



The Hi-Lites



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



OCTOBER 2025

Volume 47 Issue 6



2026 BENEFITS & PREMIUMS

★ CONSUMER DRIVEN OPTION ★

★ HIGH OPTION ★

What's new for 2026

- ★ Up to \$200 for custom orthotics from any podiatrist
- ★ \$25 wellness incentive for a colonoscopy or Cologuard
- ★ 100% in-network coverage for male sterilization, after deductible is met

Your cost (in-network)

- No upfront deductible, coinsurance or copay until you exhaust your PCA
- Receive a discount on prescriptions when you use OptumRx[®] Home Delivery

What's new for 2026

- ★ Up to \$200 for custom orthotics from any podiatrist
- ★ 100% coverage for male sterilization

Your cost (in-network)

- \$10 for a virtual visit (\$0 for first 2 visits)
- \$25 for office visits, including specialists
- \$30 for urgent care
- \$10 for retail non-specialty Tier 1 drugs

CONSUMER DRIVEN OPTION

Self
 PSHB enrollment code 23D
 \$197.39

Monthly rates
Self Plus One
 PSHB enrollment code 23F
 \$429.01

Self & Family
 PSHB enrollment code 23E
 \$468.02

★ Special biweekly rates for career APWU bargaining unit employees enrolled in PSHB for more than one year ★

Self
 PSHB enrollment code 23D
 Less than 1 year & PSE: \$91.10
 More than 1 year: \$18.22

Self Plus One
 PSHB enrollment code 23F
 Less than 1 year & PSE: \$198.00
 More than 1 year: \$39.60

Self & Family
 PSHB enrollment code 23E
 Less than 1 year & PSE: \$216.01
 More than 1 year: \$43.20

HIGH OPTION

Self
 PSHB enrollment code 23A
 Biweekly: \$107.15
 Monthly/Retiree: \$232.16

Self Plus One
 PSHB enrollment code 23C
 Biweekly: \$216.18
 Monthly/Retiree: \$468.38

Self & Family
 PSHB enrollment code 23B
 Biweekly: \$275.94
 Monthly/Retiree: \$597.87

Medicare Advantage

- \$0 copays for covered services
- \$100 monthly Part B premium subsidy
- \$60 quarterly over-the-counter item allowance
- Vision eyewear allowance benefit

Milwaukee Wisconsin Area Local

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



**Glenn Griggs
President**

Hello everyone, hope all is well. I wanted to ask everyone some questions: What if management had to come to us for approval if they wanted a day off? What if management had to provide us with medical documentation when they are out for a long period of time? What if management had to come to us to fix their check when they are not paid correctly or need a pay adjustment done? What if management had to come to us to fill out paperwork when they get injured on the job?

What if management had to come to us for their job assignment? What if management had to come to us when they get into it with another manager/supervisor? What if management had to come to us to address their issue when they are unjustly disciplined? What if management had to come to us because they are constantly working by themselves? What if management had to come to us because the bathrooms they are using are filthy? What if management had to come to us because they requested time off, but didn't get their leave slip request back?

If management had to come to us I bet management would appreciate and abide by the contract that was agreed to by both parties. It's never a

What If The Shoe Was On The Other Foot?

*"Employees are allowed to request up to 240 hrs of
Advanced Sick Leave per request."*

problem until you are asked to abide by the same rules you want to enforce. I asked management all the time how can you expect bargaining unit employees to abide by the rules if you're not going to abide by their contractual rules and rights? Management is supposed to lead by example!

Advanced Sick Leave

What is Advanced Sick Leave? In accordance with section 513.5 of the Employee Labor Manual (ELM), Advanced Sick Leave is sick leave that "may be advanced in cases of serious disability or ailments if there is reason to believe the employee will return to duty. Sick leave may be advanced whether or not the employees have annual leave to their credit." Advanced Sick Leave is only available to career employees.

Employees are allowed to request up to 240 hours of Advanced Sick Leave per request. The main advantage to advanced sick leave is that it allows employees to continue receiving sick leave pay during an absence that normally would have to have been covered by annual leave and/or leave without pay (LWOP). Also you do not need to exhaust your annual leave or any donated leave prior to applying for advanced sick leave.

Another option to advanced sick leave is short term disability insur-

ance which you can get from the APWU Voluntary Benefits Plan. Short term disability can guarantee you a fixed monthly income for up to 12 months. Who is eligible to apply for this? All active APWU members under the age of 65 working full time (at least 20 hours per week) for at least 90 consecutive days can apply for coverage. Full time work means the active performance for pay or profit of the regular duties of your normal occupation.

If you want to apply for this or learn more about this you can go on their website.

[http://](http://www.VoluntaryBenefitsPlan.com)

www.VoluntaryBenefitsPlan.com or call them at 1-800-422-4492

If you decide to request advanced sick leave here is the documentation you will need.

1.) Supporting documentation from your physician. Your doctor should provide a letter that has the dates of your absence because of a surgery/illness and a date that you are returning to work. It is important to have your physician state that you are returning to work afterwards as management will need to make sure you can re-pay the sick leave if they approve your request.

2.) PS Form 1221, advanced sick leave authorization. This form contains basic info regarding you and your request for advanced sick leave.

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3.) A 3971 requesting leave for absence from work and a letter from you requesting the advanced sick leave, how many hours you desire, what dates you will be needed off work, and when you are returning to work. It is very important if you have a low sick leave balance that is due to FMLA or other serious reasons, make sure to explain this. Try and submit your request as far in advance as possible to avoid going without pay until your request is approved and the leave advanced to their balance.

Finally, you will need your request to be approved. Management sometimes look at your sick leave balance and if they feel you have abused sick leave or you will not be able to pay the sick leave back they will more than likely deny your request. Keep in mind that a low sick leave balance is NOT an automatic reason for management to deny your request.

If you feel your request was unjustly denied for advanced sick leave then request a steward to investigate the issue. Make sure you do this asap. You only have 14 days to file a grievance if necessary so please don't wait till the last minute.

CHANGING TOURS AFTER BIDDING

Hello all, since we are still having issues when people bid from one tour to another. I wanted to repost this article that was originally posted by Chris Czubakowski. Hopefully this helps and keeps people from losing out on a day of pay.

There have been recent problems and situations when an employee bids from one tour to another. It is managements responsibility to notify the employee of their options and make the transition to their new tour as easy as possible. The following are guidelines that should be followed as soon as possible after an employee secures a bid that is on a different tour.

- From TOUR THREE to TOUR ONE: Remembering that Friday night is Tour one's Saturday, depending on the new SDO's, the employee should be offered a change of schedule (PS Form 3189), annual leave, or LWOP. (This would not be necessary if the new SDO's are Sat/Sun service).
- From TOUR TWO to TOUR ONE: The same options would be available as number one above, with the exception that if the employee wanted to finish their tour two shift on Friday, and report to Tour One that Friday evening, if scheduled. That would be strictly at the employee's option.
- From TOUR THREE to TOUR TWO: The same options would be available as number one above, with the exception that if the employee wanted to finish their tour three shift on Friday, and report to tour two on Saturday, if scheduled. That would be strictly at the employee's option.
- From TOUR ONE to TOUR TWO: Management is required to inform the employee that their last work day would be Thursday/Friday Service , and the employee should report on their first scheduled day on tour two the following week.
- From TOUR TWO to TOUR THREE: You would need to inform the employee to report on their first scheduled day on tour three the following week.
- From TOUR ONE to TOUR THREE: Same as number four above

Hope to see you all at the next General Membership Meeting (GMM) on November 21, 2025 at 7am.

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



**Chris Czubakowski
Local Business Agent**

I have something in common with the fictional character Jerry McGuire because I want to...

“Show You Da Money” !!!

Big savings can be in your future because the APWU has negotiated a benefit for APWU members in which the USPS pays 95% of your premiums if you select the APWU Consumer Driven Health Plan for Self, Self/ One, or Self/Family.

APWU CDHP SELF ONLY

You pay \$18.22 every 2 weeks. This means you pay \$36.44 a month & your Yearly Premiums are only \$437.28.

APWU CDHP SELF/ONE

You pay \$43.20 every 2 weeks. This means you pay \$86.40 a month & your Yearly Premiums are only \$1036.80.

APWU CDHP SELF/FAMILY

You pay \$39.80 every 2 weeks. This means you pay \$79.60 a month & your Yearly Premiums are only \$955.20.

Health Plan Open Season Join The Savings Revolution

“The APWU Health Plan is hands down the best option for APWU Members.”

So, let’s do the simple math for 2025 postal service health plan deductibles.

In all honesty, this is a negotiated benefit that far too many members don’t’ take advantage of or regret not taking advantage of at an earlier date.

If you compare these premiums to the one’s you will be paying next year under a different plan, you will be able to see how much money you will be saving.

Additionally...

There are also other cost savings you will incur with the APWU Consumer Driven Health Plan regarding deductibles, discounts and 85% coverage for all medical expenses once the deductible is met.

Don’t be tricked into believing that the low premiums that were negotiated mean low coverage. Nothing could be further from the truth.

The APWU Health Plan is hands down the best option for APWU members! Perhaps that is why members who have switched over have nothing but good things to say about it.

Please contact me for more information or if you need assistance signing up. { 414 - 273 - 7838 }.

**HEALT PLAN
OPEN SEASON**

**November 10th
thru
December 8th**



US Federal Government Shutdown 2025

The Guardian

Leader of top federal worker union calls for end of US government shutdown

Hundreds of thousands of employees remain unpaid as second-longest US shutdown stretches into fourth week. The head of America's largest federal workers union says it is time to end the government shutdown, now the second-longest in US history, as hundreds of thousands of employees miss another round of paychecks.

Everett Kelley, who leads the American Federation of Government Employees representing more than 800,000 workers, avoided assigning blame to either party in the Monday morning letter but said lawmakers must stop playing politics and pass a stopgap funding measure to reopen the government, its closure now eclipsing the four-week mark. "Both political parties have made their point, and still there is no clear end in sight," Kelley wrote in the statement. "Today I'm making mine: it's time to pass a clean continuing resolution and end this shutdown today. No half measures, and no gamesmanship." NBC News first reported the letter.

A "clean" continuing resolution is a temporary spending bill that keeps the government running at current funding levels without attaching other political demands. Republicans say they have offered that in their measure, but Democrats argue the bill shortchanges key services and are using their power in the Senate to push for a deal on health insurance subsidies that expire at year's end. Because of this stalemate, hundreds of thousands of federal and Washington DC government employees are either working without pay or furloughed. The union represents workers across nearly every federal agency, from Transportation Security Administration (TSA) officers and army nurses to food safety inspectors and veterans affairs staff, many of whom are now lined up at food banks after missing their second paycheck, Kelley said. "These are patriotic Americans – parents, caregivers, and veterans – forced to work without pay while struggling to cover rent, groceries, gas and medicine because of political disagreements in Washington," Kelley said. "That is unacceptable." But the crisis extends beyond federal workers: roughly 42 million Americans who receive food assistance through the Supplemental Nutrition Assistance Program face losing their benefits as soon as 1 November if the shutdown continues, after the US agriculture department warned states it would run out of money to pay for the program.

Senate Democrats have blocked a Republican-backed continuing resolution 12 times, demanding commitments on extending Affordable Care Act health subsidies. Three Democrats and one independent who caucus with the party have broken ranks to support the measure, but it remains short of the 60/60 needed to advance. The Republican senator Rand Paul is the sole Republican to defect on the measure.

The AFGE is already suing the Trump administration over mass layoffs organized during the shutdown and over partisan emails sent from government accounts without employees' knowledge. Kelley called for three immediate steps: reopening the government under a continuing resolution, ensuring full back pay for all affected workers, and addressing policy disputes through normal legislative debate rather than shutdown tactics. "When the folks who serve this country are standing in line for food banks after missing a second paycheck because of this shutdown, they aren't looking for partisan spin, They're looking for the wages they earned. The fact that they're being cheated out of it is a national disgrace."

The shutdown reaches the one-month mark this week, with no negotiations scheduled between the parties. The House minority leader, Hakeem Jeffries, told CNN on Sunday that he and the Senate minority leader, Chuck Schumer, requested a meeting with Donald Trump to discuss the shutdown before he went out of the country but had been rebuffed. The president has said he will only meet with Democrats after they vote to reopen the government.

"A strong America requires a functioning government – one that pays its bills, honors its commitments, and treats its workforce with respect by paying them on time," Kelley wrote. "The government belongs to all of us. Let's open it back up and keep America moving forward."



John Miceli

Clark.com

Money can't buy happiness, but that doesn't mean you can't use it strategically to improve your well-being. Research shows that how you spend money matters just as much as how much you have. Here are four science-backed ways to use your money to boost your happiness and life satisfaction.

1. Invest in experiences, not just things

One of the most robust findings in happiness research is that experiences bring more lasting joy than material possessions. A new couch might feel great for a few weeks, but that concert with friends or weekend camping trip can create memories you'll treasure for years.

Material purchases are subject to "hedonic adaptation." We get used to them quickly, and they fade into the background. Experiences, on the other hand, become part of our identity and improve with time as we reminisce about them.

Takeaway: Before making a purchase, ask yourself, "Will I remember this in five years?" If the answer is yes, it's probably worth it. If not, consider whether there's an experi-

ence that would bring you more lasting satisfaction.

2. Buy time (pay to reduce time)

Time poverty is one of the biggest drains on modern happiness. Research from the University of British Columbia found that people who spend money to buy themselves time by outsourcing disliked tasks report greater life satisfaction.

Hiring someone to clean your house, Using a lawn care service, Paying for grocery delivery.

What's the lowest-value use of your time that you could pay someone else to do? If you hate cleaning and it stresses you out, paying \$100 to reclaim 3-4 hours of your weekend might be worth far more than \$100 in other purchases.

Takeaway: This only works if you actually use that freed-up time for something that genuinely brings you joy or reduces stress. If you fill it with more work or obligations, you won't see the happiness benefit.

3. Spend money on others

Dozens of studies across different cultures show that spending money on other people makes us happier than spending it on ourselves. This holds true whether you're donating to charity, buying a gift for a friend, or treating a colleague to coffee.

4 Ways To Use Money To Increase Your Happiness

"Research shows that how you spend money matters just as much as how much you have."

- Set up recurring donations to causes you care about.
- Keep a "treat someone else" budget for random acts of generosity.
- Buy gifts for no reason other than thinking of someone.
- Pick up the tab when you're out with friends or family.

Takeaway: Pro-social spending often strengthens relationships, which are one of the strongest predictors of long-term happiness. That \$20 lunch with a friend isn't just about the food; it's an investment in connection.

4. Invest in your relationships

Speaking of connections, spending money to strengthen relationships is one of the highest-return investments you can make. Strong social relationships are consistently ranked as the number one predictor of happiness and life satisfaction across hundreds of studies.

This doesn't mean expensive gifts. It means using money to create opportunities for connection, including:

Taking a trip with friends or family, Hosting dinners or game nights, Paying for activities you can do together.

Takeaway: The quality of our relationships determines the quality of our lives more than any other factor. Money spent nurturing those relationships is money well spent.

PPA 2025 AWARD WINNERS

MILWAUKEE AREA LOCAL AWARD RECIPIENTS

BEST EDITORIAL

1st Place: The HI-Lites

Larry Brown Jr.

BEST FEATURE STORY

Honorable Mention:

The HI-Lites

Larry Brown Jr.

Thank You All !

“You guys are the reason I write these articles!”

This is Larry Brown’s first time winning a first place award.

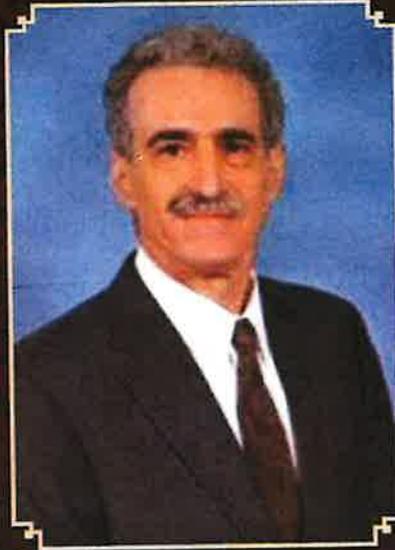


Ode to APWU President Mark Dimondstein

Ode was selected as a tribute due to his involvement with the PPA. He has contributed to the Postal Press Association in various roles, including supporting its function as a constitutional body. He has shown a high regard for facilitating communication between the union and its members.

The PPA Constitution reads that: the National President of the American Postal Workers Union or his/her designee shall serve as National Liaison Officer between the National APWU and the PPA National Advisory Council. He has served us well. He has shown an interest in the success of the PPA, emphasizing its importance to the labor movement.

He will be renowned for his exemplary leadership at APWU, where he propelled the union forward through strategic communication, active engagement, and innovative initiatives. His noteworthy contributions in emphasizing the value of postal workers and the significance



*APWU National President
Mark Dimondstein*

of the US Postal Service have been exceptional.

During his tenure as President of our union, he demonstrated dedication while serving at the PPA conferences. He provided thoughtful responses to attendees during the PPA press conferences and the Awards Banquets. He also took pride in overseeing the installation of PPA officers. Additionally, this year, he delivered an informative presentation addressing postal privatization. He addressed the editors and attendees, stating, "You have a significant role within the APWU. Communicating through various channels and engaging with members, the public, leaders, families, and other stakeholders is crucial for sharing information about postal workers and the people's post office. Please make good use of your position."

Enjoy your new journey. You have fought a good fight. We wish you the best. Carry on!

Trump and Mail-in Ballots

By Paul Felton, retiree and former Editor

Donald Trump thinks there should be no voting by mail. By the time you read this he may have issued an Executive Order to that effect. He has already issued an Executive Order that no ballots that arrive after Election Day should be counted—even if they're postmarked by the deadline. This order was blocked by the court and Trump is appealing.

It should be a no-brainer. The Constitution gives the states control over election procedures. The President has no role in these matters. Trump doesn't care about that. He just wants to get his way.

In the 2024 election, over 30 percent of the votes were cast by mail. All 50 states allow some form of absentee/mail in voting. Some states require you

to request a mail ballot; eight states simply send a ballot to every registered voter (California, Colorado, Hawaii, Nevada, Oregon, Utah, Vermont and Washington). Trump wants to take all this away, which would result in much lower voting turnout.

Vote by mail is the most convenient way to vote. I personally checked a box years ago that assures me of receiving a ballot every time. Then I spread all the candidate literature I get in the mail on my kitchen table and decide who I'll vote for – especially for the judges with no party indicated. After a little time passes, I can go online to see that my ballot was received. Its so easy; I never leave the house!

It would be harder for me if I had to go to the polls on Election Day, I don't

drive. Mail ballots make it easier for the elderly, the disabled, the 9 to 5 workers, and just about everyone else. And it's reliable. Postal workers are honored to be entrusted with handling the nation's votes.

Trump can complain all he wants about alleged fraud; that charge was disproven by more than 60 court cases. In 2020, he was just a sore loser.

Trump wants to restrict our ability to vote; the lower the vote total, the better his chances to win. But I have a message for Mr. Trump: **KEEP YOUR HANDS OFF OUR RIGHT TO VOTE!**

January General Membership Meeting

Nominations / Election Committee Announcement

January 26, 2026 - Monday at 6:00pm

The *Hi-Lites* staff would like to remind the membership that nominations for elected office (2026-2028 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.

2025 Penalty Overtime Exclusion Period

In accordance with Article 8, Sections 4 and 5 of the APWU Collective Bargaining Agreement, penalty overtime rules are not applicable for a consecutive four-week period each year during December. The "Penalty Overtime Exclusion" period for calendar year 2025 will begin Pay Period 26-2025, Week 1 (November 29, 2025), and end Pay Period 01-2026, Week 2 (December 26, 2025).

Penalty Overtime Exclusion Period
November 29 – December 26, 2025

Kenni Liggan, Customer Service Director

Lead Clerk Grievance

I know there have been a lot of questions concerning the Lead Clerk's grievance. First and foremost, the lead clerk's grievance that Kim Smukowski and I filed, was for the city stations only. The Infraction dates were from April. 29th 2024 through February 6. 2025.

Now, if you were a lead clerk at the city stations between those dates, (Per your Form 50) this grievance would affect you. Management at the lowest possible level had a chance to settle this grievance but denied it. So right now, this grievance is at Step 3. Back on September 30th, 2025. The American Postal Workers Union's National Clerk Craft Director Lamont Brooks signed off on a national lead clerk settlement. The question that I asked for the grievance that Kim and I filed, was...would it be affected by this settlement? I've heard a couple of different answers, but from my understanding right now. National Clerk Craft Director Lamont Brooks had our National Business Agent sent him the case. So, right now, that's where it's at. Once I hear some information, I will gladly put it out to everyone. But right now, that's all I have.

Thank you

VETERANS DAY 2025

USPS



VETERANS DAY

HONORING ALL WHO SERVED

Mamdani Bucks The Corrupt Money System

Jim Hightower's Lowdown

The big news from Zohran Mamdani's electoral sweep in New York City is not just that his grassroots campaign drubbed Andrew Cuomo, a clueless and graceless Republican. Most significantly, the 34-year-old Mamdani—running on a straightforward, proudly progressive populist program of, by and for working class families—thrashed Wall Street's imperious billionaires.

The moneyed elites were shocked when this “nobody,” outsider, Muslim and (OMG!) democratic socialist won the Democratic Party nomination in June. Panicked by the very thought of Mayor Mamdani, Wall Street royals issued a call to arms to save the city's established order. Instead of pitchforks, of course, the Billionaire Brigade fired cannons of money.

Lots of it. More than \$40 million poured into PACs for Cuomo, coming from such powerhouse corporatists as Michael Bloomberg, hedge-fund huckster Bill Ackman, cosmetic mogul Ron Lauder, casino kingpin Steve Wynn, and Walmart heiress Alice Walton. They wailed that Mamdani's campaign was an “existential threat”—a charge that he cheerfully accepted, saying: “They are right. We are an existential threat to billionaires who think their money can buy our democracy.” Indeed, his working class coalition bested Wall Street's money with over 50% of the vote.

One more essential money factor was New York City's longstanding public-financing system. Municipal candidates who rely on small-dollar donations can get matching money from a public fund, allowing those without fat cat backers to run competitive campaigns. Stay tuned for more on this alternative funding option in the coming weeks, but for now, check out Brennan Center for Justice's excellent work on public campaign financing.

What If The Democrats Started To Support Democrats Again?

Jim Hightower's Lowdown

When will top Democratic party officials recognize that today's electorate is not made up of moderate centrists? Rather, most Americans are anti-establishment rebels who've been knocked down, kicked out, and told that they don't matter. Indeed, our country's true political spectrum doesn't run right to left, but top to bottom. Right-wing/left-wing is ideology. Top to bottom is life. And most people know that they're no longer in shouting distance of the moneyed elites at the top. This cries out for a “little-d” democratic party that goes right at the billionaires, autocrats, and kleptocrats. Instead, we get Chuck Schumer. This Senate Democratic leader's idea of battling right-wing extremism is to say, “I sent a letter” in protest.

Worse, the corporatized hierarchy controlling the once-proud Party of the People reserve their aggressiveness for – guess what? – battling progressive Democratic activists and candidates! Yes, they keep blocking true Democrats who can win, nominating corporate-branded centrists instead – then wondering why voter turnout plummets and an angry electorate reaches for the Trump Hammer. They are trying to do it to us again right now in Maine, where a plain-spoken, working-class progressive is poised to defeat a Trump Republican for a U.S. Senate seat. Graham Platner, a maverick, 41-year-old combat veteran and oyster farmer is drawing huge crowds, enthusiasm, volunteers, money... and grassroots hope. He's a winner – exactly what Democrats need to become relevant again. Yet, rather than embracing the grassroots enthusiasm to win the senate seat, Schumer is raising corporate cash to defeat Platner! The party's leader is its own worst enemy.



As the Postal Service celebrates its 250th anniversary, the APWU has launched a national campaign to mobilize support for the public institution amid growing threats of privatization.

This campaign encourages APWU members to work their union officers and collaborate with local and state government bodies — including city councils, county commissions, mayoral offices, and state legislatures — to pass proclamations recognizing the milestone and affirm support for the public Postal Service.

The 250th anniversary gives us a great opportunity to build even more support for the public Postal Service in the face of billionaire-led efforts to privatize this national treasure. These efforts seek to remove the Postal Service from public ownership and turn it over to private companies for profit.

The APWU sees the proclamations as a critical tool in building public support for the Postal Service, good union jobs, and expanding services at a time when the Postal Service is facing an existential threat from a presidential administration that is openly hostile to public services, and a new postmaster general with ties to the private-shipping corporation, FedEx.

With deep connections to every single community across the country, postal workers move mail to every home and business in America, no matter who you are or where you live. By partnering with the communities postal workers serve, the campaign will reinforce the need for a public, independent Postal Service, while celebrating the achievements of the USPS for the last 250 years.

The APWU has provided local, state, and auxiliary leaders with sample proclamation language and is encouraging meetings with elected representatives to build support for local resolutions. The APWU also recommends mobilizing postal workers, customers, and community members to attend meetings and speak in favor of the proclamations.

“Strong proclamations from government bodies of all sizes — from large cities to small towns — will help firm up the defense of the Post Office,” the statement said.

The Post Office was established on July 26, 1775, when the Second Continental Congress appointed Benjamin Franklin as the first postmaster general.

Today, it remains one of the country’s largest employers and most trusted public institutions.

For more information on the campaign and to access the sample proclamation,

[visit: apwu.org/250](http://apwu.org/250)



Proclamation On The 250th Anniversary Of The United States Post Office

Whereas, 2025 is the year of the 250th Anniversary of the creation of the United States Post Office, the predecessor of the modern Postal Service, one year earlier than the founding of the country itself, and later enshrined in the U.S. Constitution, and

Whereas, the Postal Service has played a significant role in the historical development of the country from the establishment of roads, railways, and airlines, and a vital part of the fabric binding together the people of the country, and

Whereas, the Universal Service Obligation (USO) in current law which enables the population to receive equal and affordable services no matter who we are or where we live is a democratic right of the people, and

Whereas, the U.S. Postal Service serves 69 million addresses, and sometimes, seven days a week, and

Whereas, the USPS does not receive taxpayer money but rather runs on its own revenue created by postage and postal products, and

Whereas, due to its public mission, the Postal Service is the low-cost anchor of the \$1.3 trillion dollar mailing and package industry which supports 7 million jobs across the country, and

Whereas, the Postal Service is an important source of good, union, living-wage jobs with fair hiring practices and equal pay for equal work for workers from all walks of life, and is one of the largest employers of Veterans, and

Whereas, any effort to privatize the USPS, in whole or in part, would undermine the very public mission of the Postal Service, the Universal service mandate and the dedicated work of hundreds of thousands of public servants, and

Whereas, while communication habits are always changing, the USPS remains a vital source of communications, the exchange of ideas, financial transactions, private and secure correspondence, mail order medications, mail-in voting and e-commerce packages, and a host of opportunities for new and expanded services, and

Whereas, the United States Postal Service is owned by the people and is a wonderful national treasure encapsulating the best of government "of, by and for the people," therefore be it

Resolved, that on this day/month /year the City Council (or appropriate government entity) of goes on record in support of the public mission of the USPS contained in the 1-970 Postal Reorganization Act which says; "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution ,

Created by Act of Congress and supported by the people. The Postal Service shall have as It's basic function the obligation to bind the Nation together..." and be it further

Resolved that this body appreciates the role of the U.S. Postal Service on its 250th Anniversary, salutes the hard-working postal workers from all walks of life who serve the people and business community, and supports a robust and thriving public Postal Service for generations to come!

STATE of WISCONSIN



OFFICE of the GOVERNOR

Proclamation

WHEREAS, established in 1775 by the Second Continental Congress under the guidance of the first postmaster general, Benjamin Franklin, the United States Post Office, now known as the United States Postal Service (USPS), has been offering high-quality carrier services to Americans for 250 years; and

WHEREAS, in its two and a half centuries of operation, USPS has remained committed to its mission of providing trusted, safe, and secure delivery services to all addresses nationwide, including more than 168 million residences, businesses, and Post Office Boxes today; and

WHEREAS, operating without direct taxpayer funding, the USPS utilizes revenue generated from postage and postal product sales to maintain operations and support more than 530,000 active USPS employees; and

WHEREAS, on this occasion, the state of Wisconsin reaffirms its commitment to supporting a public, affordable, and accessible carrier service for all Wisconsinites, and commends postal workers nationwide for their tireless efforts to ensure the smooth operation of the nation's oldest communication channels; and

WHEREAS, this year, the state of Wisconsin joins all Wisconsinites in celebrating the 250th anniversary of the United States Postal Service and wishes the USPS and its employees many more years of service and success;

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin,
do hereby proclaim 2025 as

250TH ANNIVERSARY OF THE UNITED STATES POST OFFICE

throughout the State of Wisconsin, and I commend this observance to all our state's residents.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this 31st day of October 2025.

TONY EVERS
GOVERNOR

Office of the Mayor
CITY OF MILWAUKEE



Proclamation
Mhereas:

The City of Milwaukee proudly joins family, friends and community members in recognizing the United States Postal Service (USPS) in celebrating 250 years on Friday, October 31, 2025; and,

WHEREAS, The USPS, predecessor of the modern postal service, celebrates its 250th anniversary this year, which is one year earlier than the founding of the country itself and was later enshrined in the U.S. constitution; and,

WHEREAS, The USPS has played a significant role in the historical development of the country from the establishment of roads, railways and airlines and has been a vital part of the fabric binding together the people of the country; and,

WHEREAS, The USPS, which serves 169 million addresses weekly, does so based on the Universal Service Obligation, which is a current law that enables the population to receive equal and affordable services no matter who they are, or where they live as a democratic right of the people; and,

WHEREAS, The USPS does not receive taxpayer money, but rather runs on its own revenue created by postage and postal products; and, due to its public mission, the USPS is the low-cost anchor of the 1.3 trillion dollars mailing and package industry, supporting 7 million jobs; and,

WHEREAS, The USPS is an important source of good, union, living-wage jobs with fair hiring practices and equal pay, for equal work for workers from all walks of life and is one of the largest employers of veterans; and,

WHEREAS, The USPS should not be privatized in any way, doing so would undermine the very public mission of the postal service, the Universal Service mandate and the dedicated work of hundreds of thousands of public servants; and,

WHEREAS, The City of Milwaukee joins the community in recognizing the United States Postal Service for serving the Milwaukee community and the entire country for the past 250 years and wishes them continued success in future endeavors; and,

NOW, THEREFORE, I, CAVALIER JOHNSON, Mayor of the City of Milwaukee, do hereby proclaim Friday, October 31, 2025, to be

UNITED STATES POSTAL SERVICE DAY

throughout the City of Milwaukee.

A handwritten signature in black ink, appearing to read "Cavalier Johnson".



Executive Proclamation

WHEREAS, 2025 is the year of the 250th anniversary of the creation of the United States Post Office, the predecessor of the modern Postal Service, one year earlier than the founding of the country itself, later enshrined in the U.S. Constitution; and

WHEREAS, the United States Postal Service has played a significant role in the nation's development, helping to establish roads, railways, and airlines, and remains a vital part of the fabric that connects people across the country, serving 169 million addresses nearly every day of the week; and

WHEREAS, the Universal Service Obligation (USO), established in current law, ensures that all people receive equal and affordable postal services, regardless of who they are or where they live, as a democratic right of the people, and the United States Postal Service fulfills this mission without taxpayer funding, operating solely through revenue generated from postage and postal products; and

WHEREAS, guided by its public mission, the United States Postal Service anchors the \$1.3 trillion mailing and package industry, supporting 7 million jobs nationwide and offering stable, living-wage employment with fair hiring practices, equal opportunity, and strong pathways for veterans continuing their service to the nation; and

WHEREAS, the USPS remains a vital source of communication, the exchange of ideas, financial transactions, private and secure correspondence, mail-order medications, mail-in voting and e-commerce packages, and a host of opportunities for new and expanded services; and

WHEREAS, the United States Postal Service is a trusted public institution that provides essential services to every community, and Milwaukee County is grateful for its mission of universal service that continues to benefit our county and the nation as a whole; now, therefore

I, *DAVID CROWLEY*, County Executive of Milwaukee County, on this day, October 24, 2025, do hereby recognize and honor the

United States Post Office

on the occasion of its 250th anniversary, in gratitude for its continued commitment to connecting communities and serving every resident of our nation with reliability and care.



A handwritten signature in black ink, appearing to read "David Crowley".

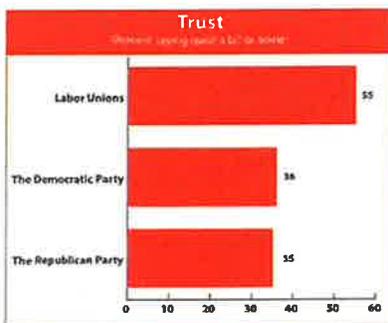
David Crowley
Milwaukee County Executive

Americans Strongly Support Unions This Labor Day

While the Trump Administration continues to escalate its attacks on workers and their unions, the American people remain firmly on the side of labor. A new Gallup poll released just ahead of Labor Day shows that nearly 7 in 10 Americans support unions—one of the highest levels in decades and a number that has held steady in recent years.

Support is particularly strong among younger Americans and people of color, with nearly three-quarters of both groups backing unions. Swing Independent voters are also increasingly supportive—69% say they favor unions, the highest level in more than 20 years.

The trust gap is striking. According to new AFL-CIO research conducted by David Binder Research, working people have lost confidence in nearly every major institution, from political parties to the Supreme Court to religious organizations. But unions buck the trend: a solid majority of workers view unions as trustworthy, with confidence levels running 20 points higher than either the Democratic or Republican Party.



For those “on-the-edge” voters—workers worried about making ends meet, raising families, and securing retirement—three in four say unions are their best chance at a decent life and retirement with dignity.

The sentiment is not just about the present, but the long arc of the labor movement. Pew Research finds that nearly two-thirds of Americans believe the decline of unions has been bad for working people and bad for the country as a

Americans' Approval of Labor Unions, 1936-2025
Do you approve or disapprove of labor unions?



whole. That view even includes a majority of Republicans under 35. And while Republican support for unions dipped overall this year, more than 4 in 10 GOP voters still express support—right in line with the 25-year average.

Yet, even as public support for unions remains strong, the Trump Administration is pushing in the opposite direction. Just days before Labor Day, President Trump issued a new executive order—an expansion of his March order—ripping away collective bargaining rights from federal workers at NASA, the International Trade Association, the U.S. Patent and Trademark Office, the National Weather Service, the National Oceanic and Atmospheric Administration, the Bureau of Reclamation, and other vital agencies.

AFL-CIO President Liz Shuler blasted the move, saying:

“This is how President Trump is commemorating Labor Day: continuing his administration’s all-out attack on workers and unions. This new executive order once again distorts the law by ripping away the collective bargaining rights of federal workers in an attempt to silence their voices

on the job. Every one of these orders undercuts the government services we all rely on, especially after his administration has already recklessly gutted staff... When those workers can’t speak up on the job and make sure their offices are serving the American people, we are all at risk.”

Shuler underscored the insult of issuing the order just before Labor Day, calling it proof of the administration’s “callous disregard for workers’ rights.” She vowed that the labor movement “will never stop organizing and fighting for each other—and we’ll see him in court.”

The takeaway this Labor Day is crystal clear: Americans stand strongly behind unions. They view organized labor as not only trustworthy, but as a vital force for protecting wages, retirement security, and worker safety.

Politicians should take note. Attacks on unions and collective bargaining remain wildly unpopular. Supporting working people and the right to organize, on the other hand, is one of the rare issues that unites Americans across party lines.

Undermining the Truth: Why Politicizing the Bureau of Labor Statistics Hurts Working Families

When the Bureau of Labor Statistics (BLS) makes headlines, it's usually for a jobs report or an update on inflation. But the recent firing of the BLS director sent up a red flag that every worker should see for what it is: a direct attack on objective, reliable data — the very information that millions of Americans depend on to make ends meet.

The BLS isn't some think tank whose donors help sway statistics in their favor. It's where the hard facts about wages, employment, and consumer prices come from. Those numbers aren't just academic; they're the foundation for things that matter deeply to working people — like the

cost-of-living adjustments (COLAs) to Social Security. When inflation ticks up, seniors and people with disabilities see their benefits increase because of the Consumer Price Index (CPI), a key measure calculated by the BLS.

But if the BLS is politicized, like President Trump seems to want, those numbers can no longer be trusted. Imagine if inflation data were massaged to make an administration look good — or bad. That doesn't just skew the news cycle; it means Social Security recipients might not get the fair adjustments they're owed. Retirees could find their checks falling behind rising costs for groceries, rent, and prescrip-

tions, while politicians pat themselves on the back for "taming inflation."

Workers and retirees alike rely on accurate data, not doctored statistics. This isn't a partisan issue; it's a kitchen table economics issue. Whether you're clocking in every morning or living on a fixed income after a lifetime of work, the BLS is supposed to be unbiased. The Bureau of Labor Statistics needs to remain independent, transparent, and accountable only to the truth. Because when the numbers get twisted, it's not politicians who pay the price — it's workers, retirees, and every family trying to keep up with the cost of living.

Trump's War on Federal Unions Puts All Workers at Risk

The Trump Administration's escalating attacks on federal employee unions are more than a government labor dispute — they are a full-frontal assault on the rights of all working people. Through executive orders and agency directives, the administration has sought to cancel collective bargaining agreements across dozens of federal agencies, strip workers of grievance rights, and even ban union representatives from using government facilities to conduct official labor duties.

"THE SINGLE BIGGEST ACT OF UNION-BUSTING IN AMERICAN HISTORY"

Labor leaders have sounded the alarm about the scope of these attacks. Fred Redmond, Secretary-Treasurer of the AFL-CIO, minced no words: "President Trump's executive order was the single biggest act of union-busting in American history."

American Federation of Government Employees (AFGE) President Everett Kelley has also condemned the moves, saying: "Federal employees are dedicated public servants who keep our government running and our communities safe. Stripping them of their voice on the job is not only illegal, it's dangerous for the American people."

HOW IT HURTS THE PUBLIC

Unions note that collective bargaining agreements don't just benefit workers —

they protect the public. AFSCME President Lee Saunders put it plainly: "When you weaken unions, you weaken the services that Americans rely on every day. Nurses, air traffic controllers, scientists, and first responders all need fair working conditions to do their jobs well."

Legal experts warn that tearing up negotiated contracts leads to chaos inside agencies, with short-staffing, low morale, and rapid turnover — all of which can cripple the federal government's ability to respond to national emergencies, natural disasters, and public health crises.

A THREAT TO ALL UNIONS

Perhaps most troubling, labor leaders warn that if the administration succeeds in abolishing federal unions, the consequences will ripple far beyond Washington. As AFL-CIO President Liz Shuler explained: "If they can get away with this in the federal sector, private employers will be emboldened to demand the same freedom to crush unions in their workplaces. This is about setting a precedent that collective bargaining is optional — and that's a threat to every union member in this country."

The concern is that by invoking vague claims of "national security" or "efficiency," the administration is laying the groundwork for employers and politicians everywhere to roll back bargaining rights.

That precedent could undermine decades of hard-fought progress for both public- and private-sector unions.

FIGHTING BACK

Unions aren't taking the attacks lying down. AFGE, AFSCME, the AFL-CIO, and others have filed lawsuits, held rallies, and launched nationwide campaigns to defend federal workers' rights. "We don't back down," Kelley vowed. "We will fight in the courts, in Congress, and in the streets to protect the right of every federal employee to have a voice on the job."

Allies in Congress have also expressed support, with lawmakers pledging to introduce legislation that would safeguard collective bargaining rights against executive overreach.

MORE THAN FEDERAL WORKERS AT STAKE

The Trump Administration's actions are not just an attack on federal employees — they are a testing ground for dismantling union rights across the country. If these efforts succeed, every worker, from machinists and teachers to electricians and health care workers, could find their rights on the chopping block next.

As Shuler put it: "This is a fight for the soul of America's labor movement. If we lose here, we risk losing everywhere."

Friday, 7:00 am
November 21, 2025

2025 GMM Meetings

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



Time Dated



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