

The Bay Breeze



Northeastern Wisconsin Area Local American Postal Worker's Union AFL-CIO

Volume 59 No. 1

Jan/Feb 2016



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President's Report by Kelly Heaney

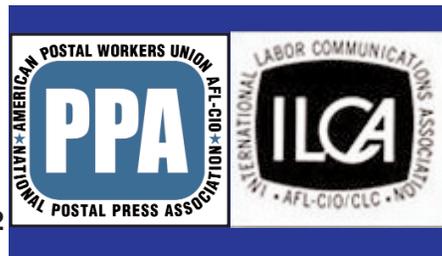
2016 will be bringing new changes to NEWAL area local. The membership has voted for a new direction for the union and I am thankful for the opportunity. With that being said this is our union, not just mine. This Union is still seeking letters of interest for the clerk craft director position as well as the recording secretary position. I am pleased to announce that a number of people are interested in becoming stewards and look forward to working with all of them. Dave Kroll has decided to come on board and help me with steward duties as well as a voice from the past in the history of the Green Bay office. Associate offices are sometimes forgotten in bigger locals, but I have experience dealing with associate offices' issues and am willing to respond to any questions. I can be reached at

715-301-3325 and though I work midnight to 0800, anyone can leave me a message and I will respond as soon as possible.

On the early agenda is holding management accountable for their actions. I am tired of the threats and intimidation tactics used on a daily basis here in Green Bay. The contract, JCIM, and the local agreement all say that pse's should work to the extent possible before mandating on holidays. The extent possible is 12 hours. Also, mandating without regard to rotation shows total disregard to the worker and to the contract. Mail handlers doing clerk work in the low cost tray sorting area needs to be addressed, as well as Windows clerks working the floor on major holidays. Borrowing help from other crafts or employees not normally working on the floor might seem (cont on pg 2)

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like a good idea, but all this shows is that we are short staffed and is further shown by all the mandating occurring. Breaks are and always have been 2 within 6 hours and 4 if working 12 hours. Management believes in 3 breaks within 12 and this case will be filed in the grievance procedure. And in associate offices, postmasters are limited to amount of clerk work they can perform depending on the size of that office and their carriers and RCA's are limited as well.



In closing I would to say that the election was close and thanks to Lucy Hauser for her many years of union dedication. Although we disagreed on the direction of this local, I have known her for many years and her FMLA and OWCP knowledge is very strong. Lucy's treasurer time was also done with the accuracy needed for the job. With union activity, help from stewards, and a steady approach I hope to improve the belief that the NEWAL union is strong and can be trusted.

Thank you.

All Craft Conference

submitted by Tim Alberts,
Motor Vehicle Craft Director

I would like to thank the membership of the APWU Local 2247 for sending me to the All Craft Convention in Las Vegas in October of 2015.

Two of the highlights of the convention were Bernie Sanders speaking to the Union membership on the morning after the Democratic Debate. And the other was APWU President Mark Dimondstein addressing the individual crafts with progress of the contract negotiations.

First I was impressed with Bernie Sanders knowledge of the Postal

Service woes. He is very aware of what it would take for congress to get the Postal Service out of red ink and better serving the customers and community, with more services and good paying jobs especially for our veterans. As I write this article for the Bay Breeze I received a text update from the APWU that the Executive Board is officially endorsing Bernie Sanders for President. In my view he is our best hope to keep the Postal Service from privatization and to keep us from losing our good paying jobs. Bernie Sanders is a friend of the working class.

APWU President Mark Dimondstein addressed each of the individual crafts to update us as much as he could on the progress of the new contract negotiations. Although many

portions of the contract have been agreed to, there will not be a contract until all issues are agreed on or decided by binding arbitration.

Among the issues are concessions. The Postal Service wants us to give up wage increases and benefits, and also would like to eliminate the no-layoff clause and add another lower pay level for new hires. The APWU on the other hand wants the current two-tier wage system to be eliminated, bringing the lower-tier employees up to the same level as employees hired prior to May 23, 2011. The arbitration process could take some time but hopefully it will be a favorable outcome for the hard working members of the APWU.

Again thanks for the opportunity to attend this convention!

All Craft Conference

submitted by Heidi Coutley
former Clerk Craft Director

I recently attended the All Craft Conference in Las Vegas. Classes were packed full of information...too much to go into too much detail here.

*PSE Issues

Highlights included information on PSE breaks in service, rights to insurance coverage after a year of service, discipline, proper percentages of PSE's in window and distribution operations and form 50 to document such duties.

*Function 4

Highlights were again the importance of clocking into the correct operation! This will save jobs in customer service areas as well as potentially creating additional jobs. Premium Post Offices should schedule lobby assistants and this is a clerk function.

The pass machine used for sorting parcels is not necessarily scheme work although the mistakes generated are.

Mail processing machines may be run by one person, but may not be as "efficient" as if run by two. The loader should be shut off while the operator is sweeping the machine.

*Article 37 Workshop

This turned out to be a class on RI399. Many attendees left this

class thinking they were in the wrong class. The main theme was that there needs to be a current job inventory on file to protect current and future jobs.

*Article 16 (discipline) Workshop
This workshop was again geared toward PSE issues and maintained all discipline be corrective and progressive in nature for all employees. Discipline is not punitive in nature.

The final day of the conference started off with a lecture by Senator Bernie Sanders. He is a democratic nominee for president and is currently endorsed by the APWU. I appreciate this opportunity to learn more about our issues. I thank the union for sending me to the All Craft Convention.

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

Wi Legislative Hotline: 1-800-362-9472/ US House/Senate Line:1-800-522-6821
White House Comment Line:..... 1-202-456-1111

Officers of the APWU- Northeastern Wisconsin Area Local:

President: Kelly Heaney
Executive Vice President: Steve Paradise
Secretary/Treasurer: Bryce Thomas
Recording Secretary: VACANT

Clerk Craft Director: VACANT
Motor Vehicle Craft Director: Tim Alberts
Maintenance Craft Director: Dave Villwock
Editor: Mary Davis

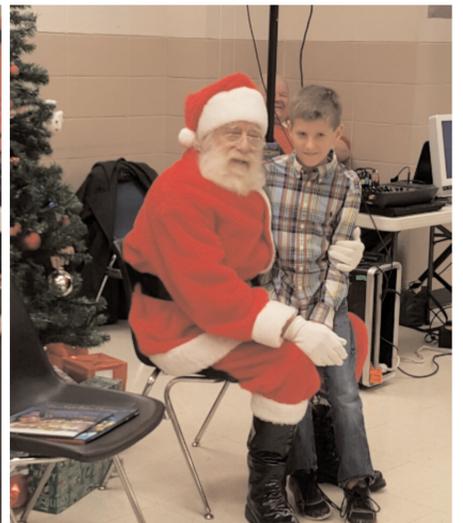
Moving?

Please send your new address so we can get your issue of the Bay Breeze to you:
Name _____
New address _____
Send to: _____
P O Box 10323, Green Bay, WI 54307-0323 or email the.baybreeze@yahoo.com

The Bay Breeze:

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. 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 of this newsletter, to disallow any attacks of individuals, 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.

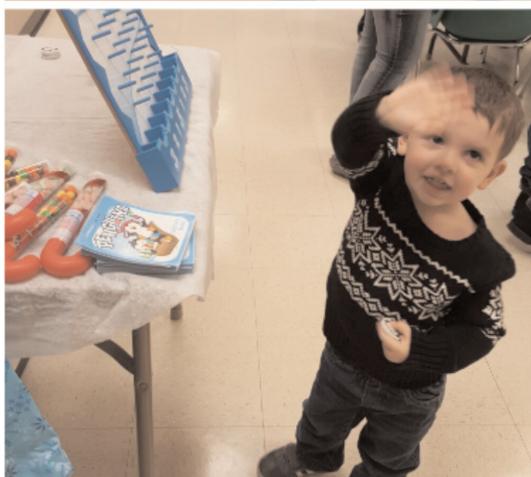
2015 Kids Christmas Party





Thanks to Ana Hauser,
Lucy's daughter-in-law,
for all the
wonderful pictures!

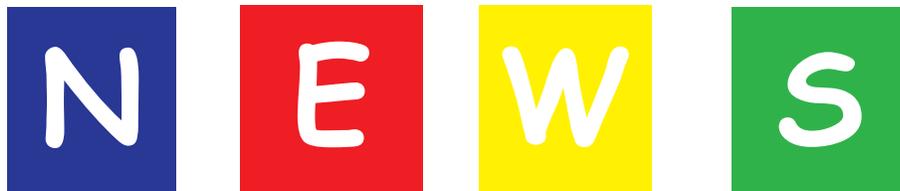




**Thanks to Lucy AND
all the volunteers and attendees
who made this year's Christmas Party
a huge success!**







Statement by APWU President on the Delivery of 150,000+ Signatures in Support of Postal Banking - Web News Article # 231-2015, on 12/17/2015



There's a movement growing across the country for the kind of low-cost financial services that the U.S. Postal Service is uniquely qualified to deliver. The Postal Service has the legal authority, right now, to offer payroll check-cashing, access to no-fee ATMs, and electronic money transfers - and consumers want those services. Big banks are turning their backs on millions of families. In fact, one in four U.S. households lives at least partially outside the financial mainstream. Without bank accounts they fall prey to predatory lenders. The USPS, through what some term 'postal banking,' can step in to fulfill its mission of providing universal service while strengthening the public Postal Service and protecting good jobs that our communities need.

Members of our union look forward to working with Postmaster General Megan Brennan to transform the USPS into a 21st century hub for communications, finance and e-commerce.

Do you have any ideas for them? USPS wants to know - Jan 4, 2016



Any employees that wish to share recommendations to the USPS can now do so. -The USPS is trying to get employees to become more involved in the USPS, become more enthusiastic about the USPS, and positively contribute to the USPS. -Here are the three methods to share any recommendations*: ---PHONE: Call 844-303-6424 to record a message describing your ideas. ---EMAIL: Send your comments to the email address: engagement@usps.gov. ---ONLINE SUGGESTION BOX: Go to liteblue.usps.gov to submit your feedback.: the box titled "Employee Engagement suggestion box" is on the home page, upper left corner. *Be aware that this is an extension of the Postal Pulse, so be careful with your comments!

from the president...



Winters are long and I'm wondering if anyone would be interested in bar olympics. Maybe we could get carriers and/or mail handlers vs. clerks or other combinations. The games I was considering would be pool, darts, volleyball, cribbage, sheepshead, bar dice, maybe shuffleboard and bowling. If any-

one is interested I'll have a signup sheet at the union board and if there is enough interest I'll find time and taverns to host certain events. This would be a great winter break and build camaraderie even between crafts, after all we are all postal workers.

Kelly Heaney

Automation Committee Minutes:

submitted by **Steve Beernsten** former Executive Vice President

Attendees: Angel Brabender, David Tauscher, Jean Van Dyn Hoven, Steve Beernsten, Carol Taylor, Vicki Bickel, Lia Mahabir

Old Business:

- Request to find a place to put labels by SCF manual flats on back of racks.
- Request to come up with a solution to identify primer flat cages - will come up with options.
- Request for fan on lane 5 & flat staging area.
- Dispatch racks in disrepair, need to be tagged and fixed. Maintenance has extra racks and would like the broken equipment identified so it can get fixed before peak.
- Question: Should PARS labels have MTEL placard?

- The new nitrile gloves run small - will check into options for gloves.
- Request to look into removing arms on joggers.
- T1 outgoing - Prep flats - separate loop mail from regular outgoing - Carrie will look for the offices it is coming from.
- Oshkosh loose mail needs to be oriented face up.
- Use label holders on flat sorters for excess labels. Will have to check on what labels have dates on them and get that changed, change tags on machines and change MTEL labels.
- Any automation people who want to be a part of Safety and Health committee should see David T, next meeting is Nov 17 @ 1400.
- APWU arbitration outcome - you can only have one person running machine for short run (continued on pg 12)

NEWAL ELECTION RESULTS submitted by the Election Committee

NORTHEASTERN WISCONSIN AREA LOCAL 2247 – BALLOT TALLY CERTIFICATION

Date of election: 12/09/2015 Tally location: Busters

The undersigned acted as Election Officials or Observers at the tally of the ballots cast in the above-referenced election. We certify that the ballot tally was fairly and accurately conducted, the secrecy of the ballots was maintained, and the election results were as indicated below.

BALLOT RECAP		Number of Ballots
	Valid Ballots Counted	<u>140</u>
	Totally Void Ballots:	<u>3 ABA</u>
	Unresolved Challenged Ballots:	<u>NONE</u>
	Total Ballots Cast:	<u>140</u>

ELECTION RESULTS

Office	Candidate Name	Number of Votes
President	Lucy Hauser	53
	Kelly Heaney	56
	Dave Kroll	30
Maint./Custodial Director	Jeff Hackl	13
	David R Villwock	16
ABA & National Convention	Jeff Hackl	24
	Lucy Hauser	62
	Dave Kroll	47
	Steven C. Paradise	30
	Bryce Thomas	54
	David R. Villwock	31

**2015
CFC
Results**

We had 42 people donating \$7039.10 to the Combined Federal Campaign here at the Green Bay P & DC plant. Thank you to all who donated!
Also, thanks to Jim Tschantz for soliciting most of the donations and Jean Van dyn Hoven for taking care of so much of the paperwork!

Condolences to:

Jane Colegrove,
on the loss
of her mother

Get Well Wishes to:

Steve Heim
Kristi Gee
Danny Stoddard

Congratulations to:

Retirees

-Julaine Nowak

-Arlyn Wilinski

New Members

-Casey Stice-Jorgenson
-Mike Jorgenson
-Christine Kane
-Amy Wery
-Mark Boneff
-Michael Genz
-Kelly Lauersdorf

and-Nancy Taylor (welcome back!)

NEWAL Meeting Minutes

submitted by **Steve Paradise**,
former Recording Secretary

Date: Tuesday, November 17, 2015

Place: Buster's Bar and Grill

President Lucy Hauser called the meeting to order at 1130 hours.

A quorum was declared with 23 members and one retiree in attendance.

Steve Paradise led the Pledge of Alliance and 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: Tim Alberts, Heidi Coutley and Jeff Hackl, and Recording

Secretary: Steve Paradise.

A motion was made by Mary Davis and seconded by Deb Nehmer to suspend the normal order business for the servers to take our lunch orders.

Motion passed unanimously.

After the servers were done taking lunch orders, a motion was made by Brenda Ellenson and seconded by Tim Alberts to resume the normal order of business. Motion passed unanimously.

Minutes of the October 2015 NEWAL meeting were printed in the November 2015 issue of the Bay Breeze. A motion to approve the October 2015 meeting minutes as printed in the Bay Breeze was made by Jeff Hackl and seconded by Cheryl Schoen. Vote was unanimous.

The Financial Report for October 2015 was read by Bryce Thomas.

REPORTS

Executive Committee: The executive committee discussed the number of delegates that NEWAL should send to the Four State Caucus in Fargo, ND. The executive committee recommends sending the President or a member selected by the e-board to the Four State Caucus. The e-board also discussed the problems with the ballots and the need to redo the balloting process for NEWAL's election of officers. The next NEWAL monthly meeting dates in January as well as February will be recommended to the

members. Upgrading the computers in the union office was also discussed.

Labor/Management: Topics discussed at the November meeting were the lack of information given to new PSE's during orientation, especially concerning sexual harassment. Supervisors not using the ODL that is on the shared drive of plant's computers (Lucy will conduct a quarterly review with the plant manager to see how many ODL employees were skipped in rotation.) Angel Brabender will be taking annual leave bidding. Other items that were discussed are timekeeping and pay-check errors.

Grievance: Step 1's: Two Lead Clerks will receive training. Step 2's: Two tour 3 clerks will receive 50% pay per hour for a CBA Art.37.F.10 violation. A grievance was settled for SDO Jordon Guay for out-of-schedule pay he did not receive when he was a bargaining unit employee.

Scheme: No report.

Automation: Steve Beerntsen said that his report will be posted on the APWU bulletin board.

Safety/Health: Lucy passed out information sheets on how to access the health plans on liteblue.

Legislative: Steve Paradise reported that H.R. 54 has received the majority of representatives in Congress to co-sponsor H.R. 54. This should force an up or down vote on the floor of Congress for passage. Congressman Reid Ribble was not one of the co-sponsors. The APWU national executive committee has endorsed Senator Bernie Sanders of Vermont to be the next President.

OWCP: No Report.

Constitution: No Report.

New Members: Casey Stice-Jorgenson. Mike Jorgenson, Christine Kane, Kelly Lauersdorf, Amy Wery, Mark Boneff, Michael Genz.

Lost Members: Julaine Nowak, Arlyn Wilinski (both retired) and Mary Duttweiler (transferred).

COMMUNICATIONS

We received a communication from the Greater Green Bay Labor Council announcing bell ringing opportunities for the Salvation Army. The bell ringing opportunities are posted on the union

bulletin board. We have received requests for donations to Paul's Pantry and the Salvation Army.

UNFINISHED BUSINESS

The problems with NEWAL's election of officers balloting were discussed and new ballots will be sent out to the members. A different Post Office box number at the Suamico, 54173 Post Office has been rented. The new deadline for to receive the ballots will be December 9, 2015. President Lucy Hauser appointed Steve Beerntsen and Denis Hall as co-chairs of the election committee and Deb Black and Gloria Shermo as election committee members to tabulate the received ballots. Ballots will be tabulated at Buster's Bar and Grill.

NEW BUSINESS

A motion was made by Jeff Hackl and seconded by Mary Davis that the January, 2016 meeting for NEWAL will be on Tuesday, January 26, 2016 at 1130 hours at Buster's Bar and Grill on West Mason St. Motion passed unanimously.

A motion was made by Brenda Ellenson and seconded by Deb Nehmer that the February, 2016 meeting for NEWAL will be on Wednesday, February 24, 2016 at 1130 hours at Buster's Bar and Grill on West Mason St. Motion passed unanimously.

A motion was made by Brenda Ellenson and seconded by Bryce Thomas that NEWAL shall pay the \$30 membership dues to the Postal Press Association for the Bay Breeze Editor Mary Davis. Motion passed unanimously.

A motion was made by Heidi Coutley and seconded by Brenda Ellenson that NEWAL shall send the President or a member selected by the e-board to the 2016 Four State Caucus in Fargo, ND. Motion passed unanimously.

A motion was made by Brenda Ellenson and seconded by Heidi Coutley that NEWAL shall pay for the transportation needs, lodging, per diem, lost time and registration fees to send a member to the 2016 Four State Caucus in Fargo, ND. Motion passed unanimously.

OTHER BUSINESS (cont on pg 12)

APWU Bay Breeze
P O Box 10323
Green Bay, WI 54307-0323
the.baybreeze@yahoo.com

Non-Profit
Organization
U S Postage
Paid
APWU Bay Breeze

Change Service Requested

**Next
Union
Meetings:**

Tuesday, January 26 at 11:30 am
Buster's Bar and Grill, 2475 W Mason St, Green Bay 54303
and tentative** February meeting:
Wednesday, February 24 at 11:30 am at Buster's Bar and Grill
**Please check gbnewal.org for any change on Feb meeting!

(from page 9, Automation Committee Minutes)

programs - we need to define short runs.
-Reduce restarting machine without checking jams - maintenance needs to know about reoccurring issues. We are using "estops" too often and can cause a problem when trying to determine "real" maintenance issues.
More communication with maintenance needed to determine and resolve issues. Clerks should utilize the large green books at each machine for communication.
-Gallup Poll survey information available and will be shared; Looking for input to improve conditions in the plant.
New Business
-Little Heater in register room disappeared. Vicki is requesting one to be purchased...Angel will talk to Jeff.
-Lia stated some concerns with getting PSE's consistency with hours and jobs.
-Flat Sorter-SOP's for flat sorters need to be given to all employees on all shifts. Clerks seem to be doing their own thing and not following the proper SOP's which makes it confusing to others.
-request was made to put binders by flat sorters with Diagrams for set up and what equipment is needed for

each run. This will help the people that aren't running the flat sorter to quickly determine what they need.
-Request was made to make a priming program that is reversed for AFSM20 to save equipment when running the priming program on both AFSM's.
-Stated that someone needed to look at the Hornung program as there was an office that had split bins that could get missed or put in the wrong APC for dispatch...Jean will check into.
-Issue with Mail Handlers driving too fast by the flat sorter....service talk to be given.
-Sunday night clerks are putting tubs on pipes by AFSM this is inconsistent again.
-Concern was brought up that a clerk was running the AFSM alone - Mgmt will try to figure out why
-Special Bin diagrams are being requested on all machines by the Bin. Angel will take care of this.
-Mail Handlers are missing the 498/499 manual flats and this is not getting dispatched timely on 11:30 Iron Mountain truck.
Next Meeting is Dec. 15th at 0500
(That meeting was later canceled)

(from pg 11, NEWAL Meeting Mins)

The new contract deliberations were discussed. Supposedly the negotiations are close and down to one issue involving equalization of pay for all employees to Step O. However, some suspect that the contract will

most likely be settled by arbitration.

ADJOURNMENT

A motion was made by Brenda Ellenson and seconded by Mary Davis to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 1225 hours.

The \$10 door prize was won by Sue Pranke.

Twenty holiday gift cards were given out to the members in attendance from a drawing of names. The names will be reported in the November 2015 financial report.