



**Paul McKenna  
President**

*A few weeks back, many of the officers attended the APWU All Craft Conference, which is held every two years. It is a conference where APWU union officers from around the country gather for specialized training for their respected crafts, and discuss in detail what we want to see changed in our next National Contract.*

We get to talk to any of our National Officers about specific problems that our local may be having and to find out if other local unions are having the same issues.

## All Craft

"The training classes are always helpful and informative..."

The training that is offered is often on issues that are happening now, not stuff that may have been a problem a year or two ago.

The training classes are always helpful and informative, and when we return from the conference, we have new ways to fight the issues that are happening every day in the Plants, City Stations and Associate Offices.

As I wrote about in last month's issue of *The Hi-Lites*, the grievances that we filed over the 204b issues in the Plant and the MMPA were settled and have now been paid out.

If you have separated from the PO, (Retirement, Quit, Transferred, etc.) and worked in the Milwaukee Installation during the time frame of

the grievance (October 2014 through June 2017), you were still paid on the settlement. As a former employee, you were issued a normal payroll check that was sent to the Post Office in early September. If you haven't received it yet, call the general Clerks Office in the Milwaukee Plant. If they can't help you, you can always call the Milwaukee APWU Union Hall for help.

We still have many additional grievances that haven't been settled for the Milwaukee City Stations as well as some Associate Offices that we are meeting on a regular basis to try to resolve.

***Thanks for being a  
APWU Union Member...  
it always pays to belong.***

## Fighting Bob Fest- 2017

In its 16th year, Fighting Bob Fest, an annual Wisconsin festival for progressive politics, was held in Milwaukee for the first time.

APWU WI Legislative Director Chris Czubakowski (left), Milwaukee Area Local Recording Secretary Karen White (center) and Milwaukee Area Local Steward Ken Liggan (right) represented the APWU at the festival and spent the day educating and discussing APWU legislative priorities with the public.

The Milwaukee event was held on Saturday, Sept. 16.



## POSTAL PULSE SURVEY - HERE WE GO AGAIN

**Jeff Worden, Vice President**

I have written about these postal surveys many times in the past. Well, here we go again! The Postal Pulse Surveys are replicas of the old V.O.E. (Voice of the Employee) Surveys which were used in the past by management. These surveys (per management) are to be used to correct problems before they can get a chance to start. They also are supposedly give the employees a feeling of having more input. Basically, management would like us to believe that the results of the Postal Pulse Survey will be used to help employees when in reality that surveys may be used AGAINST us! Case in point. In the early 90's, management took the results of the Voice Of the Employee Survey and threw them in the face of the Contract Arbitrator. They claimed that because the employees stated that they were fairly compensated with their pay and benefits that they didn't really need a pay raise! This was a slap in the face to all of the Bargaining Unit Employees who thought that their opinions were going to be used specifically to improve working conditions. At no time were any employees ever told or notified that these surveys would be given to an Arbitrator to advocate for a pay/benefit cut!

A member once told me, "Awww...that's old news....I don't think they would ever do that again... so maybe it's time we give it a rest". My answer to that member was simple, "Those who forget the past are destined to repeat it!" Furthermore, if the surveys are sold to us as a tool to help us, why do we still have the same lingering problems in the workplace? Think I'm kidding? Ask the clerks at the City Stations and Area Offices if they are being forced to do more with less and less! Go ahead and ask them! The APWU represented crafts are NOT the only ones who will receive these surveys. The Letter Carriers, Rural Carriers and Mail Handlers also receive them. Their respective union officials are also aware of management's manipulative ways when it comes to this issue. In the past these surveys were given to employees by their supervisor. That has now changed, as the Postal Pulse Survey will be delivered to your home. The current survey will go through September.

In closing, if/when you receive a Postal Pulse Survey you can throw it out, fill it out or give it to a Union Officer/Steward. If you give it to an Officer/Steward, your survey envelope will be placed "in the hat" of our local's Semi-Annual Postal Pulse Raffle. Two (2) names will be drawn at each raffle and those members drawn will receive \$100.00 EACH. If you are from a City Station or an Associate Office you can give your survey to your union steward or you can mail it to APWU Union Hall at; APWU, 417 N. 3<sup>RD</sup> ST Milwaukee, WI. 53203.

## Sleep Apnea Tests: A Victory For Our Local

**Mark Krueger, MVS Director**

The sleep apnea issue is still creating continuing employment issues for current MVS employees. It seems that the USPS Medical Administration is now telling USPS management what clinic to schedule DOT Fed Med physicals at. This is due to the fact the USPS Medical staff can easily sway these clinics to adapt to their guidelines which are beyond the State of Wisconsin DOT standards. These select employees are being forced to get limited DOT Fed Med cards until they go for Sleep Apnea testing. This is being forced upon these employees even though their personal physician and the Certified DOT physician say that this testing isn't necessary. This new spin on this topic creates more trouble for the continuing employment of current MVS and VMF employees that are required to have valid CDL's.

In achieving victory, we were one of the first locals to win a grievance over the USPS having to take full responsibility for the cost of paying for an employee's Sleep Apnea test. As we go forward, it has been stated that the USPS will be responsible for this with a final closure to be ironed out as to how to stream line this issue for the continuing employment. This topic and other continuing employment issues are going to become quite stringent in the future as the demands for qualified employees increase.

## KNOW YOUR WEINGARTEN RIGHTS

by: Vance Zimmerman, APWU Industrial Relations Director

*What does a grocery store chain started in Texas in 1901 have to do with you? That chain of grocery stores – Weingarten's – ultimately gave us some of the most important rights we have as union members today. Weingarten's gave us our right to have union representation in meetings with management.*

The story from 1975 is an interesting one. The employee originally involved, Leura Collins, was not even disciplined in any fashion. After one of her co-workers accused her of taking money from the cash register, an internal investigator for Weingarten's was asked to observe the store. Upon completion of the observation, he found nothing wrong.

At that point, the store manager told the investigator that Collins was reported to have taken a box of chicken home for which she did not pay full price. The manager and the investigator called her into an office for questioning, where she asked multiple times for representation by her union, the Retail Clerks Union. She was denied each time. Ultimately, it was determined that she did nothing wrong.

Collins, did however, report her experiences to her shop steward, leading to an unfair labor practice charge filed with the National Labor Relations Board (NLRB). The NLRB found that Weingarten's had violated Collins' "mutual aid and protection" rights of Section 7 of the National Labor Relations Act by denying her request for representation.

Weingarten's appealed the ruling all the way to the Supreme Court, which was denied, thus affirming and establishing our rights to union representation in meetings with management where an employee feels their job might be in jeopardy or the meeting may lead to discipline.

### Know Your Rights

These rights are now known as *Weingarten Rights*. I know that many of you already know your rights, but it is never a bad thing to have a refresher on what they are. Many of you may also be new to the Postal Service, or to a union environment, and may not have stewards or officers located right in your workplace to remind you of these important rights. Not only are your rights to representation guaranteed by law, but they are also addressed in our Collective Bargaining Agreement (CBA) and the Joint Contract Interpretation Manual (JCIM) in Article 17.

Weingarten Rights are not like the much more widely known *Miranda Rights*. Every time you watch a crime drama on TV you will see someone being read their *Miranda Rights*. Unlike *Miranda*, management is not required to inform you of your *Weingarten Rights* at any time. You are required to know and invoke these rights on your own.

So when can you invoke your *Weingarten Rights*? You have the right to request union representation (more commonly known as "request a steward") whenever you reasonably believe a meeting may lead to discipline. Again, you must request the representation! Your shop steward cannot request it on your behalf.

There are a few times when representation is not required. One of the exceptions is when management tells you in advance that the meeting is an "official discussion." However, if they start questioning you, the meeting is now an investigation and you are entitled to representation if you request it. Another exception would be when management is actually handing you the discipline (a "Letter of Warning," "Notice of Suspension," etc.).

You have the right to consult with your representation in private prior to the start of the meeting with management. The rights also allow your representative to participate in the meeting: to ask clarifying questions and actively help you. As the JCIM says, "The employee has the right to a steward's assistance, not just a silent presence, during an interview covered by the Weingarten rule."

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When called into a meeting with management, requesting your rights can be as simple as saying “I want my shop steward here.” You should ask before the meeting starts, “Can this meeting lead to me being disciplined?” If they answer “yes,” you need to request representation. You should learn this statement or carry it with you at all times:

*If this discussion/meeting could in any way lead to my being disciplined or terminated, I respectfully request that my APWU representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.*

Your rights to representation extend to meetings with the Postal Inspection Service and Office of Inspector General Special Agents. They extend to interviews management may try to conduct over the phone or anywhere else off postal premises.

### Union Time

We are very fortunate to have rights under our CBA to meet with our stewards during work time – on the clock. Most private sector unions do not have this right. All of these things can take place on the clock: meetings with management, a pre-meeting consultation with your union representative, discussing contract violations and possible grievances with your steward, as well as the actual steward filing and meeting on grievances.

Being able to do this on the clock is very important to our grievance process. It allows for your direct participation in contract enforcement and problem solving in the work place. It is not the union or steward’s responsibility to see every violation and act on it. You have a significant responsibility to your union and all your coworkers to help your stewards and officers by requesting time to report violations to the union.

Requesting union time and meeting on the clock with the steward is vital to our process! When you see a violation, you should request “union time” from your supervisor or manager. They are required to grant you time with a steward. It is management’s responsibility to arrange this time and to call the steward over or into the office – not yours.

It is not enough to just pass by a steward at your office, window or breakroom and casually say you may have seen a violation. You must request official time to meet with the steward. Break times are not appropriate for you to talk to a steward. Management should not be requiring it, nor should you be thinking it is okay to ask the steward to do union work on their breaks and lunches. Both you and your union representatives are entitled to breaks and lunches.

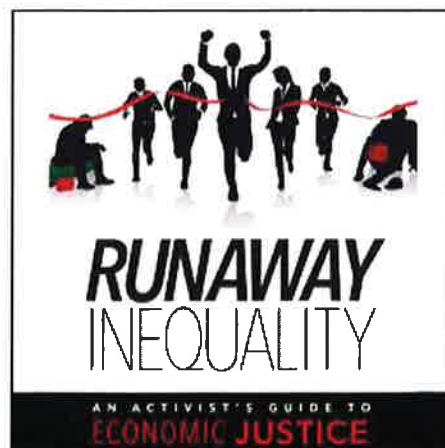
Enforcing the contract and invoking your rights are not spectator sports. They require your participation and action. Remember, if you are ever in doubt, always request representation.

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## Hi-Lites Quotables

*“There is nothing in the economic universe that will automatically rescue us from runaway inequality. There is no pendulum, no invisible political force that “naturally” will swing back towards economic fairness. Climate change is not going to heal itself. Either we wage a large-scale battle for economic, social and environmental justice, or we will witness the continued deterioration of the world we inhabit. The arc of capitalism does not bend towards justice. We must bend it.”*

**Les Leopold** Author, *Runaway Inequality*





**Greg Becker**  
**South Sectional Director**

*Hello members, as many of you have read in my recent Executive Board meeting reports, I have been informing the members about the USPS effort to cut Clerk Craft jobs throughout the State/Country.*

Management has been relying on computer programs called "Dashboard Complement" and/or "Job bid Management" to cut jobs by using "earned hours," a nebulous assumption that, by definition, can use variables to achieve the goal of reducing the complement at many A.O.'s/A.P.O.'s.

The Union questions the results of these management programs that call for excessing Clerks at offices that are adequately staffed. Some Postmaster's at these offices are worried as we begin to work our way toward the Holiday season, which was already difficult last season with the adequate staffing. And good luck to these Postmasters that try to call around for another PSE or PTF (at level 20 and below offices) to help at their office.

The PSE or PTF is up to their eyeballs with parcels at their home office...as their Postmaster is calling around for help! These events are happening already as management is

## Let's Protect Our Work & Our Jobs

"Because our National Agreement states that Management shall make every effort to create desirable duty assignments..... "

choosing to violate the contract to get the mail to the Carriers. This is happening as I write this, as management personnel are performing Clerk work alongside of Carrier Craft employees...who are also performing Clerk work to get the mail to the Carriers in time to hit the streets.

It seems that the resulting job cuts from the "earned hours" data is forcing many Postmasters to decide to violate the contract by ordering Non-Clerks to perform Clerk work, or feel the wrath of Upper management after large volumes of mail miss its commitment time. Most Postmasters will choose to violate the contract and hope that no one will contact the Union. If we don't grieve these violations, we are helping management reduce our jobs.

Please contact me (or your steward) with information on who was doing our work, and for how long.

Because our National Agreement states that Management shall make every effort to create desirable duty assignments from all available WORKED HOURS for career employees to bid, we may be able to justify creating duty assignments based on the reality of WORKED HOURS, including grievance settlements vs. management's earned hours "fantasy".

Another action we can perform to protect our jobs is clock- in to the



correct Operation (Opn). These Computer programs tell management the number of Clerks needed at each office based on the inputted time in each operation.

We must get credit for every minute that we are performing "work" by clocking in to the operation that represents that "work".

Our Assistant Director of the Clerk Division in Washington, D.C; Lamont Brooks, has recently sent out a guideline of commonly used Function 4 Customer Service Clerk work activities and the correct operation numbers that correspond with these activities. Compare these operations to the operation numbers the management tells you to punch into. If the operation numbers differ, talk to your supervisor and show them the attached list. If you forget to clock into the correct operation, always ask your Supervisor to manually input the correct operation and the amount of time in that operation.

In addition, if a PSE or PTF (at level 20 and below) from another office works at your office, these hours should be transferred to the correct operation and finance number.

Contained in this article are the most important actions we can take to protect our work and our jobs. Remember...the job we save may be our own! Thank you.





**Chris Czubakowski**  
**North Sectional Director**

*Recently I have been receiving many questions from Members regarding their eOPF file. I hope that the following article may help answer many those questions.*

#### **What is an eOPF?**

An eOPF is your electronic Official Personnel Folder. This electronic folder documents your employment history while working for the Postal Service. An eOPF is established and kept for every USPS employee regardless of appointment type or duration. Your eOPF can only be accessed by you (from LiteBlue with your Employee Identification Number and Personal Identification Number), and by Postal professionals in the course of their official duties with a need to know.

For example, an HR professional may access your eOPF to process a transaction, like a bid or promotion or benefit change. Employees can easily access and view their eOPF records on LiteBlue and are also able to print those same records from the site.

Your eOPF contains records of your appointment with the USPS, PS Form 50s documenting personnel actions such as reassignments and promo-

tions, and records of former postal and federal service. If you have served on active military duty, the eOPF should contain DD Form(s) 214 documenting all your military service.

If you are a career employee, all your federal and military service should be shown on your Retirement/Thrift/RIF (RTR) Employee Detail Report, which you will find listed as the first document in your eOPF.

#### **Reviewing Your eOPF**

Take some time to review the RTR Employee Detail Report, Forms 50, and DD Forms 214 to make sure that all Postal and former federal service is accurately documented and to ensure the veterans' preference code reflected on your most recent PS 50 is up to date.

#### **Veterans Preference Code on your PS Form 50:**

- 1 = No Preference
- 2 = 5 points
- 3 = 10 point disability
- 4 = 10 point compensable, less than 30%
- 5 = 10 point other
- 6 = 10 point compensable, 30% or more

You also want to make sure that your name, address, birth date, and social security number are correct. Also check your FEGLI Designation of Beneficiary and any

## **eOPF File**

"You can open and print any or all the documents in your eOPF."

other Designations of Beneficiary forms on file if life changes have occurred that warrant an update. **Note:** Beneficiary Forms are available on LiteBlue if you want to designate a beneficiary or make changes to current designations.

#### **Adding a document to your eOPF**

If you want to add a document you will need to make you request in writing on PS Form 8043, *Request to Amend Electronic Official Personnel Folder*. You must attach the document to this form and then mail or deliver it to your district Human Resource office.

The HR specialist will review the form and document to ensure it is an appropriate eOPF document and, if so, have it added. This may take 60-90 days.

#### **Removing a document from your eOPF**

If you want to remove a document from your eOPF, make your request in writing on PS Form 8043, *Request to Amend Electronic Official Personnel Folder*, specifying exactly what document(s) you request be removed, and mail or deliver it to your district personnel HR office.

It must be noted that discipline can only be removed by Labor Relations, and only in accordance with collective bargaining agreements/grievance settlements.

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**Amending your eOPF**

If you believe you need to amend a document in your eOPF, make your request in writing on PS Form 8043, specifying exactly the items and document(s) you want amended, and mail or deliver it to your district HR office.

**Printing your EOPF documents**

You can open and print any or all the documents in your eOPF. Just click on the document links to open each document and click the Print button. If you want the entire eOPF and would rather not print the documents yourself, you may request a copy of your eOPF. The first 100 pages are provided at no charge, and there is a 15 cent charge for each additional page. Make your request by phone or computer on PostalEase. Your eOPF copy will be sent to you at your address of record.

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## **Happy Veterans Day**

**Thank A Veteran For Your Freedom**  
**By J. L. Sager**

It was a veteran, not a reporter,  
Who guaranteed freedom of the press.

It was a veteran, not a poet,  
Who guaranteed freedom of speech.

It was a veteran, not a campus organizer,  
Who guaranteed freedom to demonstrate.

It was a veteran, not a minister,  
Who guaranteed freedom to worship.

It was a veteran, not a salesman,  
Who guaranteed freedom to own property.

It was a veteran, not a travel agent,  
Who guaranteed freedom to travel.

It was a veteran, not a politician,  
Who guaranteed freedom to vote.

It is a veteran who salutes the Flag,  
Risks it all for the Flag,  
And who is buried beneath the Flag.



**The Milwaukee Area Local stands united in respect for our veterans.**

## **Why I support Medicare for all and other efforts to expand health coverage**

by: Tammy Baldwin

When it comes to providing affordable health care for every American, there is more we must do right now to change the status quo, improve our health care system and lower costs. That is why I have introduced bipartisan legislation with Sen. John McCain (R-Ariz.), the FAIR Drug Pricing Act, to take on sky-high prescription drug costs by holding drug companies accountable for price hikes. I also am working across party lines on bipartisan solutions to stabilize the insurance marketplace, reduce families' health costs and get more people covered. We must act now to stabilize and strengthen the individual market to help Americans buy insurance at more affordable prices for 2018.

My own personal experience as a child has always inspired my work in public service to do everything I can to make sure that every American has quality and affordable health care coverage. When I was 9 years old, I got really sick and was diagnosed with a serious childhood illness. I spent three months in the hospital. I was raised by my grandparents, and, when I got better, they looked for an insurance policy that would cover me in the future. However, because of my previous illness, they couldn't find such a policy. Not from any insurer. Not at any price. They had to pay for my health care out of pocket — and they had to make enormous sacrifices to do so — all because I was a child who had been branded with those words: “pre-existing condition.”

Before the Affordable Care Act, families weren't protected against being denied coverage or charged more because of a past illness. Today, insurance companies can no longer discriminate against someone based on their pre-existing condition. I championed the health reform that allows young people to stay on their parents' insurance plans up to age 26. These reforms have led to millions more Americans having the health insurance they need. We have made great progress in making things better. However, we have more work to do, and Washington has been consumed by a debate this year over partisan attempts to make things worse. Congressional Republicans have offered a number of repeal plans that would increase the number of people who are uninsured and force many families to pay more for less care.

The people of Wisconsin did not send me to Washington to take people's health care away, so I fought against these repeal plans. Instead of making things worse, I believe we should move forward to expand coverage and make health care more affordable, not more costly. Every American should have affordable health coverage, and there is more we can do to make that a reality. I always have believed that our goal must be universal health care coverage for everyone, and my support for Sen. Bernie Sanders' Medicare for All legislation being introduced this week is a statement of that belief.

With this reform, we would simplify a complicated system for families and reduce administrative costs for businesses. It would expand coverage to all the uninsured, make health care more affordable for working, middle-class families and reduce growing prescription drug costs for taxpayers. This reform will help us achieve universal coverage for everyone and is one of many paths we can take to expand coverage and lower health care costs. Last month, I helped introduce the Medicare at 55 Act, which would provide an option for people between the ages of 55 and 64 to buy into Medicare. I am working with Sen. Brian Schatz (D-Hawaii) to soon introduce legislation to allow states to offer people a choice to buy into the Medicaid program. This would grant more Wisconsinites the opportunity to enroll in our popular Badger-Care program. And Sen. Chris Murphy (D-Conn.) is working on a reform that would provide all Americans, individuals and companies with a public option to purchase Medicare.

What all of these proposals have in common is a commitment to the belief that every American deserves affordable health coverage. If both parties look past the partisan debate in Washington, we can find common ground today on solutions that work for the American people. It is time to move forward. Forward toward the day when we make good on the guarantee of high quality, affordable health care coverage for every American. That is a goal worth reaching, and, as Americans, we shouldn't let anyone tell us we can't.





**Mark Ferrari**  
**Local Business Agent**  
**& Health Plan Rep.**

## Health Plan - Open Season

"...visit the PostalEASE website ..."

***November 13th – December 11th***

For those wishing to enroll or make changes to their current health plan for 2018 you can visit the PostalEASE website at <https://ewss.usps.gov/> and follow the instructions. You will need your employee I.D. # and password to enter the site. If you forgot your password or do not yet have a password you can follow the instructions on the site or contact the Human Resources Shared Services Center at 1 877 477-3273 for further instructions and assistance.

- For those wishing to enroll in dental or vision coverage, employees should visit [www.benefeds.com](http://www.benefeds.com).
- Remember, anyone wishing to enroll or make changes must do so during the listed dates at the top.
- If you have any questions or need assistance please contact me, Monday – Friday, 8am – 4:30pm at 414 273-7838.

Mark Ferrari  
Local Business Agent/APWU Health Plan Representative  
APWU Milwaukee Area Local

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## **Help Working Families in Puerto Rico and the U.S. Virgin Islands**

People in Puerto Rico and the U.S. Virgin Islands have been hit hard by hurricanes in the past few weeks. In Puerto Rico, tens of thousands of people are without power and are in desperate need of clean drinking water, food and medical supplies. Your tax-deductible donation to our 501(c)(3) fund will go to hurricane relief and recovery efforts in these U.S. territories, or where it's needed most.

Please send a check made payable to:

**The Union Community Fund**  
**Attn: Accounting Department**  
**815 16th St., NW**  
**Washington, DC 20006**



*The Union Community Fund is an exempt organization described in Section 501(c)(3) of the Internal Revenue Code and donations it receives are tax-deductible.*

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## 'In Our Hands is Placed a Power...'

by: President Mark Dimondstein

There are many daunting challenges on the horizon that demand our attention and action as postal workers. Management, with their slash and burn approach, has targeted 16,000 jobs for reversion, abolishment or excessing, which not only disrupts the lives of postal workers, but undermines service to the customers. This fight is raging, but a successful fightback will have to include strong alliances with the public and taking it "to the streets."

The 2018 National Collective Bargaining Agreement (union contract) negotiations with postal management will begin in nine months. Preparations are underway. Negotiations are never easy, and these may prove to be the most difficult to date. Building power and leverage through a rank-and-file "contract campaign" is vital. The need for positive postal reform legislation is urgent. Even in this unpredictable and hostile political environment, success is possible. Our members represent the entire political spectrum. This is a source of strength, because it will take members from every viewpoint working together to get any legislation across the finish line.

The looming White House inspired and proposed House Budget Committee 2018 Federal Budget bill is an assault on and insult to every worker. It is a proposed budget, dubbed the "tanks and tax cut" budget, with massive tax breaks for the rich and billions added to an already bloated Pentagon budget, all while robbing from working families – including thousands of dollars a year from postal workers with proposed changes to retirement contributions and reduced benefits. It might appear that the odds are overwhelming and that the Wall Street banksters and their bought and paid for politicians hold all the cards. Their message to us is that we are powerless, we cannot fight city hall and to struggle is futile.

Not so! History teaches us otherwise. Powerful labor struggles brought unions into being at a time when corporations were "all powerful." Women's suffrage once seemed an impossibility. The civil rights movement of the 1960s won human rights many thought unachievable. Postal strikers stormed the heavens in 1970, changing postal jobs into decent living-wage ones and replacing collective begging with collective bargaining. What all these struggles had in common was a powerful movement capable of wresting power from the robber barons.

Our recent *Stop Staples* campaign victory and the successful effort on the part of the union movement and many allies to stop the rotten Trans-Pacific Partnership, underscore when we are organized we can win!

We have the power because we do the work, create the wealth and provide the needed services, and there are far more of "us" than "them." We hold the winning cards – our union, solidarity, unity, activism and community allies.

The famous and well sung labor anthem *Solidarity Forever* puts it so well: "*In our hands is placed a power greater than their hoarded gold, greater than the might of armies magnified a thousand-fold, we can bring to birth a new world from the ashes of the old, for the union makes us strong!*"

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## Update on the House Budget Resolution

APWU News 10-11-2017

On Thursday, Oct. 5, the U.S. House of Representatives voted to advance its 2018 budget resolution. This resolution is a broad measure that designates government spending with far-reaching implications, including enormous cuts to postal and federal workers, as well as America's social safety net, while providing tax cuts for the wealthy. While the resolution passed the House on a narrow 219 to 206 vote, a federal budget can only take effect if agreed to by both chambers.

Tens of thousands of postal and federal workers called on their lawmakers throughout the summer and fall to reject any budget balanced on the backs of workers. After APWU and our allies in the Federal-Postal Coalition planted a flag opposing the House's draconian cuts, 18 Republicans lawmakers joined all Democrats voting in opposition. You can see how each representative voted, including a list of the 18 opposing Republicans, at GovTrack.

"To all of APWU activists who made the call, who visited in person, thank you," said Legislative and Political Director Judy Beard. "You stepped up and made known to your member of Congress the devastating effects the budget resolution would have on workers. I know you will continue to be seen and heard as the budget moves forward. The budget fight is far from over."

The Senate next has to consider its own resolution and recently released a budget starkly different from the House version. While the House resolution contains instructions to cut \$32 billion from the committee of jurisdiction over the Postal Service and postal/federal pay and benefits, these are absent from the Senate budget resolution. The Senate budget also does not call for bringing the Postal Service "on-budget."

"It is imperative that the House's attacks on the postal and federal workforce are kept out of the Senate budget, and out of any possible compromise resolution between the two chambers," said President Mark Dimondstein. "Our continued activism and engagement will be crucial."

*Stay up to date on the latest developments and action items on [apwu.org](http://apwu.org)  
and by signing up for legislative email alerts with the APWU e-Team.*

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**Make your voice heard and stay informed about  
what's going on in Washington, DC!**



Join with us as we strive to improve the lives and benefits of union members and their families. Sign up with the APWU e-Team to receive e-mail alerts on issues of importance to APWU members and other workers.

To sign up please go to <https://actionnetwork.org/forms/get-apwu-e-team-legislative-updates>

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## If You Want a Good Night's Sleep, Stop Doing These 7 Things

### **Eating These Foods at Night**

It is nearly impossible to have a restful night of sleep if you're dealing with gas pains or heartburn. Certain foods will cause digestive issues, so avoid things that are spicy, fried, high in fat, or high in sugar. High-fiber foods can also make you feel bloated, so you might want to avoid beans, broccoli, onions, and bread for dinner - have them at lunch instead. Caffeine obviously can keep you up, so have your last cup of coffee, green tea, and bite of chocolate by early afternoon. And sorry to say, although that glass of wine or beer can help you relax after a tough day and may even help you fall asleep faster, it'll disrupt your sleep cycle, making staying asleep harder.

### **Having Dinner Right Before Bed**

Aside from what you eat, when you eat is just as important when it comes to getting a good night's sleep. Try to enjoy your last bite of food at least two to three hours before your head hits the pillow. It'll give your body time to digest, so you're not dealing with a gurgling belly. Choose a time to close the kitchen, and stick to it!

### **Skiping Your Workout**

If you want your body to feel completely exhausted when you slip under the covers, make a point to exercise every single day. Focus on four to five days of moderate to vigorous workouts, then two days of active rest, like yoga or going for a walk. Also keep in mind that one big workout per day isn't enough. Try to stay active throughout the day by using a standing desk, setting stretching breaks every hour, and using the stairs whenever possible. And make sure you finish your workout at least two to three hours before bedtime so that you're not full of energy when your head hits the pillow.

### **Hitting the Snooze Button**

Getting on a regular sleep schedule that you stick to throughout the week, (yes, even on weekends!), will regulate your circadian rhythm and make your body feel rested enough to fall asleep and stay asleep. Wake up and go to bed around the same time every night, aiming for seven to nine hours of sleep, so you won't feel groggy in the morning or during the day. Refrain from hitting the snooze button six times! Set your alarm, and wake up. This will ensure that you're tired enough to fall asleep later that night.

### **Catnapping**

Catching even 10 minutes of zzz's in the middle of the day is a big no-no. Avoid napping at all costs, because it'll make it harder for you to feel tired enough to fall asleep later on. If you're tired in the middle of the day, try going to bed 30 to 60 minutes earlier that night.

### **Scrolling Through Instagram**

That comforting habit of sitting in the dark, under the covers, catching up on Instagram and email seems relaxing. However, the light from the screen can actually trick your brain into thinking it's time to be awake, which makes it harder to unwind and fall asleep. You may also see something that gets you all fired up, which can also disrupt your sleep. Make your bed a no-screen zone.

### **Going to Bed Stressed**

If your mind is unsettled, you'll have a tough time settling your body. If you're worried, upset, or anxious about something, find a way to stop thinking about it and relax. Write about it in a journal, meditate, do some yoga, listen to relaxing music, take a hot shower, try this breathing trick, or read a book by candlelight. Do everything you can to evoke calmness and serenity before drifting off to sleep.



**W**hen those little goblins and ghosts come rapping at your door, make sure you have union-made treats to fill their sacks.

This year shop for these products made by members of the *Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM)*, *United Food and Commercial Workers (UFCW)*, and the *International Longshore and Warehouse Workers Union (ILWU)*.

# HALLOWEEN

## HERSHEY PRODUCTS\*

Hershey Kisses  
Hershey Syrup  
Hershey Milk Chocolate Bar  
Hershey Milk with Almond Bar  
Hershey Special Dark Bars  
Hershey Nuggets  
Rice  
Hershey Kissables  
Kit Kat Bars  
Cannella Bar  
Cadbury Fruit & Nut Bar  
Cadbury Roast Almond Bar  
Cadbury Royal Dark Bar  
Cadbury Dairy Milk Bar  
Jolly Ranchers  
Hershey Symphony Bar with Toffee

## NECCO (NEW ENGLAND CONFECTIONERY COMPANY)

Mary Jane Peanut Butter Chews  
NECCO Waters/  
Necco Water Smoothies  
Sky Bar  
Clark Bar  
Thin Mints  
NECCO Assorted Junior Waters  
Clark Junior Laydown Bag  
Mary Jane Laydown Bag  
Necco Peanut Puffin Kisses

## GRANBELL CHOCOLATES

All filled & non-filled squares  
All filled & non-filled bars  
Non-panels  
Chocolate chips

## JUST BORN

Peeps  
Mike & Ike  
Hot Tamarils  
Peanut Chews  
Jelly Beans

## TOOTSIE ROLL INDUSTRIES

Tootsie Rolls  
Roll Pop  
Junior Mints  
Charleston Chew  
Sugar Cooty  
Andes  
Wack O' Wax

## JELLY BELLY'S CANDY COMPANY

Candy Corn  
Fall Festival Mix  
Sour Gummi Pumpkins  
Medieval Pumpkins  
Jelly Belly Disney Villains Bags  
Harry Potter Berie Bott's Every Flavour Beans  
Halloween Jelly Belly  
Disney Mickey and Minnie Jelly Beans  
Hello Kitty Halloween Deluxe Mix  
Harry Potter Jelly Slugs  
Jelly Belly Base Blended  
Gummi Hula  
Gummi Tarantulas

## NESTLE

Peanut Butter Cups  
Laffy Taffy  
Baby Ruth®  
Butterfinger®  
Pearson's Vips  
Nestle Crunch  
Butterfinger Crisp

## PEARSON'S CANDY CO.

Salted Nut Roll  
Nut Goonie  
Mint Pathos  
Gum Bars

## AMERICAN LICORICE\*\*

Black & Red Vines  
Strawberry Ropes

## GRANBELLS CANDY COMPANY

Rocky Road - Smores  
Look  
Big Hunk  
Aqua Zaba - Peanut  
Berber/Raspberry  
U-No

## SCONZA CANDIES

Awk Breakers  
Chocolate Covered Cherries  
Chocolate  
Boston Baked Beans  
Jordan Almonds  
Wagler Raisins  
Chocolate/Yogurt  
Fruit & Nuts  
Lemoncello Almonds

## BACHMAN

Peacocks  
Jax Cheese Curls  
Keystone Snacks Party Mix  
Cheese Curls  
Crum Chips

## SEEN'S CANDIES

Chocolate Assortment  
Mats & Chews  
Truthies  
Lollypops  
Brittles & Toffees  
Candy Bars

## GUTHRIE CHOCOLATE

Members of the United Farm Workers (UFW) help produce various fruits and nuts with the UFW label, including products from Coastal Berry Co., Seaton Berry, Montpelier Almonds, Brown State Candies Bites, Brown State Candies Apples, and other fruit from Sunkist, Sunwest, Arroyo and Big Jim.

\*Some products made abroad; check the label for country of origin.

\*\*Not made at our union plant in Layton, Nevada

