



**Paul McKenna
President**

I hope all of you had a great summer and spent time relaxing with friends, and most importantly, family.

It has been an extremely busy past few months. We started our summer off with a notice from Postal Management that they planned on excessing clerks from the Milwaukee Installation and many of the Associate Offices that we represent. According to management, all of the excessing offices were over staffed and they needed to cut jobs.

It must be noted that none of the cuts are based on employees standing around with nothing to do. The cuts are generated from their computer program that uses a questionable formula and which spits out how many jobs should be cut. I personally believe it's programmed to cut jobs no matter what information they put in.

Honest managers admit that they already can't afford to lose any more clerks. Sadly, most of these same managers are also programmed these days to do what they are told, and not to ask questions.

Also part of managements marching orders from Postal Headquarters is to cut or revert just about every job that becomes vacant, whether it's needed or not.

Suddenly, Last Summer

"On a positive note, after fighting with management over their use of 204b's in the Main Plant and the Annex, we have reached an agreement"

Another big issue that we have been fighting with management over is in the MVS Craft. A few months ago, management started a new program for anyone who drives a truck for the USPS. If you work in a government agency such as the USPS (or the private sector) and if you drive a large truck, the government requires that you need to pass an annual Department of Transportation (DOT) physical to keep your Commercial Driver's License (or CDL) current.

When our MVS Drivers go for their DOT Physical, the Postal Service went one step further and came up with a policy that states that if you meet certain guidelines, you are a higher risk for sleep apnea and you need to go for a sleep apnea test.

Three of the five guidelines are;

- You are a male
- You are over 40 years old
- You have a neck size of 17" or larger).

It's turning out that many of our current MVS drivers meet three of the five guidelines.

The problem is not that management is requiring them to go for the sleep apnea test. The problem is who is going to pay for it. Management, thus far, has been unwilling to pay for this test. Keep in mind that the cost of this test can exceed \$10,000.

Because the company is requiring this test, the employees own insur-

ance carrier isn't going to pay for it. Insurance won't pay for it, in many instances, because the employees own doctor believes they don't need it. Thus, they won't authorize it.

If the employee doesn't go for the test, they can't drive because they don't have a valid DOT Card and CDL. If the employee does go for the test, they could be responsible for the \$10,000 bill. We will continue to fight this unjust practice locally as well as on a national level, as this is happening throughout the country.

On a positive note, after fighting with management over their use of 204b's in the Main Plant and the Annex, we have reached an agreement on the 204b grievances that we have been filing since 2014. The final payout in the Plant and Annex grievance alone totaled \$467,488. This settlement only represents the grievances for the use of 204bs in the Plant and the Annex. It does not cover any of the violations at the Milwaukee City Stations. Those grievances are still being negotiated with Labor Relations.

The payout was submitted for payment the week of August 21st, 2017 and should be on the payroll checks by the end of September (No Guarantee). If you were on the career rolls during the time of the grievances between October 2014 and June 2017, you were included in the grievance payout. The payout was broken down into two (2) parts. October, 2014 through February 2016 was payout

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period #1, and March 1st, 2016 through June 2017 was payout #2. If you were a career employee during just one of the payout periods, you are entitled to \$309.59. If you were a career employee during both of the payout periods, you will be paid \$619.18.

This grievance was a very complex and document driven case. It involved looking over every single punch of every single day that a 204b was used in violation of the contract. Many officers and stewards were involved in putting together the 100 plus grievances that were filed at the Plant and Annex on the 204b violations. If you see one of the following union officials, give them a simple thank you for the time and effort they put into these cases; Mark Ferrari, Chris Czubakowski, Marvin Rivera, Kim Smukowski, Kenni Liggan, Glenn Griggs, Bryon Holland, Trent Canady, Larry Brown Jr.. Without all of their hard work and persistence, this grievance wouldn't have been settled.

The union still has active grievances for the use of 204b's at the city stations and some Associate Offices in violation of the contract as well. We continue to meet with the Postal Service on these grievances as well, and hoping that we can have these settled in the near future.

Many of our Clerks still aren't sure what is a violation when management uses a 204b. I will try to explain what the contract states;

Management can only utilize 204b's during the absence or vacancy of a supervisor for 14 days or more and this use is limited to no more than 90 days (With a few exceptions for long term illness or military leave.) So if management is using a 204b to supervise clerks, (whether the 204b is a clerk, carrier, rural carrier or mail handler) for less than 14 days or more than 90 days, it's probably a violation.

If you have a 204b that is working in your section or office, and they are supervising a clerk at any time, please get a hold of your union steward so they can look into the situation to determine if it's a violation.

Final Payout for the Plant and MMPA 204b Grievances

\$467,488 Total Grievance Amount to be Paid

The recent grievance settlement encompasses all grievances from the Plant and MMPA starting in October 2014, and ending in June 2017. The payout was divided into 2 parts, with each part given 1 "Share" each. The 1st share was from October 1st, 2014 through February 29th, 2016. The 2nd share was March 1st, 2016 through June 30th, 2017. If an employee in the Clerk Craft in the Milwaukee Installation was on the rolls as a career employee during any part of the either of the two time frames above, they received a "Share" for each part of the settlement. (This settlement does NOT cover any grievance from the city stations, which will be paid out in the same manner when those grievances are settled at some future date.)

831 total employees being paid.

- ◆ 679 employees received two (2) shares for a total of 1358 shares
- ◆ 152 employees received one (1) share for a total of 152 shares
- ◆ 1510 Total Shares
- ◆ \$467,488 divided by 1510 total shares equals \$309.59 per share.
- ◆ 679 career employees received two (2) shares @ \$309.59 for each share for a total of \$619.18 each for a Total of \$420,423.22
- ◆ 152 career employees each received one (1) share for \$309.59 for a total of \$47,057.68



$$\text{\$420,423.22} + \text{\$47,057.68} = \text{\$467,480.90}$$



Chris Czubakowski
North Sectional Director

**The House Budget and Page Act-
Just Say No**

As the summer comes to a close and the House and Senate are back in session there are two things that the GOP House will be frantically working to pass; the 2018 House Budget and tax reform. The current 2018 House Budget proposals target postal services and would end up greatly slashing the pay and benefits of postal workers if passed. It must also be noted that the two pieces of legislation are interrelated as all of the proposed cuts will help finance an enormous tax break to corporate America and the wealthy elite.

The 2018 House Budget proposes;

- \$46 billion in “savings” to the Postal Service by a reduction in the methods of delivery. This could include cutting the number of delivery days and a further reduction in service standards.
- The elimination of COLA on FERS retirement benefits and the reduction of COLA on current civil service retirees.
- Significant increases in the amount federal and postal employees pay towards their retirement plans. Under the most recent proposals, the GOP is call-

2017 Legislative Priorities

“After all, if we are unwilling to come together and fight for our own livelihoods, how can we reasonably expect others to do it for us?”

ing for an increase of 6% employee pension contributions into FERS – 1% a year for each of the next six years. This would result in a \$3,000 annual pay cut (\$90,000 over a career) for the same benefits. Hiking employee contributions with no increase in benefits equates to nothing more than a back door pay cut.

- A “tweaking” of the way the federal retirement system calculates annuities. Rather than averaging the highest three years of an employee’s salary, their proposals seek to average the highest five years. The net effect of this change take 3 billion dollars out of the pockets of retirees.
- The elimination of the Social Security Supplement that currently bridges the gap in FERS benefits for those who retire before they are eligible for social security benefits.
- Moving the Postal Service “off budget” to “on budget” even though it operates without taxpayer money. Being “on budget” would let Congress control how the Postal Service spends its money and would make it vulnerable to government shutdowns. It will also allow Congress to raid the Postal Service budget to pay for non-postal government expenses.
- Replacing guaranteed pension benefits for new hires with risk-

ier 401 (k) “retirement” benefits. This means that postal retirements will be in the hands of Wall Street robber barons.

Congressman Todd Rokita (R) of Indiana reintroduced the PAGE Act on 7/4/17 and it has been referred to the House Committee of Oversight and Government Reform. The PAGE Act is brutal anti-worker legislation that strips union representation and protections from new postal and federal employees. The PAGE Act would make all newly hired postal and federal employees “at-will” employees that can be fired at any time.

The Act also states that new postal employees “may be removed/suspended without notice or a right to appeal for good cause, bad cause, or no cause at all”. It also;

- Weakens postal unions
- Severely restricts union official time
- Grant managers full control over future pay raises.
- Denies CSRS and FERS annuities to any employee convicted of a felony.

Postal Reform (H.R. 756 & H.R. 760) – Just Say Yes

The USPS is a national treasure, enshrined in the Constitution and supported by the American people. Without any taxpayer funding, the

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Czubakowski

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USPS serves 150 million households and businesses each day, providing affordable, universal mail service to all. The 2006 Postal Accountability and Enhancement Act placed an erroneous pre-funding mandate on the USPS to pay future retiree benefits 75 years in advance, with an unsustainable payment schedule hardwired into the law. These payments have crippled the USPS financially as the company has defaulted on payments since 2012. Because prefunding is responsible for 90 percent of postal losses over the last decade, Congress needs to urgently pass comprehensive Postal Reform legislation to address the pre-funding mandate.

The Postal Reform Act of 2017 (H.R. 756) and its companion bill, the Postal Service Improvement Act of 2017 (H.R. 760) present a golden opportunity to finally move the Postal Service toward solid financial footing. It is also a positive step forward in resolving the pre-funding obligation set forth in the Postal Accountability and Enhancement Act of 2006. The APWU joins its sister unions in support of these bills moving forward and we are encouraged by the bipartisan effort on Capitol Hill to fix Postal financial problems. There are many components to the legislation, however, the largest component of postal reform, is H.R. 760. H.R. 760 addresses the prefunding mandate through “Medicare integration and a “postal only” health plan that will be created within the Federal Employees Health Benefits Program (FEHBP) Under H.R. 760;

- Eligible retirees will be placed into Medicare A and B.
- Medicare will be the primary insurance and a FEHBP plan will be the secondary insurance.
- Medical and prescription bills not covered by Medicare are covered by the FEHBP plan (if the medical care or drugs are normally covered by the plan’s benefits).

Postal Friendly House Resolutions

Simple resolutions are made to get a “sense of the House”. This kind of vote forces House members to go on the record with opinions, and in doing so this holds lawmakers accountable. Simple house resolutions are not presented to the President, and do not have the force of law. Sometimes, however, these resolutions provide a good opportunity to get the ball rolling on actual legislation. There are three simple House resolutions that the APWU currently supports;

- House Resolution 31 (H.Res. 31) expresses the sense of the House of Representatives that the USPS should take all appropriate measures to restore service standards in effect as of July 1st, 2012. Prompt and reliable service is critical to retaining businesses and customers and delayed mail will continue to drive business away from the USPS.
- House Resolution 28 (H. Res 28) expresses the sense of the House of Representatives that the USPS should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers. Converting existing door delivery to delivery points is wildly unpopular among small business and residential customers. The USPS brand is its best asset. Our brand is trusted by the American people whether it is at their door or inside their business.
- House Resolution 15 (H. Res 15) expresses the sense of the House of Representatives that the USPS should take all appropriate measures to ensure the continuation of its 6 day mail delivery service. The USPS provides affordable last mile delivery for FedEx, UPS and Amazon. Without Saturday Service these companies will most assuredly find alternate and more expensive means of delivery. The elimination of Saturday delivery is counterproductive to the thriving e commerce trade.

Make The Call!

Before Congress went on August recess, the APWU asked every member to take a moment to pick up the phone and speak out against the outright assault on postal workers that is contained in the 2018 House Budget. **Now that Congress is back in session, we are again asking you to reach out for the first time (or again) to your Representatives at 1-844-402-1001 (District Office) and 1-844-813-4060 (D.C. Office) After you dial in, you will hear a short message and be asked to enter you ZIP code. It will state your Congressional Representatives name and automatically connect you to their office.**

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Please tell your Representative to Support H.R. 756, H.R. 760, H. Res. 31, H.Res.28, and H.Res.15 Please tell them to Oppose the 2018 House Budget and the PAGE Act.

A Rising Tide Raises All Ships

There are currently 508,908 career employees and 130,881 non-career employees working for the Postal Service. Thus, while it is true that postal workers represent the entire political spectrum it is equally true that not one of us voted with the hope that Congress would destroy the Postal Service and our livelihoods. We all need to come together and take the necessary individual and collective actions needed to shape postal worker friendly legislation before it's too late. Our sheer numbers afford us the ability to exert a tremendous amount of pressure on both major political parties in order to achieve that goal. Let's not waste that opportunity!

After all, if we are unwilling to come together and fight for our own livelihoods, how can we reasonably expect others to do it for us? Stand with your Union as we fight for worker power and postal friendly legislation!

* * *

**APWU
RETIREMENT CLASSES**

Saturday, October 21st, 9am-11am
Wednesday, October 25th, 6pm-8pm

Greg Johnson from Union Financial, Inc. will cover FERS, CSRS, the TSP and managing your money after retirement. Questions are welcome.

Any current APWU member and their spouse/partner are invited. If interested in attending you should contact the APWU at 414 273-7838.

Deaf/Hard of Hearing members who wish to attend should let us know 2 weeks in advance of the class in order to schedule an interpreter if requested.

Food and beverages provided.



Glenn Griggs
Customer Service
Director

Hello to all my union brothers and sisters. I hope everyone had a safe and fun summer. Unfortunately, while the summer draws to a close the challenges we face continue on. Some of the upcoming challenges we might face include job reversions, start time changes, excessing, and carriers, custodians, and supervisors doing bargaining unit clerk work.

With that being said, it is not all doom and gloom. These challenges can be met with force. That force is called member participation. But in order for your union stewards to put together the best defense against job cuts, start time changes, improper staffing, excessing and 204b's on higher level we need all union members to stand as one.

You may ask! What does "standing as one" mean? Let me tell you. Everyone needs to make sure that they are making all of their basic punches. When you move from one section to another, take time out to move into the correct operation so that you will get credit for that work.

Everyone should also be notifying their stewards when anyone other than a clerk is doing clerk work. If other crafts/supervisors do our work and it goes unreported, we are not

The Time To Get Involved is NOW!

" We are hoping each and every one of you join the good fight. "

getting credit for that work being performed. If we are not getting the credit, management assumes that the work can get done with short staffing. We already know that the data management uses to calculate staffing is flawed so why make their job of cutting even more jobs easier? This is simply cutting our own throats.

I also need to say that the side deals with management must stop. I believe the system works better for everyone when the contract is followed. This is not the game show "Deal or No Deal". We have a negotiated contract that we all must follow. These steps alone won't guarantee our success at stopping all of the changes and challenges we face, but it will give us a great start.

Furthermore, many of the most important challenges we will face will occur in the political arena. These legislative challenges will have to be won by contacting your state, and federal representatives regarding our legislative priorities. We also need to start voting for politicians who support postal workers.

Although we face these challenges, we are ready and willing to fight with your help. We will not sit by idly and watch the Postal Service be destroyed. We are hoping each and every one of you join the good fight. Divided we fall, together we stand strong. Like my title states, "The Time To Get Involved Is NOW!"

Update

The 204-b cases for customer service are still in negotiations. We think the recent discussions have been productive. Thanks for your patience. We are asking all members being supervised by 204-b's (It doesn't matter what craft they belong to) to write your union steward a statement regarding who the person is, what they are instructing you to do, and how long they have been supervising you. Please keep us informed.

We have a customer service meeting with management tentatively scheduled for Sept 19, 2017. Once the meeting takes place, I intend to update everyone regarding any new changes coming to customer service.

I want to thank all our union brothers and sisters for being dedicated union members, especially those that take the time out to write statements. These help us process possible grievance violations. Keep doing what you are doing. This has helped us more than you know.

Always remember that member involvement is the key to whether or not we will have a fighting chance at stopping or minimizing whatever changes we may face. No more sitting on the sidelines. The future of our livelihoods and the well-being of our families is what's at stake. The stakes don't get higher than that!

Let's get to work.
Go Pack Go!!



Unions Improve the Lives of All Working People Truth Exposed in New Report by the Economic Policy Institute

APWU Web News Article 8/31/2017

Postal workers know first-hand that union jobs are good jobs. Unions help workers join together and bargain with their employer for better wages, benefits and working conditions. However, unions also stand up for the rights of workers who are not currently in a union. They are a rising tide that lifts all boats. According to the Economic Policy Institute's report *How Today's Unions Help Working People*, unions are under attack at a time when they are needed more than ever. "Unions raise workers' wages and strengthen their rights at work, but they also give working people a voice in our democracy," said EPI President Lawrence Mishel.

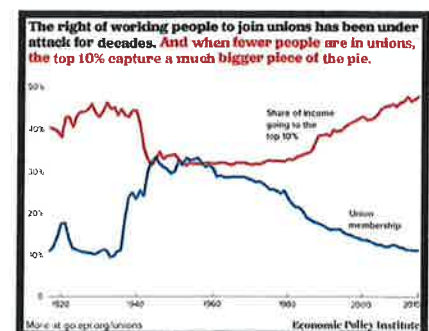
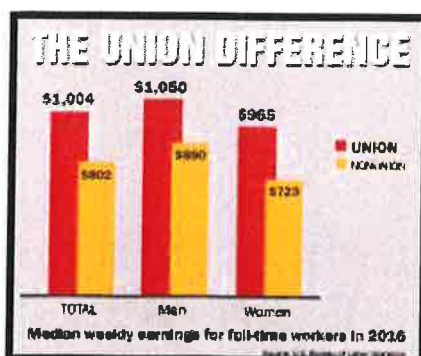
Union Strong

A union's strength comes from its members. The report explains that "working people in unions use their power in numbers to secure a fairer share of the income they create." Union members earn an average 13.2 percent more in wages than non-union workers with similar education, occupation and experience in the same sector. However, unions also help raise wages across entire sectors of the economy. "Workers who are empowered by forming a union raise wages for union and nonunion workers alike. As an economic sector becomes more unionized, nonunion employers pay more to retain qualified workers and norms of higher pay and better conditions become standard," says the report. Additionally, unions raise the fortunes of groups who are often economically disadvantaged in the U.S. According to the report, as of 2016, about 10.6 million of the 16.3 million union members are women and/or people of color. More than a third (35.8 percent) are black, Hispanic, Asian or other nonwhite demographic. Almost half (46.3 percent) are women.

'Rebuild' the System

Elected officials routinely pass legislation that strangles collective bargaining rights – and the results are clear. In 2016, only 10.7 percent of workers belong to a union, compared to about 35 percent in the mid-1950s. Workplace organizing campaigns also come with risks. Between the 1990s and the early 2000s, the likelihood that an employer would use 10 or more union-busting tactics in its anti-union campaign doubled. "Sixty-three percent of private employers interrogate workers about union support in mandatory one-on-one meetings between workers and their supervisors, and 54 percent of employers threaten workers in such meetings," the report added. However, almost half (48 percent) of those polled for the report said they would vote to join a union in their workplace tomorrow. Young workers support unions, as well: 55 percent of workers polled aged 18 to 29 said they view unions favorably, compared to 46 percent of workers aged 30 and older.

"Unions – when strong – have the capacity to tackle some of the biggest problems that plague our economy, from growing economic inequality, wage stagnation, and racial and gender inequities to eroding democracy and barriers to civic participation...we must work together to rebuild our collective bargaining system," the report concludes.





Larry Brown jr
Automation Director

Excessing, Abolishments & Repostings

"I'm asking everyone that received an excessing letter to please be patient."

First off, I hope everyone had a great summer. Nine times out of ten, if it was disrupted in any way, it probably had something to do with the news of management reposting jobs. This article, since I'm still getting questions on it, will address the reposting happenings in automation.

As I'm typing this, everyone that is being affected by the reposting should have received a letter stating that their job is being changed and reposted. If you are in a section being impacted by excessing, you received a letter saying that your job is being changed and reposted, and that you will be participating in a closed, in-section, bidding process per Article 12 of the national agreement.

First things first, you should have an active, at least 8-digit, password for LiteBlue. Yes, phone bidding is still working but that's a lot of numbers to punch in over the phone. You should bid over **every job** that you can bid on, that works for you. This is not the time to be picky and say, "I need this off day," or "I need this start time."

If you are unsuccessful in obtaining a job in the posting, you will become an unencumbered employee on the date that the other employees receive their job awards. This means that

management can change your tour, send you to the annex, or even to a station by forcing (*involuntarily assigning*) you into a residual vacancy.

Unencumbered clerks get placed into residual vacancies by seniority, which means the most senior employee is placed first. Residual vacancies are pretty much known as the jobs nobody wanted, because to become residual they must be unsuccessfully bid on by everyone in the installation. For there to be a closed posting, management needs to excess employees out of the section. Excessing reduces the number of jobs in that section and results in a closed posting.

Jobs in a closed posting are only offered to in section bidders and to those clerks who were excessed out of the section who have retreat rights. Only clerks in the same pay level can bid on jobs posted in a closed posting. Basically, any lead clerk, level 7, in a section where a closed posting is taking place cannot bid on the level 6 jobs.

Normally, when management reposts jobs, only the jobs identified for a change in off days (*or start times if the start time is more than an hour change from the original job assignment, and there has been no agreement with the Union on the start time change*) will be affected. But when reposing and excessing occur simultaneously, jobs with no

change to their assignment could end up being reposted. This is because, when a reposting is combined with an excessing, every job that is junior to the most senior person having their job reposted, must also be reposted for bid. So, everyone that has asked me why their job is being reposted and the list management gave the Union it says no changes, this is the reason.

I'm asking everyone that received an excessing letter to please be patient. All excessing has been put on hold until February.

This provides a chance for people to retire, quit, and unfortunately, be fired. Anything that causes a career employee's name to be taken off the career list will result in a name being removed from the excess list.

Hopefully, this means that none of you will join in the experience that I had, when I was excessed from my job back in 2011. (*It wasn't the worst thing in the world but I would still rather not see it happen again*).



Your Day In Court

Kim Smukowski, Manual Director

Greetings Sisters and Brothers. I hope everyone had a safe and fun Summer.

I want to briefly discuss discipline which is covered by Article 16 of the National Agreement. Prior to being issued discipline, you should be given a “day in court” (pre-disciplinary interview) with management and yourself. If this happens you have a right and should ask for an **APWU UNION STEWARD TO BE PRESENT AS WELL**. During your “day in court” management should; 1. forewarn you of the specific charge against you in the intended disciplinary action. 2. forewarn you of the degree and nature of the intended disciplinary action. 3. Present you with alleged evidence the discipline is based on and 4. Ask you for your side of the story.

If you get disciplined, DON'T assume the union steward will get a copy of your discipline issuance...we DO NOT get a copy. If you are issued discipline, contact an officer/union steward upon receiving the discipline. Please keep in mind you have 14 days from the time of signing and receiving your discipline to file on this. The best thing to do is give a copy to the union steward immediately after receiving the discipline. There has been numerous times where members just assume that the union took care of their discipline without informing the union they received discipline. If it is after the 14 days, and no grievance was filed, the discipline will be live on your record for two years. Please keep in mind the 14 day rule does not only apply to just Article 16, it applies to any potential grievance that you may have.

In closing, I would like to thank Dan Terkhorn, for his service to the Membership as a Union Steward at the Annex.

Gearing Up for the 2018 Contract Campaign

APWU NEWS 8/21/2017

The APWU's national headquarters is gearing up for the upcoming 2018 Contract Campaign.

The current Collective Bargaining Agreement (CBA), also known as a union contract, between the APWU and the USPS expires on Sept. 20, 2018 – just a little over one year from now. The contract determines wages, benefits and conditions of employment. In June 2018, the APWU will open formal negotiations with management, and preparations are already underway. Some of the APWU's major goals for upcoming negotiations include:

- ◆ Ensuring job security, including protecting no lay-off provisions and limiting sub-contracting;
- ◆ Providing fair pay raises that reward postal workers for their hard work and contributions;
- ◆ Bridging the gaps between the divisive “three tier” wage and benefit structure;
- ◆ Protecting and expanding career jobs;
- ◆ Uplifting the Postal Support Employee (PSE) workforce;
- ◆ Holding abusive managers accountable;
- ◆ Expanding and enhancing postal services.

Negotiations are never easy. Especially in the current political environment, they will be extremely challenging. The APWU's success will depend on how much power and leverage can be mustered with member involvement and support from the public. By successfully doing this in 2015, the union made real progress in the last contract. Over the next year, the APWU will be building momentum, establishing contract action teams, wearing union gear and educating postal customers. There will be many opportunities – and much need – for members to get involved.



Jeff Worden
Vice President

I hope everyone had a safe and fun summer. Summertime in Wisconsin goes by in the blink of an eye so we must enjoy it while we can. While we we're busy enjoying the summer many things happened both locally and nationally.

In my article, I would like to "Hi-Lite" some of the bigger legislative news that you may have missed.

Affordable Care Act Survives
(for now)

The seven year Republican plan to obstruct, undermine and destroy the Affordable Health Care Act (also known as ACA and ObamaCare) seems to be on life-support at the moment. Senate Independents and Democrats, including our own Tammy Baldwin (D-WI), voted unanimously against repealing and replacing the Affordable Care Act. Fortunately for them they were joined by three pragmatic Republican Senators (John McCain (R-AZ), Lisa Murkowski (R-AK), and Susan Collins (R-ME) . The final vote was 51-49.

For now, TrumpCare seems DOA but its not called "Zombie TrumpCare" without reason. As this article goes to press, the extreme right, their lobbyists, and the Trump Administration

are devising new ways and legislation to implode and destroy the Affordable Care Act.

In fact, since losing the "repeal and replace" vote, the Trump Administration has continue trying to reduce coverage and raise premiums in the ACA exchanges. These efforts include continual threats to withhold subsidy payments to insurance companies. This has led to those same insurance companies finally admitting that the prior GOP defunding of "high risk corridors" and Trump's subsequent actions have been the primary driving forces behind most of the recent ACA premium increases.

Milwaukee Area Local
COPA Raffle Winners

This summer the Milwaukee Area Local held its "Milwaukee Area Local Sports Spectacular COPA Raffle".

I would like to thank all of the following union officials and members who took the time to sell the COPA raffle tickets; Nikki Anthonasin, Greg Becker, Larry Brown Jr., Trent Canady, Chris Czubakowski, Mark Ferrari, Glenn Gittings, Glenn Griggs, Byron Holland, Kenny Ligan, Paul McKenna, Marvin Rivera, Mike Schepp, Kim Smukowski, Kathleen Walczak, Pamela Walker and Karen White.

Congratulations to all of the members who won prizes and thank you to all the members who purchased

Welcome Back

"Congratulations to all of the members who won prizes..."

COPA RAFFLE TICKETS! This was a very successful COPA raffle. We are hoping to hold another one in the near future. We have had many members request that we raffle a television and/or electronic equipment in our next raffle. The Milwaukee Area Local Legislative Committee will definitely look into that possibility!

The WINNERS !

- | | |
|-----------------------------|---|
| 1st Place | Dan Singer
(Packers Football Tickets) |
| 2nd Place | Jennifer Jurena
(Brewers Tailgate Package) |
| 3rd Place | John Greulich
(\$50.00 Gift Card) |
| 4th Place | Bob Heuman
(\$50.00 Gift Card) |
| 5th Place | Henry Zortman
(\$50.00 Gift Card) |
| 6th Place | John Miceli
(\$50.00 Gift Card) |

In closing, I would like to give a special Thank You to Jennifer Jurena and Karen White for all the work they did on printing up the rules and artwork for the flyers. A great job was done by all!

Lets keep up the momentum by supporting postal friendly legislators through COPA! Take Care.

Sleep Apnea Tests: A Nightmare For MVS

Mark Krueger, MVS Director

The Hot Topic in the transportation industry is **Sleep Apnea Testing**. Every driver is being subject to this even though the FMCSA has just announced that they will not continue studies to develop a federal standard under the Trump administration. Every company, however, is still allowed to set their own standards, practices and policy that the employees must conform to. The USPS has done just that.

Every MVS driver has to have a Federal Medical card which is obtained by getting a DOT Physical Exam. These are scheduled by the management at a clinic with DOT certified medical personnel. Here, however, is what's happening; Even though an employee may pass their DOT Physical Exam, the USPS Medical Administration may "red flag" that employee for a "**Sleep Apnea**" test (even though the DOT examiner says that the employee doesn't need one per the DOT requirements).

If you are flagged by USPS medical administration, the DOT clinic will limit the DOT Fed Medical card from the normal 2 years period to a little as 1 month until the employee goes for a Sleep Apnea test. USPS says you must get this test done in order to continue employment and that you must provide the results to management and USPS medical staff.

The burden to schedule and pay for the cost of this test fell on to the employee. There have been a number of employees who have been forced to go through this procedure to keep there employment. The criteria that the USPS has used is vague but it has included things such as weight (BMI), age, gender and hypertension. The USPS medical administration hasn't said what this sleep apnea test should consist of but they want the results of the test so they can review it as to whether further treatment is required.

Through the grievance procedure the Union has won some ground. In fact, the USPS is now going to pick up the cost of the employee's initial test. Resolutions regarding scheduling and the determination of the testing locations are still up in the air.

There are a number of employees who will be asked to take these tests in the near future and there seems to be no final resolutions to the outstanding issues in the near future. The Union will continue to grieve and/or negotiate a workable solution. I have been meeting and calling our National representatives on this and they have assured me that a resolution is coming.

In the mean time, there are numerous grievances that have been filed for employees who have been forced to go through this process in order to remain employed.

I await any good news and any workable solution.

* * *

WE DELIVER



FOR YOU

Why Millennials Should Lead The Next Labor Movement

by: Kashana Culey (New York Times)

I grew up in a household that neatly displayed its affiliations in the bathroom magazine rack. There were copies of Ebony, Essence and Jet that my dad brought home from work so that we could be in touch with our blackness in magazine form, and the union newsletters that explained why his job was worth having.

He worked on the assembly line at a car plant in southern Wisconsin, work that regularly sent him to the hospital for surgeries to drain extra fluid from his knees. But those procedures were covered by union-negotiated medical insurance, and the time he had to miss work for them was handled by union-negotiated contractual provisions. Each time he healed, he could go right back to the job he loved in order to provide for our family.

Memories of my dad's union job feel like they belong in a museum, and that's only partly because I'm talking about the long-gone 1980s and '90s. Many jobs added to the American economy these days not only come without unions but also don't even provide full-time employment. The lack of unionization has sent the bottom flying out of the middle class.

Workers are being deprived of the advantages my dad's labor union negotiated for my family: wages that helped us save for a down payment on a house after years of moving from apartment to apartment; health care that covered, in addition to Dad's knee surgeries, treatment for my sister's asthma, my brother's autism, my mother's high blood pressure and Dad's early-onset prostate cancer.

After years of studying our bathroom's stack of union publications, I grew enthralled with the existence of union negotiator guys who looked just like my dad, dressed in the Midwestern anti-fashion of workboots and fleeces to guard against our seemingly eternal winters. Though they dressed like my dad, they had knowledge he didn't, until they shared it with him: how to negotiate fair wages for his physically challenging job and how to avoid illegal and unreasonable work hours and conditions.

Belonging to a union is a form of education that the current national political regime opposes and that states have been working to weaken so that we are unable to be fairly compensated for our work. The dangers of not being able to receive information about wages, hours and working conditions or the bargaining power that unions provide are legion.

As just one example, back in my native state of Wisconsin, after Gov. Scott Walker passed an anti-collective-bargaining law that sharply curtailed unions' right to fight on behalf of their workers, he was able to pass another law a few months later that eliminated Wisconsin factory and retail workers' right to weekends off. That doesn't mean only that thousands of Wisconsinites have lost the right to relax on Saturdays and Sundays; it means also that their employers have gained the right to force people to "volunteer" to work seven days a week or risk being let go. Zero guaranteed days off a week isn't a system that has been shown to increase either productivity or workplace morale; it just makes people miserable.

I belong to a union myself these days: the Writers Guild of America East, which recently avoided a strike and negotiated more favorable health care coverage for its members. That success was a particularly noteworthy accomplishment in this era when millions of people — many with employer-based plans — are rightly afraid of losing their health coverage. At a time when the government wants to disembowel public and private health care and when wages are on the decline, our best recourse to these threats is to join existing unions or unionize ourselves.

The last big boom for American unions came during a period that resembles the present one: The Great Depression, like the '08 recession, left workers deeply unsatisfied with wages and working conditions. Thanks to the New Deal's favorable collective bargaining legislation, Americans felt free to organize unions and petition their employers for labor rights; there were 12 million labor union members by the end of World War II.

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People like me, who have mental museums filled with memories of the stability that came with our parents' union jobs, could be the perfect leaders of the next labor union renaissance. We millennials, many of whom entered the work force during the last recession, have borne the brunt of the country's recent decline in employment quality, with lower wages, diminishing benefits and the presence of noncompete clauses that hurt even entry-level employees from finding subsequent jobs. We show higher support for unions than previous generations, and with good reason: Unionized employees typically enjoy better benefits and have made about 27 percent more than their non-unionized counterparts for roughly the last 15 years.

The union newsletters my father kept in our bathroom magazine rack may have faded, but their message — about the value of jobs that provide a fair wage, reasonable conditions and the ability to care for a family — is as timely now as it ever was.

Kashana Cauley is a writer for "The Daily Show With Trevor Noah."

* * *

Enter the Contract Campaign Slogan Contest!

APWU headquarters is having a contest to determine what the 2018 Contract Campaign slogan/theme will be.
The contest deadline is Sept. 20.

The theme of the APWU's last contract struggle was *Good Service, Good Jobs, Good Contract!*

All members are encouraged to submit their ideas by filling out the form on the back page of the Sept-Oct issue of the *American Postal Worker* and mailing it in. Or download the form from the APWU website. The contest rules are on the submission form. Another way to enter is to email ideas to nccc@apwu.org. The winning entry will receive either an expense paid three-day trip for two to Washington, D.C. to coincide with the opening day of negotiations or will be guests to the four-day 2018 APWU National Convention in Pittsburgh, PA.



COLA Increase Announced

In accordance with the 2015-2018 Collective Bargaining Agreement, career employees represented by the APWU will receive a 13 cent per hour cost-of-living adjustment (COLA) effective Sept. 2. The increase is the result of an increase in the Consumer Price Index (CPI-W). It will appear in paychecks dated Sept. 22, 2017 (Pay Period 19-2017), and will total \$270.00 per year.

The next COLA increases will be based on the Jan. 2018 CPI-W and July 2018 CPI-W, effective the second pay period following the release of those respective indexes. COLAs are in addition to general wage increases.

Postal Support Employees (PSEs) do not receive cost-of-living increases, but they have five general wage increases under the 2015-2018 contract. On May 13, 2017, PSEs received a \$0.20 per hour pay increase. Also on Nov. 25, 2017, PSEs will receive a pay increase of 2.3%. Updated pay scales are available at apwu.org.



Greg Becker
South Sectional Director

In the May, 2017 edition of the Hi-Lites, I explained how disastrous the Postal Accountability And Enhancement Act (PAEA) is for the USPS and its employees, as approximately a third of the workforce has been reduced in the clerk craft.

This law was passed on a voice vote in a lame duck session of Congress in 2006. Because of the onerous mandate in the law that the USPS must pay 5.5 billion into the retiree health and pension funds each year over a 10 year period (funds that were already adequately funded.) the USPS came up with a plan to first close, then reduce the hours of approximately 13,000 small post offices throughout the country.

This plan by the USPS, called the "POST OFFICE STRUCTURE PLAN" or "POSTPLAN" would reduce the hours of small offices to 6 hour, 4 hour, and 2 hour offices and upgrade some offices to Level 18 because of added administrative duties. The USPS planned to eliminate clerks and staff these now Level 6, 4, and 2 offices with Evaluated Postmasters (EPM's) in the Level 6 offices, and Postmaster Reliefs (PMR's) in the Level 4 and 2 offices. These small offices would be called Remotely Managed Post Offices

PAEA To PostPlan

"Throughout the country, at least 9,000 bargaining unit positions were created by the Goldberg arbitration award. "

(RMPO's) and report to a Postmaster at an Administrative Post Office (APO).

The USPS notified the APWU of their plan in May, 2012 and the APWU promptly filed a national Step 4 grievance on July 9, 2012 contending a violation of the 2010 contract.

During the 2010 contract negotiations, the APWU negotiated new language in Article 1.5 and the Clerical Work Memorandum of Understanding (MOU) in an effort too "bring our work back." The added language figured prominently as the grievance was heard at arbitration from 2013 thru 2014.

Impartial Arbitrator Stephen Goldberg ruled, in part, that APWU bargaining-unit employees would staff the Level 6 and 4 offices in accordance with Article 1.5 and the Clerical Work MOU. Additionally, Arbitrator Goldberg ruled that Level 18 offices will now be staffed with career clerks. The USPS estimates that there were approximately 8661 level 18 offices, 3925 level 6 offices, and 6879 level 4 offices. Because of the APWU negotiating strategy in the 2010 contract talks to negotiate added language to Article 1.5 and the Clerical Work MOU, this new language was emphasized greatly by Arbitrator Goldberg in the September 5, 2014 award.

Throughout the country, at least 9,000 bargaining unit positions were created by the Goldberg arbitration award. Many PSE's hired since 2014 can thank this grievance as the reason for their job at the Level 4 offices, full-time duty assignments at Level 6 offices, and PTF Positions at Level 18 offices. This is an example of how contract language and grievances can greatly advance our career opportunities and family supporting jobs.

Further gains were made in the 2015 contract arbitration, including PSE pay increases and more opportunities for career advancement. The PSE category of bargaining unit employees was negotiated in the 2010 Contract.

After the Arbitration awarding the staffing at the POSTPLAN offices, many MOU's were negotiated based on the Arbitration.

The first MOU dated September 22, 2014 Re: POSTPLAN:

- STAFFING OF OFFICES, FILLING OF ASSIGNMENTS, PSE USAGE AND CONVERSIONS.

Then an MOU Re:

- PECKING ORDER FOR NEWLY CREATED POSITIONS IN THE POSTPLAN INSTALLATIONS (Pecking order MOU) dated October 8, 2014.

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Followed by the POSTPLAN QUESTIONS AND ANSWERS regarding the MOU dated October 30, 2014. Then another MOU Re:

- ADDENDUM TO MOU OF SEPTEMBER 22, 2014, Re: POSTPLAN dated December 31, 2014.
- On July 29, 2016, Clerk Craft Question and Answers Re: POSTPLAN, FILLING RESIDUAL VACANCIES, AND TRAVEL was agreed too, along with a Step 4 agreement on the usage of PSE's at Level 4 offices and the pecking order for Sunday package service.

Finally on June 7, 2017, Arbitrator Goldberg found that the USPS had violated the POSTPLAN MOU in the Arbitration called the "POSTPLAN STAFFING VIOLATION" Case #Q10C-4Q-C15206043. All of the aforementioned emanated from the 2010 contract and the Arbitrator Goldberg's decision in 2014 and all of these agreements involve clerk rights at small offices, including A.O.'s, RMPO's, and APO's.

In effect, the 2010 contract and the POSTPLAN Arbitration award of 2014 contributed to creating over 9,000 PSE, PTF, and full-time jobs that are essential to staffing these small offices (RMPO's) and level 18 offices throughout the country. This is one example of how the 2010 contract negotiations to "bring our work back" have reversed the downsizing caused in part by the 2006 PAEA and the "great recession". Both events have led to billions of dollars of fiscal loss and billions of dollars owed.

The USPS continues to this day with the goal of reducing 16,000+ Clerk jobs with computer programs such as "Dashboard Complement" and "Job bid Management." The APWU continues to file grievances to protect the Craft and serve the Customers who pay our wages. We, as members, are all part of this struggle to protect our jobs. With this, we have turned 10 years of uncertainty...to success!

* * *

Wanted! Statements From Members

Marvin Rivera, West Sectional Director

I'm hoping that everyone had a great summer spending time with family and friends. Rest and relaxation are good for the mind, body and soul. I know everyone has heard this many times. Another thing that everyone has heard many times is how the Officers and Stewards of your Local need your grievance statements!

I have been to several offices and I keep hearing that someone other than a clerk is performing clerk craft work. I then respond with "OK, please write me a statement." All too often the member either refuses or forgets to write me one. This is the opposite of what should be happening! In order for the Union to stop craft violations we need your statements. The Officers and Stewards of your local are not present at the time of most violations, therefore, it is up to you, to be the eyes and ears of this union!

I'm sure that members of others crafts must also be sick and tired of performing clerk work. As such, they can also write a statement. So please encourage you co-workers from other crafts to write statements if they witness a violation or are performing clerk work. If we do not stand together to protect our work management will continue to violate the contract. Please remember that this will only lead to more potential excessing from the clerk craft.

Help US, help YOU, the member. Write your statements and give them to you Union Steward.



John Miceli
Treasurer

Jeff Rose (Credit.com)

You finally have enough money to retire, and you're counting down the minutes—no, seconds—until you walk out the door for the last time. You can hardly believe you've reached this milestone. After all, it probably took at least thirty years of diligent investing to make your retirement dreams come true. While I understand why you're probably bouncing off the walls, you still have some work to do if you want to actually stay retired. Say what?

Yep, you read that right. If you don't complete a handful of important tasks now, you could wind up heading back to work part-time or cutting back on spending just to get by. To avoid ruining your retirement, you need to make a handful of smart financial moves now. Here are the most important steps to take to keep your retirement safe and on track.

Have the "Money Talk" with Your Adult Kids

While giving money to adult kids is a taboo subject nobody wants to talk about, it's actually a lot more common than people think. According to a study, approximately 61% of parents with adult children in the US admitted to helping them financially within the previous 12 months.

Financial Moves Not To Ignore, Concerning Your Retirement

"Failing to plan is the same as planning to fail..."

Helping adult kids may not have been a big deal when you were working, but it can make a huge difference to your bottom line once you're on a fixed income. This is why you need to have the "money talk" right away. If you are nearing retirement and financially supporting adult children, now would be the time to have some conversations about money. Adult children need to know that continued financial support could jeopardize your golden years. If you set expectations early, your adult kids will have time to learn how to fend for themselves and break the cycle of living paycheck to paycheck.

Dial Down Your Investment Risk

Your retirement plan is most vulnerable during the final years leading up to your target retirement date. With that in mind, it's crucial to reconsider your desired level of risk as you start getting close.

One of the best ways to reduce the risk of outliving your money is to reduce the risk you're taking in your investment portfolio during those last few years. This means allocating less to stocks and more to high-quality bonds. Once you settle into retirement, you can always consider increasing the risk again if it aligns with your long-term goals.

Put together an investment plan for you or use a target date mutual fund that automatically reduces the portfolio's risk as you approach retire-

ment. There is no one-size-fits-all retirement income portfolio or investment approach retirees should take.

Find the right mix for *your* financial goals, however. The right mix of stocks, bonds, and other asset classes should be chosen based on the cash flow you need to support the life you want. One sure way to ruin your retirement is to let your retirement portfolio dictate the lifestyle you have, rather than being properly designed to support the lifestyle you desire.

Create a Long-Term Financial Plan

With a solid plan in place, you won't have to stress over market fluctuations that would normally leave you stressing out. It's natural to panic when the market drops, or to feel a surge of happiness and excitement when one of your investments increases in value.

In retirement, however, you don't need all that drama. What you really need is a long-term plan that will leave you protected regardless of volatility in the market. The next time the market falls and you're convinced that *'this time is different'* and *'the financial world is positively collapsing'* and *'I'm going to lose all my money,'* don't react emotionally and yank all the money out of your well-managed portfolio and move into cash. Avoid emotion-driven investment thinking and actions that will ruin your retirement.

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Think Long and Hard about Your Long-Term Care Options

While many people believe that long-term care insurance is too expensive to consider, not having a long-term care plan in place can ruin your retirement. No one ever thinks they're going to need long-term care or have to move to some kind of facility, but more and more individuals are finding out that's not the case. Even if you don't think it's ever going to happen, you still have to prepare for it just in case. Whether it's purchasing long-term care insurance or setting up steps with your children, a plan needs to be in place. The costs of a long-term care facility can be exorbitant and the emotional burden on your children can be even more trying. Take the time to create a plan with your family. This is another area where you can reach out to an insurance professional for help. If the day comes where you need long-term care for any reason, you'll be glad you did.

Decide How to Handle Social Security

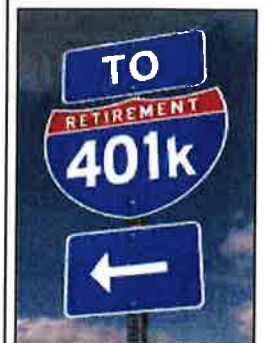
Failing to plan is the same as planning to fail, and that's especially true when we're talking about Social Security. Many couples often opt to take Social Security at the earliest possible age of 62, but this isn't always the best idea. The worst part is, most people go this route because they never took the time to compare all their options and potential outcomes. Taking Social Security early (at age 62) means agreeing to a payout that could be up to 25% less than what you'd get if you waited. If you wait until you reach full retirement age (age 66 or 67, depending on your birth date), you'll receive the full benefit you worked for. The lower payout affects more than today's Social Security check. Future cost of living adjustments will be based on that lower amount. Over your lifetime, the cumulative effect of getting cost of living adjustments on that lower benefit adds up like a snowball rolling downhill in an avalanche.

Taking Social Security at age 62 can also do harm to a surviving spouse in the future. When one spouse passes away, the survivor will receive the higher of the two Social Security checks, not both. While there are certainly times when an early payout is better, retirees who pick this option without weighing the pros and cons could wind up missing out on huge sums of money over time. If that won't ruin your retirement, I don't know what will. The good news is that you can start implementing these six financial tips into your planning today and reap the rewards in the years to come.

* * *

How Long \$1 Million Will Last in Retirement

10,000 people turn 65 in the U.S. every single day. The average American retirement age is 63, and the life expectancy for retirees is about 85. That means Americans should plan to spend 22 years in retirement. AARP suggests a retirement income nest egg of at least \$1 million, but the buying power of \$1 million varies wildly depending on where you live. So if you're asking "how long will my money last in retirement," the answer depends on your state. This is determined by the average total expenditures for people 65 and older, which includes groceries, housing, utilities, transportation and healthcare. Then, it's multiplied that by the cost of living index in each state to find the average expenditure cost for each state.



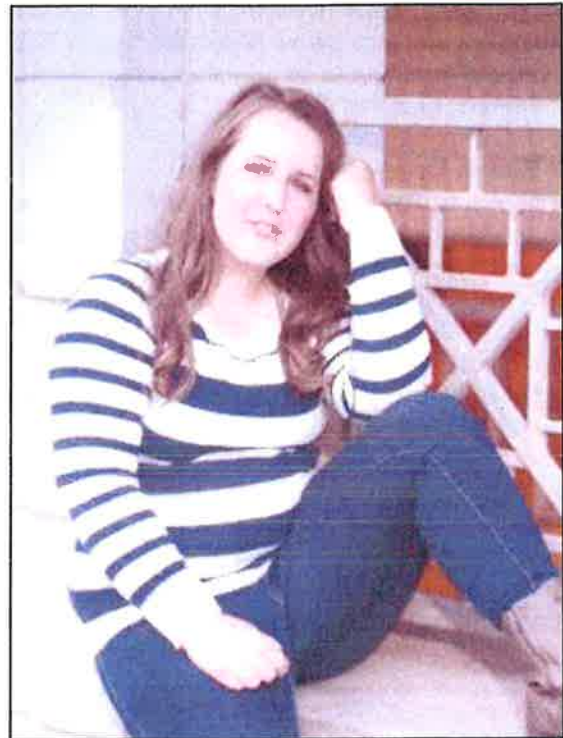
Graduating Class Of 2017



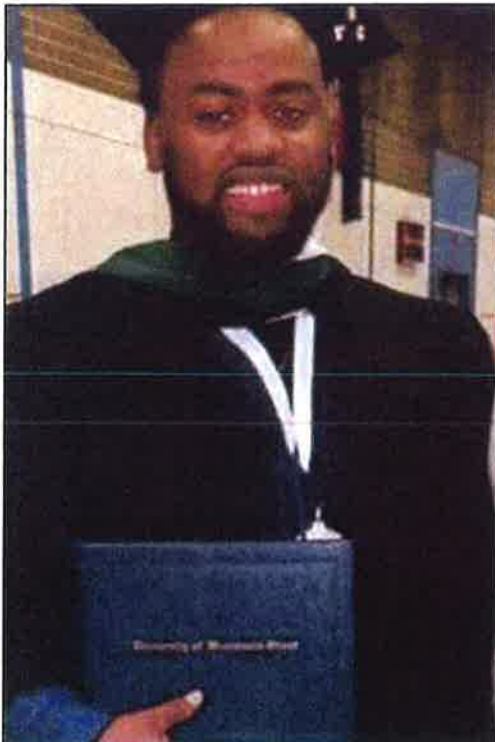
Jennifer graduated from St. Thomas Moore HS. She will be attending UW-Madison.

"Jen, We are so proud of you. As we have always said...All of your hard work will pay off! We know you will accomplish all that you attempt. Good Luck at Wisconsin. Go Badgers!"

Jennifer is the daughter of Scott Morzfeld (T-2 Automation Clerk)



MICHAEL



JENNIFER

Michael graduated from UW-Stout.
Major: Clinical Mental Health Counseling.

"Michael, Mom & Dad are so very proud of you. Continue your journey to success and God Bless you!"

Michael is the son of Pamela Bond (T-3 AFSM Clerk) and Michael Bond (former T-1 Mailhandler)

Graduating Class Of 2017



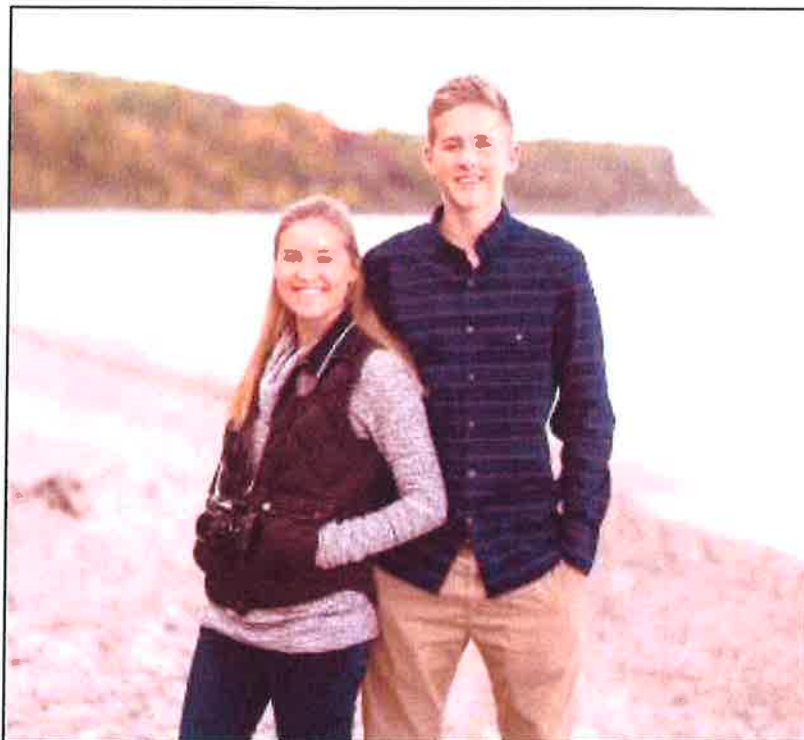
TAYLOR & COLLIN

Taylor graduated Cum Laude from Wisconsin Lutheran College with a Bachelor of Arts Degree in Graphic Media Design.

Collin graduated from So. Milwaukee HS. He will be attending Lakeland University studying computer science and to play baseball.

" Mom & Dad are so proud of both of you and wish you the very best in your future endeavors!"

Taylor and Collin are the children of Rich Stanley (T-2 Expeditor – Annex)



2017 Milwaukee Area Local Scholarship Winners

CONGRATULATIONS

- Collin Stanley is the recipient of the \$500.00 Milwaukee Area Local's John Akey Memorial Scholarship
- Liberty Gravning is the recipient of the \$500.00 Milwaukee Area Local Scholarship



GOOD LUCK

2017 Milwaukee Laborfest



Milwaukee Area Local Members and their families celebrated Labor Day by participating in the Laborfest March on September 4th, 2017. Labor Day and Laborfest honor the American labor movement and the contributions that workers have made to the strength, prosperity, laws and well-being of the country. Thank you to all of the Members who showed their union pride by representing our local at this event.



2017 Postal Press Association (PPA) Conference



The 2107 PPA was recently held August 2nd-5th in Altoona, Iowa. The intensive four day workshop consisted of over a dozen workshops, two general sessions (with political analyst Joan Walsh and APWU National President Mark Dimondstein), and a banquet/awards ceremony. We are proud to announce that the "Hi-Lites" won an award again ; Honorable Mention for Best Overall Publication (Non-Professional). Thank you to all APWU members who read, support and contribute to our local newsletter—

John Miceli and Chris Czubakowski