



**Paul McKenna
President**

In mid-August, the APWU convened our Bi-Annual National Convention in Pittsburgh, PA. There were over 2,000 delegates present from all 50 states, as well as Guam, Puerto Rico and the Virgin Islands. We discussed over 225 resolutions during the 4 days of the convention.

The National Convention is where many of the APWU union leadership from around the country gather every two years to debate and vote on changes that the delegates want to see changed in either our National Contract or our National Constitution. Many of the resolutions are thoroughly debated, and then voted on with the outcome of the vote sometimes passing or failing with the slimmest of margins. On each side of the debate are delegates giving their reasons why a certain resolution should be voted in favor or against.

As I'm sure you can imagine with all of the resolutions being discussed, there were many topics that we discussed. There were resolutions that addressed the rising cost of health insurance, an increase in annual leave, increase the clothing allowance, conversion of PTF's to Full time, the conversion of PSE's to career and many, many more.

Of course, all of the contractual resolutions that were adopted, must be

National Convention Update

"We attend these conventions because we all want to leave the Post Office a better place to work at than when we started."

negotiated at the bargaining table between our APWU National Officers and the Postal Service. Something that is easier said than done. One of the things that we all come away from when we attend the National Convention is that all of the delegates in attendance are dedicated to the betterment of our union and our members. We attend these conventions because we all want to leave the Post Office a better place to work at than when we started. Sometimes being a union officer or a steward is not an easy job, and doesn't always pay very well. But we do it because we care about our co-workers and for the next person who walks into the P.O. for the first time trying to raise their family.

Many of you may have heard of COPA, which is an acronym for Committee On Political Action. However, many of our members may not realize the importance of it. The National APWU Web page describes COPA as: "APWU COPA, the union's Committee on Political Action, was created to raise voluntary contributions from our union's active, retired and auxiliary members to support the campaigns of candidates for public office."

The APWU needs a strong voice in political affairs. We must support elected officials who advance our goals and help defeat those who oppose them.

Over the last 20 years, building a strong COPA fund has been a major priority for the APWU. With the

support of tens of thousands of APWU members, COPA has raised millions of dollars to support candidates who stand up for working families.

Thanks to the generous contributions of many members – and a large percentage of our retirees – legislators are aware that the American Postal Workers Union is a political force to be reckoned with. But the challenges we face are great, and we must increase our COPA fund to help elect candidates who support a vibrant public Postal Service and who support the goals of working people. Every APWU member, retiree and member of the APWU Auxiliary who contributes to COPA is vitally important – no matter the size of his or her contribution.

Go to the APWU web page and sign up to have a voluntary COPA deduction taken from your pay check to ensure that Congress has our best interest as Postal Workers in mind when they vote on Postal issues.

Lastly, it saddens me deeply to report that our National Maintenance Craft Director Steve Raymer passed away suddenly on June 16, 2018, at the age of 61. Steve was the past President of the Madison Area Local from 1990 to 2001, when Steve was elected as National Maintenance Craft Director. Brother Raymer always had what was best in mind for his craft, and the APWU. He was a true Unionist and a Mentor, but most importantly, Steve was a good friend and will be truly missed.



Mark Ferrari
Local Business Agent
& Health Plan Rep.

As you probably heard by now, the owner of the USPS mail facility in downtown Milwaukee has filed action against the USPS to end the lease agreement and evict us due to his claim that the facility is being allowed to deteriorate by the USPS.

This is his angle to argue the lease agreement should be broken since the agreement held that the USPS was

supposed to take good care of the building but allegedly is not doing so.

I spoke with upper level management the following day on this issue and they seemed very confident that the owner of the building would not be successful in trying to evict the USPS under the grounds he has alleged. I am sure they have contacted the USPS attorneys on the matter before commenting so confidently in this belief.

My personal thoughts are that the owner of the building is looking for a way out of the lease as he can

make more money by renovating the facility into other ventures. There have been renderings online for over a year showing the current facility with additions, renovations and a riverwalk. Thus, his current actions to get ride of us should come as no surprise.

This topic will be brought up at the District Labor/Mgmt. Meeting in September.

We occasionally ask about when/if a new USPS facility is in the works for Milwaukee and this will be added to that topic. When/if any more news is discovered we will pass it along.

Eviction...Seriously?!?!

"I spoke with upper level management...they seemed very confident that the owner of the building would not be successful..."

APWU / NPMHU RETIREMENT CLASSES

*** Wednesday, October 10th, 7pm-9pm**

*** Saturday, October 13th, 9am-11am**

APWU Hall
417 N. 3rd St.
Milwaukee

All current APWU and NPMHU members and a spouse/partner are invited to attend.

If interested, contact 414 273-7838 no later than one day prior to the desired class.

Any member requiring a Deaf/Hard of Hearing interpreter should let us know

At least two weeks in advance of the class.

Food and refreshments provided

Special Enrollment Period: PSEs for the USPS Health Benefits Plan

APWU News 8/03/2018

On July 30, 2018, the Postal Service notified the APWU that there will be a special enrollment period for PSEs to enroll in the USPS Health Benefits Plan. The enrollment period will be open from August 20, 2018 through October 4, 2018. Coverage will become effective on October 13, 2018. This special enrollment is being conducted in accordance with the settlement agreement, *RE: Workforce Benefits Fund*. The settlement calls for the Postal Service to make additional contributions to USPS Health Benefits Plan for self plus one and family enrollments for PSEs. With these changes, it is necessary for the Service to offer eligible PSEs the opportunity to enroll.

Each eligible PSE will be receiving a letter from the Postal Service giving enrollment deadlines, enrollment methods, and plan premiums. The letter will instruct the employees to go the <https://liteblue.usps.gov/uspshbp> to learn about the plan. Enrollment will be through *PostalEASE* via liteblue, self-service kiosks in some offices, or by calling the HRSSC at 1-877-477-3273. This enrollment is for the USPS non-career health benefits plan and should not be confused with the APWU Consumer Driven Option (CDO) plan. Enrollment will not be open for the APWU CDO plan during this special enrollment. PSEs are eligible for enrollment in the APWU CDO plan after completing their first 360-day appointment. PSEs may enroll in the APWU CDO plan within 60 days of being appointed to a second term as a PSE or during regular Federal Employees Health Benefits (FEHB) open season held in November and December of each year after meeting eligibility requirements.

New Benefits Secured for PSEs

APWU News 7/26/2018

In the 2010 Collective Bargaining Agreement between the APWU and the US Postal Service, the parties established a “Workforce Benefits, Employment Opportunities, Training and Education Fund.” The purpose of the fund was to provide for the Postal Service’s share of health insurance benefits to PSEs and to provide additional resources for new PSE benefits. The APWU filed a dispute over the Postal Service not using or mis-applying the money in the Fund. The dispute was heard in arbitration on November 15, 2017. Prior to receiving the Arbitrator’s ruling, APWU President Mark Dimondstein and USPS Vice-President of Labor Relations Doug Tulino settled the APWU’s dispute with an agreement securing benefits for PSEs.

The five improved benefits that will be part of the PSE compensation package are:

- A Postal Service contribution of 65% in the first year of employment and 75% thereafter to the insurance premium for family or self-plus one for PSEs enrolled in the USPS Non-career Health Care Plan. Previously the USPS only contributed to only single coverage.
- Full uniform allowance for retail clerk PSEs who meet the ELM criteria for eligibility.
- Overtime pay after eight hours a day or after forty hours in a week. Previously overtime was only paid after 40 hours of work.
- Penalty double time pay for work over 10 hours a day, or 56 hours in a service week, same as negotiated overtime benefits for PTFs. Previously there was no penalty pay.
- Four-hour work guarantee if called and reporting to work in 200 work year offices. Previously PSEs were guaranteed only two hours.

“This was a hard-fought case involving many hands at the national level including Industrial Relations Director Vance Zimmerman, staff and attorneys which led to these important advances. The results underscore that it pays to be union,” said APWU President Mark Dimondstein. “These not only improve the lives of non-career workers but secure important union principles that protect the entire workforce.” The Postal Service is implementing these new benefits within 120 days from when the settlement was signed. By October 11, 2018, these benefits must be in effect.

Resolution Opposing Privatization of the Postal Service Introduced in Congress

APWU News 7/26/2018

On July 16, a leading group of Congressional representatives took action to help combat a proposal to privatize the Postal Service. The proposal, put forward by the White House's Office of Management and Budget in their report *Delivering Government Solutions in the 21st Century*, would "restructure the U.S. Postal Service" and "prepare it for future conversion from a government agency into a privately-held corporation."

APWU thanks the bipartisan group of representatives for introducing House Resolution 993 in response to this attack. The resolution calls on Congress to take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and not be subject to privatization.

The resolution was introduced by Rodney Davis (R-IL) and Stephen Lynch (D-MA) and co-sponsored by Brian Fitzpatrick (R-PA), Paul Cook (R-CA), Brian Mast (R-FL), Don Young (R-AK), Cedric Richmond (D-LA), Stephanie Murphy (D-FL), Dave Loebsack (D-IA) and Marcia Fudge (D-OH).

"We will fight back against any attempt to privatize the Postal Service," said APWU President Mark Dimondstein. "This is yet another attempt by corporate interests to pad their pockets and rob the public of affordable and universal mail delivery."

Members of Congress will be starting their summer recess in August. "We urge all APWU members to meet with your representative and express the urgency of them becoming a co-sponsor of this resolution and oppose the privatization of the Postal Service," said Legislative and Political Director Judy Beard. You can reach your Congressional representative by dialing 1-844-402-1001.

Attention Retirees: Applications for Holiday Temp Jobs Due Sept. 24

APWU News 8/29/2018

Time is running short for APWU retirees who are interested in applying for temporary positions as Holiday Clerk Assistants: Applications are due Sept. 24. The *Peak Season Exception Periods* memo signed by President Mark Dimondstein and the USPS Vice President of Labor Relations in September 2015 has been carried forward into the new contract. Therefore, retirees will have the opportunity to be rehired as temporary Holiday Clerk Assistants again this year.

If a retiree takes advantage of this opportunity, it will have no adverse impact on his or her annuity. If you are interested in working temporarily as an Annuitant Holiday Clerk Assistant, you must apply online at www.usps.com/employment. To apply click on "Search Now;" type "Annuitant Clerk" as the "keywords;" select the location; click on "Start;" then click on "Apply." Applications are being accepted through September 24, 2018 for annuitant Holiday Clerk Assistant (HCA) positions.

All HCAs for the 2018-2019 Peak Season Exception period is set at \$17.19 per hour or the contract rate at the time of hire, if greater. Annuitants will be hired for three consecutive pay periods within the exception period: either November 10 through December 21, 2018; or November 24, 2018 through January 4, 2019. "This represents an important opportunity for our retired members to put their postal experience to good use while they earn a little extra cash," Dimondstein said. "I encourage all interested retirees to complete their applications as soon as possible."



Chris Czubakowski
North Sectional Director

LEGISLATIVE REPORT

***VOTE AS IF YOUR JOB DEPENDS
ON IT...BECAUSE IT DOES!***

We are two years into the Trump corporatocracy and it is strikingly clear to those of us not yet bamboozled by “alternative facts” that the personal business interests a President, his swamp cabinet and an elite group of billionaire CEOs drive every foreign and domestic policy decision being made. The floodgates of creeping fascism and wealth inequality have been pried wide open and are drowning this nation like never before. Foreign governments, multinational corporations, pay-to-play grifters and Wall Street have taken full advantage of this morally and ethically bankrupt landscape to exert unprecedented influence over all three branches of government.

And a White House devoid of Congressional oversight, a complicit GOP controlled Congress and conservative Supreme Court are delivering to them in spades. The three branches of government have openly waged an amoral assault on wages/benefits, labor laws, safety, environmental protections, affordable health care and basic human dignity and worth like never before. They have also blended conservative identity politics and white nationalism to sow fear and division among the middle class in order to mislead America into believing that it is the poorest amongst us, not an unprecedented inequality of wealth, that are to blame for our nations woes.

Indeed, a culture of greed and corruption that used to operate in the shadows now operates in plain sight and with impunity in the post Citizens United age of Trump. There was no better example of this than the absolute control the wealthy elite wielded over Congress during the debate on the Tax Cuts and Jobs Act of 2017. A legion of GOP power donors openly threatened Republican legislators to “*get the Trump tax bill done*” or to “*never call them again*”. In response, their benevolent GOP “employees” delivered them a coup d’etat windfall in the form of the biggest, permanent corporate tax cuts in US history. The slush funds of these billionaire CEO’s have been replenished and their checkbooks have again been reopened just in time for the midterms.

What none of them want you to know, however, is that this “tax scam of the rich, by the rich and for the rich” adds 1.5 trillion dollars to our national deficit over the next 10 years. And right on cue, the same “fiscally conservative” House Republicans who exploded the deficit by voting for this legislation proposed a budget that cuts mandatory spending by 5.4 trillion over a decade, including 537 billion in cuts to Medicare and 1.5 trillion in cuts to Medicaid and other health programs. Truth be told, the so-called conservatives who wage this insidious game against the middle class are only interested in conserving and increasing their own wealth and power. And under the clever guise of “freeing the market” they are systematically dismantling programs (that were set up by both parties to protect the middle class) and replacing them with policies that favor the privileged few. The wealthy and well connected, post Citizens United, continue to poison our government and politics in ways that destabilize our democracy and harm the American people like never before.

The corporate pirates and privateers who belong to this CEO billionaire class have relentlessly pursued legislation over the past two years that would not only cripple the APWU’s right to collectively bargain but also its right to represent its members on the workroom floor. And their minions within Congress and the White House have sent clear signals that they are on fully on board and more than willing to help them achieve a goal that has eluded them for generations: The

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privatization of the Postal Service. The White House is currently setting the stage by waging the following three-pronged attack against the Postal Service and postal workers;

- The 2019 Trump Budget reintroduces last years failed attacks on postal pay and benefits. It includes the following items; Increases FERS contribution 1% a year for each of the next six years resulting in. This would cut pay and raise our pension contributions by 1 percent for up to six years resulting thousands of dollars out of our pockets, Eliminates FERS COLA and reduces CSRS COLAs by .5%, Eliminates the special retirement supplement, Reduces retirement benefits by using a "high five" salary average in lieu of the current "high three", Increases the share postal workers pay for FEHBP premiums, Slashes Postal Service personnel costs and reduces mail service to achieve \$44 billion in savings, Decreases workers compensation and institutes longer waiting periods.
- On 4/12/18, Trump commissioned a token postal task force and charged it with evaluating and reporting on the operations and finances of the USPS, such as pricing policies and *workforce costs*. The report, due on August 10th, is scheduled to be released after the midterm election and is reported to contain adverse legislative and executive proposals. Of note, this task force was headed by Secretary of the Treasury (and Ex-Goldmann Sacs Executive) Steve Mnuchin and OMB Director Mick Mulvaney (who deregulated the financial industry and gutted the Consumer Finance Protection Bureau). Mulvaney, a notorious pay-to-play grifter, is famous for saying, *"What you do here matters. We had a hierarchy in my office in Congress. If you were a lobbyist who never gave us money, I didn't talk to you. If you were a lobbyist who gave us money, I might talk to you."* Ahem.
- On 6/21/18, after the token postal task force had convened, the White House released its own proposal titled, *"Delivering Government Solutions in the 21st Century"*. Within this proposal, the Administration called for the privatization of the USPS and the elimination of universal service. It is believed that this proposal served as a formal blueprint for the task force and it is expected that their recommendations will validate, promote and pursue the stated goals of the White House contained within.

It cannot be any more clear. The wheels are in motion and the writing is on the wall. The threat of privatization and the threats to our livelihoods and union are more real than ever. **The jarring fact that everything we have can be taken from us with a stroke of a pen should be a sobering wake up call to all postal workers.** Brothers and Sisters, if we are not at the table we're going to be on the menu...so what's it going to be? Are we going to make a commitment to stand up and cast a vote to protect our jobs this mid-term election?

Your Union is calling on you and your family members to support and elect as many postal worker friendly candidates as possible in the upcoming midterm election. **VOTE!** Your Union is calling on you to stand with American Public and the APWU Grand Alliance in our efforts to oppose the privatization of the Postal Service. **VOTE!** Your Union is calling on you to help flip the House and/or Senate in order to impose desperately needed checks and balances within Congress and upon the Executive branch. **VOTE!**

Brothers and Sisters, we must not idly stand by while our democracy becomes a corporatocracy; a partnership of "too big to fail" corporations, the extremely wealthy elite, and corporate government officials. We must not idly stand by while the people's post office, a national treasure, is raided by this same corporatocracy. They may have all the money, but we have strength in numbers and the ability to defend our jobs and make a change with our vote. **Use it this November!**





Larry Brown jr
Automation Director

Those who cannot remember the past are condemned to repeat it. With Labor Day approaching, I decided to write an article the embodies this famous quote from George Santayana. We must study the past to avoid making the same mistakes in the future.

When you think of the Union, most people only think about the Stewards that file grievances. All they do is get people off, is a common theme. When someone returns to work, after being gone for any amount of time, the first thing said is, "What Steward saved their job?" The same goes for someone losing their job. The first thing everyone wants to know is, what Steward had their case? I have a couple of PSEs that refer to me as their lawyer. I try to take it as a compliment, but I understand the real context in which they make the statement. If they are ever in a position where I am needed, and I don't get them the outcome they desire, I am no longer a "Good Steward."

The role of the Union is so much more than saving the job of an employee that finds themselves in trouble. It amazes me how everyone talks about the Unions like we are the bad guys. Wanting decent wages to support a family somehow became a bad

The Role Of The Union

"There is such a thing as strength in numbers."

thing. Just look at compensation for Union workers in 2017. According to the Bureau of Labor Statistics, "among full time wage and salaried workers, union members had **median usual weekly earnings** of \$1041, while those who were not union members had median weekly earnings of \$829. But we still have people out there that believe Unions don't serve them well. 27 States have passed right to work laws allowing employees to forgo all Union dues thus lowering the Unions effectiveness.

The Unions in America grew out of the need to protect the common interests of the workers. Unions fought to get better wages, reasonable hours and safer working conditions. That is the history of the Union. Not to be your Lawyer. Not to get you off, when management catches you red handed. My role is to provide you with the best defense possible. If you give me nothing to argue, what do I argue? Yet, when the outcome is not favorable to you, somehow, it's the Unions fault? And what is the first thing said when you receive this unfavorable outcome? You guessed it! **I'm getting out of the Union.**

A World With No Unions

Imagine working, not 10, not 12, but 18 hours a day, SEVEN days a week. NO SUCH THING AS OVERTIME. Imagine not getting a meal or rest break during your, oftentimes, more than a double shift. Imagine doing all that while making

less than minimum wage. Imagine getting paid with something that you could only redeem at the company you worked for, otherwise known as company script. Imagine having to decide between working for food or starving to death. Imagine working in some of the dirtiest, filthiest conditions. *(Really no need to imagine that...)* Imagine it being very common to see your co-workers dying at the workplace. Imagine no healthcare, not being able to afford to get sick, because if you do, you were fired. Imagine no such thing as a retirement or pension. Imagine your boss only agreeing to hire you if your children came with you. *(What a sick, twisted package deal...)* Now take everything I stated in this paragraph and apply it to your children.

The crazy part about it is, some people didn't have to imagine. This was real life, as they knew it. The Federation of Organized Trades and Labor Union (FOTLU) was formed in 1881. Their sole purpose was to educate the public on working class issues, prepare legislation and lobby the United States congress to act on it.

The American Federation of Labor was founded 5 years later. Their purpose was aimed at getting shorter hours, higher wages, and better working conditions. With many strikes and protests, and use of injunctions throughout this time, in 1935 the National Labor Relations Act was passed. The act guaranteed the right for private citizens to form a Union.

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In 1947, only 12 years later ladies and gentlemen, the Labor Management Relations act, also known as the Taft-Hartley Act, was passed to restrict the power of Labor Unions. After World War II, 25% of the workforce was unionized. There is such a thing as strength in numbers. The Taft-Hartley Act was a means of demobilizing the labor movement by imposing limits on our ability to strike.

If you know someone that is 84 years old, then you know someone that was around when the National Labor Relations Act was passed. If you know someone 72 years old, then you know someone that was around to witness congress attempt to strip the unions of their power. 85 years is not a long time. We are still in the same fight, but with unions weakening, we are seeing people forget what unions meant to this country, to our lives. The creators of the 40-hour work week. History shows us that without a viable defense, wealthy business owners, like the Koch brothers, will happily sacrifice our economic well being, our way of life, strictly to pad their profit margins. Google "Trump's tax cuts" and look at some of the headlines you will see. (.....PLL WAIT.....)

BETTER YET I'LL POST A FEW FOR YOUR ENJOYMENT:

- Workers wages have been flat to lower since the Trump tax cuts – *Business Insider*
- Trump's tax cuts haven't done anything for workers – *Bloomberg*
- Eye popping payouts for CEOs follow Trump's tax cuts – *Politico*
- Trump's tax cuts in hand, companies spend more on themselves than on wages – *The New York Times*
- Tax cut savings flow to company stockholders, trickle to hourly workers – *USA Today*
- Only 13% of business' tax cuts are going to workers – *CNN Money*
- Companies overseas profits flooding back to US. The money they stashed – *Investor's Business Daily*

Without understanding and attempting to gain knowledge, we are letting big businesses brainwash the country. There is no way right to work laws should have been able to pass in 27 states. The reason being, we are not teaching the younger generation all that they should know about Unions. I look at some of the younger PSEs that come into the building, they don't know the first thing about Unions, nor do some of them seem to care. Those Union dues, which is equivalent to 1 hour of your pay a paycheck, is the biggest hindrance of their job. The same goes for the Seniors on the Seniority list. Everyone just wants to get out of the Union. That 1 hour of pay, despite all the luxuries your union has afforded you throughout your Postal career, is not worth giving up. It's not just the Union dues, it's the Union activity. We may have to go forward with amendments to our local to lower the amount of people needed to have a quorum at the general membership meetings, because nobody shows up. I won't state the exact number because we are not the only people that read the *Hi-Lites*, but quite frankly, the number is embarrassing.

I always say, be careful what you wish for. As, much as everyone wants to be without a Union, (*and that statement is made based off your actions when it comes to "your" Union*) your wish could possibly come true in the future. Legislation has already been introduced by the president to limit the amount of time a steward can represent you. The republicans, behind their man Donald Trump, are coming after everything your Union fought to build. The Supplement, 401(k), annual leave, sick leave, healthcare benefits, wages, retirement and everything else you consider a benefit. If our benefits suffer, what do you think happens to those in the private sector without unions? It doesn't get better. If you think that a company that only cares about its profits are going to look out for you, then you're sadly mistaken. Learn to appreciate what you have and learn to fight for what is yours. Because once again, *those that cannot remember the past are condemned to repeat it!*



Why Milwaukee Is the Midwest's Coolest (and Most Underrated) City

by Christina Pérez, Vogue

Amidst the steep bluffs of southeastern Wisconsin, in a shallow valley where three rivers join before flowing into Lake Michigan, lies an unexpected gem. It's a small but glittering one, a city that, despite its old world charm, geographical beauty, and longtime liberal leanings, has somehow been underrated for decades either overshadowed by the megawatt metropolis of Chicago 90 miles south or wrongly cast as just another decaying, rust belt ghost town.

But Milwaukee is neither. Ever since its early days as an agricultural port and brewing capitol, Wisconsin's largest city has been a magnet for industry, immigrants, and intrigue. And now, thanks to a downtown building boom and an influx of new restaurants, bars, hotels, and shops, the city's diverse and highly walkable neighborhoods are experiencing a revival that's drawing visitors like never before. "The general vibe here just feels youthful, energetic, and optimistic," explains Jason Meyer, co-owner of Milworks, a men's shop located in the Historic Third Ward neighborhood. "People are moving here from places like Chicago, Austin, Portland, and Nashville and most of them say it's because they feel a buzz here that they felt in their respective cities 8 to 10 years ago."

Andy Noble, co-owner of Strange Town, a newly opened, plant based restaurant in the city's Eastside neighborhood agrees: "Milwaukee is much, much hipper than visitors expect. The cost of living versus the caliber of cultural activities is off the scales. And the city is so diverse there's a large mix of Mexican, Southeast Asian, Indian, and African American populations and I think that keeps our dining, music, and cultural options more varied and on par with many larger cities."

Of course, many longtime residents will tell you that Milwaukee has always been cool: a Midwestern city that feels like a coastal one, where sailboats bob in the harbor and golden beaches stretch along a shockingly blue shore. They'll tell you that Milwaukee feels surprisingly European, too, with German, Polish, and Italian roots so deep that a myriad of imported traditions have blended to form a singular culture based on some very good things: beer, festivals, and food. "In the summer there are fireworks nearly every night and festivals in every neighborhood. Milwaukee has always had a strong identity, and a broader world view only makes us stronger," explains William Seidel, co-owner of the acclaimed beer bar Burnhearts and the farm-to-table restaurant Goodkind, both in the neighborhood of Bay View.

Its affordability and down to earth sensibility has made Milwaukee a place where local creatives and hedonists of all kinds can thrive a city with plenty of its own local businesses and bands; a city where people gather in the twinkle light filled beer gardens that dot verdant public parks; where live music flows from open tavern doors, and it's not uncommon to spot bikes and surfboards strapped to the top of cars even in the winter. And, as Meyer is quick to note, the city is damn good looking, too. "Being on the shores of Lake Michigan, the views are unbeatable. So many people visit our shop from the east and west coasts, and they are amazed by how 'cute' Milwaukee is; they're impressed by the mix of architecture the historic buildings and the super modern design." Take, for example, City Hall, noted for its terra cotta hue and intricate Flemish Renaissance Revival style, and the now-iconic Santiago Calatrava designed edition of the Milwaukee Art Museum, with a winged glass atrium that rises from the edge of the lake like a bird taking flight.



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Where to Stay in Milwaukee

The refurbished warehouses of the Historic Third Ward are home to many of the city's art galleries, design firms, retail shops, and restaurants. The Journeyman, a recently opened Kimpton Hotel, makes a fine base to explore it all. The 158 room hotel boasts a gorgeous roof top bar and restaurant and an eclectic, industrial chic design. It's within walking distance to downtown and the River Walk, and just a few blocks from the Milwaukee Public Market, a bustling food hall offering artisanal Wisconsin cheeses, locally made sausages, and Thief, one of the city's best wine shops.



Bay View, at the southern edge of the city, is a lakefront neighborhood known for its cute arts and crafts bungalows, hip bars and restaurants, and youthful vibe. To get a feel for this beloved neighborhood, book a room at Kinn Guesthouse, a minimalist mini hotel with exposed brick walls, a cozy ground-floor restaurant, and communal outdoor fire pit. Across the street, the California inspired shop URSA is worth a visit, too; it sells a cute mix of mystical treasures Palo Santo, Southwestern textiles, apothecary items made in house.

The eclectic and industrial Walker's Point neighborhood is home to many of the city's best Mexican restaurants, a vibrant LGBTQ nightlife scene, and a number of chic restaurants. Stay nearby in the luxe, motorcycle themed Iron Horse Hotel (which, incidentally is not far from the Harley Davidson Museum) or venture south to Burnham Park where a lovingly refurbished Prairie Style home designed by famed architect (and Wisconsin native) Frank Lloyd Wright is available to rent for overnight stays.

Where to Eat and Drink in Milwaukee

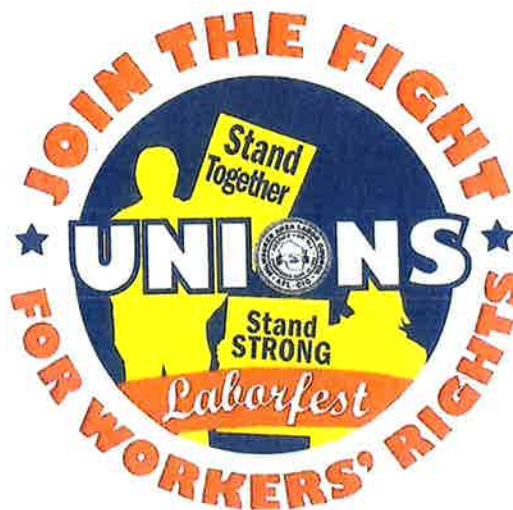
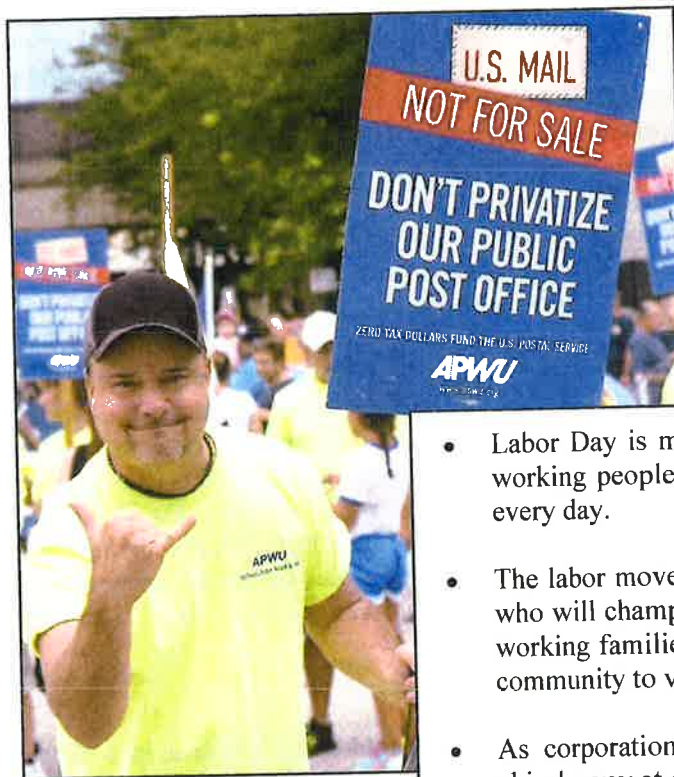
Thanks to its proximity to the University of Wisconsin-Milwaukee and downtown, Milwaukee's Eastside neighborhood has long been one of the city's most charming, drawing a diverse crowd of foodies, students, and night-time revelers. Comet Cafe is a beloved stop, known for both its vegetarian options and its bacon-garnished Bloody Marys (served, as is customary in Wisconsin, with a tiny bottle of beer on the side).

For a more refined dining experience, make a reservation at Ardent; the tiny restaurant tucked beneath an apartment building that offers an ever-changing tasting menu and has been nominated for several James Beard awards, including one this year. While in the neighborhood, be sure to make a stop at Von Trier's. The century old, German themed bar is quintessential Milwaukee: dark, cozy, and gorgeous, with a wall of stained glass windows, a massive wood bar, and a hearty menu of Spatzle, Bratwurst, and Knackwurst. Afterwards, pop your head into the famed Oriental Theatre across the street for a look at the elaborate, East Indian inspired Art Deco décor.

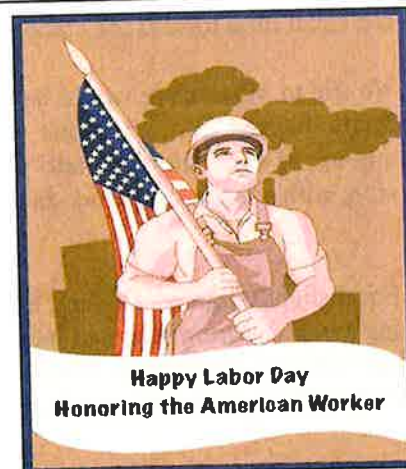
No trip to Milwaukee would be complete without partaking in a classic Friday Fish Fry an old Roman Catholic tradition that's evolved into a raucous weekly affair. The menu usually features locally-caught lake perch and an outrageous amount of carby sides: potato pancakes, coleslaw, rye bread, and corn. Lakefront Brewery does a particularly fun version, with a live polka band, dancing, and of course plenty of house crafted beer.

For a slightly lighter evening, head over to Odd Duck in Bay View. The small plates restaurant serves an always changing menu featuring seasonal ingredients under global influence everything from charred octopus with taro chips to Oaxacan hibiscus empanadas. Finish the evening with a nightcap in Walker's Point at Boone and Crockett, a backwoods-inspired bar with an always-busy patio and a cool taco truck out back.

2018 MILWAUKEE LABORFEST



- Labor Day is more than just parades and barbecues. Labor Day is a time for working people to reflect on the rights and freedoms that we fight to protect every day.
- The labor movement is swelling with momentum behind pro-union candidates who will champion our issues and work to even the economic playing field for working families. Join us for an event near you to mobilize folks in your own community to vote this November.
- As corporations continue to offshore jobs and corporate-backed politicians chisel away at our right to collectively bargain, working folks keep up our fight to rewrite the economic rules.
- That's why it's more important than ever that we turn out working people this November to vote for labor-friendly candidates and issues.
- Join other working people this weekend for a day of action to spread the word about OUR candidates and OUR issues during this year's midterm elections.



Graduating Class Of 2018



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Lauren enjoyed most of her schooling living in Muskego. This past year she graduated from Germantown HS.

Lauren will be going to WCTC for Graphic Arts & Design.

Congratulations Sweet Heart. You are wiser and more beautiful than ever. Artistic ability runs in our family.

God bless in everything you do!!! WE LOVE YOU!!!

Lauren is the daughter of Wade Gehrt (T-1 Box Clerk) and former T-2 clerk Beth Bernhoft.

2018 Milwaukee Area Local Scholarship Winner

CONGRATULATIONS

- Tehya Crego is the recipient of the \$500.00 Milwaukee Area Local's John Akey Memorial Scholarship

GOOD LUCK

Tehya graduated from Nicolet HS and will be attending the University of Wisconsin - Madison.

Your mother and I love you very much. The hard work and dedication you have shown to your school work, family and friends will serve you well in the future. You have a bright future and you can accomplish anything you set your mind to do. You are truly a gift. Go Tehya... & Go Badgers !

Tehya is the daughter of Lenny Crego (T-1 Maintenance ET)

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Glenn Griggs
Customer Service
Director

Hello to all my union brothers and sisters. I hope everyone had a safe and fun summer. With the summer coming to an end our focus for the fall and winter remains the same (staffing). Making sure the stations are properly staffed is a top priority for me. It is crucial that we not only hold management accountable for providing timely service to our customers but also provide some relief for our clerks who work long hours and double duties.

My personal belief is that upper management is trying their best to make the postal service fail. The main reason behind this effort, in my opinion, is to facilitate the privatization of the postal service. Some politicians are for the privatization of the postal service, however the vast majority of them are not. While the current president strongly supports the privatizing the Postal Service, public opinion regarding our service remains very high. Thus, postal understaffing is meant to change the public perception of the USPS.

In order for the postal service to maintain the level of staffing needed at the stations it is going to require all of us to be united and working together. We have to hold management accountable for their decisions, the same way management is going to

Accountability Works Both Ways

"It is crucial that we hold management accountable ..."

hold us accountable for ours. This means that all employees must write statements when anyone other than clerks are performing bargaining unit clerk work.

When your station window unit is closed the union needs to know so we can investigate to see why. When mail like 2nd class notices, ubbm etc. is not getting done you need to let us know. These things can play a key role when discussing job creation or reversions.

We can also hold management accountable by abiding by our contract. This means no deal making. If management is going to force us to play by the rules, then we should do the same to them.

Jobs, Jobs, Jobs...

Over the last several months many of you have noticed there were quite a few city station jobs in the posting. Those jobs were posted because of constant pressure from the union. We held numerous meetings with management and filed several grievances. I still have open grievances for more city stations positions. If you are interested in city stations jobs keep your eye out on the future postings.

However, please keep in mind that when a job is created due to a grievance settlement, more than likely it was because management violated the contract. So when we write for and get awarded a job (then subsequently bid out -which is our contractual right) management will get

a second bite at the apple to revert jobs or make changes to them. If that happens we will never get the proper staffing we need.

We also have to hold management accountable for how some of these stations look on the inside and out. I have seen gnats, dead flies on the floor, and mice scurrying around at far too many stations...and that's just on the inside!

On the outside of some of the stations, the grass needs to be cut, weeds need to be pulled, and trash needs to be picked up. Lets all work together to hold management accountable to make sure every postal employee is able to work in a clean environment. To work in these conditions is unacceptable.

Management taking the chairs, tables, and other property out of the employees locker room is also unacceptable. We currently have a grievance on this and we are asking members to write a statement for the union regarding this issue. Everyone knows, including management, that the employees locker room has always been used as a break room.

P.S. I would like to congratulate all of the PSEs that recently made regular, and to say thank you to all our union brothers and sisters for being dedicated union members.

The struggle continues.

Go Pack Go!!!



John Miceli
Treasurer

What's going to change?

When the new withdrawal policies go into effect, you will have more options for how and when you can access money from your TSP account. These options fall into the following categories:

- Multiple age-based (for those 59½ or older) in-service and post-separation partial withdrawals will be allowed.
- You'll be able to choose whether your withdrawal should come from your Roth balance, your traditional balance, or a proportional mix of both.
- You will no longer be required to make a full withdrawal election after you turn 70½ and are separated. (You will still need to receive IRS required minimum distributions (RMDs).)

If you're a separated participant, in addition to the option of monthly payments, you'll be able to choose quarterly or annual payments, and you'll be able to stop, start, or make changes to your installment payments at any time.

Partial Withdrawals

Right now, you're limited to one partial withdrawal in your lifetime—either an age-based in-service withdrawal (when you're 59½ or older) or a partial post-separation withdrawal. Under the new policy:

- you'll be able to take up to four age-based in-service withdrawals per calendar year.
- there will be no limit of the number of partial withdrawals you can take after separating from federal service (except that you won't be able to take more than one every 30 days).
- you'll be able to take partial withdrawals while you're receiving post-separation installment payments; and
- having taken age-based in-service withdrawals will not prevent you from taking post-separation partial withdrawals.

Roth, Traditional, or Both

Currently, when you take a withdrawal, the money comes from your traditional and Roth balances on a pro rata basis. For example, if 80% of your account is in your traditional balance and 20% is in Roth, any withdrawal you take will be 80% traditional and 20% Roth.

Under the new rules, you can still use this method, but you'll also have the option to take your withdrawal only from your Roth balance or only from your traditional balance.

These options will be available for all types of withdrawals.

Withdrawal Deadline

By law, the TSP currently requires that you make a full withdrawal election after you turn 70½ and have separated from federal service. If you fail to do that, we initiate an account "abandonment" process.

Changes To TSP Withdrawal Options

TSP.ORG

The new law does away with this requirement. You will never be required to make a full withdrawal election. You will still need to receive IRS-required minimum distributions (RMDs). You can satisfy the requirement by taking a partial withdrawal or installment payments. If you take no action or just don't withdraw enough to meet your RMD, we will automatically send you the remaining RMD amount.

If your account has already been abandoned, you'll be able to restore the account without making a full withdrawal election. Your restored balance can remain in the plan (subject to RMDs) with all the new withdrawal options available.

Installment Payments

Monthly payments are currently the only option you have for receiving regular post-separation installment distributions from your account. The new rules will also allow you to receive payments quarterly or annually.

Right now, if you're receiving monthly payments, you can only change the amount of those payments during an open season between October 1 and December 15.

In the future, you'll be able to change the amount and frequency (monthly, quarterly, annual) of your installment payments and change from life-expectancy payments to a dollar amount at any time throughout the year.

Now, if you want to stop your monthly payments, you must receive the remainder of your account in a final withdrawal paid to you or transferred to an IRA or other eligible plan. The new rule eliminates that requirement.



Greg Becker
South Sectional Director

In this article, I will explain your right to request a Union Steward while you are at work. Many APWU represented employees are unsure of their rights at the small offices. Without the opportunity to ask your steward about your contractual rights, you risk having your rights violated on a daily basis.

You can always contact your Director for representation while you are on your own time, but you always have the right to make a "request" to your Supervisor/Manager/Postmaster to consult with your Union representation while you are "on the clock". You may choose to contact your steward on your break or lunch, but you have the right to request while engaging in the performance of duty... and this request cannot be unreasonably denied. Many times, the reason for your request over wages, hours, or working conditions can be addressed with a phone call to your steward by you or by your supervisor.

What is the considered the definition of "unreasonably"? This term may be interpreted differently by which side you are on (management or union) and may have to be decided by an arbitrator if not settled earlier in the grievance procedure. If you are the

Your Right To Union Representation

"You must also be aware of your Weingarten Rights."

only window clerk and you request to consult with a steward while you have lines out the door, it may be reasonable for management to deny your request for a steward at that time. However, management personnel should contact your Director on your behalf to notify of your request. Management cannot pre-determine the amount of time needed to consult with your steward. These examples are fictitious and any situation is based on the facts and circumstances.

If you are ever at work and your supervisor/Postmaster refuses your request to consult with your representation, always follow management's directive (unless it affects your safety or health) and contact your steward on your break, lunch, or off the clock. Your rights may have been violated.

You must also be aware of your "Weingarten Rights". This right derives from a Supreme Court case (NLRB vs. Weingarten) in which the court ruled that employees in unionized workforces have the right under the National Labor Relations Act to the presence of a Union Steward during any management inquiry that the employee reasonably believes may result in discipline.

J. Weingarten operated food outlets and his policy was to deny employees' union representation. The Supreme Court of the United States

ruled that this was an Unfair labor practice. Furthermore, the name "Weingarten" is now a famous "right" that was denied by the aforementioned Weingarten Company Managers in 1972.

The employer "Weingarten" violated Section 8(a)(1) of the National Labor Relations Act "because it interfered with, restrained, and coerced the individual right of an employee protected by Section 7" ... "when it denied the employee's request for the presence of her union representative at the investigatory interview that the employee reasonably believed would result in disciplinary action." This right extends to a pre-interview consultation with your representation and must be asserted by the clerk to be protected by the law.

Once you assert this right, management must get you representation or cancel the meeting. It is always a good practice to request a steward whenever you believe a meeting could result in discipline. If you request a Steward and management continues the meeting without representation and this meeting results in discipline, it is a good practice to write down what happened and contact your steward as soon as possible.

The steward will benefit greatly from your information about what took place during this meeting that resulted in discipline. You have 14

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days to file a grievance whenever your rights are violated. Always contact your steward within days of a violation of your rights so that your steward has time to investigate the matter.

Hopefully, I have given you a better understanding about your right to a steward and how you can benefit by requesting representation from Stewards/Directors in the APWU. If you need to contact me, call me at (414) 530-3449. I will ensure that your "Weingarten Right" is protected...along with all your other rights in the contract.



**Jeff Worden
Vice President**

I hope everyone had a safe and fun summer. First off I would like to thank all the members who contributed to the Milwaukee and Waukesha County HEALTH & HYGENE Drive. The APWU Milwaukee Area Local came through to help stock up the Milwaukee County & Waukesha County shelters with health and hygiene products!

From Aug 16th through Aug 24th Executive Board Members from the Milwaukee Area Local attended the 24th Biennial National Convention in Pittsburgh, PA. The theme for this convention was "FIGHTING TODAY FOR A BETTER TOMORROW".

Brothers and Sisters, it is absolutely imperative that we fight "TODAY" for a "BETTER TOMMORROW" because Washington D.C. is controlled by a Trumpian GOP that wants to privatize the Postal Service and get rid of the APWU. These are

Welcome Back

"It is urgent that we elect people that care about us ..."

the same politicians who also want to gut and privatize the Postal Service.

These want us to go to a "high five" years instead of a "high three" years for our retirement computation. Why? Because this will allow them to give even more tax sham giveaways to some CEO who doesn't give a damn about the postal workers or the middle class for that matter. It is clear that that the president and many within the GOP have no problem selling-off/breaking-up the United States Postal Service.

We have the midterm elections coming up. This is where we can really make our voices heard! So while the National Union is negotiating the National Agreement let's all start looking at the candidates in these midterm elections who actually give a damn about us. It is urgent that we elect people that care about us (the postal workers and the middle class) and NOT the top 1%.

Beginning in mid-September, the AFL-CIO will be doing phone banking and member to member walks. If you or a family member/friend are interested in volunteering to get out the vote, please contact

me at (414) 530-7186 or call the Wisconsin AFL-CIO at (414) 771-0700.

Finally, I would like to thank all the APWU members, retirees and their family members who represented the Milwaukee Area Local at this year's 2018 LaborFest Parade. Even though the weather was not ideal, we made it clear to all that "the U.S. mail is not for sale."

Take Care,



Overcoming the Struggles Ahead

National APWU President, Mark Dimondstein

State of the Union Address:

On Monday, Aug. 20, APWU National President Mark Dimondstein delivered the “State of the Union” address to the 2,038 delegates to the 24th Biennial National Convention. President Dimondstein addressed the successes of the past and struggles for the future. “I look forward to a spirited and productive week and am confident we will leave more united, inspired and dedicated to the cause of labor rights and dignity.”

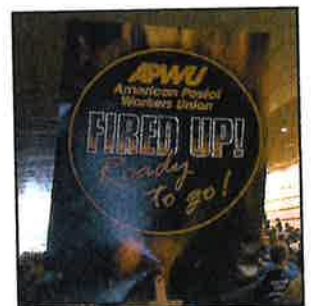
President Dimondstein inspired delegates with stories of recent labor victories, including the education workers’ strike in West Virginia that sparked similar actions across the country. He stated how recent worker actions were reminiscent of the historic Memphis Sanitation Workers Strike and APWU’s own Great Postal Strike of 1970. “One in five people have joined street protests in the last two years...the needed culture of resistance spreads as we are Fighting Today for a Better Tomorrow.” The speech discussed the struggles facing the union, both with postal management and legislators. Contrasting negotiation goals of the union with management’s desires, he laid out the fight ahead in securing a good contract. He also spoke about how many of the problems the labor movement currently finds itself in is due to a history of injustices heaped on workers, made worse by the White House.

President Dimondstein discussed how income inequality is widening and public services and vital social programs are being attacked – including the public Postal Service. He spoke of the serious threat to all postal workers from the Office of Management and Budget’s report and the impending White House task force report. “Sisters and brothers, privatization threats are not new. But we have never faced outright plans to sell the entire Post Office... we are facing the battles of our lifetime.” However, APWU members can draw strength from our many victories of the past two years – like stopping Staples in Jan. 2017. “We are building unity, enthusiasm, union pride and community support that will help strengthen our everyday battles for workplace justice and defense of the public Postal Service.”

“The fat cats always underestimate the power of the 99%,” President Dimondstein continued. “Their attacks present an opportunity to educate and unite with the people, defend the wonderful national treasure and DEFEAT our enemies.”

Scenes from the 2018 National Convention

APWU delegates from the Milwaukee Area Local and the State of Wisconsin joined thousands of other delegates from around the country at the 2018 APWU National Convention held in Pittsburgh, PA. The Wisconsin delegation displayed a shirt at the head of the table in honor of former Madison Area Local President and National Maintenance Director, Steven Raymer, who tragically and unexpectedly passed away on June 16, 2018.





Jim Arneson
Maintenance Director

I hope that everyone had a decent summer season. With the end of the summer comes the end of our current contract. While numerous resolutions were put forth this year at the convention, most came too late to be included in the negotiations for the next contract. But they do provide further guidance to the negotiators.

This is why it is very important that members attend General Membership Meetings to help our local be your voice at the State and National Convention. Let us all hope and pray that our negotiators are successful in getting a contract settled that benefits both the current and the future employees.

Lately, I have heard of employees being told to go on tagged out Elevated Work Platforms. This is in violation of numerous handbooks and MMO's. And it is also in violation of OSHA regulations because of this and other items. If a supervisor tells you to use a lift that is tagged out or you find issues when doing your inspection prior to using it, you should request to have a steward right away.

Management providing you a statement that says it is o.k. for you to use it, will not protect you if you get hurt. I personally have seen management tell an employee that an accident was

Protect Yourself

"... if you do not feel safe operating a piece of equipment or the equipment has been tagged out, insist on management getting you a Union Steward."

not their fault, yet when they met with higher ups they cast blame upon the same employee. Very underhanded., indeed.

In my opinion, the safety department is not here to protect you. I believe they are here to only protect the Service and figure out ways to circumvent safety requirements that get in their way.

When was the last time you heard of a supervisor or manager getting in trouble for violating safety. It actually appears to be a promotional step. So again, if you do not feel safe operating a piece of equipment or the equipment has been tagged

out, insist on management getting you a Union Steward.

Lastly, the end of the fiscal year is coming up. With that comes more Line H discussions. This year I am doing a few things differently then years prior.

First, I will be filing each station separately. My previous year grievances are being held up because of the larger offices. This is something that I do not want to happen. Second, I will be asking new questions at the city stations and Associated Offices. This hopefully will streamline the process for these offices. I look forward to meeting you all again.

In Memoriam: Steven G. Raymer

APWU Maintenance Division Director

October 6 , 1956 - June 16 , 2018

Brother Steven G. Raymer, who served as the APWU National Maintenance Division Director for the past 17 years, died suddenly from a heart attack on June 16, 2018. He was 61 at the time of his death. In 1990, Brother Raymer was elected by his co-workers as President of the Madison, Wisconsin Area Local. He served in that position until 2001, when he was elected as APWU National Maintenance Division Director. As a National Officer, he was fully involved in every National Negotiation since 2001 and during his tenure as National Maintenance Division Director, Brother Raymer negotiated hundreds of settlement agreements on behalf of the Maintenance Craft. He played a major role in issues that affected not just the maintenance division, but all members of the union. He will be greatly missed.





Mark Krueger
Motor Vehicle Director

Everyone is aware we are deep into the long and painstaking process of contract negotiations. I would like to inform you of certain items that are currently being discussed at the national level.

In MVS, we are still waiting to get back a majority of the 110 routes that we were awarded from the Das 32.2 Arbitration Award of 2016. USPS says that they are having difficulty in recruiting qualified candidates to fill these positions.

We Have Value

"In MVS, we are still waiting to get back a majority of the 110 routes that we were awarded from the DAS 32.2 Arbitration Award of 2016."

In addition, they continue to have equipment availability issues as well as problems creating runs that will fill an 8 hours work schedule and not violate DOT standards. We have continued to give them Memorandums of Understanding to see if they can meet the award deadlines. To date we have had only 39 runs returned to PVS throughout the country. Some of the key resolutions proposed are:

- Reimbursement for ALL Medical Assessments and Testing for DOT Fed Med cards.
- All DSI trainers should be from our craft and must be qualified on all USPS equipment in order to do training.

- **NO** 204B's in either MVS or VMF operations.

In the VMF the most important concern is the lack of new and ongoing training. The new fleet of hybrids and the amount of electronic upgrades to most fleets is growing.

A BIG safety concern is the lack of knowledge that most of our technicians have on these items. This deficiency could result in injury or death if things are done wrong.

Some other items are:

- Lack of testing equipment for diagnostics and repair.
- No internet access in location to download software upgrades for the equipment that locations do have.
- If there is training to be done at least a 14 day notification before they attend and off- site location.
- To have a VMF operation working in conjunction with a PVS operation
- The Biggest, **STOP** the OUT Sourcing of any work!

We know that the cost of outsourcing is extreme and in most cases we can perform the work at a lower cost and faster than anyone else. The more we can show this, the greater chance we have to keep our positions and successfully combat USPS staffing reductions. We have value and know how to service our internal and external customers.

This, in turn, keeps us strong.

In Memoriam: President Emeritus William Burrus December 13, 1936 - May 19, 2018



Former APWU National President Emeritus William Burrus passed away on Saturday, May 19, 2018 at the age of 81. William Burrus served as elected National President of the American Postal Workers Union, AFL-CIO from 2001-2010. He was the first African-American to be elected president of any national union in direct balloting by the membership. "The APWU family is greatly saddened by the death of Brother Burrus," said APWU President Mark Dimondstein. "We, as postal workers, including our families and our communities, have greatly benefited from the impassioned and determined life's work and leadership of William Burrus."

Plain Truths about the Postal Service

- The U.S. Postal Service's unparalleled national network fulfills the Founders' directive to bind the nation together, providing affordable, universal service unlike any private entity.
- The U.S. Postal Service's workforce represents the nation's largest civilian employment of veterans, and our work enables a \$1.4 trillion dollar mailing industry employing 7.5 million American workers.
- The U.S. Postal Service operates without a dime of taxpayer money, but Washington's political malpractice has put it in a financial bind – crushed by a scheme to pre-fund years of retiree healthcare benefits, a burden that no other agency or company must bear.
- The U.S. Postal Service has already undergone dramatic restructuring since the Great Recession. The U.S. Postal Service has eliminated 200,000 career positions, closed or consolidated hundreds of mail processing facilities, dramatically slowed the mail with lowered service standards, and reduced the hours of operations at 13,000 primarily rural post offices (some as few as two hours a day). APWU emphasized to the task force that USPS managers have cut to the bone and the U.S. Postal Service and its workforce should not be cut further. APWU's representatives called for a full restoration of service standards that were diminished in 2012.
- The U.S. Postal Service cannot cut its way to profitability. However, by addressing the congressionally-manufactured prefunding crisis, setting appropriate postage rates, and properly accounting and investing postal funds, USPS can generate the necessary capital to fulfill its obligations, replace its aging vehicle fleet, and provide quality service to the American people.

Final COLA under the 2015 CBA Announced

APWUNews 8/10/2018

In accordance with the 2015-2018 APWU/USPS Collective Bargaining Agreement (union contract), career employees represented by the APWU will receive a 31 cent per hour cost-of-living adjustment (COLA), effective September 1, 2018.

It will appear in paychecks dated September 21, 2018 (Pay Period 19-2018), and will total \$645.00 per year. The COLAs are in addition to general wage increases. This is the seventh and final cost-of-living adjustment under the 2015-2018 contract:

- \$0.00 The first COLA would have been effective Sept. 5, 2015
- \$0.00 The second COLA would have been effective March 5, 2016.
- \$21.00 The third COLA was effective Sept. 3, 2016.
- \$333.00 The fourth COLA was effective March 18, 2017.
- \$270.00 The fifth COLA increase effective Sept. 2, 2017.
- \$520.00 The sixth COLA effective March 3, 2018.
- \$645.00 The seventh COLA effective Sept. 1, 2018.

The COLAs received during the 2015-2018 CBA will total \$1,789 per year. Postal Support Employees (PSEs) do not receive cost-of-living increases, but had five general wage increases under the 2015-2018 contract. PSEs received a pay increase of 21 cents on May 26, 2018.