The Bay Breeze
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APWU American Postal Workers Union, AFL-CIO

Dear Sisters and Brothers,

Thanks to your tremendous efforts and to those of our allies in A Grand Alliance, we sent a very clear message to the Postal Board of Governors on Monday: their pick for the next Postmaster General must uphold the public mission and public ownership of the United States Postal Service.

Together with our allies, we presented more than 400,000 signed petitions to the Board. President Dimondstein was joined by AFL-CIO President Rich Trumka, Hilary Shelton of the NAACP, Social Security Works President Nancy Altman and more. Outgoing PMG Brennan accepted the petitions on behalf of the board and heard our call – The US Mail is Not For Sale.

Check out highlights of the petition delivery here (https://apwu.org/news/over-400000-people-demand-postmaster-general-who-supports-public-postal-service) and stay tuned for more updates on the appointment of the next PMG.

American Postal Workers Union

1300 L Street NW, Washington, DC 20005 | www.apwu.org

SOLIDARITY WORKS

Northeastern Wisconsin Area Local #2247
American Postal Workers Union

Volume 63/Issue 1
January/February 2020

THE BAY BREEZE

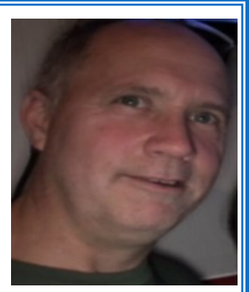
APWU American Postal Workers Union, AFL-CIO

PPA National Postal Press Association

Next Meeting:
February 19, 2020
Membership @ 2:30pm
Executive Board @ 2:00
Denny's Restaurant
2894 S Oneida St,
Green Bay, WI 54304

Articles for the next Bay Breeze due by:
March 5, 2020

Letter from the President



Hello union brothers and sisters hope all are well and everyone had ok holidays. It is pretty hard to enjoy the holiday season considering USPS employees bust their butts with little recognition.

Ok, I got threatened to be walked out by the plant manager if I raise my voice on the floor. Steward Chris Opolka just got threatened to be walked out as well. Funny how this is when the MDO herself is the one provoking the ordeal by swearing and raising her voice. I am done with this bullying b.s. All members listen and **be prepared to write statements** on any supervisor that yells at you or demeans you in anyway.

Also, shame on you employees who complain about the union not helping you when you won't even write statements about supervisors doing bargaining unit work. When will we get together and be a union?! **ANYONE CAN FILE THEIR OWN STEP ONES**. (see page 11)

Now for those employees who worked 70 and 80 hours in the month of December, take a mental break, don't attack the union looking for that extra hour. Remember overtime bypass by junior employees is a make up slip, not pay. When pse's go over 8 hours then otdl list should be used. Pse's can be used 7 days a week 8 hours a day. Now this would be stupid on management's part but they could do that; however pse's should have one day off per week according to Lakeland district.

Now for some really disturbing news; It seems as though in an associate office if you get hurt on the job the Postmasters can take their sweet arse time to fill out accident forms and then tell employees to use their own sick leave and annual for being off work. The first three days off on injury is the employee's responsibility how they want to get paid, then after three days it's continuation of pay. Average hours should be used for pse's.

Please all get together and help out the union not just bitch about it.

In Solidarity-Kelly

NEWAL ELECTION OF 2019

The results are as follows:

SECRETARY/TREASURER

CANDIDATES	VOTES
Robert Olson	33
Art Ciesielczyk	61 W

MTNCE CRAFT DIRECTOR

CANDIDATES	VOTES
Lance Bouyears	8
Peter Knutson	11 W

STATE CONVENTION DELEGATES

Bill Curtis	51 W
Kelsey Helf	65 W
Dave Kroll	56 W
Jeremy Lindberg	55 W
Deb Nehmer	45
Robert Olson	38
Chrisa Opolka	61 W
Steve Paradise	50 W
Cindy Turritin	52 W

NATIONAL CONVENTION DELEGATES

Art Ciesielczyk	54 W
Dave Kroll	40 W
Jeremy Lindberg	36
Deb Nehmer	28
Chris Opolka	54 W
Steve Paradise	37

President	Kelly Heaney
Vice President	Dave Kroll
Secretary/Treasurer	Robert Olson/ Art Ciesielczyk
Recording Secretary	Jenny Starry
Editor	Kelsey Helf
Clerk Craft Director	Steve Paradise
Motor Vehicle Craft Director	Jeremy Linberg
Maintenance Craft Director	Pete Knutson

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 WI, Wisconsin State AFL-CIO , Greater Green Bay labor Council and were the first local in WI to join the APWU Accident Benefit Association as a 100% local.

Letters, correspondences, and articles by members and officers are encouraged. Send them to the return address on this newsletter. 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 or 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.

STEWARDS

Packerland Drive Office (GMF)

Tour 1

Clerk Chief Steward	Dave Kroll
Clerk Alternate Steward	Chris Opolka and Kelly Heaney
Maintenance Chief Steward	Dave Villwock
Maintenance Alt Steward	Frank Sleik

Tour 2

Clerk Chief Steward	Steve Paradise
Clerk Alternate Steward	Ekaterina Bouyear, Kelly Heaney and Chris Opolka
Maintenance Chief Steward	Ekaterina Bouyear
MVS Chief Steward	Jeremy Linberg

Tour 3

Clerk Chief Steward	Chris Opolka
Clerk Alternate Steward	Kelly Heaney
Maintenance Chief Steward	Kelly Heaney
Alternate Maintenance Steward	Vacant

VMF

Chief Steward	Jeremy Linberg
Alternate Steward	Vacant

AO Stations

Clerk Chief Steward	Steve Paradise
Clerk Alternate Steward	Lacy Buck

DePere Post Office

Clerk Chief Steward	Sheri Beauleau
Clerk Alternate Steward	Alex Mahn

All other AO's

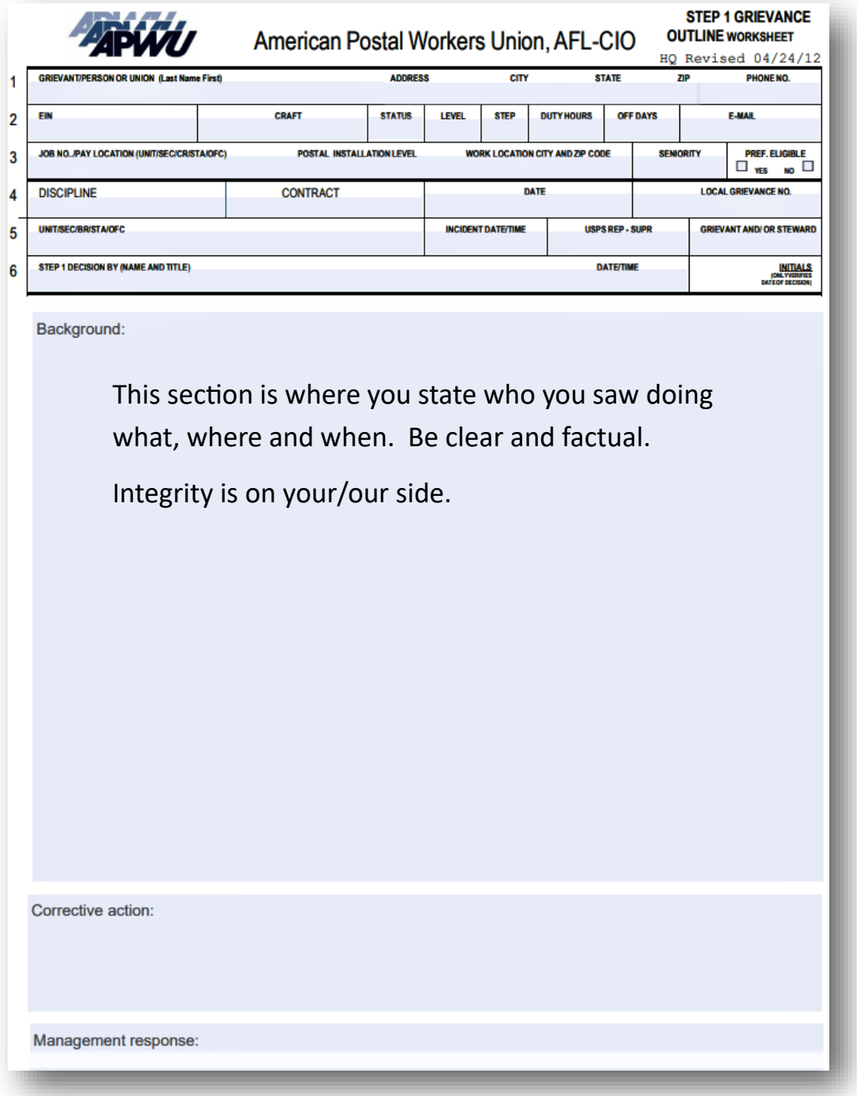
Clerk Chief Steward	Kelly Heaney

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

(Continued from page 10)

Ciesielczyk to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 1140 hours.
The $10 door prize was won by Jenny Starry.
Attendees: See attached sign-in sheet.
Minutes submitted by Recording Secretary Jenny Starry.

ATTEND YOUR LOCAL UNION MEETINGS
BE INFORMED
GET INVOLVED



APWU American Postal Workers Union, AFL-CIO

STEP 1 GRIEVANCE OUTLINE WORKSHEET
HQ Revised 04/24/12

1	GRIEVANT/PERSON OR UNION (Last Name First)		ADDRESS	CITY	STATE	ZIP	PHONE NO.
2	EIN	CRAFT	STATUS	LEVEL	STEP	DUTY HOURS	OFF DAYS / E-MAIL
3	JOB NO./PAY LOCATION (UNIT/SEC/CR/STA/OFC)	POSTAL INSTALLATION LEVEL	WORK LOCATION CITY AND ZIP CODE	SENIORITY	PREF. ELIGIBLE ☐ YES ☐ NO		
4	DISCIPLINE	CONTRACT	DATE	LOCAL GRIEVANCE NO.			
5	UNIT/SEC/BR/STA/OFC	INCIDENT DATE/TIME	USPS REP - SUPR	GRIEVANT AND/ OR STEWARD			
6	STEP 1 DECISION BY (NAME AND TITLE)	DATE/TIME	INITIALS (ONLY VERIFIES DATE OF DECISION)				

Background:

This section is where you state who you saw doing what, where and when. Be clear and factual.

Integrity is on your/our side.

Corrective action:

Management response:

A tool to help you work with your steward to fight for our jobs and our rights.

Anyone can file their own Step One Grievance. This gets things going toward a resolution to the problem.

This is where your union steward starts and it is where you can start for your steward. As we don't have an unlimited amount of stewards with unlimited amounts of time, it could be very beneficial to get the process started yourself! There are instructions on the APWU website how to fill out and submit this form.

Once your get your steward time, you can have the information ready for action!

A novel idea, don't wait for someone else to do the work for you-jump in and help get it started!

Find the information on How-to and a PDF copy of this form here:

https://apwu.org/grievance-procedure

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Thursday, January 9th, 2020
Place: Denny's
President Kelly Heaney called the meeting to order at 1000 hours.
A quorum was declared with 13 members in attendance.
Kelly Heaney led the Pledge of Allegiance and Steve Paradise gave the Invocation.
The following officers were present:
President Kelly Heaney, Vice President Steve Paradise, Secretary/Treasurer Robert Olson, Recording Secretary Jenny Starry, Bay Breeze Editor Kelsey Helf, Clerk Craft Director Dave Kroll, Motor Vehicle Craft Director Jeremy Linberg and Maintenance Craft Director Lance Bouyear.
Minutes of the November 2019 meeting were read by Recording Secretary Jenny Starry.
A motion was made by Jeremy Linberg and seconded by Art Ciesielczyk to accept the minutes. Motion passed unanimously.
The financial report for November 2019 was read by Secretary/Treasurer Robert Olson.
A motion was made by Dave Kroll and seconded by Steve Paradise to suspend the order of business to order food. Motion passed unanimously.
A motion was made by Steve Paradise and seconded by Art Ciesielczyk to resume the order of business. Motion passed unanimously.

REPORTS

Executive Committee: The e-board discussed the audit committee, the picnic, sending up to 4 members to the National Convention in August in Los Angeles and up to 7 members to the State Convention in April in Appleton, sending Jenny to the Health Plan Convention in October in Baltimore and to send Art to Quick Books training. The e-board recommends not to send anyone to the 4-state caucus in February.
Labor/Management: Overtime and annual leave bidding were discussed.
Grievance: RI-399 got handed back down to the local from the national. AO grievances are being filed.
Safety/Health: Re-training on some safety procedures was discussed.
Legislative: The election of a new Postmaster General could affect us in a negative way.
OWCP:
Constitution: A copy of the updated Constitution has been printed. There will be a link to access it on the website newal.org.
New Members: Teng Xiong, Francine Parrett and Bethany Paiser
Lost Members: Barb Glaser, Al Taylor, Debbie Wudtke, and Mike Daul, all retired.
Communications:

UNFINISHED BUSINESS

NEW BUSINESS

Lacy Buck agreed via text to be the Chairman of the Audit Committee. Chris Opolka and Sue Pranke volunteered to help with the audit. The audit has to be done by the end of February.
A motion was made by Dave Kroll and seconded by Jeremy Linberg to send up to 7 members to the State Convention in Appleton on April 24th-26th to include lost time, per diem, transportation and registration. Motion passed unanimously.
A motion was made by Dave Kroll and seconded by Jeremy Linberg to send up to 3 members plus the President to the National Convention in Los Angeles on August 17th-20th to include lost time, per diem, transportation, registration and lodging. Motion passed unanimously.
A motion was made by Dave Kroll and seconded by Pete Knutsen to send Jenny Starry to the Health Plan Convention in Baltimore in October to include lost time, per diem, transportation, registration and lodging. Motion passed unanimously.
A motion was made by Dave Kroll and seconded by Jeremy Linberg to send Art Ciesielczyk to Quick Books training, location and dates to be determined, to include lost time, per diem, transportation, registration and lodging. Motion passed unanimously.
A motion was made by Dave Kroll and seconded by Steve Paradise to spend up to $5000 on the picnic to be held on the first Sunday in August at place to be determined. Motion passed unanimously.
A motion was made by Steve Paradise and seconded by Jeremy Linberg to send a donation of $100 each to the Salvation Army and the House of Hope. Motion passed unanimously.
A motion was made by Steve Paradise and seconded by to Jeremy Linberg to give Art Ciesielczyk a $100 gift card for his help with the Constitution. Motion passed unanimously.
A motion was made by Art Ciesielczyk and seconded by Jeremy Linberg to give Tim Alberts a $150 gift card and Bryce Thomas a $50 gift card for helping with the election. Motion passed unanimously.

OTHER BUSINESS

Cleaning of the storage unit was discussed. Volunteers can contact Kelly.
Pete Knutsen was sworn in as the new Maintenance Craft Director.

NEXT MEETING

A motion was made by Steve Paradise and seconded by Dave Kroll to have the next meeting on Wednesday, February 19th at 2:30 pm at Denny's. Motion passed unanimously.

ADJOURNMENT

A motion was made by Steve Paradise and seconded by Art

(Continued on page 11)

2020: NEWAL Union Activists; BEWARE!

A few days ago, I read an article in Fortune Magazine with the title; "USPS Could Privatize As Early As Next Year." The article appeared in the postal blog called *The Daily Postal* on December 28. The following is a summary of excerpts from the article:

The article outlined that the United States Postal Service, an agency of the federal government, needs a new Postmaster General. Current Postmaster General Megan Brennan said she would retire by the end of January 2020 and a new Postmaster General would be appointed. the United States Postal Service has shipped more than 13 billion pieces of mail and packages this holiday season, but now that gift-giving has abated, the agency, which falls under President Trump's jurisdiction, is facing another deadline; find a new Postmaster General by January 2020.

In 2018, Trump issued an executive order to create a postal task force, led by Treasury Secretary Steven Mnuchin. The group was charged with figuring out how to make the postal service a more profitable entity. Out of this task force came out with a report that its summary was; "The USPS's current business model has become outdated due to changes in technology, markets, and customer needs and preferences. It is unsustainable and must be fundamentally changed if the USPS is to avoid a financial collapse and a taxpayer-funded bailout," said Mnuchin. Basically; privatize the Postal Service.

Some of the ideas that President Trump suggested were that the Postal Service should roll back collective bargaining rights for postal workers, sell off pieces of the service to private industry and also proposed privatizing parts of the USPS and ending package delivery.

To her credit, current Postmaster General Megan Brennan said she would consider the findings but would not act directly upon them. "The recommendations contained in the report should be evaluated together with legislative and regulatory reforms to address our urgent financial challenges," Brennan said in a statement.

At the end of the 2018-2019 fiscal year which ended on September 30, the Postal Service reported that it had a net loss of $8.8 billion in the fiscal year 2019 despite a $514 million increase in operating revenue) and is on track to run out of cash by 2024. Again, Postmaster General said: "that's because unlike almost every other federal agency, the USPS is required to pre-fund health care for all of its retirees, which, Brennan told Congress, accounts for 80% of the agency's losses." Brennan pushed for Congress to end the mandate, and key unions and labor groups like the APWU have backed her in her efforts.

There are many in the mailing industry that think that Postmaster Brennan, who was appointed during the Obama administration, is being forced to retire because she is standing in the way of Trump trying to privatize the Post Office. For the past several years she was trying to solve the postal services' financial woes through legislative action and regulatory reforms to not much progress. Brennan has denied that she is being forced out. However, one does not have to look too far back in 2019 to see how the U.S. Ambassador to Ukraine, Marie Yovanovitch, was forced out because she was standing in the way of Trump trying to bribe the leader of Ukraine to find dirt on the Bidens.

The new Postmaster will be handpicked and approved by the Postal Service's Board of Governors: a group of five men (mostly with investment banking and private banking experience), three of whom were appointed by Trump, along with the current Postmaster General and her deputy. Most people believe, that with the majority of the Board of Governors being Trump appointees, the new Postmaster General will also be a Trump appointee.

"There is a serious concern that the Board of Governors will appoint a PMG that shares the Administration's goal of cutting service and pushing forward the corporate sell-off agenda within the postal system. We can't let that happen," said Mark Dimondstein, national APWU president. "The people will rightly expect a new Postmaster General who will uphold the Postal Service's public mission and will work to preserve and enhance our national treasure."

Dimondstein is calling on all union activists to go to the APWU website: apwu.org and sign the petition. "It is up to us – the united voices of people across the country – to make a difference. Let us show our commitment to our public Postal Service." Do it as though our jobs depend on it, to which they do.

I'm reminded of the warning that Paul McKenna, president of the State of Wisconsin APWU, states in each of his articles to the APWU State of Wisconsin newsletter; "someday we are going to wake up from this fog we have been living in and find that all of our rights have been taken away." Please, NEWAL union activists, **BEWARE** and do not let this happen!

In solidarity,
Steve Paradise, Clerk Craft Director

APWU HEALTH PLAN

Comprehensive, affordable health benefits for postal workers, federal employees and retirees.

Welcome new members that signed up during open season to the APWU Health Plan. PSE's can sign up for the Consumer Driven Option after you start your second year. You have 60 days to sign up. PSE's can't use liteblue to sign up. Go to apwuhp.com to print the form or I can print it for anyone that is interested.

For current members of the Consumer Driven Option, don't forget to fill out your Health Risk Assessment to have $25 added to your PCA account. Go to **myuhc.com** and log in. (Registration is required if it's your first time logging in to **myuhc.com.)** Select Visit Rally Health & Wellness. Complete your registration to access the Health Survey.

Any questions about the APWU Consumer Driven Option or the High Option, contact your Health Plan Representative.

Jenny Starry

920-373-3225

jennystarry@yahoo.com

NEWAL has donated $100 to each of the charities below. In the web version of the Bay Breeze, you can click on the picture to visit their websites.

Or go on your own to: https://www.houseofhopegb.org/ and https://centralusa.salvationarmy.org/greenbay/

house of hope

THE SALVATION ARMY DOING THE MOST GOOD

Just a note:

It's hard not working at the plant and trying to be involved in the union happenings. I work in the Cofrin office and it seems as though it is a million miles away from the plant. Unless of course there is a misplacement of a piece of mail in the wrong APC that left our office to the GMF for sorting, THEN there's communication from everywhere 'over there'. (Usually aimed somewhere in my direction) Oh well, I try to keep you as informed as I am! Meetings do that for me-just sayin'

Anyway, this I DO know…..We had a PSE at Cofrin for two years who finally got converted. She was worried about going into her new job at the plant. After being so used to the clerks running the unit and the supervisors being part of the processing 'team' (sorting parcels, delivering flats, scanning packages, etc), she wasn't sure she would like it 'over there'. Well needless to say, she does like it. I'm told that the people there are nice and the work seems almost easier!?! Breaks are scheduled and work is just that-work! She has yet to find anyone who wants to boss her around and correct her every move (supervisor work) and so I'm told it's actually nice! So far, she has not gotten involved in whatever drama might be floating around the GMF and she likes it! I can't tell you enough—-**She told me the people are nice**-pat yourselves on the back GMF crew, a new person came into your realm and doesn't feel harassed or disliked from the get-go. (YES!! I told her she would like it ☺)

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Sunday, November 17th, 2019
Place: Denny's
President Kelly Heaney called the meeting to order at 1400 hours.
A quorum was declared with 14 members in attendance.
Kelly Heaney led the Pledge of Allegiance and Steve Paradise gave the Invocation.

The following officers were present:
President Kelly Heaney, Vice President Steve Paradise, Secretary/Treasurer Robert Olson, Recording Secretary Jenny Starry, Bay Breeze Editor Kelsey Helf, and Clerk Craft Director Dave Kroll. Motor Vehicle Craft Director Jeremy Linberg and Maintenance Craft Director Lance Bouyear were excused.
Minutes of the October 2019 meeting were printed in the Bay Breeze.
A motion was made by Steve Paradise and seconded by Dave Kroll to accept the minutes. Motion passed unanimously.
The financial report for September/October 2019 was read by Secretary/Treasurer Robert Olson.

REPORTS

Executive Committee: The e-board talked about changing the incentive for turning your VOE survey into the union, light duty, the phone line in the union office and 7 PSE's are being converted.
A motion was made by Art Ciesielczyk and seconded by Steve Paradise to suspend the order of business to order food. Motion passed unanimously.
A motion was made by Steve Paradise and seconded by Art Ciesielczyk to resume the order of business. Motion passed unanimously.
Labor/Management: Holiday staffing and the e-mailing of grievances were discussed. The minutes will be posted on the board.
Grievance: A step 3 came back not in our favor for a holiday. Holiday schedule grievances have to be filed before the holiday. So, when the schedule goes up, if you thing something is wrong, ask to see a steward. The TACS grievance was settled. Line H custodian grievances are being filed.
Safety/Health: Light duty and limited duty were discussed. If you are out of FMLA, it is advisable that every time you call in you bring a doctor's note excusing you from work.
Legislative: Steve Paradise gave the Legislative Report. He talked about privatizing the post office and passed around a petition against this for anyone that wanted to sign.
OWCP:
Constitution: A constitution change concerning the Secretary/Treasurer will be voted on and two additions to the standing book of resolutions will be presented.
New Members: David Sass
Lost Members:

Communications: The Wisconsin Labor History Society announced its Essay Contest for the 2019-2020 School Year for Wisconsin high school students. Kelly has forms if you have a child that is interested.

UNFINISHED BUSINESS

The Constitution Committee made a motion to accept a change to the Constitution Committee concerning when the Secretary/Treasurer takes office. See attached. Motion passed unanimously.

NEW BUSINESS

A motion was made by Steve Paradise and seconded by Art Ciesielczyk to accept an addition to the NEWAL's standing book of resolutions concerning the outgoing Secretary/Treasurer filing the LM3 report. See attached Resolution #1. This was discussed and decided it wasn't necessary. The motion was withdrawn by Steve Paradise and Art Ciesielczyk.
A motion was made by Steve Paradise and seconded by Kelsey Half to accept an addition to the NEWAL's standing book of resolutions that the outgoing Secretary-Treasurer may help prepare and file the IRS 990 form. See attached Resolution #2. Motion passed unanimously.
A motion was made by Dave Kroll and seconded by Steve Paradise to add to the standing book of resolutions to give 2 $50 gift cards out twice a year at the union meeting in June and January commencing in June 2020 for turning in all your VOE surveys. You don't have to be present to win.
An addendum was made by Steve Paradise and seconded by Kelsey Helf that #5 in the standing book of resolutions that states that a $5 gift card will be given for turning in your VOE surveys will be deleted. Motion passed unanimously.
The motion as amended was voted on and passed unanimously.

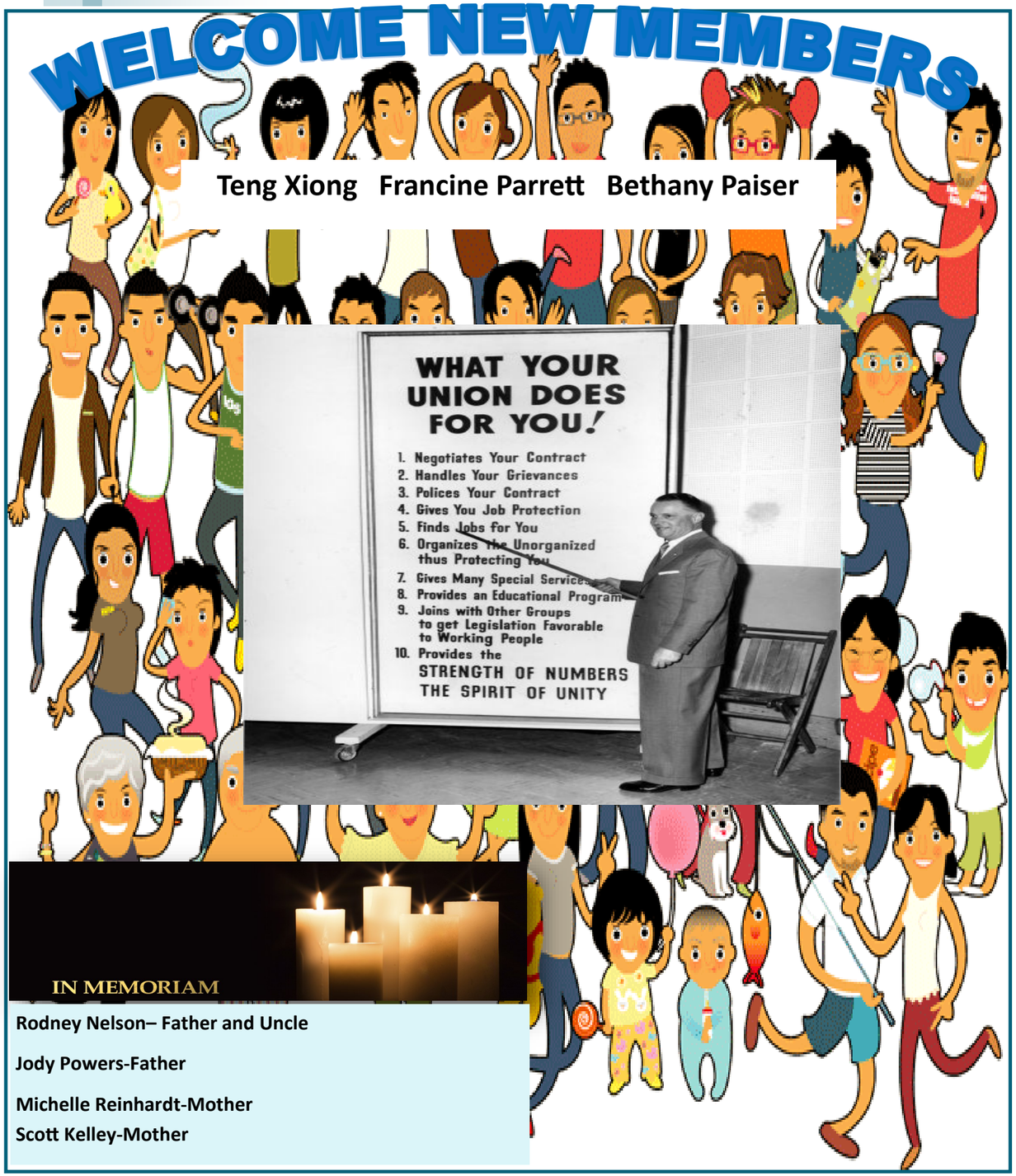
OTHER BUSINESS

NEXT MEETING

A motion was made by Dave Kroll and seconded by Steve Paradise to have the next meeting on Thursday, January 9th at 10 am at a location to be determined. Motion passed unanimously.

ADJOURNMENT

A motion was made by Dave Kroll and seconded by Brenda Ellenson to adjourn the meeting. Motion passed unanimously.
NEWAL meeting adjourned at 1550 hours.
Everyone in attendance got a $10 gift card for Meijer and Deb Nehmer, Robert Olson, Brenda Ellenson, Barb Glaser, Dave Kroll and Katya Bouyear each got a second one.
The $10 door prize was won by Kelsey Helf.
Attendees: See attached sign-in sheet.
Minutes submitted by Recording Secretary Jenny Starry.



Rodney Nelson– Father and Uncle

Jody Powers-Father

Michelle Reinhardt-Mother

Scott Kelley-Mother

This scholarship application closes on Jan 31, 2020. There is still time! If you want it—GO GET IT!!

For all of the details and to fill out your application go to: https://www.unionplus.org/benefits/education/union-plus-scholarships

The Union Plus Scholarship Program

Since 1991, the Union Plus Scholarship Program has awarded more than $4.5 million to students of working families who want to begin or continue their post-secondary education.

Over 3,000 families have benefited from our commitment to higher education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the **Union Plus Credit Card.** (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

The Facts

Eligibility

Current and retired members of participating unions, their spouses and their dependent children (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31 of the scholarship year.

Evaluation Criteria

This is a competitive scholarship. Applicants are evaluated according to academic ability, social awareness, financial need and appreciation of labor. A GPA of 3.0 or higher is recommended. The required essays can account for up to half your total score. Scholarship applicants are judged by a committee of impartial post-secondary educators

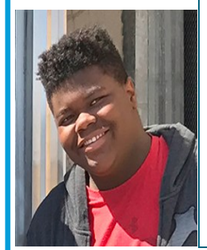
Application Timeline

Applications are available starting in mid-June, and a complete application must be received on or before 12:00 p.m. (Eastern Time) on January 31st of the scholarship year. Applications received after this deadline will not be considered.

Scholarship Award Amounts

Amounts range from $500 to $4,000. These one-time cash awards are for study beginning in the Fall of 2020. Students may re-apply each year.

Isaiah's Award



Isaiah's Award was created to honor the exceptional life of Isaiah C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Isaiah was a smart, talented, spiritual, generous and kind young man. It is our wish that his gentle spirit live on, in part, through this namesake scholarship.

Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

Award Date

The Scholarship Committee will determine recipients of scholarship awards by May 31 each year. During the first week of June award recipients will be individually notified by mail, and all applicants will be sent an email with notification that the award list is posted. Please note that due to the volume of applications we cannot provide any information on the status of an application before award announcements are made.

Outstanding Scholarship Recipients

The students selected for university, college, trade or technical school scholarships represent a wide sampling of backgrounds, union affiliations, goals and accomplishments. The selection process is very competitive since we receive over thousands of applications each year.

The Union Plus Education Foundation

The Union Plus Education Foundation has awarded more than $4.5 million in scholarships to students of union families. Over 3,000 union families have benefited from our commitment to higher education.

With the help of donations from union supporters, the Foundation can help even more union families attain their education goals. Learn more about the **Union Plus Education Foundation**.

Samuel Gompers

"We want more schoolhouses and less jails,
More books and less arsenals,
More learning and less vice,
More constant work and less crime,
More leisure and less greed,
More justice and less revenge."

1893 Samuel Gompers, President, American Federation of Labor

These ghoulish hard-working scheme clerks are on target with those parcels! Every day, tens of thousands of packages make it to their destinations thanks in part to the careful aim of these gals at the Cofrin Station. Pictured: Pam Abshire, Amy Loch, MJ Sullivan, Sabrina Tebo (this looks so much better in color on the website)

AN UPDATED NEWAL CONSTIUTION IS COMPLETED!

Find it on our website: www.newal.org
Thanks to the committee and membership for all of the work you did getting this important document up to date!

We have new board members-know any of them by sight? Grab a picture of any board member when you see them and send it to me to publish in the March/April Bay Breeze so everyone knows who's who!
The person to text [(715)-330-8502] me the most (8) pictures of current board members before March 5 will win a $10 gift card to Meijer! Names of your 8 board members are on page 2 (top left) of this newsletter.
Send your name with your text so I know who you are!
All pics entered will be posted on our website!

A committee was selected for the audit necessary to turn over the books to Art in April. The Audit Committee Chairperson is Lacy Buck. Sue Pranke and Chris Opolka volunteered to help . Thanks to you folks for stepping up to help our union.