



The Hi-Lites



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

(Proud Postal Press Association National Awards Winner)



SEPTEMBER 2021

Volume 43 Issue 6

APWU Celebrates Its 50th Anniversary

THE AMERICAN POSTAL WORKERS UNION (APWU) NATIONAL PRESIDENT MARK DIMONDSTEIN ISSUED THE FOLLOWING STATEMENT TO RECOGNIZE THE FOUNDING OF THE APWU 50 YEARS AGO:

"ON JULY 1, 1971, FIVE POSTAL UNIONS - THE UNITED FEDERATION OF POSTAL CLERKS, NATIONAL POSTAL UNION, NATIONAL ASSOCIATION OF POST OFFICE AND GENERAL SERVICE MAINTENANCE EMPLOYEES AND THE SPECIAL DELIVERY MESSENGERS - CAME TOGETHER TO FORM THE AMERICAN POSTAL WORKERS UNION. THE UNION SHARES ITS 'BIRTHDAY' WITH THE UNITED STATES POSTAL SERVICE.

"THE CREATION OF OUR UNION WAS A DIRECT RESULT OF THE 1970 GREAT POSTAL STRIKE, WHEN THOUSANDS OF FEARLESS POSTAL WORKERS TOOK DESTINY IN THEIR OWN HANDS AND HIT THE STREETS. THE SUCCESSFUL STRIKE WON POSTAL WORKERS THE RIGHT TO COLLECTIVE BARGAINING, LEADING TO IMPROVED STANDARDS OF LIVING FOR POSTAL WORKERS, THE CREATION OF OUR UNION AND THE CREATION OF THE MODERN UNITED STATES POSTAL SERVICE.

"WE HONOR THE LEGACY OF OUR BRAVE STRIKERS WHO CONTINUE TO INSPIRE US AND OF OUR UNION'S FOUNDERS WHO WORKED TOGETHER TO FORM ONE POWERFUL UNION. THEIR COURAGE AND ACTION CHANGED LIVES FOR GENERATIONS OF POSTAL WORKERS TO COME.

"STILL THE STRUGGLE CONTINUES TO PROTECT AND EXPAND ON THE GAINS OF THE PAST, AND TO ENSURE THE POSTAL SERVICE REMAINS A VIBRANT PUBLIC NATIONAL TREASURE."

Milwaukee Wisconsin Area Local

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



**Glenn Griggs
President**

Hello to all my union brothers and sisters. I hope everyone had a safe and fun summer. With the summer coming to an end soon. Our focus for the fall and winter remains the same (Staffing). Making sure the Stations, Plant, and MWA (Milwaukee Wisconsin Annex) are properly staffed in all crafts, is a top priority for me. It is crucial that we hold management accountable for providing a timely service to our customers and provide some relief for our clerks for the long hours and double duties a lot of them have endured for the past several years.

I do see the post office making an attempt to hire new employees to improve staffing. We are busy every week doing orientation for new hires. One of the problems is some of the new hires that was supposed to get hired don't always show up for orientation.

The second problem we have is Covid, which is causing a lot of our work force to be off from work right now. I know we will all be glad when everything can just get back to normal. In order to get back to normal though, we all must continue to do our part which is wearing a face mask whether you are fully vaccinated or not, keep practicing social distancing at all times whether you are at work or not, and making sure our hands and work areas are clean. The

Accountability Works Both Ways !

"We have to hold management accountable for their decision, the same way management is going to hold us accountable for ours."

third problem I see is management. Once we finally get new employees hired, certain supervisors find the need to fire some of them for no legitimate reason while on probation, which causes a burden on the rest of the work force. The forth problem is the majority of the PSE's hired are for the plant and MWA, hardly none for the stations.

In order for the postal service to maintain the level of staffing needed at the stations, plant, and MWA is going to require all of us to be united, and work together. I'm asking for all our career employees to work with the union to point our new union brothers and sisters in the right direction if they have questions or issues. Have them see a steward or call the APWU Union hall if they're not sure how to handle a situation. Our number is 414-273-7838.

We have to hold management accountable for their decision, the same way management is going to hold us accountable for ours. Meaning 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 is not getting done like 2nd class notices, BRM, and UBBM mail, etc., 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. Meaning 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 you may have noticed there were quite a few jobs in the posting. Those jobs were posted, because over the last 6 months the Milwaukee area has converted over 150 PSE's to fulltime status thanks to our National Union.

Congratulations to everyone that made regular and we hope to see you on our zoom craft meeting next month. Keep checking the website apwumilwaukee.org or union bulletin boards for the date and times for that meeting.

All you have to do in order to participate in the zoom craft meeting is get your email address to one of the stewards or sign the sign up sheet. If for some reason a sign up sheet is not available call the hall with your email address, or contact Chris Paige, Nikki Anthonasin, or Kenni Liggan.

I know everyone has some concerns about mail handlers constantly working on the SPSS machine at the MWA. Those are legitimate concerns and Nikki Anthonasin has informed me that she has grievances on this issue.

I'm hoping to have more information by the time of our next General Membership Meeting which is September 29, 2021 at 8.00pm, for anyone wishing to attend. I also have been in discussion with management concerning these issues to make sure

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mail handlers cease and desist from doing bargaining unit clerk work on the SPSS machine. We also reached an agreement with management to post jobs for the new SPSS machine so members will know exactly they will be working, and what their principal assignment area is. I will keep everyone updated once I receive any new information.

Union Office

Stewards room at the MWA. I would like to thank all our union brothers and sisters who works at the MWA for being patient. We are being told our union office should be ready sometime next month which will give all our union brothers and sisters access to a union steward in the same building once again. I know how hard it is when you are used to having a steward available to you on your tour when you have an issue or a question. I can assure you that any issues you currently have are being addressed. As of now Nikki Anthonasin, is on tour 2 and Keke Burrell is on tour 1. If for some reason you are not able to reach them, feel free to contact the Hall (414-273-7838) or the stewards office (414-270-2019).

Representation

I wrote about this a few times seeking members to step up to become union stewards. We may have some upcoming vacancies to fill for new dedicated members that want to have a chance to become a union steward. I have asked Local Business Agent Chris Czubakowski, and Vice President Larry Brown Jr. to put a training class together once we have a roster of potential candidates that may be interested. Some of the criteria we look for in potential stewards are good attendance, being a team player, loyal to the cause, and willing to learn. These are just some of the qualities the executive board and I will be looking at. If you are interested in becoming a potential union steward call my the Union Hall and leave your name and phone number to be contacted for the next stewards class. In full transparency coming to the class alone does not mean you will be an automatic steward. Your craft director or the local president have to recommend you and then its voted on by the Eboard. I encourage anyone that may be interested to call the hall and have your name put on the list. I look forward to seeing all the new potential candidates that may be interested.

To all my union brothers and sisters, thanks for being a member and everyone stay safe !

Sixth COLA Increase Announced

In accordance with the 2018-2021 Collective Bargaining Agreement, career employees represented by the APWU will receive a cost-of-living adjustment (COLA), effective August 28, 2021.

The increase is the result of a rise in the Consumer Price Index (CPI-W). It will appear in paychecks dated September 17, 2021 (Pay Period 19-2021). The value of the COLA for career employees in each step and grade will increase by \$1,935.00 annually, and the hourly rates for part-time employees will be adjusted accordingly.

The COLAs are in addition to general wage increases. This is the sixth cost-of-living increase under the 2018 contract. The COLAs received so far during the 2018 National Agreement will total \$3,349.00 per year.

In light of the fact that Postal Support Employees (PSEs) do not receive cost-of-living increases, they have received several additional increases beyond the general wage increases for all employees in the APWU bargaining unit under the 2018 contract. See the website for the pay scales.



Chris Czubakowski
Local Business Agent

***New Career Employee
Virtual Health Fair***

There were many recent conversions to career on July 31st, 2021. As such, I want to educate our new career employees on APWU Health Plan benefits.

VIRTUAL HEALTH FAIR

As you know, we have two great plans that offer strong benefits for APWU members and their families. New career employees only have 60 calendar days to select their health plan. New career employees who were on the USPS plan as a PSE will be automatically disenrolled. PSEs who were converted and previously had the APWU Consumer Driven Option can remain on this plan to keep those benefits....

**NO FURTHER ACTION
WILL BE NEEDED.**

In order to pay the negotiated Career rate for the Consumer Driven Option in which the USPS picks up 95% of the premium, the employee must be enrolled in the Federal Employee Health Benefits Plan for one full year as a career employee. The time spent

Local Business Announcements

"The APWU Health Plan will be conducting health fairs exclusively for these conversions on September 17th."

on the Consumer Driven Option as a PSE doesn't count toward the one year in the FEHB.

The APWU Health Plan will be conducting health fairs exclusively for these conversions on September 17th.

The member education department will brief newly converted employees on the benefit highlights for both the high option and consumer driven option plans. Most importantly, there will be a Q&A period to ask the Health Plan staff questions about benefits.

In order to register, please go to <https://www.apwuhp.com/events/> to find the link.

Once registered, you will get an email communication with a Go-To-Webinar link and dial in information. On the day before the virtu-

ses for Saturday, October 30th, 2021 (10am-Noon) and Wednesday, November 3rd, 2021 (7pm-9pm).

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

Any current APWU or NPMHU 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 two (2) weeks in advance of the class in order to schedule an interpreter if requested.

These retirement classes have been held for many years and have helped many of our members transition into retirement and financial security.

If you are looking forward to retirement we are looking forward to you joining us.



al health fair date you selected, you will be emailed a reminder and the dial-in number with instructions.

**APWU/ NPMHU
Retirement Classes**

The Milwaukee Area Local has tentatively scheduled retirement clas-



APWU RETIREMENT CLASSES

Saturday, October 30th, 2021,
10:00am - 12:00pm

Wednesday, November 3rd, 2021,
7:00pm - 9:00pm

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.

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**Larry Brown Jr
Vice President**

First off, I hope everyone had a safe and enjoyable summer. I read a book last month titled "Chop Wood Carry Water" by Joshua Metcalf. It began with a story about a soon retiring home builder. I wanted to share this story with you for my article this month with hopes that it will help you to create a better mindset when coming to work.

The book speaks of a world famous builder named Koda, who built some of the finest houses in all of Tokyo. He became famous because of his dedication to his craft, his willingness to work on his and his skill and his relentless devotion to continue learning even late into his career. Eventually, Koda got tired of building homes for other people. He was ready to move on and he turned in his two week notice. His boss asked Koda for one favor before he retired. "Could you please build one more house?" His boss asked. "It is a very important house for a very important client, and it needs your special touch."

Koda asked to talk it over with his wife, and decided to go ahead and build one last house for this important client, but when he started, his heart just was not into it. His craftsmanship suffered. Koda was not as hands on with this house as he normally was with the others. He viewed it as more of an obligation than an

Chop Wood, Carry Water

"...you are not working for the supervisor... You are not working for the Post Office. You are working for yourself."

opportunity. He wanted to do other things besides home building. Koda knew in his heart that this was far from his best work, but he was over it and ready to get to the next phase of his life, which was much more appealing and important to him than the present moment.

9 months later, the house was finished and Koda went to his boss and said it was done. His boss said, "Thank you Koda," and handed him a box. When he opened it, it was a set of shiny new keys. The boss said with a smile, "The house is yours! You deserve it." Immediately Koda's heart sank, as he started thinking about how the whole time, he was building his own house. Had he only known the house he was building was his own, he would have cared so much more. He would have used the finest materials and overseen every detail, but now it was too late.

This story could easily be a depiction of the overall workforce at the Post Office. I tell people all the time, you are not working for the supervisor, you are working for yourself. You are not working for the Post Office. You are working for yourself. The Post Office is just the place that you come to do the work. Any decision that you make ultimately affects you. No one else. People really shouldn't be making decisions based off of emotions anyway; couple that with a bad decision concerning your job and that could potentially lead to unforeseen future issues.

Example, you get mad at your supervisor and decide to leave work.

You didn't hurt the supervisor. You left your co-workers short a person...

(...but who really cares about that right...)

You also left yourself open for potential discipline depending on how you left. Abandonment of assignment, failure to discharge your duties conscientiously and effectively, unacceptable conduct and failure to follow instructions are all things that could land you in some really hot water. Would it be worth it to receive a Notice of Removal because you got upset and couldn't manage to stay at work another hour?

Look at the amount of people that have FMLA. When the FMLA was signed into law by President Bill Clinton back in 1993, it's purpose was to provide 12 weeks of unpaid leave for employee's to have the ability to bond with a newborn child, care for a seriously ill child or spouse or parent; or care for their own serious health condition without fear of losing their jobs. FMLA was supposed to help people balance work and family, and allow people to have a job to return to when they returned to work. I can honestly say I've never seen so many young people need FMLA. It's normally the first question I'm asked when a new PSE is hired. I understand that we want the protection if we are not at work, but what normally happens? Annual leave is burned at an alarming rate, or the usage of LWOP is high, which can cause you to lose annual leave the following year; or your sick leave balance is not built up the way it

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should be causing sick leave to not be available when it's needed the most, all because you're burning a day here and a day there.

Take it from me, I was in a car accident back in 2001, and had to burn ALL of my annual along with ALL of my sick leave. Thankfully the balance was there to allow me to continue receiving a paycheck even though I could barely walk. It's the reason why I don't have FMLA today. I couldn't tell you how many days I would call in when I didn't feel like coming to work just because I know I would be protected and management couldn't use the days against me.

That's what the story means, when speaking of building your own house. Take into account that your decisions directly affect your future. Stop taking things for granted and come to work with an understanding that you are working to help yourself. When I talk to people that claim they have something else lined up, and are not planning on being here long term, I always tell them, the easiest way to get out of here is to come in here. There is a young lady that quit a little less than a year ago, but she did everything the right way. She came to work, did her job, and when she knew it was over, she resigned. She now works at another company making double what she made here. Now imagine if she got fired from here. Companies look at your resume; they check job history. She worked at the P.O. for a significant amount of time, so this was not a job she would have been able to easily leave out. If she got fired from here, do you think she has her new job now?

Most people that no longer work here contact me later on asking me how to get back in. Whether they were fired for fighting, being out of their work areas, poor attendance, insubordination, etc., they all ask me how to or tell me they applied back. Now, what do all of these people have in common? None of them work here anymore, for something that they had complete control over. The Post Office didn't fire them...they fired themselves. I could never get them to understand this, until their attempts at coming back failed. Let the Post Office help you quit the Post Office. Whether it be through retirement, or just acting as a bridge into your next venture. There is a reason why you wanted this job. I can't comprehend why some of you chose to apply, go through testing, drug testing, sit through a boring orientation and pretend to be an angel for the first 90 or 120 days just to come here and act as though you don't want the job after you make probation. If you didn't need this job, in some way, you would not be here. It's not a smart idea to act as if you don't need something that you do. Get what you need, accomplish whatever your goals were when you started and move on if need be.

Remember each of us are building our own house. You may think that you are building for everyone else, but never forget, you are always building for yourself. Build Wisely.

USPS Brings Back Mask Policy For Workforce, With Or Without Vaccination

August 30, 2021, The Postal Service is requiring its employees, regardless of their vaccination status, to once again wear masks to prevent the spread of the COVID-19 Delta variant.

The policy requires USPS employees to wear masks in public-facing settings when there is a state or local face-covering order or directive in place, or when an employee who does not deal directly with the public cannot achieve or maintain social distancing in the workplace.



Kenni Liggan
Customer Service
Director

My self and the other two Directors, Chris Paige Automation Director and Nikki Anthonasin Manual Director are trying to setup a Zoom clerk craft meeting for the end of September. The times will be 1:00pm – 3:00pm and 5:00pm – 8:00 pm.

If you would like to attend one of these please sign up in the Stewards Room at the plant (4th floor). A sign-up sheet will be made available. A steward will be visiting the City

Stations, Annex and CFS with a sign-up sheet for members so they will have an opportunity to attend one of the meetings as well. Once we set a date, we will email everyone a zoom link for the time of the meeting you chose.

Staffing at the City Stations is low. I have been looking for any bid positions that have not been posted and working on trying to get them posted in an upcoming posting. Furthermore, if management has violated Art. 37, the 28-day rule when it comes to posting a bid position, I will file a grievance to get those positions posted.

I spoke with management, and they assured me they were hiring more

PSE 's for the city stations and making sure that any vacant position be put in the postings as soon as possible.

Remember, if you witness carriers or management doing clerk work write a statement with who is doing it and for how long. Turn that statement in to me or to the steward assigned to your station.

Finally, if your station is not being cleaned by a custodian on a regular basis, please contact me or your station steward so we can handle that issue. Thank You.

Zoom Clerk Craft Meeting

"Once we set a date, we will email everyone a zoom link for the time of the meeting you choose."

Contract Update: Union & Management "Locking Down" Ahead of September 20 Expiration

Beginning September 7, the National Negotiations Committee (NNC) will lock down with postal management for a week of intense contract negotiations as the September 20 expiration of the current collective bargaining agreement approaches. Both the APWU officers and postal management will be in the same hotel, meeting daily at main table negotiations, craft tables, and other subcommittees where they will hash out the various proposals. All meetings will be conducted respecting all COVID related safety protocols including mask-wearing and social distancing.

The NNC has been meeting regularly with postal management, and has submitted over 90 proposals. These proposals include items to protect job security and work opportunities, work rules and working conditions, increase career opportunities and improve conditions of work. The APWU will submit additional proposals in the coming weeks including ones for "economic provisions" – wage increases, COLA, step increases, etc. Throughout this process, the NNC is keeping the APWU National Executive Board and the Rank and File Bargaining Advisory Committee updated about the process and developments of negotiations. On August 24, the NNC hosted a second series of APWU Contract Town Hall events to update the members and answer questions. The Town Hall events and previous updates are available on the APWU website.

APWU Leadership will continue to keep the membership updated on the progress of negotiations.



Jeff Worden
North Sectional Director

You read right!

On September 30, 2021, I will retire!

I began my career at the USPS in March 1985. I was Hired as a PTF for the LSMs. Also worked in Automation, Express Mail, Expediter and currently in the Box Section.

I was appointed as a Union Steward in 1987 and was elected to the APWU Milwaukee Area Local Executive Board in 1989.

I have held the positions of Financial Secretary, Treasurer, Recording Secretary, West Sectional Director, Vice President and (most recently) North Sectional Director. Currently, I am the Director of MALs (Members At Large) for the APWU of Wisconsin. This is where I represent clerk(s) at the small offices around Wisconsin that Do Not have a Direct Local!

I have attended numerous union Seminars, Conferences and Conventions over the years and while these are ALWAYS very educational and informative...they are also very enjoyable!

I have always been involved with multiple committees within the Milwaukee Area Local.

I do remember working at the "very first" 24-hour open house!

Time To Retire

"...I would like to thank all the members, their families, and friends that I have met over the years."

I do remember (some years ago) the local "hosting" a Milwaukee Brewers Tailgater!

I believe that ALL Union Members should be involved with their union. There are numerous Committees that members can request to be a part of and be involved in these committees.

In closing, I would like to thank all the members, their families, and friends that I have met over the years. I look forward to seeing

many of my union brothers and sisters either at the "Retiree Social" or the "24- hour Open House".

It really has been a lot of fun!

If anyone has any questions I'm still here thru September. Give me a call at (414) 530-7186. Take Care!

Congratulations !

We thank you for your years of service and dedication to the Local!



Graduating Class Of 2021



J
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Jack graduated from Oak Creek High School with high honors.

He will be attending UW Whitewater in the fall, pursuing a degree in Business.

Jack was a four year starter & team captain on the varsity volleyball & golf teams.

In a year like no other, your hard work and determination paved the way for you to reach all of your goals. We are so proud of you Jack, and can't wait to see all you achieve in college and beyond. We Love You !!!

**Jack is the son of Mike Caron
(T-2 FSM Clerk)**

Congratulations to my son Nick! He is a graduate of Menomonee Falls High School and is off to pursue a degree in Mechanical Engineering at UW Platteville.

Couldn't be more proud of him and all his accomplishments in academics and wrestling!

Wishing him all the best on his next adventure to college!!!

**Nick is the son of Deanna Jackson
(Custodian / North Shore)**

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Graduating Class Of 2021



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Alexa graduated as a member of the National Honor Society from Greendale High School.

She will be attending UW Whitewater in the fall, pursuing a degree in Marketing Management.

Alexa was an outside hitter on the Martin Luther High School varsity volleyball team and a member of the National Dance Team at Anita's Dance Center.

Congratulations. I am so proud of your accomplishments. Love, Oma!

**Alexa is the granddaughter of
Amy Davidsz
(Retiree / T-3 Clerk)**

Tyler graduated from UW Madison in May, having earned his bachelor of Science degree in Civil Engineering.

He worked as a Project Engineer Co-op on the Mayville School District team and as an intern on the Madison Special Projects Group team.

Tyler has been hired as a PE by JH Findorff & Son.

*Congratulations. I am very proud
of your accomplishments. Love, Oma!*

**Tyler is the grandson of Amy Davidsz
(Retiree / T-3 Clerk)**

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Graduating Class Of 2020



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Spencer earned a Bachelor of Science in Engineering Technology degree in Mechanical Design and a minor in Performing Arts from UW Stout.

He was in the Honors College and a member of the Spring 2021 Dean's list and is a certified SolidWorks professional in Mechanical Design.

*Congratulations. I am very proud
of your accomplishments. Love, Oma!*

**Spencer is the grandson of Amy Davidsz
(Retiree / T-3 Clerk)**

Mitchell earned a Bachelor of Science Nursing degree from Baylor University while on the Dean's list.

He was an active volunteer throughout, serving as a Resident Assistant. Community Leader/Organizational Liaison for the Transfer Leadership Council, a Nursing School Orientation leader and Cohort Social Chair.

Mitchell is employed as a Bone Marrow Transplant Nurse at Wake Forest Baptist Medical Center in Winston-Salem, NC.

*Congratulations. I am very proud
of your accomplishments. Love, Oma!*

**Mitchell is the grandson of Amy Davidsz
(Retiree / T-3 Clerk)**

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Uproar Over' DeJoy's Postal Service Cuts

by Mark Gruenberg/People's World

Trumpite Postmaster General Louis DeJoy's U.S. Postal Service delivery cuts are producing more formal protests - and more citizen uproar. Without even bothering to consult the United States Postal Service (USPS) Board of Governors, which under the law may be powerless to stop him, Republican-donor-cum-Mail Boss DeJoy imposed new and lower service standards on the agency. His standards, 21 state Attorneys General said in protest, slow first-class mail significantly, even within 36 of the 48 Continental United States.

The USPS Board, however, could halt DeJoy's schemes by firing him and ousting his so-called management team. A cascade of e-mails - 782 and counting in response just to one newspaper investigation of the practical impact of DeJoy's cuts - demands the USPS Board do that.

Some writers, remembering Right-Wing Corporate Executive DeJoy is now under Federal investigation for violating campaign finance contribution laws, want him jailed, too. DeJoy, whom Trump forced the old USPS Board to install a year ago, is also shuttering 18 big Postal Distribution Centers and planning to transfer tens of thousands of Workers or force them into retirement. For instance, the sorting center in southeast Missouri, at Cape Girardeau, will be closed. Its mail will instead be sorted in St. Louis, 120 miles north. Workers have a choice: Move, or quit.

And in a major investigation, using Chicago as the hub, The Washington Post found that under DeJoy's new "service standards," first-class mail from the Windy City that now is supposed to take no longer than three days to get to Miami, Los Angeles, or Seattle will now supposedly take five days. Mail from Chicago is now supposed to take no more than two days to reach all of Illinois, plus Western Michigan and all but far Southern Indiana and far Western Wisconsin.

Under DeJoy's plan, the two-day target would shrink to the Milwaukee-Madison, Wisconsin area and southwards, the northern two-thirds of Illinois and most of northwestern Indiana.

DeJoy has started imposing his plan to, he claims, cut the USPS's red ink - 84% of which was imposed by a GOP-run Congress in 2006 postal "reform." That's when lawmakers ordered USPS to pre-pay \$5 billion yearly to cover future Retirees' health care costs.

Despite turning a profit on first-class mail - even as its volume declined due to the Internet - and packages, the USPS has run in the red ever since. DeJoy's "service standards" are a big part of his response to the deficits. All of DeJoy's destructive delays led the National Association of Letter Carriers (NALC), the American Postal Workers Union (APWU) and 21 state Attorneys General, marshaled by Pennsylvania's Josh Shapiro, to formally protest to the Postal Board. Other groups, including the Alliance for Retired Americans, took to Twitter to raise hell.

"We are excited for the mail to come on time, but Postmaster General Louis DeJoy seems to disagree. Not on our watch," the Alliance said. "We are not in favor" of DeJoy's delays "for three reasons," NALC President Fredric Rolando told the USPS Board in a formal letter dated June 18th, just before its latest meeting, where DeJoy's plans were on the agenda.

The first reason, Rolando pointed out, is "high public opposition" to DeJoy's cuts and slowdowns. "Second, the damage to the Postal Service's brand of quality by reducing service" while raising first-class mail prices - another part of DeJoy's plan - "could trigger greater volume losses" than USPS forecast.

"The Postal Service's high favorability rating with the public" of more than 90% "is one of its greatest assets. It should not be squandered," he said. Finally, Rolando said, DeJoy's closures and slowdowns will save the USPS \$169 million yearly, "a fraction of 1% of its current operating costs. "As a matter of operating strategy, these paltry savings do not justify the long-term damage to the agency's brand," Rolando wrote.



John Miceli
Treasurer

(Fedweek)

Several recent news reports referencing the TSP's upcoming investment "window" apparently have left some program participants confused about the origins and intentions of that planned feature – with complaints from some corners that investors should not be forced to invest "responsibly" or to divest from fossil fuels.

An initial story that was then essentially repeated by several other outlets seems to have created the impression that the window has been only newly authorized and that a main, if the main, reason for it is so that the TSP can offer environmental/social "responsibility" funds.

Those are funds that do not invest in companies in certain lines of business and/or making a special effort to invest in companies in certain other lines of business—in both cases, based on a set of operating principles.

The TSP in contrast offers only broad index-based funds that reflect broad market sectors—the S&P 500 index in the case of the common stock C fund, for example; none of the TSP funds pick and choose companies to invest in according to any criteria other than their inclusion or exclusion in the underlying index. The TSP has resisted calls from both po-

TSP Investment Window Not New, And Not Just About Sustainable Funds

"...allow investors to put at least some of their money in funds other than those the TSP directly offers."

litical parties to exclude certain companies, or countries, from its indexes or to create separate, tailored funds.

The TSP however has had authority for more than a decade to create an investment window, similar to that available through some other 401 (k) retirement programs, to allow investors to put at least some of their money in funds other than those the TSP directly offers.

That was a response to the desire of some investors for options beyond the five core funds and the lifecycle L funds that consist of mixes of those funds that differ according to the expected date to begin withdrawals. And it remains a key reason many investors choose to roll their money out of the TSP at retire-

ment into retirement accounts with more options.

The TSP has said that it expects to begin offering that option in the middle of 2022 once it brings online a new record-keeping system that will allow for it; the current one doesn't. That will offer access to potentially thousands of outside funds from mutual fund companies and other financial companies.

Environmental/social responsibility funds will be among those, but only as one new option out of many.

2021 Milwaukee Area Local Scholarship Winner

CONGRATULATIONS

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

GOOD LUCK
ELIZABETH !





Greg Becker
South Sectional Director

I would like to thank all the members for the help I have received at each Associate Office in my area. Together, we have created a climate where management must comply with the contract or risk a grievance. My goal is to give each member the information that allows each of you to know when your contractual rights are being violated. I have touched on some of these common violations of the contract in past articles or reports, but many bare repeating.

ARTICLE 7.2

This is one of the most common violations I grieve at the Associate Offices, commonly known as a Cross-Craft violation. Management has cut jobs at many A.O.'s over the years, and because of this, frequently finds themselves understaffed and unable to get the mail to the carriers on time. Instead of posting a Duty assignment or hiring a PSE, management will instead direct Carrier Craft employees to perform distribution.

"Distribution" is almost always Clerk Craft work and cannot be performed by other crafts outside the language in Article 7.2. Furthermore, Carrier craft personnel cannot perform distribution of mis-sorts when there are route adjustments in lieu of giving the Clerks the required scheme training on the changes in carrier routes so that mis-sorts can avoided. Just as other crafts cannot work the

Common Contractual Violations

"...listed are some of the contractual Articles that have been frequently violated in the last 2 years."

"window", other crafts cannot perform distribution at the A. O.'s. This includes Rural Carriers, also. If this violation occurs at your Associate office, take good notes on who is performing clerk work, what was done for how long and contact me or your steward as soon as possible.

ARTICLE 1.6

This violation is similar to a Cross-Craft violation. However, this violation occurs when someone in management or a 204-b supervisor performs Clerk craft work outside the exclusions in Article 1.6. This language applies at offices level 20 and above and Level 6 & 4 RMPO's staffed by Clerks.

Per the Goldberg award of 2014 and the "Global Settlement" (Arbitration Q06C-4Q-C 10005587), management can perform up to 15 hours per week of Clerk work at a Level 18 office and staff a level 2 RMPO with non-bargaining unit personnel. At all other offices in the South Sectional area of representation, if management works the "window" or performs other Clerk Craft work, this is very likely a violation of Article 1.6. If you observe supervisors, Postmasters, or 204-b's performing Clerk work, take good notes and contact me or your steward as soon as possible.

ARTICLE 8

This Article is titled "Hours of Work" and includes overtime. Many times the Union is not made aware unless the aggrieved Clerk notifies the Union. In order to enforce the overtime rules, we must

first make sure that management allows full-time regular Clerks to place their name on a quarterly overtime desired list (O.T.D.L) two weeks prior to each quarter. Management must then normally utilize quarterly O.T.D.L Clerks up to the 12/60 hour caps prior to utilizing Non-O.T.D.L Clerks. Furthermore, prior to utilizing a PSE in excess of 8 hours in a service day, such qualified and available full-time clerks on the O.T.D.L will be selected to perform such work in order of their seniority on a rotating basis.

Another contractual rule recently amended by Arbitrator Goldberg is that management cannot utilize non-O.T.D.L for overtime if there are Non-traditional Duty Assignments (NTFT) of less than 40 hours in the same functional area...except in an emergency. And Clerks who occupy NTFT duty assignments on days in which your regular schedule is less than 8 hours, you are considered unavailable for before/after tour overtime (even if you are an O.T.D.L Clerk). Clerks who are non-O.T.D.L. and work in the same Functional area with NTFT Duty Assignments are unavailable to work overtime, except in an emergency.

An emergency is defined in the contract to mean just as one would believe, i.e., "an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature." Delayed or late mail and the month of December are all foreseen circum-

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stances that do not need immediate action. Keep in mind that the overtime caps are lifted and penalty pay is waived in the month of December, but the other overtime rules are in effect all year.

Above listed are some of the contractual Articles that have been frequently violated in the last 2 years. Many Clerks have contacted me when they feel that management has violated the contract, and these Clerks have been compensated when the contract is violated. I hope that I have clarified some of the most common violations that occur at the South Sectional A.O.'s. Contact me if you have any questions.

* * *



Mark Krueger
Motor Vehicle Director

We continue to have difficulty with the DOT physicals. The USPS contracts with Caduceus USA Medical Services which schedules in Milwaukee, Concentra Medical Services to perform our DOT physicals.

All CDL license holders need to gain DOT Fed Medical Cards from a contracted USPS physician as a condition of employment per Arbitrator Jacob's May 2018 ruling, USPS # E156V-1E-C-17359023.

This case stated that the USPS must schedule, perform and pay for all CDL holders to get a DOT Medical Certification by a USPS Contracted Physician. The examining physician will issue a New CDL Fed Med physical card at the time of the examination if the driver is medically cleared to drive. There has been some additional steps ordered by the Con-

centra doctors where some employees have been ordered to get "Sleep Apnea" testing in order to pass their physicals.

Concentra has been using Sleep Wellness Clinic to perform these tests. There has been a change in the operation at Sleep Wellness and they no longer have a physician on staff to interpret the results of the sleep test. They still will work with those clients that have Sleep Apnea machines. So now this change will cause a delay until Caducues/Contentra find a new location to resolve the test interpretation for Sleep Apnea. Drivers have been given limited cards.

Drivers also do not have to sign a release for medical record to be released to the USPS for a physical, per a Step 4 settlement dated 10/23/2019. There is no requirement to send medical information to the USPS or any third party if the

employee passes the physical. The union is still receiving information from the field that some medical facilities are requiring drivers to sign medical release forms before taking DOT physical. If this happens contact the National office.

The USPS is to mirror the FMSCA regulations for DOT Medical Exams but as you can see they want to hold us to a higher standard than the rest of the transportation industry.

Difficulties For Our Drivers

"...they want to hold us to a higher standard than the rest of the transportation industry."





Jim Arneson
Maintenance Director

Well, another summer has come and gone. I hope you all were able to enjoy the time in the sun and in a more opened environment. With Covid making a comeback tour, let's not forget to take basic steps to keep ourselves and others safe.

Wash your hands at least 20 mins after contacting common surfaces or others. Wear a mask when appropriate. If you can, get the vaccine. And remember there are those that we come in contact with everyday that are not able to take the vaccine and are at risk. We take these simple steps to help them enjoy the sun also.

So with that being said, recently the Maintenance Craft had an Arbitration. It's been well over a year since we had one, so it is nice to see the process starting again.

I would like to thank NBA Curtis Walker for putting together a great Arb for the Union. Also thanks go to Mr. Felber for putting together an excellent case in which to go forth with. The case was concerning sending employees out to the MMPA on straight time and then because they now needed someone to cover that person's assignments, calling Overtime at the plant to do them. This case concerns all of Maintenance, so let's hope that the Arbitrator will rule in our favor. With arbi-

Arbitration Process

"The Union is striving to increase staffing at this and any building when possible."

trations starting again, the Service is back at the negotiating table at Step 3 and pre Arb, including Line H. This is a good sign as even with the best case, we can sometimes lose at Arbitration.

Work at the new annex (MWA) continues. With the new machine we are adding some new positions there. These have been posted and filled already so by the time you read this these employees will have started out there.

The Union is striving to increase staffing at this and any building when possible. Please help by filling out your work sheets correctly and getting work orders for work that is not on the route.

The new facility does have some minor gremlins that are being worked on...but if you see more, please let your supervisor and the Union know.

I understand that the issue concerning the motorized carts is being addressed and the employees are being retrained on how to safely operate them. These carts are for maintenance purposes as we sometimes have to haul parts to the machines. Please remember to return them to their proper area.

Also the Union brought up the issue of the operations supervisors using the tricycles for their own use. It turns out that these were supposed to be operations tricycles. Well in order to better facilitate maintenance calls, the service is in the process of ordering new tricycles. Again please use them safely and return them when done.

Safety and Health

The Industrial Relations Director is charged with responsibility for the health and safety of all divisions of the Union.

Article 14 of the National Agreement requires management to provide a safe and healthy work environment for all employees covered by the agreement.

To achieve this end, the contract provides for the establishment of joint safety and health committees at various levels throughout the Postal Service.

Men, Make Health Your Goal This Year

The new year is the ideal time to focus on your health and one expert has some tips, especially for men, for doing that. According to Dr. Kevin McVary, director of Loyola Medicine Men's Health Center, in Maywood, Ill., "Men don't always focus on their health and, in fact, men are less likely to see a doctor or utilize health resources, and wait longer than women to seek care. Often, it's a man's spouse or partner who convinces him to see a doctor." As the COVID-19 pandemic continues, "a focus on health is especially important this year," McVary said in a Loyola news release. "We know that obesity, heart disease, diabetes and a lack of exercise can lead to poorer COVID-19 outcomes.

In addition, some men may have stopped eating healthy during the past year, and/or may be consuming more alcohol due to stress. Others may have a condition or concern that they are not seeking treatment for due to the pandemic," McVary explained. "And yet, lifestyle choices -- exercising, eating healthy, not smoking, limiting alcohol consumption and managing stress -- combined with preventive care can keep you healthy this year and throughout your lifetime," McVary added. "And it's never too late to start." McVary offers the following tips:

Boost your physical activity

Men should exercise 150 minutes each week. "That sounds like a lot of time, but it's not," McVary said. That could be 30 minutes a day, five days a week. And you can spread your activity out during the week. "Sitting less and moving more is a great start as some physical activity is better than none," he said. "Adults who sit less and do any amount of moderate-to-vigorous intensity activity gain health benefits."

Think about what you eat.

January is a popular month to start a new diet. "One of the issues with New Year's resolutions is that they often involve sudden, drastic lifestyle changes. It's not easy to turn these changes into healthy behaviors and to fully adopt them as a regular part of your daily routine. Be careful with fad diets. Instead, make permanent improvements that focus on healthy eating habits and maintaining a healthy weight," McVary said. A healthy diet is rich in fruits, vegetables, whole grains and fat-free or low-fat dairy foods. It should also include lean proteins -- such as poultry, fish, eggs and nuts -- and foods that are low in saturated fat, trans fat, cholesterol, salt and added sugars.

Visit your primary care physician

It's important to schedule an appointment with your doctor. "Concerns about money, not having a primary care physician, inconvenience or stoicism are common excuses, but the reality is that visiting a medical professional can greatly improve your health," McVary said. "And don't just visit your doctor when you're sick. Make a habit of scheduling an annual wellness exam. This ensures that you stay in good health and identify health issues before they become serious."

Understand your risk of a heart attack



Heart attack risk factors include being male, advanced age, a family history of heart disease, race and ethnicity (Black, Mexican Americans, American Indians and Asian Americans are at highest risk), smoking, high cholesterol, high blood pressure, a sedentary lifestyle, being overweight or obese, diabetes, stress and excessive alcohol consumption.

If you're 50 or older, schedule a colonoscopy

"Regular screenings are the key to preventing colorectal cancer as they

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identify precancerous polyps that can be removed before they become cancerous," McVary said. The U.S. Preventive Services Task Force recommends colorectal cancer screening for men aged 50 to 75. For men age 76 and older, alternative screening tests, including stool tests, flexible sigmoidoscopy or a CT colonography (a virtual colonoscopy), may be recommended.

Know the symptoms of prostate cancer, and the pros and cons of screening

Prostate cancer screening through a prostate-specific antigen (PSA) test is available; however, for men aged 55 to 69, the decision to have PSA screening means weighing the benefits of cutting rates of advanced disease and death against potential harms of screening and treatment. "A PSA test may result in a false positive, leading to an unnecessary biopsy or treatment," McVary said.

Recognize and manage stress

"As with physical symptoms, men tend to downplay or ignore the symptoms of stress, depression or anxiety, and yet ongoing mental health issues can cause sleep, heart and other physical health problems. An annual wellness exam should include an honest discussion about mental health and sleep quality, as well as strategies for mitigating stress," McVary said.

* * *

To Fix The Labor Shortage, Start With The Wage Shortage

By: The Hightower Lowdown

At a recent congressional hearing on America's so-called "labor shortage," megabanker Jamie Dimon of JPMorgan Chase, offered this insight: "People actually have a lot of money, and they don't particularly feel like going back to work."

Uh... Jamie... most people are living paycheck to paycheck, and since COVID-19 hit, millions have lost their jobs, savings, and even homes. So, they're not exactly lollygagging around the house, counting their cash.

Instead of listening to the uber-rich class ignorance of Dimon (who pocketed \$35 million in pay last year) Congress ought to be listening to actual workers explain why they're not rushing back to the jobs being offered by restaurant chains and such. They would point out that there is no labor shortage – there's a wage shortage.

More fundamentally, there's a fairness shortage. It was not lost on restaurant workers, for example, that while millions of them were jobless last year, their corporate CEOs were grabbing millions, buying yachts, and living large. Yet, more than half of laid-off restaurant workers couldn't even get unemployment benefits, because their wages had been too low to qualify. Then there's the high risk of COVID exposure for restaurant employees, an appalling level of sexual harassment in their workplace, and demeaning treatment from abusive bosses and customers.

No surprise, then, that more than half of employees said in a recent survey that they're not going back to those jobs. After all, even a dog knows the difference between being stumbled over and being kicked! So rather than demanding that government officials force workers to return to the old exploitative system, corporate giants should try the free-enterprise solution right at their fingertips: Raise pay, improve conditions, and show respect – create a place where people want to work!

For a straightforward view from workers themselves, go to the advocacy group, OneFairWage.site.