



The Hi-Lites



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

NOVEMBER 2020

Volume 42 Issue 8

2021
CONTRACT
NEGOTIATIONS

SAVE
OUR
POST
OFFICE



PMG
DeJoy

Eliminate
2006
Pre-Fund
Mandate

Wage Increase December 11 Paychecks

On November 21, 2020 the third and final general salary increase of the 2018 CBA became effective.
It will show up on paychecks dated 12/11/20. This final increase will be 1%.

Overall, employees will have received 3.4% in salary increases under the 2018-2021 contract.

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**

I realize that many people don't feel a need to follow the safety protocols that have been put in place concerning wearing masks and social distancing. Why people feel there is no need to wear masks astonishes me.

This COVID 19 pandemic is real. There are clear scientific studies that show wearing a mask and social distancing will significantly reduce the chance of spreading the disease to others.

As we all continue to deal with the COVID 19 Pandemic, there have been many policies that the Postal Service have implemented concerning masks, cleaning and contact tracing that are not being followed. It is everyone's obligation to follow these rules and guidelines. It is now mandatory for all Postal Employees to wear a mask while they are in a Postal Facility, unless they are in a private office alone. Wearing a mask is MANDATORY.

If coworkers are not wearing a mask, the APWU suggests that you fill out a ps 1767, safety form and document that management is not enforcing their safety rules. If your office is still not in compliance with the mask mandate, you can also contact your union representative to get upper management involved. Don't take a risk and not wear a mask. This virus can be deadly. There are two sayings

Covid19 Safety

"It is now mandatory for all Postal Employees to wear a mask while they are in a Postal Facility..."

that describe it best. 1) There are no "Do Overs" when it comes to COVID 19. Once you have it, there is no giving it back. 2) Wearing a mask is easier than wearing a respirator.

If you do get the COVID 19 virus, or you need to take care of an immediate family member because of COVID, you could be entitled to pay under the Federal CARES Act. This law also covers you if you need to miss work to care for a child because of their school or day care is closed. If you want more info on the Cares Act, simply do a Google search. (Currently, the CARES Act expires on December 31, 2020. Watch for updates on an extension of the law.)

One of the issues the Milwaukee Area Local is trying to get resolved is with the temporary COVID 19 employees that was agreed to at the national level. The temporary Clerk Assistants (CA's) and Mail Processing Assistants (MPA's) were hired strictly to replace career and PSE employee who were out of work due to a COVID 19 related absence.

However, once again management is violating our agreement and is trying to hire and retain these temporary workers even after the Career or PSE employees have returned to work. If your office has a CA or MPA working and no one is off on COVID 19 leave; this is a contract violation, and it needs to be grieved. Also, the National sign off on this issue clearly states that if a CA or MPA is working in your of-

fice, all career and PSE employees should work up to the maximum extent possible. This means that career and PSE's should be working up to 12 hours a day and 60 hours a week. If you have a CA or MPA working in your office and you are not working to the maximum OT, this also needs to be grieved.

Wear a mask and be safe!

National APWU Encourages Continued COVID-19 Safety

Over recent weeks, the United States has experienced a rise in confirmed COVID-19 cases across the country. "Postal Employees are testing positive every day and being quarantined on a regular basis," said Industrial Relations Director Vance Zimmerman. "Your safety and health are paramount. Please continue to practice good hygiene, social distancing and wearing face coverings." APWU members should continue following all local and state ordinances mandating face coverings. The APWU encourages members to continue wearing face coverings. Face coverings are proven to reduce and slow the spread of coronavirus.



Chris Czubakowski
Vice President

As this article goes to press, postal workers are anxiously awaiting the results of the Presidential election and the effects it will have on their jobs. As we await results that will determine the future of the People's Post Office and the American Postal Workers Union, it's important that every postal worker feel proud of the part we played in "delivering" for America.

Although we have been continually referred to as a "joke" and despite the fact that the integrity and character of our fellow postal workers has been relentlessly attacked and undermined by current occupant of the White House, the American people saw our honesty, commitment and dedication on full display. Tens of millions of Americans living in a COVID infested country chose to vote-by-mail as the safest way to access the ballot box and exercise their cherished right to vote.

America was counting on postal workers and we did not fail.

We did not fail when Postmaster DeJoy implemented policies that intentionally politicized the Postal Service and severely delayed the mail. Vigilant APWU members from around our local immediately sprang into action and began identifying and reporting these delays to Milwaukee Area Local leadership.

Failure Was Not An Option We Delivered!

"Thank you to all of our members who are the "eyes and ears" on the workroom floor."

Subsequently, we worked closely with these members, the media, the Wisconsin Department of Justice and Senator Tammy Baldwin in a concerted effort to expose and put a stop to them before the election.

We also did not fail when our National Union formed an election task force with the Postal Service to prepare for the anticipated increase in election mail this fall. The National Election Task Force allowed local leaders and members to partake in meaningful, cooperative and productive meetings with management that allowed us to report problems, discuss operational needs, problem solve and resolve issues regarding timely ballot processing and delivery.

Thank you to all of our members who are the "eyes and ears" on the workroom floor. I would also like to especially thank Paul McKenna, Jim Arneson, Nicole Anthonasin, Chris Paige, and Terrell Lowe for their help in making these efforts a success.

The Milwaukee Area Local reached out to both Wisconsin Senators for help in fighting mail delays yet only one of them had the intestinal fortitude to do so. While Senator Johnson was calling these delays nothing more than a "fake news hoax" (an insult to not only postal workers but also to our customers), Senator Baldwin was touring mail facilities, holding press conferences, and conducting meetings with management to insure Wisconsinites of all political affiliations

would receive their mail on time.

I cannot express enough gratitude for the hard work she and her staff put forth on behalf of postal workers and our customers!

With extra hours, extra attention, extra effort and extra priority postal workers moved "heaven and earth" to make sure ballots were processed and delivered on time so that they could be counted. We stand with all fair-minded people throughout our country who expect and insist that all ballots, including all mail ballots, will be counted and the results respected.

You are heroes for serving on the front lines of this pandemic and making sure the democratic process is carried out.

You are why 90% of the people trust, and have a favorable view of, the public Postal Service.

On behalf of the Milwaukee Area Local, we commend every postal worker for your tremendous efforts!

**Thank
You**

Postmaster General Previews New Reforms As USPS Announces \$9B Loss For 2020

As previously promised, DeJoy signals significant changes
are coming for the Postal Service.

Eric Katz, Government Executive

Eric Katz, The Executive

The embattled top executive of the U.S. Postal Service is promising new and bold reforms of the mailing agency in the months ahead, as he announced a net financial loss of \$9.2 billion in fiscal 2020. With the spotlight of the 2020 election behind him, Postmaster General Louis DeJoy will seek to reinstitute operational and workforce changes that he said are necessary to put USPS on firmer financial footing. DeJoy initially tried to institute sweeping reforms immediately after taking office this summer, but faced significant backlash in the runup to an election with a record-setting number of mailed ballots. His changes were subsequently paused by a series of injunctions in federal court. Those rulings have, so far, primarily impacted postal operations before and in the immediate aftermath of the election, leaving DeJoy an opportunity to renew his efforts to overhaul USPS going forward.

At a board of governors meeting on Friday, DeJoy previewed some of those upcoming changes. Noting USPS has experienced losses for more than a decade, he said postal management would issue a new strategic plan in the coming months. While he vowed to maintain universal service, affordable pricing and six-day mail delivery, DeJoy called himself a “realist” in saying there are “certain realities we need to confront.” “Clearly, we have an unsustainable business model,” DeJoy said. “Our problems can be solved but we need to get on with the difficult business of solving them now.”

The postmaster general earlier paused an effort already underway before his arrival to reduce the number of blue drop-boxes and processing machines after facing severe criticism about the potential impact of the changes on the election. He left his initiative seeking to eliminate late and extra mail transportation trips in place, but courts subsequently ordered USPS to walk it back. USPS will now likely seek to resume those efforts, with DeJoy saying on Friday USPS can “operate with much greater precision.” He also called for investments to enable more innovation, modernize retail and processing operations, better train and equip employees and identify ways to grow revenue.

A recent USPS inspector general report faulted the mailing agency for launching operational changes without first studying or analyzing their impacts, saying the changes exacerbated service performance issues brought on by the novel coronavirus pandemic. Postal management said on Friday it met its window to deliver single-piece First-Class mail in three-to-five days 84.5% of the time in the fourth quarter of fiscal 2020, down from 93% in the same period of fiscal 2019. Postal leaders applauded the work of the agency's employees specifically on election mail, noting they delivered 99.7% of ballots within that window. The IG identified 57 different initiatives USPS started in fiscal 2020 as part of an effort to slash 64 million work hours. Many of the reforms were minor, it said, but combined they led to significant delays after being issued all at once.

Joe Corbett, the USPS chief financial officer, said the agency will again seek to slash work hours in fiscal 2021. The Postal Service's efforts in recent years to slash its rolls have largely surrounded limiting retail hours, slowing mail delivery and consolidating processing plants. It has also increasingly relied on non-career workers who are not entitled to a full suite of benefits, though DeJoy did promise to “address the instability” those workers face. “There are a great many things that this board and management team can do to change and improve the Postal Service, and to better serve the public, and we would like to do them,” DeJoy said. He added, however, sufficient reform would only be achieved through legislative and regulatory restructurings of the demands on the Postal Service.

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DeJoy also called for financial relief from Congress due to the fallout of COVID-19 and “other economic impacts.” While the novel coronavirus pandemic had an overall negative effect on the Postal Service, it actually helped grow revenue by \$2 billion in the fiscal year due to large growth in package business. Packages are more expensive to deliver than regular mail, however, and costs grew by \$2.3 billion compared to fiscal 2019. An uptick in paid leave, overtime and hiring due to the pandemic and package delivery needs led to compensation costs growing by \$1.2 billion, as well as \$630 million growth in transportation costs.

When accounting only for the part of the business that postal management can control, USPS lost \$3.8 billion. That marked a 10% uptick from 2019. The overall \$9.2 billion loss was about a 5% increase from the previous year. Absent sweeping reforms, DeJoy and Corbett said, USPS expects to see a loss of about \$10 billion in fiscal 2021.



Jeff Worden
North Sectional Director

By the time you read this article we will know (or should know) IF Democrats can take back the White House, also (as of the time of writing this article) the SENATE looks as though it may stay GOP controlled!

We are now awaiting the results of the Senate race in Georgia.

The state of Georgia does things differently from Wisconsin. In Georgia ONE candidate has to get at least 50% PLUS 1 of the vote to be declared the winner!

Since there were many candidates on the ballot it was pretty hard for one person to get 50% plus one. So, now, there will be a “run-off” in January between the (2) two highest vote-getters. For the election in January, a simple majority will do.

Since there are two (2) Senate Seats

up for election, and, if the democrats can take BOTH seats that would put the Senate at 50% Republican and 50% Democrat!

These past four (4) years with the TRUMP administration in the Oval Office, and with a GOP controlled Senate we have had our work cut out for us.

There has been really no Republican that “stood out”/” stood up” for organized labor.

Yeah, yeah, there have been some republicans (past and present) that have been outspoken against the President, but just try and get them to write/pass legislation to help organized labor and/or the middle class! Probably not going to happen!

With a Democrat president in the White House we know FOR sure that we WILL have a good friend of organized labor.

With (or should I say) if we have a GOP controlled Senate, I anticipate a continuous battle to protect our

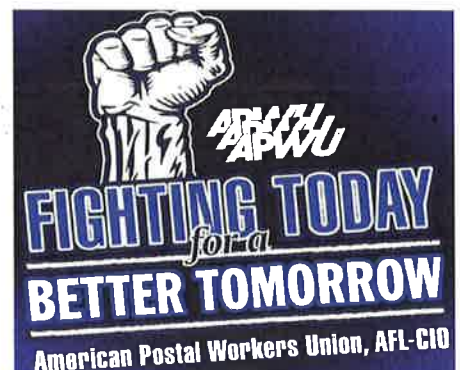
pay and benefits. We will definitely know more come January 2021 on just “what party” will control the U.S. Senate.

In closing, I want to thank ALL the members, their families and friends who took the time to vote. It just goes to prove that EVERY VOTE COUNTS!

Any questions, please do not hesitate to call (414) 530-7186 Take Care.

Every Vote Counts

“...we WILL have a good friend of organized labor.”



USPS Offers Congress, Biden Administration A Shot At Long-Term Postal Reform

Jory Heckman, Federal News Network

The Postal Service, seeing no sustainable path under its current business model, is offering Congress and the incoming Biden administration a shot at working together on a long-term strategy to reform the way it operates. USPS ended fiscal 2020 with a \$9.2 billion net loss, its 14th consecutive year in the red, despite a historic volume of election mail and mailed-in ballots.

Postmaster General Louis DeJoy warned Friday that the losses will continue if Congress, the White House and its postal regulators do nothing. USPS projects a \$9.7 billion loss by the end of this fiscal year, and by that point has warned it won't have enough cash to keep operating. "Clearly, we have an unsustainable business model," DeJoy said Friday in a meeting of the USPS Board of Governors. "Our problems can be solved, but we need to get on with it now. Get on with the business difficult business of solving them now."

USPS Chief Financial Officer Joe Corbett said the election increased overall mail volume late in the fiscal year, but increased operational costs offset much of the revenue. "The revenue generated from this increase, while notable, was countered by necessary increased operational expenses associated with our extraordinary measures to advance and expedite the delivery of the nation's ballots and election mail," Corbett said.

USPS delivered 135 million ballots and 600 million pieces of election mail. DeJoy said USPS delivered 99.7% of ballots within five days, but on average delivered incoming or outgoing ballots in two days or less. USPS saw a nearly 19% increase in package volume, but USPS officials have warned that the coronavirus pandemic will be a repeat of the 2008 recession, when the agency mail volume dropped by about 20% and never returned to pre-recession levels following the recovery. First-class mail volume in FY 2020 fell by more than 4%, and marketing mail volume declined by more than 15%.

To address its long-term challenges, the Postal Service will need help from Congress, the incoming administration and the Postal Regulatory Commission, but in the meantime, DeJoy said USPS is working on a strategic plan it'll release in the next few months. The strategy, he said, will keep six-day mail delivery, preserve the agency's universal service obligation and keep the USPS self-funded.

Separately, the USPS IG recently reported that the agency had identified 57 operational changes that, if implemented, would cut costs equivalent to 64 million work hours. More than a dozen federal lawsuits, however, temporarily blocked these changes ahead of the election, and the IG recommends USPS wait until after its peak holiday operations. Despite a contentious start to his tenure as postmaster general, DeJoy extended an olive branch to Congress and the incoming Biden administration on long-term postal reform. "To believe that we can operate as we have before and continue to meet our service mission to the nation is not realistic," DeJoy said. "It's time to put away the harsh rhetoric, lower the temperature and collaborate on new solutions."

USPS Board of Governors Robert Mike Duncan echoed that tone, saying he looks forward to working with lawmakers to lay out a vision for the Postal Service of the future. "All of us, postal leadership, our workforce, the unions, policymakers, postal shareholders and the public need to work together," Duncan said. "We all share a great appreciation for the Postal Service. Now I hope we can work together to save the Postal Service."

Lawmakers have introduced several bills in recent years to put USPS on a firmer financial footing, but none of them has gained much traction. The most recent effort, a bill introduced by Rep. Peter DeFazio (D-Ore.), passed the House in February. The next session of Congress will have little time to decide on the short-term relief the USPS should receive in the next pandemic spending bill. The Postal Service expects to run out of cash in October 2021.

President-elect Joe Biden, while still on the campaign trail, outlined some of his priorities for postal reform. He told the National Association of Postal Supervisors in a survey that his administration would work with Congress to eliminate the

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Postal Service's mandate since 2006 to pre-fund retiree health benefits. His administration would also focus on giving the cash-strapped agency emergency funding to keeping operating beyond next summer. Biden said he'd also help modernize the agency's vehicle fleet and fill the three vacant seats on the USPS Board of Governors.

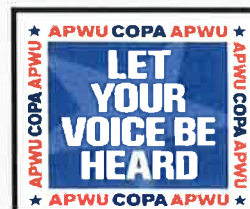
Former deputy Postmaster General Ronald Stroman is leading the Postal Service team for the Biden-Harris transition, along with former federal chief technology officers Aneesh Chopra and Jim Sauber, the chief of staff of the National Association of Letter Carriers. NALC President Fredric Rolando said in a statement that USPS finances demonstrate an urgent need for federal assistance in the next round of pandemic spending. "These figures, driven by the economic shut-down's impact on first-class mail, show the need for federal assistance during the pandemic, just as other sectors have received. "Perhaps never in its 245 years has the public post office been more indispensable to the country," Rolando said.

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.

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?



John Miceli
Treasurer

Thrift Savings Plan [tsp.org]

Each pay period, your agency or service will deduct your contribution from your basic salary in the amount or percentage that you chose when you started contributing.

If you began or rejoined federal service on or after October 1, 2020, you were automatically enrolled at 5% of your basic salary. If you began or rejoined federal service between August 1, 2010, and September 30, 2020, you were automatically enrolled at 3%.

Your agency or service will continue to deduct your contribution until you do the following:

- Make a new election changing the amount
- Elect to stop your contributions
- Reach the IRS contribution limit / Agency/Service Automatic (1%) Contributions

If you're a FERS employee, your agency or service will contribute an amount equal to 1% of your basic pay each pay period to your TSP account. These are called Agency/Service Automatic (1%) Contributions and you don't need to make employee contributions to receive them.

Agency/Service Automatic (1%) Contributions are not taken out of your pay and do not reduce your pay

Changes To Catch-Up Contributions

"...you receive matching contributions on the first 5% of pay that you contribute each pay period."

for income tax purposes.

A few words about vesting

Being "vested" means you're entitled to keep all of the money in your account. Vesting only applies to Agency/Service Automatic (1%) Contributions (and their earnings) and occurs after you work in the federal government or uniformed services for a certain number of years.

All your years of service in a position eligible for the TSP count toward vesting, even if you don't contribute to the TSP during that time. Most FERS participants are vested in Agency/Service Automatic (1%) Contributions after completing 3 years of service.

FERS employees in congressional and certain non-career positions become vested in Agency Automatic (1%) Contributions after 2 years of service.

If you leave government service before satisfying the vesting requirement, the Agency/Service Automatic (1%) Contributions and their earnings will be forfeited to the TSP.

If you die before separating from service, you are automatically considered vested in all the money in your account.

Agency/Service Matching Contributions

If you're a FERS participant, you will receive Agency/Service Matching Contributions from your agency

or service based on your regular employee contributions once you're eligible. Unlike Agency/Service Automatic (1%) Contributions, Matching Contributions are not subject to vesting requirements.

As a FERS participant, you receive matching contributions on the first 5% of pay that you contribute each pay period. The first 3% of pay that you contribute will be matched dollar-for-dollar; the next 2% will be matched at 50 cents on the dollar. Contributions above 5% of your pay will not be matched. If you stop making regular employee contributions, your matching contributions will also stop.

Further, your Agency/Service Matching Contributions are based on the total amount of money (traditional and Roth) that you contribute each pay period. All agency/service contributions are deposited into your traditional balance.

Catch-up Contributions

Starting in the year you turn 50, you may be eligible to make catch-up contributions to your TSP account in addition to your regular employee contributions.

Here's what you should know:

- You must already be contributing an amount that will reach the IRS annual contribution limit. To see the most current limits, visit Contribution Limits.
- You may start, change, or stop making catch-up contributions at any time.

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- There are no matching contributions for catch-up contributions.
- You must make a new election each calendar year—they do not restart automatically.

To make a catch-up contribution election, use your agency's or service's payroll website (e.g., Employee Express, EBIS, LiteBlue, myPay, or NFC EPP) or complete the Catch-Up Contribution Election, *Form TSP-1-C* (or *TSP-U-1-C* for uniformed services) and submit it to your payroll office. Or call the ThriftLine at 1-877-968-3778 and choose option 3 to request a copy.

Note: If you contribute tax-exempt pay, your total contributions from all types of pay must not exceed the IRS annual addition limit for the year.

Changes Coming To Catch-Up Contributions

Starting in January 2021, we're making the process easier for participants. If you're turning 50 or older, you'll no longer need to make separate catch-up elections to your TSP account each year. Here's how it will work:

- Next year, if you're turning 50 or older and exceed the IRS elective deferral (or annual addition) limit, then your contributions will automatically start counting toward the IRS catch-up limit. Just add any contributions toward the catch-up limit in the same place as your other TSP contributions.
- Your election will carry over each year unless you submit a new one. For instructions on changing your contribution amount, see Start, change, or stop contributions.
- If you're eligible for an agency or service match, contributions spilling over toward the catch-up limit will qualify for the match on up to 5% of your salary.
- You may start, stop, or change your contributions at any time. If you choose not to contribute toward the catch-up limit, you should adjust your TSP contributions accordingly.

January General Membership Meeting

Nominations / Election Committee Announcement

January 22, 2021 - Friday at 7:00am

The *Hi-Lites* staff would like to remind the membership that nominations for elected office (2021-2023 term) will be held at the January General Membership Meeting. Please refer to the posted minutes from November's GMM for the date and time.

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



Greg Becker
South Sectional Director

In previous articles, I have often written about protecting our Clerk craft work as we cannot allow management personnel and other crafts (City Carriers, Rural Carriers, Maintenance/custodial, etc.) to perform our work.

If we allow this, we can lose the work as well as Clerk craft positions. Most work has a craft jurisdiction that has been negotiated or arbitrated in the past and we must protect our work by filing grievances if anyone but Clerks perform this work (with the exception of a level 18 office).

In this article, I want to inform all about new work the Union has negotiated for in recent years... work we also must enforce and protect. This work is referred to as the duties of the Lobby Assistant.

Prior to April 2013, management had frequently performed "Lobby Sweeps." When challenged about why management would go out to the lobby and assist customers in the retail line, management would say that this is not a violation of the contract as they could perform non-revenue transactions in the lobby.

Indeed, the PO-209 Retail Handbook did contain the following language, "13-4 Lobby sweeps should be conducted when lines are long due to retail associates conducting lengthy

transactions. A Supervisor, Postmaster, or retail associate can conduct a Lobby sweep for customers who are conducting non-revenue transactions..."

However, in April 2013, the APWU and USPS negotiated the "Lobby Assistant" duties that were to be performed by Lead Clerks first, then rotated to the other window Clerks.

Management also created a Lobby Assistant ON-THE-JOB TRAINING GUIDE Course #10021912.

Any window Clerk has the postal expertise to be a successful Lobby Assistant, i.e., the window Clerk can answer customer questions, prepare the customer prior to reaching the counter, get pick-ups or hold mail, direct customers to the correct door to pick up mail, carry a hand held scanner to scan accountable pick-ups, etc.

Not only can the window Clerk meet and greet customers, the clerk can also match products and services to the mailing needs of the customer. Allied duties of the Lobby Assistant include Ready Post, stocking the lobby, etc.

In summary, only window Clerks can be in the lobby assisting customers, stocking the lobby, and other duties in offices level 20 and above.

Protecting Our Work - Lobby Assistant -

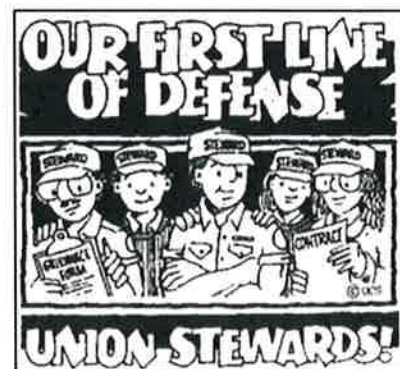
"...no outside Clerk craft personnel should be performing Lobby Assistant duties."

In level 18 offices, any Lobby Assistant duties performed by management must be accounted for towards their 15 hours per week of Clerk work.

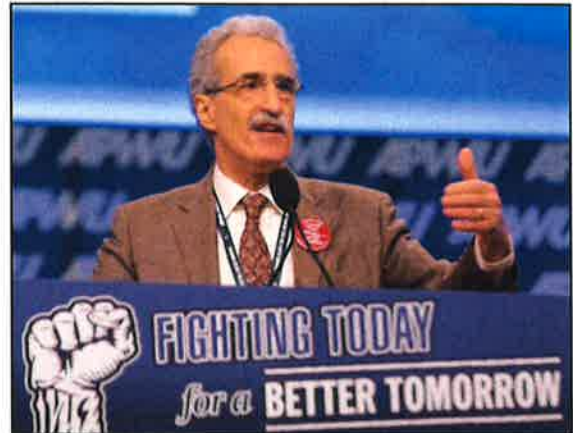
In addition, no outside Clerk craft personnel should be performing Lobby Assistant duties.

It is now clear that the duties of the Lobby Assistant have been Clerk work for years. We must protect this work the same as we do for our distribution and window duties. Contact me or your director if management is not complying with this negotiated set of duties.

Hopefully, I have cleared up any confusion about our Lobby Assistant duties. Thank you.



Postal Workers' Proud Role In Our Democracy



To All APWU Members:

As we enter the final stage of the 2020 election, every postal worker should be proud of our role in securing the public's most precious democratic right – the right to vote. This year, an unprecedented number of voters chose to "vote-by-mail." Whatever craft we work in, we were an important part of the process, a process that will continue to receive priority treatment over the next few days.

Despite the fact that the integrity of postal workers was constantly attacked by the highest office of the land, the honesty and dedication of postal workers to the people of this country was once again in full display.

The people were counting on us and we did not fail. Almost one-half of all voters have voted by mail, a tried and tested system. Ever more popular with voters, tens of millions more in a COVID world chose vote-by-mail as the safest way to access the ballot box and exercise our cherished right to vote.

Earlier this year, when management policies delayed the mail, we rallied with a supportive public and helped force management to commit to robust procedures for handling election mail. With extra hours, extra attention, extra effort and extra priority postal workers moved "heaven and earth" to make sure ballots are processed, arrive on time and will be counted. Every local stepped up to ensure the timely delivery and processing of ballots with hundreds of our locals involved in local task forces to ensure the job was done well and any problems were addressed.

Over the next few days, we stand with all fair-minded people throughout our country who expect and insist that all ballots, including all mail ballots, will be counted and the results respected.

You are heroes for serving on the front lines of this pandemic and making sure the democratic process is carried out. You are why 90% of the people trust, and have a favorable view of, the public Postal Service. On behalf of the national leadership of the APWU, we commend every postal worker for this tremendous effort!

Mark Dimondstein, APWU National President



APWU Members And Allies Continue Push To Save The Post Office

On November 17, APWU members and community allies came together in virtual and in-person events across the country to reaffirm our demands for \$25 billion in immediate COVID-19 financial relief from Congress and a permanent reversal of Postmaster General Louis DeJoy's delays.

During the election, postal workers processed a record number of mail-in ballots, moving "heaven and earth" to make sure all 65 million reached their location in time to be processed. This success would not have been possible without the work of APWU members on local election task forces, who made sure no ballot was left behind. However, though the election is behind us, the threats facing the Postal Service remain very much a reality. The USPS remains in a financial crisis and faces the upcoming reinstatement of Postmaster General Louis DeJoy's harmful policy changes.

"This year has underscored how valuable the Postal Service is to the people of our country ... As proud, dedicated public servants and frontline heroes, postal workers have carried out the postal mission of connecting us all during a tragic and deadly pandemic," said President Dimondstein said during the APWU National's press conference.

"Despite our success on election mail, and the role of the postal service in the pandemic, the Postal Service remains under threat," President Dimondstein continued. "Simply put, we defended democracy, and now, we the people, must defend the public Postal Service."

At over 30 events across the country, with hundreds participating, we showed our commitment to #SaveThePostOffice will not be thwarted. Additionally, over 5,000 calls were made to Congress to demand \$25 billion for the Postal Service and a permanent reversal of DeJoy's cuts to service. Many of the events held press conferences for local outlets.

The press events organized across the country were anchored by a national press call with reporters from more than 20 national outlets. That call featured President Dimondstein, Atlanta Metro Area Local Assistant Clerk Craft Director Chantriss Flanagan, and Hilary Shelton, Director of the Washington (D.C.) Bureau of the NAACP.

During the press conference, Flanagan spoke about her work on her local's election task force committee and answered questions about what she experienced now with mail delays and concerns about the rising COVID-19 numbers.

"A lot of employees are willing and ready to let the Post Office shine and show that we are essential employees," Flanagan said. "I've enjoyed working on the task force because it does get more employees involved; and they are out here trying to find that political mail and make it move, because that's what we do – make the mail move and get it where it's supposed to go."

In his remarks, Shelton spoke on the importance of the public Postal Service in the last election. "This was the largest participation of any election in the history of the United States, and certainly the largest number of mail-in ballots were managed by the United States Postal Service throughout this process, to make sure that even in a coronavirus pandemic, Americans were able to have their voices heard and their votes counted," Shelton said. "It was extraordinary to see the American Postal Workers Union step up as it did, to make sure that all of these ballots were cast."

The Day of Action was successful in attracting local and national media coverage in cities including Honolulu, HI; Boston, MA; Davenport, IA; Bakersfield, CA; Portland, OR; Seattle, WA; Columbus, MS; Portland, ME; Washington, DC; Burlington, VT; Detroit, MI;

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Many labor and community allies – including the AFL-CIO, AFSCME, AFT, NNU, Our Revolution, Common Cause, Public Citizen, LCLAA, Take on Wall Street and League of Women Voters – posted their support for people's Post Office, encouraging their members/followers to also make calls. In addition, the events gained wide support from public figures, including U.S. Women's Soccer star Megan Rapinoe, who shared the Day of Action with her 910,000 followers.

APWU members who attended a Day of Action event are encouraged to send photos to communications@apwu.org. More information on future events to Save the Post Office will be shared in future News Service Bulletins and on apwu.org.

DeJoy Teases Service Overhaul As USPS Parcel Volume Grows 19%

United States Postal Service package volume increased 19% (1.2 billion pieces) YoY for the service's 2020 fiscal year ending Sept. 30, the board of governors reported Friday. Parcel volume peaked in April and May — when USPS saw roughly 70% volume growth YoY — and has fallen steadily since, Chief Financial Officer Joe Corbett said at the board's meeting to discuss the results Friday. The board of governors expects package volume to remain flat in FY 2021 — consistent with a permanent elevation of e-commerce volume, though not at the height seen in April and May. "While we do believe that our package volumes will remain higher, given what looks to be a potential permanent shift in consumer behavior, we do not expect our package revenue growth caused by COVID over the medium to long term to make up for losses in mail revenue associated with the pandemic," Corbett said.

Dive Insight:

Postmaster General Louis DeJoy said on the call he would roll out his overhaul plan in the coming months, adding the plan would preserve the six-day delivery week and USPS' universal service mandate. He said the service needs to modernize and invest in a new fleet and training for workers. "We need to address operational inefficiencies so the postal service can operate with much greater precision," DeJoy said Friday. Greater efficiency could improve service and cut costs to improve USPS' competitiveness and financial footing. Shipping and package revenue was up 25% YoY for the fiscal year but USPS as a whole still posted a \$9.2 billion loss.

The financial state of the postal service rebounds on shippers, depending on the tactics used to rectify it, which leadership has yet to reveal in specific terms. The funding squeeze could constrain capacity even further at USPS, a bedrock carrier for small businesses. And when all other parcel shipping options are exhausted, USPS picks up the slack.

In fact, parcel data provider ShipMatrix launched a service to provide greater visibility and guarantees to shippers and consumers, built on top of USPS' First Class parcel service. As the pandemic has elevated e-commerce driven volume for most carriers, UPS, FedEx and DHL have taken steps to protect their profitability through either surcharges or price hikes. The increases have sent shippers to regional carriers, sometimes quite literally at the recommendation of the big two. USPS, too, raised prices for peak season this year until Dec. 27, and politicians including President Donald Trump have long called for more. The postal service announced 2021 increases to its retail rates Monday. The new prices, effective Jan. 24, represent a smaller increase than the previous year in most parcel categories.

President-elect Joe Biden has committed to removing some of the legislative obstacles standing in the way of USPS profitability, without commenting on pricing. Biden announced an agency review team dedicated to the USPS Tuesday.

DeJoy's Remarks From Nov. 13, 2020 Open Session Meeting Of The Board Of Governors

During the past year — and especially over the last several months — the women and men of the United States Postal Service have been actively engaged in supporting the nation in its electoral process. We took on the challenge of coordinating with thousands of election officials around the country about how to work with the Postal Service. We educated them about the features and limitations of our service, and developed solutions for their specific needs. We made special efforts to inform the American people that if they were going to use the mail to vote, they should plan ahead and vote early. We encouraged voters to check with their state election officials to understand the rules — to ensure that their vote would be counted. In all, we reached out in one way or another to 161 million people, thousands of election officials, and communicated constantly with the postal workforce.

It was our mission to deliver the nation's political and election mail in a timely and secure manner. I am proud to say that we accomplished that mission! It is a point of pride throughout the Postal Service to play such an indispensable role in the electoral process. In the midst of the COVID-19 pandemic, — our own serious financial and operational challenges — and despite substantial political rhetoric and misleading sensationalism — we kept our focus on the mail and met the needs of the nation. In the general election, we delivered more than 135 million ballots to and from voters. In the 2020 election cycle, we delivered approximately 610 million pieces of election mail and 4 billion pieces of political mail. 97.9 percent of ballots were delivered from voters to election officials within three days, and 99.7 percent of ballots were delivered from voters to election officials within five days. Overall, on average, we delivered ballots to voters in 2.1 days. Most importantly, on average, we delivered ballots from voters to election officials in just 1.6 days.

I would like to thank the 644,000 women and men of the Postal Service for their dedication, commitment and performance in delivering the nation's political and election mail. Our teams went to extraordinary lengths to meet the expectations of the public. I am proud of the effort and the performance of the organization. Despite a narrative that arose in certain circles, we never wavered in our commitment to fulfill our sacred duty to deliver Election Mail, and ballots in particular. The laundry list of extraordinary measures and individual efforts is quite long.

- We added extra transportation
- We added extra staff and overtime
- We arranged special trips and coordinated deliveries in thousands of locations
- We prioritized ballots in our processing operations
- We conducted sweeps in our facilities to look for ballots
- We visited every mailbox on every street to check for ballots in the days before the election
- We worked with thousands of election officials
- We educated the American public about planning ahead and voting early

To meet deadlines on election day, our postmasters and letter carriers' hand-delivered thousands of ballots to boards of election across the country. Our people are extraordinary and went to extraordinary lengths — and did so during extraordinary circumstance to fulfill our mission in proud fashion. Of course, we all know that there is much work to do going forward, not only with regard to Election Mail, but also in order to ensure the long-term health of the Postal Service. Just as I was fully committed to our role in the nation's electoral process, I am equally committed to securing the long-term viability of the Postal Service as an essential part of the country's critical infrastructure. In that regard, I will be proposing and executing on change. To believe that we can operate as we have before and continue to meet our service mission to the Nation is not realistic. It's time to put away the harsh rhetoric, lower the temperature, and collaborate on new solutions. Working with the Board of Governors, we intend to propose a strategic plan within the next several months that will outline a bright future for the Postal Service, our employees, and our customers. It will acknowledge the Postal Service as an essential part of the federal government, preserve six-day delivery and our universal service obligation, and it will also ensure that we are self-sustaining. I look forward to working with all of our interested stakeholders to chart a positive and prosperous path so the Postal Service can thrive for many years to come.

As I have said before, I remain very optimistic about the future of the Postal Service, but I am also a realist, and there are certain realities that we need to collectively confront. Today, we are releasing our financial results for fiscal year 2020, and those financial results reveal that we recorded a net loss of \$9.2 billion. Clearly, we have an unsustainable business

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model. Our problems can be solved, but we need to get on now with the difficult business of solving them. The Postal Service has had a systemic imbalance between revenues and costs for more than a decade. Absent major management actions and legislative and regulatory reform, this gap will only get wider. We could easily see consistent losses of greater than \$10 billion annually in the coming years – unless there is strong collaboration to change the Postal Service business model. Our mail business will continue to see competitive pressures from other forms of communication. Our package business will likely continue to grow post-COVID, but our ability to compete for customers will require constant investment and innovation. While we can have an impact on some of our variable costs; the costs of maintaining our current network are mostly fixed and will only rise over time.

Together, these trends create enormous financial pressures on the organization – and this has negative consequences for our employees, our customers, and our ability to serve the public. In this financial context, we will soon need to advance changes in our business model and gain relief from COVID and other economic impacts, or we have to lower future expectations of the organization. There are a great many things that this Board and Management team can do to change and improve the Postal Service, and to better serve the public, and we would like to do them. We need to invest to modernize our retail and processing operations, to purchase a new vehicle fleet, and to provide better training, technology and tools for our employees. We need to improve the postal workplace and the employee experience. We also need to address the instability of our non-career workforce. We need to address operational inefficiencies. The Postal Service can operate with much greater precision. This will improve the regularity, reliability, and timeliness of delivery, and enable us to shift resources to better meet customer needs. And, we must also invest in a faster pace of innovation to diversify and grow our revenues.

I am convinced that the Postal Service can dramatically improve the way it serves the American public, and that it can do so in a financially self-sustaining manner. The American public deserves a financially strong Postal Service that is capable of investing in its future and playing a more relevant role in their lives. But there is also much we do not control. If we are to be financially self-sustaining our business model must be reformed to change how we are required to operate and restructure the demands of our legislative and regulatory mandates. The Board and I look forward over the coming weeks and months to working with the Congress and our regulator to effectuate the changes that are necessary to enable the long-term success of the Postal Service for many years to come. I believe the Postal Service can play a larger and more useful role in the lives of the American public and in the life of the nation. I am committed to establishing the Postal Service as the preferred delivery service for the American public. I am committed to providing world class affordable and dependable service to every American home and business 6 and 7 days a week – today, tomorrow and for generations to come.

What will define the future of the Postal Service? The most professional, efficient, trusted and visible delivery services in the marketplace – driven by significantly greater operational precision; A winning culture – that champions employee advancement, engagement and collaboration; and celebrates diversity and inclusion; Universal access to the digital economy with enhanced destination and store front services across the nation; Innovative, cost-effective platforms to power business customer growth; and Greater revenue diversity, revenue growth, and financial sustainability. As we finalize plans to make these aspirations a reality, we will work with our unions, our customers, Congress, and our regulator, and ensure that we provide the transparency and accountability expected of a public institution.

I would like to conclude by recognizing the extraordinary people of the Postal Service. The 644,000 women and men of the Postal Service live, work and serve in every community in America. They have delivered in the midst of the COVID-19 pandemic. They have supported communities devastated by fires and hurricanes. Under the glare of the national media, they performed an exemplary and sacred civic duty in delivering the nation's political mail and election mail. This year, the public rated the Postal Service as the most trusted government agency, and as the most admired of all public and private entities. This is a testament to the commitment, dedication and hard work of the men and women of the Postal Service. I will close by thanking them for their excellent service to our customers and the nation."

Friday, 7:00 am
January 22, 2021



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