

The Bay Breeze



Northeastern Wisconsin Area Local American Postal Worker's Union AFL-CIO
 Volume 57 No. 2 March/April 2014



Happy Spring!

Presidents Report by Lucy Hauser

I attended the 4-States Caucus in Rapid City, South Dakota, in February. Attendance at the meeting was very low due to the snowstorms that hit the Midwest. Many people incurred travel delays, and some people never made it at all. We had training classes in both Maintenance and Clerk issues; National Maintenance Craft Director Steve Raymer explained differences between Articles 37 and 38. Our National Business Agent, Willie Mellen, instructed us in Small Office issues and gave us an overview of a recent arbitration, explaining how important it is for us to monitor management's work hours in Levels 15 & 16 offices and Level 18 offices. Our recently-elected National Legislative Director, John Marcotte, explained how the transition was made between

him and his predecessor and also how he makes his contacts in Washington, DC. He stressed how important it is that we educate our legislators because, believe it or not, a great deal of them still think that our salaries are paid by tax dollars just like other federal employees. He explained some of the current bills in the Senate & House and stressed the importance of donating to COPA, which is instituting a new program called 3-6-9. We all should be receiving literature on this new program.

The Body penned many resolutions to be acted upon at the upcoming National Convention. Support Services had two proposals: one to get a National Business Agent to help their director, who is very overworked and the second to have access to eReassign. Currently they are "trapped" in their jobs and cannot transfer back(cont pg 2)

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(from pg 1) to the crafts that they originally came from. There were several other proposals regarding eReassign, including one which I brought forth: Local Union officials should have full access to view postings and monitor vacancies. As a Green Bay employee I cannot access eReassign to look at any of the residual vacancies for our installation. I have to ask presidents from other locals to access eReassign and let me know what Green Bay vacancies are currently posted.

Proposals were also made to proceed with a new ad campaign to educate the public regarding prefunding; to improve voluntary training opportunities for Maintenance employees; to hire PSE's into career positions in all 3 crafts; to continue the 50-mile radius for excessing; to allow PTF's to work in other locations prior to utilizing PSE's; to allow employees to submit 3971's via electronic means rather than calling in to that exasperating phone number; and to expand JCIM remedy for improper bypass on holiday schedules - as it is currently, if management forgets to include your name on the holiday schedule and somebody junior to you or a PSE works the holiday you are entitled to 8 hours of holiday pay. The proposal would allow the grievant the choice of pay or Annual Leave just as if he/she had worked the holiday. I thought this was an excellent proposal. More resolutions will be created at the Wisconsin State Convention, which is scheduled for late April in Appleton.

I recently attended a Secretary/Treasurer's training seminar in St Louis along with Bryce Thomas, who has stepped forward to accept the position of our local Secretary/Treasurer. Bryce attended computer classes on QuickBooks, while I attended classes on Fiduciary responsibilities. We received training on local elections,

mandates from the Department of Labor regarding bonding, insurance, record-keeping requirements, and written policies, and IRS requirements for reports. We also discussed COPA laws, local Constitutions, local policies and audits. During class I took note of those items that we need to review, compose and update, which includes several items in our current Constitution including the definition of a quorum for the Executive Board and the development of a Grievance policy. We currently have no policy that directs our stewards to protect the rights of

all grievants. After recently working on old grievances that have been held in abeyance pending an arbitrator's ruling it is quite apparent to me that we need to educate our stewards and we need to compose a policy which will ensure that individual grievance remedies provide a fair resolution to all clerks that have been affected by the issue. I am working on over 100 grievances from 2007 and 2008 with regard to casuals working overtime in lieu of

those individuals on the Overtime Desired List. It took me 8 hours of steward time just to go through old ODL lists to determine which clerks were on the quarterly ODL's during that 2-year time frame. I am currently working on the grievances, one quarter at a time, and hope to provide a detailed explanation of the results at the March membership meeting.

Our March meeting will be held on Sunday, March 30 at Burkel's One Block Over, which is the former Champion's Bar location: 1007 Tony Canadeo Run in Green Bay. The meeting starts at 6:30 p.m. Appetizers, pizza and refreshments will be provided after the meeting. It has been a long time since we held a Sunday night meeting and I hope that those of you who have been unable to attend early morning and noon meetings will take the opportunity to attend this month's meeting.



**President's
Report**

Recipes to Share

ZESTY GARLIC PRETZELS

Pour 2 pounds small pretzel twists in a large bowl.

Mix together:

- 6 oz Orville Redenbacher popcorn oil**
- 1 pkg Hidden Valley original Ranch dressing mix (dry pkg)**
- 1 tbsp garlic powder**
- 1 tsp lemon pepper**
- 1 tsp dill weed.**

Optional: dried red pepper flakes to give it a little kick

Pour mixture over pretzels. Stir. Pour onto cookie sheets and bake at 225 degrees for 20 minutes, stirring 2 or 3 times during baking.

PINEAPPLE SMOKIES

- 1 cup packed brown sugar**
- 3 Tblsp. Flour**
- 2 tsp. ground mustard**
- 1 cup pineapple juice**
- ½ cup vinegar**
- 1-1/2 tsp. soy sauce**
- 2 pounds mini smoked sausage links**

In a large saucepan, combine sugar, flour and mustard. Gradually stir in pineapple juice, vinegar and soy sauce. Bring to a boil over medium heat, stirring occasionally. Boil for 2 minutes, stirring constantly. Add sausages; stir to coat. Cook for 5 minutes or until heated through. Serve warm.

**MINUTES OF MONTHLY
MEETING OF NORTHEAST-
ERN WISCONSIN AREA
LOCAL #2247
January Minutes**

CALL TO ORDER

Date: Wednesday, January 29, 2014
Place: Bay Motel Family Restaurant
President Lucy Hauser called the meeting to order at 0630 hours. A quorum was declared with 13 members in attendance. One member arrived after the quorum was declared.

The Pledge of Allegiance was led by Steve Paradise and the Invocation was read by Lucy Hauser.

The following officers were present:
President: Lucy Hauser, Vice-president: Steve Beerntsen, Bay Breeze Editor: Mary Davis. Craft Directors: Jon DeCleene and Jeff Hackl. Craft Director: Mary Duttweiler was absent. The Recording Secretary and the Secretary/Treasurer positions are vacant.

Minutes of the November 2013 minutes were approved as they were printed in the January 2014 issue of the Bay Breeze. Motion made by Jon DeCleene and seconded by Dave Kroll. Vote was unanimous.

The Financial Report through the end of 2013 was read by Lucy Hauser. Motion made by Dave Kroll, seconded by Sheri Beaulieu to accept the financial report. Motion passed unanimously.

REPORTS

Executive Committee: Did not meet.
Labor/Management: Read by Lucy Hauser. Highlights of the meeting included: early outs, rotation on the machines, formation of an automation committee, training for bid positions, PSE's were schedule with two different start time in a service day, PSE's breaks, PSE's and the registry cage, refurbish the women's restrooms, mail from Oshkosh's APBS was missorted, 10 hour NTFT jobs and parking lot not being salted.

Grievance: Three Step 1 grievances were settled in our favor and 40 Step 2 grievances were settled in our favor

of which 20 were for PSE's scheduled with two different begin tour time in a service day. Over \$4,000.00 was paid out for those 20 grievances. No Step 3's to report.

Automation: Steve Beerntsen (Tour 1) and Mary Duttweiler (Tour 3) and Jeff Hackl (Maintenance) will be on the committee.

Scheme: No Report
Safety/Health: Lucy reported that a power lifting training will come in the near future.

Legislative: Steve Paradise gave a report urging the members to contact their U.S. Senators and tell them to vote no on S.B. 1486.

OWCP: No Report
Constitution: Jon DeCleene said that he was in need of new committee members.

New Members: John Matula, Tammy Polacek, Jane Begrow and PSE Nicole Martin

Lost Members: None

COMMUNICATIONS

The Madison to Milwaukee AMP was cancelled.

Received a letter from the Greater Green Bay Labor Council announcing the 26th Annual Legislative Breakfast on Saturday, March 22, 2014.

UNFINISHED BUSINESS

Two vacancies exist on the executive committee: Secretary/Treasurer and Recording Secretary. Bryce Thomas has volunteered to become the Secretary/Treasurer and Steve Paradise the Recording Secretary. It was announced that our membership Wisconsin State Historical Society Labor Advocacy group needed to be renewed. Also, we need to update our membership in the Postal Press Association.

A lengthy discussion took place over DBCS staffing with only one operator. Grievances were filed and awaiting an arbitration settlement.

A discussion occurred as to the printing needs of the union. Should NEWAL buy or lease a copier? What size and functions in the new copier do we need? Should NEWAL continue to have the Bay Breeze printed at Color Master? Also, the laser-jet printer is getting old.

NEW BUSINESS

A motion was made by Jon DeCleene and seconded by Barb Glaser that NEWAL should set a budget of \$5,000.00 for the 2014 annual picnic. Motion passed unanimously.

A motion was made by Sheri Beaulieu and seconded by Mary Davis that NEWAL should set a budget of \$1500.00 for the 2014 children's Christmas party. Motion passed unanimously.

A motion was made by Jon DeCleene and seconded by Dave Kroll that NEWAL should establish two \$500.00 Tony Van scholarships. Motion passed unanimously.

A motion was made by Steve Paradise and seconded by Jody Powers that NEWAL should buy ten tickets to the 26th Annual Legislative Breakfast. Motion passed unanimously.

A motion was made by Steve Beerntsen and seconded by Dave Kroll that NEWAL should send Bryce Thomas to the Secretary/Treasurer training in St. Louis, MO. That expenses as lost time, per diem, hotel, transportation needs and registration fees will be covered by NEWAL. Motion passed unanimously.

A motion was made by Dave Kroll and seconded by Cheryl Schoen that NEWAL should send five members to the Eight State Conference in Des Moines, IA for training. That expenses as lost time, per diem, hotel, transportation needs and registration fees will be covered by NEWAL. Motion passed unanimously.

A motion was made by Dave Kroll and seconded by Jon DeCleene that only NEWAL's president should attend the 2014 Four State Caucus in Rapid City, SD. That expenses as lost time, per diem, hotel, transportation needs and registration fees will be covered by NEWAL. Motion passed unanimously. A motion was made by Dave Kroll and seconded by Cheryl Schoen that Lucy Hauser should accompany Bryce Thomas to the Secretary/Treasurer training in St. Louis, MO. That expenses as lost time, per diem, hotel, (cont pg 4)

(from pg 3, Jan minutes)transportation needs, and registration fees will be covered by NEWAL. Motion passed unanimously.

A motion made by Dave Kroll and seconded by Jon DeCleene that the February meeting of NEWAL will be on Thursday, February 27, 2014 at 12 noon at the Bay Motel Family Restaurant. Motion passed unanimously.

OTHER BUSINESS

Jon DeCleene reported that the two remaining job vacancies in the VMF have been filled.

ADJOURNMENT

A motion by Jon DeCleene and seconded by Steve Beersten to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 0838 hours.

The \$10 door prize was won by

Cheryl Schoen.

Active members present at the meeting: Lucy Hauser, Steve Paradise, Mary Davis, Dave Kroll, Steve Beersten, Cheryl Schoen, Jody Powers, Jenny Starry, Jeff Hackl, Jon DeCleene, Kelly Heaney, Sheri Beaulieu and Sue Pranke. Retired member present: Bernie Haen.

Minutes submitted by Steve Paradise

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247, February Minutes

Date: Thursday, February 27, 2014

Place: Bay Motel Family Restaurant

President Lucy Hauser called the meeting to order at 1200 hours.

A quorum was declared with 19 members in attendance. The Pledge of Allegiance was led by Steve Paradise and he also read the Invocation.

The following officers were present:

President: Lucy Hauser, Vice-president: Steve Beerntsen, Secretary/Treasurer: Bryce Thomas, Bay Breeze Editor: Mary Davis. Craft Directors: Jon DeCleene, Mary Duttweiler and Jeff Hackl, and Recording Secretary Steve Paradise.

Minutes of the January 2014 were read by Steve Paradise. One correction was made by adding Barb Glaser's name to the attendees list. Motion made by Dave Villwock and seconded by Donna Hansen to accept the minutes as corrected. Vote was unanimous.

The Financial Report for January 2014 was read by Lucy Hauser. Motion made by Dave Villwock, seconded by Donna Hansen to accept the financial report. Motion passed unanimously.

REPORTS

Executive Committee: Lucy reported that there will be special meeting in March for NEWAL's printing and copier needs. We need to make an informed decision if NEWAL will keep our present copier and get it repaired or to purchase or lease a copier. The committee was presented with data as to the proposed costs of having the Bay Breeze printed at Color Master or to do the printing in-house on our own copier. We need to decide what we are going to with our computers in the Union hole. Should we send people to the steward training at the state convention in Appleton.

Labor/Management: No meeting.

Grievance: Two Step 1 grievances were settled in our favor and two at Step 2. Arbitrator Das ruled in NEWAL's favor regarding the use of ODL Clerks over casuals concerning the operation of the SBPS back in 2007 and 2008. The award will include penalty time. Lucy will meet with

Ron Hirn to determine how the rewards will be given out. Automation: Management needs to post a list at each letter processing machine to determine what MTE is needed for that machine and program. There is a need for trainers.

Scheme: No Report

Safety/Health: Lucy reported there are problems with the government concerning health insurance payouts vs. OWCP payouts.

Legislative: Steve Paradise gave a report telling why Senator Baldwin voted for S.B. 1486.

OWCP: No one from our plant is on OWCP.

Constitution: Jon DeCleene reported that he has a proposed change to NEWAL's constitution which will be brought up in "new business."

Lucy gave a report from her attendance at the Four-State Caucus in Rapid City, SD. Discussion at the caucus included conversion of PSEs' to career clerk and issues concerning CBA Art 1.6b. Some other discussions included: elimination of the village post office, what to do with abusive supervisors, locality pay, holiday scheduling, PSE union dues and the 50 mile excessing.

New Members: PSE Terry Boeckman

Lost Members: Jane Nowak (Separated) and Connie Hansen (Retired)

COMMUNICATIONS

The 2014 annual picnic will be Sunday, August 3 at the Reforestation Camp in Suamico.

Legislative Breakfast will be on Saturday, March 22, 2014 at 0830. Ten tickets for NEWAL members will be at the door.

Tony Van scholarship applications must be received in NEWAL's PO BOX no later than 7/18/14.

UNFINISHED BUSINESS:

None.

NEW BUSINESS

A motion was made by Gloria Shermo and seconded by Nick Ratajczyk that the March meeting for NEWAL be on Sunday, March 30 at 1830. The place of the meeting will be determined by the e-board. Motion passed unanimously.

A motion was made by Jon DeCleene and seconded by Gloria Shermo that NEWAL should give Steve Paradise an \$80 gift card for taking and typing the minutes from the January 2014 union meeting. Motion passed (cont pg 5)

(from pg 4, Feb minutes) unanimously. A motion was made by Gloria Shermo and seconded by Brenda Ellenson that NEWAL should send six members to the Basic Steward training in Appleton following the WI APWU state convention in April. That expenses as lost time, per diem, transportation needs and registration fees will be covered by NEWAL. Motion passed unanimously. A motion was made by Jon DeCleene and seconded by Steve Paradise that NEWAL should renew its membership in the Wisconsin Labor History Society. Motion passed by majority vote. A motion was made by Bryce Thomas and seconded by Jeff Hackl that NEWAL should send another member to the Eight State training seminar in Des Moines, Iowa. That expenses as lost time, per diem, hotel, transportation needs and registration fees will be covered by NEWAL. Motion passed unanimously. A motion was made by Jon DeCleene and seconded by Cheryl Schoen that NEWAL should print and post for review, in accordance with NEWAL's constitution, that the word "member" be added to Article 14 of NEWAL's constitution before the words "associate offices" on line nine of Section one. Motion passed unanimously.

A motion was made by Gloria Shermo and seconded by Nick Ratajczyk that officer meeting pay for the vice-president and craft directors be raised to \$60. Motion passed unanimously. A motion was made by Dave Villwock and seconded by Nick Ratajczyk that the \$60 officer meeting pay will be effective with the current (Feb. 2014) meeting. Motion passed unanimously. **OTHER BUSINESS**
None.
ADJOURNMENT
A motion by Jon DeCleene and seconded by Donna Hansen to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 1335 hours. The \$10 door prize was won by Lois Semrau. Active members present at the meeting: Lucy Hauser, Steve Paradise, Mary Davis, Bryce Thomas, Mary Duttweiler, Steve Beersten, Gloria Shermo, Nick Ratajczyk, Brenda Ellenson, Donna Hansen, Dave Villwock, Cheryl Schoen, Barb Glaser, Terry Ertl, Jeff Hackl, Jon DeCleene, Lois Semrau, Kelly Heaney, and Sue Pranke.
Minutes submitted by Steve Paradise

**Proposed Constitutional Change
to be voted on at March 30th meeting:**

VOTE AT NEXT MEETING!

Article 14 (Current):

Amendments

Section 1. The Constitution shall stand as the supreme authority of the Local and shall not be amended or annulled except when such change is proposed in the exact wording and in writing as the proposer would have it appear in the Constitution and By-Laws and be accepted as a motion by the body. A 2/3 majority vote of the members present at the following regular meeting will be required to enact the change or amendment. The motion of the meeting cannot be changed but may be debated prior to the vote of the second meeting. The amendment or change must be printed in the Local Organ or posted on APWU bulletin boards at all stations, branches and associate offices prior to the second meeting.

Article 14 (Proposed):

Amendments

Section 1. The Constitution shall stand as the supreme authority of the Local and shall not be amended or annulled except when such change is proposed in the exact wording and in writing as the proposer would have it appear in the Constitution and By-Laws and be accepted as a motion by the body. A 2/3 majority vote of the members present at the following regular meeting will be required to enact the change or amendment. The motion of the meeting cannot be changed but may be debated prior to the vote of the second meeting. The amendment or change must be printed in the Local Organ or posted on APWU bulletin boards at all stations, branches and **member** associate offices prior to the second meeting.

do you know?



...our **current** local website?
gbnewal.org

...who your certified stewards are for NW Area Local?

Carol Taylor, Alternate
Al Vaile, Alternate
Cofrin: Heidi Coutley, Alternate

...which offices are a part of our local along with Green Bay?

De Pere, Algoma, Kewaunee, Little Chute, Luxemburg, Oconto, Seymour, Shiocton, Suring, Shawano, Two Rivers

GMF Clerk Craft:
Tour 1: Dave Kroll, Chief
Tour 2: Lucy Hauser, Chief (including all stations)
Mike Dahl, Alternate
Tour 3: Steve Paradise, Chief
Mary Duttweiler, Alternate

Maintenance: Jeff Hackl, Chief
Dave Villwock, Alternate
Motor Vehicle: Jon DeCleene, Chief
De Pere: Sheri Beauleau, Chief
Sandy Murphy, Alternate

Can you believe my damn union?

From apw-aba.org (in part) - Richard Phillips

Read the news again today and, oh boy . . . There I saw the question "Can You Believe My Damned Union?" which was the headline of a letter to the editor of the Seattle Post following a vote by the employees in a Nordstrom Department store to decertify union affiliation from the United Food and Commercial Workers. This vote had followed an intense anti-union campaign which many employees believed was initiated and financed by the company as a way to get rid of the union. And, their concerns were undoubtedly true, as much misinformation about the union had been spread among the employees. The anti-union faction even had leaders, one of whom stated: "Unions want to take our money and we have said, 'No'". In response to the anti-union writer's statement, a pro-union member wrote the following editorial response.

He wrote that in return for his monthly union dues:

- I must accept pay that is \$10.00 per hour above minimum pay.
- If I am called in early on my shift or on weekends, I must accept pay for call-time, plus time-and-a-half pay for all hours worked on the weekend.
- I must accept good medical coverage, with most of the cost paid for by the employer.
- I must take paid vacations.
- I must accept seniority protections, which are applied in a fair and just manner.
- I am forced to accept a grievance procedure so that I'm protected and treated fairly by management.
- I am forced to work in a safe and healthy environment.
- My union is also very democratic and regularly asks for my input.

What is wrong with our union leaders anyway, running an organization like this? And my union leaders keep telling me that I am the union. Some nerve huh? The writer sarcastically continued, stating that he was sick and tired of the union doing all of these things for him. Just think, he wrote; when the union and all of my negotiated benefits are gone and I'm being paid minimum wages, at least I won't have to pay any lousy union dues.

APWU Web News Article #003-14, Jan. 13, 2014

Class Action Lawsuit: Life Insurance Beneficiaries May Be Due Additional Payments

APWU has been asked to notify our members of a private class action lawsuit on behalf of beneficiaries of certain deceased postal employees.

The lawsuit covers the beneficiaries of deceased APWU and NALC bargaining unit members who were employed by the Postal Service during the period that the Annuity

Protection Plan was in effect, from July 21, 1981, through Nov. 20, 1994.

The life insurance beneficiaries of deceased postal employees may be entitled to additional life insurance benefits or interest on their benefits.

For more information, go to:

<http://www.apwu.org/news/webart/2014/14-003-lifeinsurancesuit-140113.htm.pdf>. You can obtain additional details by e-mailing Class Counsel at classaction@steinmitchell.com.

NOTE: All inquiries regarding this matter should be referred to Class Counsel, not APWU.

From postalnews.com - July 2013

NALC and APWU to push banking services at post offices

At a conference on public banking services held by the Public Banking Institute (PBI) in San Francisco last month, two postal unions announced that they would join forces to push for the reinstatement of simple banking services in post offices:

James Sauber, the chief of staff of the National Association of Letter Carriers announced that both his union and the American Postal Workers Union will partner with PBI in a campaign to reinstate simple checking and savings accounts in post offices. The U.S. Postal Service offered simple affordable banking services used by many working class people from 1911 to 1967 when the system was dismantled. "In the 1940s, 4.2 million American had accounts at the post office," Sauber said. In other countries, postal banks remain important institutions, most notably in Germany, Britain, New Zealand launched in 2002, Brazil launched in 2000 and Italy, although Japan is beginning to privatize its postal bank, the largest in the world. The U.S. postal workers are intrigued not only by postal banks' potential to offer social inclusion-28% of Americans don't have full access to banking services-but also by the revenue generated that supports the postal system as a whole. "Don't dismantle this institution-reinvent it," he said.

Accidental Benefits Available to You

Did you know that we are covered for benefits through the Accidental Benefits Association?

Yes Members of our Local, excluding Retired Members.

We are 100% Local ABA and are automatically covered, under "Value Plan".

This coverage is for on or off the job.

We receive \$12/day for a "covered" accident up to 1 year.

Must file claim within 90 days of returning to work.

We receive lump sum payments for dismemberment.

We have a \$6,000 accidental death benefit from covered external accident.

We have a \$2,000 accidental death benefit for non-member spouse.

We have a \$2,000 accidental death benefit for unmarried dependent children up to age 26.

Filing a claim? Call ABA, fill out paperwork, have Lucy sign, mail it in. **Any questions?** Go online to apw-aba.org



FERS Accrued Unused Sick Leave Ruling in Effect

From usps.com - May 2010

The new National Defense Authorization Act (NDAA) for Fiscal Year 2010 now allows the use of accrued unused sick leave hours to be added to total service in computing the retirement annuity of Federal Employees Retirement System (FERS) employees. From October 28, 2009, through December 31, 2013, 50 percent of FERS employees' accrued unused sick leave hours will be added in the computing of their

retirement annuity. Retirees after December 31, 2013, will have 100 percent of accrued unused sick leave hours added.

This new rule permits the counting of accrued unused sick leave only to calculate a FERS employee's annuity. Sick leave may not be counted in determining eligibility to retire. The final computation will be made by the Office of Personnel Management and will use the appropriate percentage - either 50 percent or 100 percent of actual

accrued unused sick leave hours at the time of retirement.

The NDAA also changed the rule for FERS employees who took refunds of their retirement contributions and have been reemployed under FERS. Now with the new ruling, they have the opportunity to pay back the refunded amount, plus interest. The redeposit will allow credit for the service in the retirement computation. Survivors of death-in-service employees may also make this deposit.

Senate Panel Approves 'Disastrous' Postal Bill



APWU Web News Article #023-14, Feb. 6, 2014

The Senate Committee on Homeland Security and Governmental Affairs approved an amended version of a postal bill (S. 1486) that faces vehement opposition from the four postal unions. The committee with oversight responsibility for the Postal Service passed the measure by a vote of 9-1 on Feb. 6.

"This was a bad bill that was made worse by the 'substitute' version that was introduced last week," said APWU Legislative and Political Director John Marcotte. "Today the committee amended the bill around the edges but gave no relief to workers and no long-term assurances to the American people about their mail service."

The bill, which was introduced by Sen. Tom Carper (D-DE) and Sen. Tom Coburn (R-OK), would:

- Threaten 100,000 full- and part-time postal jobs;
- Lead to pension cuts;
- Weaken workers' position in upcoming contract negotiations;
- Require the USPS to pre-fund workers' compensation by \$17 billion, further strangling USPS finances;
- Permit the USPS to close and consolidate mail processing facilities after two years;
- Allow the Postal Service to further reduce service and delivery standards;
- Eliminate Saturday delivery after 2017;
- Eliminate door-to-door mail delivery for new businesses and households, and
- Expose injured workers to impoverishment once they reach retirement age.

Voting in favor of the bill were: Sen. Carper, Sen. Carl Levin (D-MI), Sen. Mark Pryor (D-AR), Sen. Claire McCaskill (D-MO), Sen. Mark Begich (D-AK), Sen. Heidi Heitkamp (D-ND), Sen. Coburn, Sen. Michael Enzi (R-WY) and Sen. Kelly Ayotte (R-NH). Sen. John McCain (R-AZ) and Sen. Ron Johnson (R-WI) voted in favor of the bill by proxy, but proxy votes were not recorded.

Sen. Jon Tester (D-MT) was the lone recorded no vote. Others who voted no by proxy were: Sen. Mary Landrieu (D-LA), Sen. Tammy Baldwin (D-WI), Sen. Rob Portman (R-OH) and Sen. Rand Paul (R-KY). Proxy votes were not recorded.

(cont pg 8)

(from pg 7, Senate Bill) Amendments adopted on Feb. 6 would:

- Allow firearms in postal parking lots, provided there is no conflict with state and local regulations;
- Permit the Postal Regulatory Commission to overturn plant closures, and
- Postpone plant closures and changes to service standards until one year after the Comptroller General issues a report on USPS compliance with service standards.

"This disastrous bill would severely damage service to the people; weaken the USPS and make it ripe for privatization, and destroy good jobs throughout the country," said APWU President Mark Dimondstein. "The APWU urges senators to vote against the bill if and when it is brought to the Senate floor for consideration."

USPS Opinion:

From Postal-reporter.com - March 4, 2014

USPS is implementing new rules designed to revise delivery expectations for some Standard Mail that will result in a more balanced distribution of volume throughout the week.

Standard Mail pieces that qualify for the Destination Sectional Center Facility rate generally are delivered in three days. With its new rules, USPS is extending delivery to four days for mail entered Friday or Saturday.

USPS says this change will improve delivery efficiency and reduce the traditional heavy Monday workload by spreading the delivery of these Standard Mail pieces across the week. The broadened delivery expectation also benefits customers, since a smaller number of mailpieces delivered each day will more effectively compete for the consumer's attention.

Prior to implementing this change, the Postal Service worked with a

**Load leveling:
to more evenly spread Standard Mail
USPS/APWU opinions**

mail industry workgroup to conduct a test of the load-leveling concept. The test confirmed that extending the delivery date for Standard Mail entered Friday or Saturday helps balance delivery volume during the following week. The new rules will go into effect April 10. The Federal Register has more information on the final rulemaking.

APWU Opinion:

APWU Web News Article #034-14, Feb. 21, 2014 (in part)

In a filing with the Postal Regulatory Commission on Feb. 20, the APWU strenuously opposed a USPS proposal to reduce service standards for Standard Mail. The USPS has asked the Commission for an advisory opinion on the proposal, which the USPS claims would alleviate a problem with heavy workloads on Monday by permitting delivery on

Tuesday of Standard Mail that now is due to be delivered on Monday.

In its Brief to the PRC, APWU points out that this is another in a series of USPS cuts in service that cannot be justified by cost savings. The changes will cut service and force mailers to incur more costs, a pattern that has repeated itself as USPS has closed mail processing facilities. The APWU also pointed out that USPS has made no effort to justify the proposed service cuts by proving that USPS will save money.

The Postal Service has argued that the so-called "load leveling" effect of the proposed changes would make it possible for letter carriers to finish their routes earlier than they now do on Mondays. The APWU has been critical of the USPS for causing letter carriers to be out late, often making deliveries after dark, because of previous facility closures and service cuts by USPS. Large mailers and mailer organizations also have been critical of the proposed service reductions.

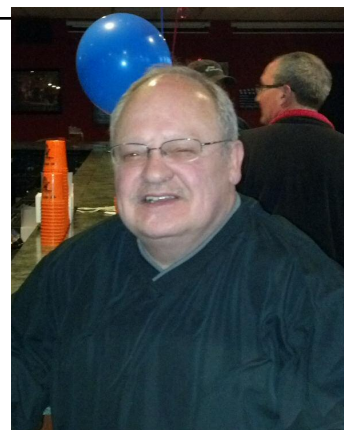


Congrats to our newest retiree, John Foucault!

Congratulations to Danny and Dawn Stoddard, on their marriage!

Congrats and welcome to our newest members:

- John Matula
- Tammy Polacek
- Jane Begrow
- Nicole Martin (PSE)
- Terry Boeckman (PSE)



Postal Unions Form Alliance



APWU Web News Article #049-14,
March 11, 2014

Declaring that "the U.S. Postal Service is under unprecedented attack," the presidents of the four postal unions have formed a historic alliance to fight back.

"A congressionally-manufactured financial crisis drains the USPS of vital resources," the union president writes in a proclamation signed over the last several days. "Six-day delivery is under constant threat of elimination. The reduction of service standards and the elimination of half of the nation's mail processing centers has slowed service and wiped out tens of thousands of good jobs. Post offices in cities and small towns are being sold or closed or having their

hours cut back.

"Our efforts will benefit all postal employees and the people of this country who expect and deserve a vibrant, public Postal Service for generations to come."

"Corporate privatizers seek to gain control over larger segments of postal operations - and to get their hands on the Postal Service's \$65 billion of annual revenue. The Postmaster General's policies of subcontracting and degrading service are fueling the privatization drive," proclamation declares.

"The four postal unions stand together to end the attack," it says. "We stand with the people of our country in defense of their right to a universal postal service operated in the public interest." The Postal Union Alliance commits the unions to work together to protect service and oppose the subcontracting of work and privatization of services.

It also vows to expand service to include basic banking, notary, check-cashing and other services; form a

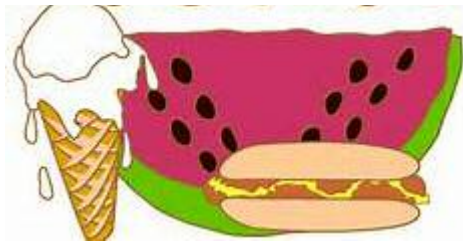
common front in the fight for genuine postal reform legislation, and "end the corporate welfare of excessive pre-sort discounts."

The unions also pledge to organize joint actions and encourage joint work at the local level; support maximum cooperation in the next round of contract negotiations, and build an alliance with the American people in defense of the public postal service. APWU Mark Dimondstein called the formation of the alliance "ground-breaking." The proclamation is signed by Dimondstein, President Fredric Rolando, of the National Association of Letter Carriers; President John Hegarty, of the National Postal Mail Handlers Union, and President Jeanette Dwyer of the National Rural Letter Carriers Association.

"We have agreed to work together to defend a beloved national treasure," Dimondstein said. "Our efforts will benefit all postal employees and the people of this country who expect and deserve a vibrant, public Postal Service for generations to come."



SAVE THE DATE - - - Sunday, August 3, 2014
Annual Union Picnic
New Zoo, Suamico, WI



More information to follow.

From a Retiree

*Throw another log on the fire
From the office of a retired mind and body*

I think about how wonderful it was to go to work every day and then I regain my relaxed state of mind and have another sip of my beer and say "nah". It's snowing today and the winter storm is a monster. I think about how many times I've had to drive into town on snowy, slippery roads. Now I just have to wait for the storm to come to an end and hop on my tractor and blow the snow into the wind. With my work for that day concluded I celebrate with another cold beer. With it so cold outside this winter I once remembered about having to brave the cold winds and bitter wind chills. Now only the dog calls me when we should go outside into that wind. He says it's much better to stay inside on such cold days as this one is. You see, he and I like to stay in the nice warm house with quiet music playing with some treats and maybe something warm to drink. The spring will come and the new leaves and green grass for summer. Should I go fishing today or maybe go for a nice ride in the country? Sunsets and moon rises I can now see without four walls surrounding me. The beauty of each and every day I can see and experience now without the thought of a call of duty in that given day.

Thinking about retiring? Be brave and make the call. Stand tall and stop going to the mall. Retiring early can do wonders for your mind and soul and open up your eyes to many things so grand you would have never known. One day you will be able to write it into the sand.

Tips for FERS employees:

Just three websites to explore:
LiteBlue.gov; OPM.gov; and TSP.gov
Start with e-retire on LiteBlue. If you are within 5 years of retirement eligible you will be able to use it. Calculators are available for your TSP account to see how long your payments will last. Know what your federal Minimum

Retirement Age is.
Understand that the MRA +10 years of service makes you eligible for an annuity.

Understand that as a federal employee after you turn 55 years old there is no 10% pretax penalty on monthly payments from TSP account. All forms required for retirement are available on TSP.gov and OPM.gov. You can fill them out online and print them out to send by mail. Forget FedEx because USPS is the best of course.

Tips for CSRS employees:

Eligible...Enough already! Get the hell out of the place and GET A LIFE!
Not eligible yet....Your very aware of age and service requirements. Therefore, just pray like hell for an early out. You started so young at the P.O. My goodness....bless your soul when you make it to the end and meet a new friend!

The annual union picnic is important to attend. The picnic is a nice gathering for current employees and retirees. I always made sure I attended the picnic while I was still working. I always looked forward to seeing the people who had retired and that I have not seen for awhile. They looked so much more healthy and happy. They always had a smile on their face compared to their own unique looks and behaviors while still employees. Make sure you go and see everyone at the picnic!

Finally, the most often questions asked: What do you do with all your time? Aren't you bored? You don't have too much to do, do you?

Answer: If you don't think I do much now you should have seen me when I was still at the Post Office!



Tell the PRC About Delayed Mail

APWU Web News Article #142-13,
Dec. 23, 2013 (Updated 02/26/14)

Businesses, customers and APWU members who have complaints about delayed mail should be sure to let the Postal Regulatory Commission know, says Debby Szeredy, the union's executive vice president. "Much of the delayed mail is in areas where plants and post offices have been consolidated or closed or where hours at post offices have been reduced," she said. "Filing complaints with the PRC will help document how egregious the problem is, so encourage your family, friends and neighbors to file complaints if they experience delays, too," Szeredy said. Logging your complaint confirms that there are significant

delays happening in those areas where consolidations and reduced hours have occurred. The PRC and/or USPS response to your individual complaint will not be resolved; however, our goal is to show the extensive problem. Filing a complaint online takes just a minute or two. To complete the form, start by selecting "Complaint." Next, in the subject area, click the arrow and select "Mail Delivery/Postal Services." Describe your complaint in the message box using 1,000 or fewer characters (letters) and include that you are requesting an investigation of your delayed mail. If you are in an area where a plant or post office was consolidated, closed or faced reduced hours, be sure to include that in your complaint as well. Provide (cont pg 15)

TONY VAN SCHOLARSHIP

There shall be two (2) scholarships of \$500.00 each.

1. The funds for these scholarships are to be raised by the NEWAL local and approved at a regular membership meeting.
2. This scholarship is for graduating high school seniors and students currently attending a school listed in #3 up to the age of 23.
3. The student must prove their acceptance to an accredited University, College, Trade, Technical and/or Vocational School not later than September 30, 2014.
4. The student must have maintained a "C" or 2.0 grade point average over their high school curriculum. Verification of grades and graduation must be supplied before payments are made.
5. At least one parent, legal guardian, or grandparent must be a member of the APWU NEWAL, in good standing, for a minimum of 1 year following, except in the case of death of a member.
6. The Scholarship Committee shall consist of up to five (5) members. Two (2) of these members shall consist of the current elected President and Secretary/Treasurer of the APWU NEWAL. The President of the APWU NEWAL shall appoint the remaining members.
7. The Committee shall be convened by July 18, 2014 or the Monday thereafter. The Committee Chairman will have verified all the membership qualifications by this date.
8. The submission deadline for scholarship applications is July 18, 2014. The drawing shall be held at the summer picnic.
9. The Committee, upon verification of each application, shall place said applications in plain "like type" envelopes and the envelopes are to be placed in a drawing container. There shall be two (2) winners and an alternative drawn.
10. The scholarships will be paid to the school scholarship offices. The scholarship must be used within the following scholastic year.
11. The selected student(s) shall submit, to the Committee Chairman, proof of their full time enrollment (Current Enrollment Verification Certificate) from the school of their choice as set forth in rule number four (4) . Payment shall be made upon the receipt of verifications.
12. All disputes concerning the Scholarship Program shall be submitted to the Committee Chairperson within thirty (30) days of the drawing, in written form. They shall be answered in writing within fifteen (15) days.
13. These rules governing the TONY VAN SCHOLARSHIP FUND, sponsored by the APWU NEWAL can only be amended, changed, or deleted once a year at the fall meeting of the Scholarship Committee.
14. Only one application per student will be allowed.

SEE APPLICATION ON REVERSE

Mail application to:
N.E.W.A.L.
PO Box 10324
Green Bay WI 54307

TONY VAN'S SCHOLARSHIP APPLICATION

PERSONAL INFORMATION

Date: _____

Last Name: _____ First Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone Number (____) _____

Alternate Number: (____) _____

Union Member: _____ Relationship: _____

EDUCATIONAL INFORMATION

High School: _____

City: _____ State: ____ Zip ____

Year Graduated: ____ GPA: ____

SCHOOL YOU WILL BE ATTENDING:

Name: _____

Address: _____ State: ____ Zip: ____

In submitting this application, I certify that the information is complete and accurate to the best of my knowledge. Also, I understand that falsification of information may result in termination of any scholarship granted.

Date: _____ Student's Signature: _____

**2014 SCHOLARSHIP GUIDELINES
AMERICAN POSTAL WORKERS
ACCIDENT BENEFIT ASSOCIATION**

- 1). The scholarship announcement, application and guidelines will be mailed each year to all Local and State Presidents and ABA Board of Directors, no later than March of each year. The announcement and application will also be printed in the ABA Quarterly News Digest as well as posted on the official ABA website. The deadline for returning the scholarship application will be set forth by the ABA. The deadline is May 15, 2014.
- 2). All entrants must submit a completed application which will be verified by their local or state president or by the ABA home office. Properly completed applications will be entered into a drawing for a one thousand dollar (\$1,000) scholarship. Entrants must be a graduating high school senior who is the son, daughter or legal ward of a member of the ABA.
- 3). The scholarship award is limited to a one time amount of one thousand dollars, (\$1,000). Two scholarships will be awarded per calendar year.
- 4). The scholarship drawings will be held at the ABA home office no later than June of each year. These drawings will be strict "luck of the draw", meaning the entrants pulled are the winners. No preferential treatment will be given to any entrant. All applicants will be assigned a random number for drawing. The winners will be drawn from amongst all applicants and notified by certified mail.
- 5). Scholarships will be paid directly to the school that has been designated on each winners application. Each winner will also be required to submit an acceptance letter and photograph accompanied by a biography which will appear in an issue of the ABA Quarterly News Digest.
- 6). The National Director will coordinate the scholarship program with the authority to settle any or all eligibility requirements or disputes that may arise.

SEE APPLICATION ON REVERSE

APW-ABA SCHOLARSHIP PROGRAM
HONORING
THOMAS HARTOS & MICHAEL TOSCHES

APPLICATION DEADLINE
May 15, 2014

INCOMPLETE APPLICATIONS WILL BE RETURNED

NAME _____ ADDRESS: _____

CITY _____ STATE: _____ ZIP: _____ PHONE#:() _____

I will graduate from _____ High School, which is located
in _____, in _____.
(City - State) (Month - Year)

I will be enrolled for the _____ term of _____ at _____
(Year) (School)

in _____. My father, mother or legal guardian is a member
(City - State)

in good standing in the ABA and the _____ Local APWU.
(Local name)

ABA Members email address: _____@_____.

(Student - printed name & signature)

(Parent/Guardian - printed name & signature)

(This section to be completed by Local or State President or ABA Nat'l Director)

This will certify that _____,
(APW - ABA member's name) (SSN or EID# of member)

is a member in good standing of the Accident Benefit Association.

Date: _____ Signature: _____
(ABA Local or State President or ABA Nat'l Director)

All Applications Must Be Sent To: ABA Scholarship Program,
PO Box 120, Rochester, NYH 03866-0120

THE BELOW IS FOR ABA USE ONLY

Local Name _____ Local # _____ Date Recv'd _____ 100% Local: ___ Yes ___ No

This application has been reviewed and certified, _____-ABA Nat'l Director

(from pg 10, Tell the PRC) your name and address so that you can be contacted about the results. Print a copy of your complaint for your records by right-clicking on the mouse, then Click "Submit." If you have a problem with your submission you may need to reduce the number of words in your complaint. Again, our goal is to get your delayed mail complaint into the PRC logbook so that we can confirm the extensive amount of delays in your area. If you prefer, you also can send a letter to the PRC at the following address:

Public Affairs & Government Relations
 901 New York Avenue NW, Suite 200
 Washington, DC 20268-0001

Once the PRC receives your complaint, it will be placed into the agency's quarterly log and sent to the USPS. The Postal Service will respond to the PRC & the customer.

For more information on filing complaints with the PRC, visit www.prc.gov or call 202-789-6800.

Save the Date!

NATIONAL DAY OF ACTION

Sign the petition at StopStaples.com For updates, text POSTAL to 91990

STOP STAPLES

Thursday, April 24, 2014

**Sign the petition at
StopStaples.com**

**From a Union Officer
The Editor.....Mary Davis**

A little about me:
 When I started in 1994, I had been working at Cub Foods. Cub Foods was a union job as well and at the time, it was a good paying job. It had been part-time though and not nearly as high-paying as the Post Office. I was 28, married and had three 4-year olds. It didn't take long to get used to the Post Office wage (and ALL that overtime pay from Tour 1 as a PTF) and we were on our way to a bigger house, better cars, the whole bit.

Somewhere within the 20 years here at the PO, I finished my associate's degree. I considered getting an office job. The security and wage at the Post Office, all the overtime pay, and the good insurance benefits were too nice to leave. You don't find that in too many jobs and because of our union, we have that here. I stayed.

Being editor of the Bay Breeze

gives me the "office job" I wanted and I really enjoy it. I owe this position to all of you who voted for me and I would like to thank you. I appreciate the opportunity to be the editor as well as an officer in our union. Thank you!

As an editor:
 My objective, as editor, is to have members get a good picture of what's currently happening in the union and in the Post Office. Also, I want to keep everyone aware of the few gatherings we have in our local: the union meetings, the picnic, and the kid's Christmas party. And lastly I would like to try to have it be personal as well but that will take the help of other members.

Make this your newsletter and make it more personal. First of all, feel free to let me know of any suggestions you have for me. Second and even better than suggestions, I am asking for members to voice their own opinions on what's happening in the Post Office. The best way to get your opinion heard

would be to write your own article. Your article can be published and your viewpoint known. Of course, there are a few guidelines as you see on the back page. Have your voice heard, write an article!

I appreciate your help! Submit your articles by the 1st of Jan, Mar, May, July, Sept, or Nov to get it in that bi-monthly newsletter. Include your name and contact information and send article to:

The Bay Breeze, P O Box 10323, Green Bay, WI 54307.

Also, you may submit via email to the.baybreeze@yahoo.com. You may remain anonymous in the newsletter but need to submit your name when sending in an article.

Lastly, I would like to say thank you to everyone who sent back their "Let's Hear from You" sheet! I appreciate your help and your suggestions.

Keep them coming!

APWU Bay Breeze
P O Box 10323
Green Bay, WI 54307-0323

Change Service Requested

Non-Profit Organization
U S Postage
Paid
APWU
Bay Breeze



NEXT UNION MEETING:

Sun, Mar 30 @6:30 pm at Burkels One Block Over (formerly
Champions Bar) 1007 Tony Canadeo Run, Green Bay, WI

Representatives to Contact:

Senator Tammy Baldwin
310 W Wisconsin Ave #950
Milwaukee, WI 53203
1-414-297-4451

Congressman Reid Ribble
550 N Military Ave #4B
Green Bay, WI 54303
1-920-471-1950
ribble.house.gov/contact-me/email-me

Senator Ron Johnson
517 E Wisconsin Ave
Milwaukee, WI 53202
1-414-276-7282
ronjohnson.senate.gov/contact.cfm

Governor Scott Walker
115 E State Capitol
Madison, WI 53702
1-608-266-1212
govgeneral@wisconsin.gov

Call the toll-free hotline: *Wi*
Legislative Hotline:
1-800-362-9472

US House and Senate Line: 1-800-522-6821
White House Comment Line: 1-202-456-1111



The Bay Breeze is the official voice of the American Postal Workers Union, Northeastern Wisconsin Area Local, published six times a year. The due date for publication is the first day of the odd month unless otherwise publicized. *The Bay Breeze* attempts to keep the membership abreast of all important issues. We are proud members of the National Postal Press Association and International Labor Communications Association. We are also members of the APWU of Wisconsin, Wisconsin State AFL-CIO, Greater Green Bay Labor Council and were the first local in Wisconsin to join the APWU Accident Benefit Association as a 100 % local. Letters, correspondences, and articles by members and officers are encouraged and should be addressed to: **P O Box 10323, Green Bay, WI 54307** or email to: the.baybreeze@yahoo.com.

Articles must be signed by the author and names may be withheld upon request. Opinions are those of the contributors and not necessarily the Union, the Officers, or the Editor. The Editor reserves the right to delete, edit, or rewrite to fit the format of this newsletter, to disallow any attacks of individuals, and to refuse to print any article deemed improper or unfit for publication. Articles that are not credited are those of the Editor.