The Bay Breeze
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Sorry so late- Covid wrecks everything! Hope all are well out there.

Securing relief from the economic impact of the Coronavirus crisis is part of our work to ensure the health and safety of postal workers and the long-term future of the Postal Service. The Postal Service could run out of money by the end of the Summer. But instead of backing our public Postal Service, the Trump administration is trying to leverage the crisis to sacrifice our public Postal Service at the altar of private profit. It is vital that we put maximum pressure on our Congress members - the people WE elect - to **#SaveThePostOffice.**

Save the Post Office— Call your Senators

Dial (833) 924-0085
To be connected with the representative you elected
It's our livelihood at stake here.
Please make the call today

Northeastern Wisconsin Area Local #2247
American Postal Workers Union

Volume 63/Issue 4
July/August 2020

THE BAY BREEZE

American Postal Workers Union, AFL-CIO

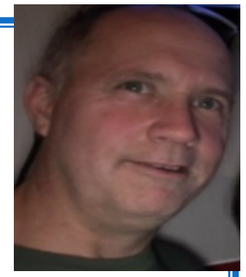
NATIONAL ★ AMERICAN POSTAL WORKERS UNION ★ AFL-CIO ★ UNION
PPA
POSTAL PRESS ASSOCIATION

Next Meeting:
Sunday, August 23 @ 7pm
place to be determined-
check newal.org for updates!

Remember to social distance and learn to love your mask!

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

Letter from the President



Hello from Kelly,
I would like to say that I hope everyone is trying to stay safe and cool, but the heatwave and covid crap has unhinged all of us, including myself. I am mad that management here doesn't know if we are losing machines and if so, how many. Is it 4 is 5, 3, 2, 1, zero I have heard them all and it keeps changing daily?!?

This place and most postal offices across the country have busted their tails trying to move mail during the trying times. Some workers don't even have a post office to call home because it was burned to the ground during the rioting. I am mad that management, not necessarily here, but at the district level and the national level is using covid numbers to disrupt the lives of so many postal workers by taking machines out of their facilities so that excessing will occur across the country, thus delaying PSE promotions and employees having to move to different facilities and/or crafts to maintain their employment.

Hey! Top Management at the USPS headquarters, please answer me this, how are we going to get the election mail out with less machines and total chaos within the USPS when we start moving those machines? What happens when and if mail volume come back?

PSEs, are you aware that before excessing occurs you may lose your job and/or have major reductions in hours? And yet STILL many PSEs won 't join this union. To the PSEs that are union members, know that I have fought extremely hard to get PSEs converted as quickly as possible, but the new contract has hampered my abilities because as of June 1, 2020 we started over with 1 transfer and 3 PSEs. The plant-wide bidding also slowed down PSE conversion because of inner-office bidding, which slows a residual vacancy for PSE promotion.

I am pissed at you, USPS, for showing us the 'thanks for risking our health' to get the mail out and then you cowardly turn around and threaten to excess the whole country. I am angry that our RFI-399 is still not resolved over 1 year later. I am upset that when I ask for others to step up and help the union by becoming stewards, I get nothing. I am upset over this whole mask situation and whether it helps or makes it worse. It is easy to say 'wear a mask' when one is not moving and sitting in and air-conditioned office. Its easy to point fingers at others when they are not even at work but get the luxury of working from home. I am upset that some workers feel that they should work 84 hours a week and still complain, when the contract clearly says don't

(Continued on page 9)

President	Kelly Heaney
Vice President	Dave Kroll
Secretary/Treasurer	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	Vacant

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

Date: **Wednesday, June 24th, 2020**

Place: The Labor Temple

President Kelly Heaney called the meeting to order at 1450 hours.

A quorum was declared with 12 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 Dave Kroll, Secretary/ Treasurer Art Ciesielczyk, Recording Secretary Jenny Starry, Bay Breeze Editor Kelsey Helf, Clerk Craft Director Steve Paradise, Motor Vehicle Craft Director Jeremy Linberg and Maintenance Craft Director Pete Knutson.

Minutes of the May 2020 meeting were read by Jenny Starry.

A motion was made by Art Ciesielczyk and seconded by Kelsey Helf to accept the minutes. Motion passed unanimously.

The financial report for May 2020 was read by Secretary/Treasurer Art Ciesielczyk. Changing banks was discussed.

Executive Committee: The e-board recommends that the NEWAL APWU send $100 to the NAACP Legal Defense Fund.

Labor/Management: 18 agenda items were discussed. The union asked why the trainers are telling new hires they can't join the union for the first 90 days. Getting rid of machines, overtime, and parcels were discussed.

Grievance: A removal and 3 step 3's in maintenance are active.

Safety/Health: Mask wearing was discussed.

Legislative: Call your senators and tell them to support stimulus funding for our public Postal Service. Tammy Baldwin 202-224-5653. Ron Johnson 920-230-7250.

OWCP:

Constitution:

New Members: Bergen Gornowich

Lost Members:

Communications:

UNFINISHED BUSINESS

Chris Opolka talked about the audit that was done.

NEW BUSINESS

A motion was made by Dave Kroll and seconded by Steve Paradise that NEWAL #2247 wishes to send $100 to NAACP (National Association for the Advancement of Colored People) Legal Defense Fund. Motion 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, July 23rd, at 2:30 pm. Motion passed unanimously.

ADJOURNMENT

A motion was made by Bryce Thomas and seconded by Dave Kroll to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 1570 hours.

The $10 door prize was won by Bryce Thomas.

Attendees: See attached sign-in sheet.

Minutes submitted by Recording Secretary Jenny Starry.

Letter from the President

Continued from page 1 :

go over 60. So here it is, I think workers should only work 60 hours a week maximum for your own health and sanity. I think employees that want to wear masks should work with employees who wear masks, but the rules on social distancing has changed at least 10 times in the last 6 months. Be forewarned though, if the county says masks required with anyone working indoors, this will become mandatory and if employees don't like it, they may resign and work at ACE Hardware. I believe that zero tolerance is a joke here at the USPS and that it's handled completely differently whether you are management, a driver, a worker or if you are a union official. If you are a current PSE near the top of the list, I can't tell you when you will be converted, and I am sorry for this confusion.

If you were someone who looked forward to the annual picnic every year I am sorry we have postponed the picnic until next year, but all shelters are still closed and just to hold a union meeting is proving to be difficult. Sorry I have no good news for this article, except to say that I am thankful to those who have worked during this pandemic time, but and angry that USPS doesn't realize it in Washington DC or at the district level.

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: **Sunday, May 31st, 2020**

Place: The Labor Temple

President Kelly Heaney called the meeting to order at 1305 hours.

A quorum was declared with 10 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 Dave Kroll, Secretary/ Treasurer Art Ciesielczyk, Recording Secretary Jenny Starry, Bay Breeze Editor Kelsey Helf, Clerk Craft Director Steve Paradise, and Maintenance Craft Director Pete Knutson. Motor Vehicle Craft Director Jeremy Linberg was excused.

Minutes of the February 2020 meeting were printed in the Bay Breeze.

A motion was made by Steve Paradise and seconded by Art Ciesielczyk to accept the minutes. Motion passed unanimously.

The financial report for February 2020 was read by Secretary/ Treasurer Art Ciesielczyk.

Executive Committee: The e-board discussed union dues going up, COVID-19 at the plant, cancelling the picnic, and the conventions that have been cancelled and postponed.

Labor/Management: The plant manager decided to cancel the meeting.

Grievance: There are 7 active grievances at step 2. There is a new step 2 rep.

Safety/Health: At the April meeting, the smell coming out of the air conditioning units was discussed. Kelly has been on tele-conferences making sure we have gloves, masks, wipes, toilet paper, and alcohol.

Legislative: Steve Paradise gave the legislative report. He talked about HR6800. This is the bill for another stimulus package for COVID-19 for $25 billion of which $10 billion would be given to the USPS. It passed the House and is now in the Senate, but probably won't be brought up. HR2382 Senate Bill 2965, to repeal the pre-funding requirement probably won't be brought up in the Senate either. Republicans want to streamline the employee removal process but it has no Democratic sponsors. Republicans also want to change the TSP to remove Chinese companies from the International Fund.

OWCP:

Constitution:

New Members: Josh Kunkel and Eric Relein

Lost Members: Linda Anderson, Dave LuMaye, John Destiche, Elaine Fitzpatrick, Roxanne Cagle, Gloria Shermo, Jane Colegrove and Mike Skalitzky

Communications:

UNFINISHED BUSINESS

NEW BUSINESS

A motion was made by Dave Kroll and seconded by Kelsey Helf to cancel this year's union picnic due to COVID-19. Motion passed unanimously.

A motion was made by Dave Kroll and seconded by Pete Knutson to pay Art Ciesielczyk $47.73 for 83 miles round trip to go to Robert's house to retrieve the secretary/treasurer files. Motion passed unanimously.

A motion was made by Dave Kroll and seconded by Art Ciesielczyk to pay Chris Opolka $47.73 for 83 miles round trip to go to Robert's house to complete the audit. Motion passed unanimously.

A motion was made by Steve Paradise and seconded by Art Ciesielczyk that the March and April meetings were cancelled due to COVID-19 pandemic. Motion passed unanimously.

OTHER BUSINESS

Kelly swore in Art Ciesielczyk as the new Secretary/Treasurer.

There are masks for sale on the APWU website for $5.

NEXT MEETING

A motion was made by Steve Paradise and seconded by Dave Kroll to have the next meeting on Wednesday, June 24th, at 2:30 pm. Motion passed unanimously.

ADJOURNMENT

A motion was made by Steve Paradise and seconded by Dave Kroll to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 1400 hours.

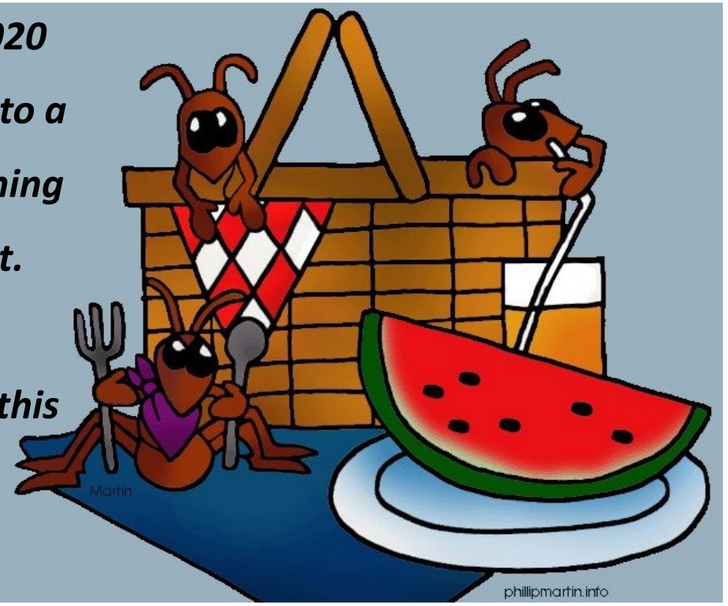
The $10 door prize was won by Kelsey Helf.

Attendees: See attached sign-in sheet.

Minutes submitted by Recording Secretary Jenny Starry.

CANCELLATION NOTICE

The NEWAL Picnic for 2020
Has been cancelled due to a
Pandemic currently running
Amok all over our planet.
Everyone stay safe and
Healthy and we will try this
Again next year!!!



The parcels are running late??

Did we ask Amazon if we could change the delivery date??

There's a new sheriff in town, appointed by the Prez

'There will be great new changes!' everyone says

We can only hope that our Constitution reigns

And our jobs stay safe without too many pains

Get to the polls whenever you can

Maybe we need a woman in charge—instead of a man…….

#savetheusps

APWU HEALTH PLAN

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

Your Health Plan Representative is Jenny Starry 920-373-3225 jennystarry@yahoo.com

AMERICAN POSTAL WORKERS APW ABA ACCIDENT BENEFIT ASSOCIATION

Union Member Benefits

UNIONPLUS

Because You're Union — You're Eligible
Unionplus.org

APWU AUXILIARY

Apwuauxiliary.org
Family, Friends and Retirees of the American Postal Workers Union

COVID INFO
https://newal.org/wp-content/uploads/2020/07/COVID-19-test-kits-SUT_Generic-version_5.29.2020-Cat-B-002.pdf

NEWAL MEMBER: EMILY WIERZBICKI

Kelly wanted to share some information with us all and he sent me three choices to print here. One was about mailing COVID Tests-I'll sum it up: it's considered HazMat and yes, we move that mail. See the official Stand Up Talk here: https://newal.org/resources/ The other was about residual vacancies in the clerk craft. Transfers, eReassign, PTF, PSE– it's a long read so I put it on the website also:https://newal.org/wp-content/uploads/2020/07/MOU-Residual-Vacancies-Clerk-Craft-Questions-and-Answers-040820.pdf

I chose the next option for this newsletter; **"First Notice for USPS Plan Reduction for AFCS, DBCS, AFSM100 and FSS and Second Notice for AFCS Replacement".** Below is the communication from Lamont Brooks, APWU Clerk Division Director:
APWU President Mark Dimondstein was notified of a reduction in letter and flat mail volume via a general correspondence dated 6/17/2020, received with the CD on Friday, June 19, 2020.

It is important to note that local machine reductions had already started as early as 6/13/20 and that the APWU was only notified after the national union was receiving inquiries from the local unions around the country. It was the local union inquiries that led to the APWU contacting USPS HQ Labor Relations. The national union was notified after the implementation had already started.

Once APWU President Mark Dimondstein received the notification letter, he notified the USPS that Clerk Division Director, Lamont Brooks would be the APWU lead point of contact, working with the other craft directors to challenge the USPS plan to reduce AFCS, DBCS, AFSM and FSS machines.
The APWU Executive Board had general discussions on this matter, as an agenda item on Friday, May 26th.

I have requested a meeting with the Postal Service, alerting the Postal Service that Brother Balogun and Foster, more than likely would be in attendance, defending their specific craft.

Since the time we received the notification letter, we have been working on a strategy which we intend to share with the field in the very near future.
Each Craft may have their own strategy specific to their craft.

Attention: The AFCS notification references Article 12 and RI-399.

Attention: The reduction in the AFCS, DBCS, AFSM100 and FSS has NO reference to Article 12. REALLY, SEE ABOVE, CONFLICITNG INFORMATION ON NOTICES.

Any information/documentation (not verbal) you are receiving locally, please forward to lbrooks@apwu.org

Please direct all your craft specific inquires to your respective national craft director.

Don't panic, this is just another challenge. They tested us with the Function 1 Scheduler and we prevailed. I believe we are up to the challenge, but it will take a united front from all of us.

Please share with your APWU local officers and stewards.
In union solidarity, the struggle continues.

Lamont Brooks
Director
Clerk Division
APWU, AFL-CIO

"God grant me the serenity to accept the things I cannot change, courage to change the thing I can, and the wisdom to know the difference."
Reinhold Niebuhr

"A house divided against itself cannot stand."
Abraham Lincoln

For those that say "the union hasn't done anything for me", go back and read that email from Lamont again. It's about them (the union) working to save the machines that are OUR JOBS. The union IS doing something for **all of us**-maybe you'd realize that if you did a little something to help the union instead of just looking for it to do something just for you because you 'pay' for it.
Your wage, health insurance, annual leave and sick leave, etc-all union work, not USPS charity because they value their employees. They're actually trying to REDUCE the USPS workforce!

Thank your union representatives whenever you can because they work hard for all of US.

Congratulations to our latest retiree—Jody Powers!

In our thoughts……

Bob Brzezinski recently lost his father ✞

Pam Abshire lost her mother ✞

and

Bethany Paiser is recovering from surgery 🚑

Next Level Solidarity

Next Level Solidarity

Lamont Brooks, Director, Clerk Division of the national APWU would sign off on his emails with a quote from different predominant thinkers and writers from history such as Martin Niemoller, a German theologian and outspoken foe of Adolf Hitler during the Nazi campaigns of the 1930's and 40's. Niemoller said during the Nazi occupation of Europe, "When the Nazis came for the Jews I was not a Jew, so I did nothing." From Abraham Lincoln on the onset of Civil War, "A house divided against itself cannot stand."

Today, we are experiencing a wide range of stress related occasions that seek to divide us, force us to take a stand or to opt out. These events range from a global pandemic which is getting worse day by day. The social unrest that started with the killing of George Floyd by a white Minneapolis police officer constituting in many street protests across the nation and the world-wide protests citing in systemic racism in many municipal police departments. Government storm troopers are being sent in by President Trump to squash the protests. If that was not enough, the start of a presidential race and other political races that will be highly divisive in nature. Again, the future of the Postal Service and our jobs will depend on the outcome of the November 2020 elections.

Since last August, where I attended the John Akey training seminar in Minneapolis, I began writing in the bi-monthly Bay Breeze about organizing within the Local. The class at the Akey Seminar was taught by the national APWU Executive Vice President, Debbie Szeredy. Most people think of organizing within the union is getting the Local officers and members engaged in recruiting the non-members who work within our ranks. The class was about engaging the members within the Local to become more concerned and be willing to take on a larger role as members. Over the course, of now which is a year since the Akey Seminars, I decided to write about the different levels of solidarity within NEWAL. This article is an attempt to take our solidarity to the next level outside of the Local at the same time of promoting the solidarity within the Local. The result these interactions from the outside may influence conditions that can tear apart the solidarity we enjoy, but hopefully, will now lead to strengthening it.

First, is the Covid-19 pandemic. Many of us thought that Covid -19 was going to be a lot like the flu. When the warmer weather would come, like the flu, Covid-19 would scale down. For a time that seem to be the case. From about the middle of May to the middle of June the number of new cases of Covid-19 in Wisconsin was on a seven-week decline. It was down to average 2.5% increase per day. A lot of the mail processing employees stopped wearing a face mask without fear even working within six feet of each other. I was one of them.

Now at the end of June and the first part of July we have seen this disease defying expectations. As the weather is warming the Covid-19 pandemic is getting worse. The warmest parts of the nation are seeing record breaking new cases of Covid-19 as in Florida, Texas, Arizona, California and Puerto Rico. Covid-19 is definitely not acting like the Flu. The warmer the weather the higher increase in new cases. In Wisconsin, where it was thought the disease would be under 25,000 new cases by the Fourth of July, instead Wisconsin is well above 30,000 with nearly 800 dead. Brown County is over 3,000 cases of Covid-19 second only to Milwaukee County. Wisconsin weather is expected to be like the Southern states hot weather to the end of July. The Green Bay Packers football 2020 season is now up in the air. Many professional athletes have decided to opt out of playing this year.

The original deadline for the Bay Breeze was July 5. The Local had delayed the publishing date to accommodate the possibility of establishing the Tony Van scholarship fund even though the annual picnic was cancelled for Sunday, August 2. However, the July membership meeting of NEWAL failed to have enough members in attendance for a quorum. The result leaves the Tony Van Scholarship up in the air. However, the delay in publishing the July 2020 issue of the Bay Breeze has allow me to update some statistics in this article.

My last draft of this article I had talked about getting some religion about the wearing of face coverings or masks. I thought that 30,000 confirmed cases of COVID 19 and 800 dead were bad enough three days into July, however, three days before the end of this same month we are over 50,000 cases and over 900 dead in the state of Wisconsin.

(Continued on page 6)

(Continued from page 5)

If that does not give a reason to start wearing a mask, then how about this. A few weeks ago, on the MSNBC show "The 11th Hour" with Brian Williams, there was a respiratory doctor on the show in which Brian was interviewing. She took exception to Brian Williams saying that mild cases of COVID 19 were asymptomatic. She said that she sees the inside of the bodies that have COVID 19 and the lasting damage that is done to our internal organs. She postulated that even in young of age people who have had the disease and recovered may lose up to ten years to their normal life span. That got my attention, especially as a baby-boomer.

The solution: back to wearing facial coverings when we cannot maintain six feet distance either at work or on our off hours or days. BTW, it is now the Law in the city of Green Bay as well as many other communities around the state of Wisconsin. So, do others a favor and wear a mask as they do the favor for you by wearing their masks.

In recent days, I have heard some of you say that COVID 19 is no worse than the Flu. I did some research on this. The worst case of the Flu season in the past 20 years was the 2017-2018 flu season. About 80,000 people died in the nine months due to flu complications of the flu season. That year the cause was mainly due to a mix up in the flu vaccine for that season. The COVID 19 pandemic in the last five months has killed nearly 150,000 people with no vaccine and is expected to reach 250,000 dead in nine months.

Second, a long-time axiom for most unions is that **"an injury to one is an injury to us all."** Many of us in the APWU felt this way back in 2011 when Governor Scott Walker stripped collective bargaining rights for Wisconsin public workers. I remember traveling to Madison to be a part of APWU day at the capital protesting Act 10. It was winter and sub-zero weather with the wind chill as we marched around the capital. It was so cold that a couple of moments I was saying to myself "I am not a public employee so, why am I freezing my ass off?" However, I knew better that the unions of the Postal Service could be next in line to be done away with like our brothers and sisters in the public sector.

Lately, we are in the midst of civil unrest due the killing of a black man, George Floyd, by a white police officer in Minneapolis because Floyd tried to pay his bill at a convenience store with a counterfeit $20 bill. The FBI and the U.S. Treasury said that there are over ten million pieces of counterfeit bills that are passed along each day without the person suspecting that it is counterfeit. The white police officer kneeled on Floyd's neck over his carotid artery for nearly nine minutes until Floyd became unresponsive and died. His last words were "I can't breathe." These last words became a rallying cry that saw protests in the major cities in the USA and the world. Some became violent and destructive. Some protestors were implying that there is "systemic racism" in police forces across the nation and asking the taxpayers to defund the Police. I am not advocating this, just reporting what is on the news.

Because of the increasing diversity we are seeing in the Post Offices in Green Bay, I decided to bring this topic up at our last union meeting in June. I wanted to know if that axiom of most unions applied here. After much discussion we could not agree on a definition for systemic racism. Instead, we unanimously decided to send a check for $100.00 to the Legal Defense Fund of the NAACP in the memory of George Floyd.

Lastly, we are witnessing what will probably be the most divisive political campaign we have see so far. Most likely, what will be at stake will be whether the Postal Service becomes privatized or not. This affects all of us. Making matters worse the new Postmaster General, Louis LeJoy is telling processing plants to hold back the mail so that the trucks carrying the mail can leave on time. This will be even more problematic for the upcoming election where vote by mail will take center stage. The APWU executive committee has endorsed Joe Biden for President. Many members in our Local and the APWU voted for Donald Trump in 2016. Trump said he would protect unions and workers in America by repealing NAFTA. Trump did change the name of NAFTA, however, his support of unions is very questionable.

Whatever your position in the current situations to which we have to endure, we need to remember that Solidarity is paramount. As Lincoln said, "A house divided against itself cannot stand." But we cannot stand on the sidelines either. We must stand for something or we will end up like theologian Niemoller who said during the Nazi occupation in Europe; "when the Nazis came for the socialist, the Jew, the gypsy, the colored, the gay, the foreigner to put them in concentration camps; for because I was not a socialist, a Jew, a gypsy, colored, gay or a foreigner I did nothing. Now the Nazis are after me and there is nobody left to help."

In Solidarity,

Steve Paradise, Clerk Craft Director.

Hello Brothers and Sisters of the APWU,

I know this is your first time hearing from me "in writing" as I've been adjusting and conforming to the roles of a steward here in Green bay, As I've been expanding my role as a steward over the past 2 years and taking on multiple tours, thank you for your patience in my having to seek out additional help or maybe not knowing all the answers to all of your questions. I only have about 3 years' experience total of taking on the role of a steward, I have taken this head-on and have learned so much from networking and attending training seminars. I am still learning new things and new strategies to take on cases as I am getting hands on experience.

One thing I need to stress is: if you need a steward please request to see YOUR shift steward from your supervisor. I cannot seek you out and then ask management to speak to you. Unless I am needing to interview an employee for a case that I am working on. This has gone on for a long time where employees, due to past practice, have just approached their steward and began talking about their issue on the workroom floor. Well now if you are seen doing that, management has threatened to discipline you, for being out of your assigned work area, and myself as well for having the unscheduled conversation. Another thing that I have noticed is management is not permitted to say "would you like a steward" they often do that as a courtesy, but it is not required. So please remember if you are being brought into the office always ask "could this lead up to discipline?" more likely than not if you are being brought in, it is for an investigation that could lead to discipline, up to and including removal from the postal service. I for one have been here on multiple occasions where an employee doesn't feel that they need a steward present but then you have no witness as to verify what happened in the conversation while you were alone with management. Remember we are here working for you, not against you.

I'd like to wish best of luck and thank all the members that have stepped up to taking on the roles that are vital in helping Green Bay NEWAL succeed as a local.

Due to the change in the Secretary/Treasurer position in our local, an audit was conducted in February by myself and Susan Pranke. February, 23 2020 we traveled to the former Treasurer Robert Olsen's residence in Two Rivers, Wisconsin where I chaired the meeting and we both reviewed all files dating back to 2017, which consisted of Payroll Reports, Expense vouchers, accountant reports, w-4 forms, 3971s for approved training compensation. Robert made it very easy for us as he had everything very well organized in bankers boxes for each year. In my opinion Robert did a fantastic job of record-keeping for our local during his term . Everything was very detailed and I saw no issues for him to turn over his records to his successor.

Thank you all for greeting me and welcoming me with open arms when I took on my transfer, but also as my role as a steward. As many of you know, I am here for you more than for just a steward but also as a friend.

Yours in Solidarity,

Chris Opolka

So many changes going on at the USPS. I'm not sure it's the best time for me to be off on sick leave, but then again, maybe it is the BEST time and when I get back-the waters will be calmer.

REMEMBER TO VOTE IN <u>EVERY</u> ELECTION-MAKE YOUR VOICE HEARD. We do have choices, do we pick the right people to make them for us????