and technology, innovations in products and services and improved processes as part of her legacy. The agency added she “fully engaged and leveraged the talents” of the workforce. Duncan specifically noted Brennan’s role in making changes to the international mail system, which the Trump administration recently negotiated through the United Nations’ postal agency.

“She has been a strong advocate for postal employees and customers,” Duncan said. “In the months to come, the governors will conduct a nationwide search for the 75th postmaster general of the United States, while continuing to work with Postmaster General Brennan through a successful holiday season and a seamless transition in leadership.”

Wednesday, 8:00 pm
November 20, 2019



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