



AMERICAN POSTAL WORKERS UNION  
AFL-CIO

# THE BAY BREEZE



Hello from the President.

Ok, nominations are all in and it seems like a couple of positions are being contested. I was more than happy to give the president job to someone else, but those nominees withdrew. Like I've always said, "If you don't like the job I am doing, step up! I need all the help I can get", but if no one wants to accept nominations for president and I decline too, then we are left out in the dark for a couple of months. Elections are bad enough. but I'll accept this nomination and reemphasize that I'll be more than happy to hand off the job.

Clerks will get much needed training at the state John Akey seminar in the Dells this month. First in-person meeting in almost two years. There is all- craft training going on right now, but it was a little late notice.

Yes, we are shorthanded and losing lots of employees. I don't feel confident in taking on Wausau mail at this time but it's out of my control. We need more bodies, we need better training, we need lead clerks to do ALL tacs and we need to communicate better from all aspects at the plant. I welcome all the new pses that decided to join the union and want to remind them to try and hang on. Hours are long and work is stressful at times but it does get better. We all went through working

12-hour days. Show up to work on time, don't call in sick, bring enough food for a 12 hour day, get past your probationary period (90 working days or 120 days) and ask for help if you don't understand or need more training on a certain machine.  
Kelly



**Next Meeting:**  
**October 19, 2021**  
**4pm**  
**Gallagher's Pizza**  
**2655 West Mason St.**



**Veterans Day November 11**

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	Dave Villwock

**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	Christine Bouyear
Clerk Alternate Steward	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
Maintenance Chief Steward	Ekaterina Bouyear
MVS Chief Steward	Jeremy Linberg

**Tour 3**

Clerk Chief Steward	Vacant
Clerk Alternate Steward	Kelly Heaney, Christine Bouyear, Steve Paradise
Maintenance Chief Steward	Kelly Heaney
Alternate Maintenance Steward	Vacant

**VMF**

Chief Steward	Jeremy Linberg
Alternate Steward	Vacant

**AO Stations**

Clerk Chief Steward	Chris Opolka
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
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## Smoke and Mirrors

In a recent article in USA Today said "Americans who have been frustrated with the slow service of the U.S. Postal Service since the beginning of the COVID-19 pandemic probably won't be thrilled to hear this:

***The service is about to get even slower.***

Starting Friday, Oct 1 the Postal Service will "implement new service standards for First Class Mail and Periodicals," USPS spokeswoman Kim Frum said.

The slow down of the mail is part of Postmaster General Louis DeJoy's blueprint for overhauling the U.S. Postal Service in order to slash costs. Mark Diamondstein, president of the APWU, says "slower delivery standards could cause problems such as late bill delivery and well as many pharmaceuticals needed by Americans to maintain their health." This especially troublesome for people who live in rural areas that are elderly and cannot make it into a town or city to pick up medication if it is delayed coming through the mail.

DeJoy's sweeping plan for the USPS, titled "Delivering for America," promises to make the Postal Service more competitive and more modern. This is the smoke and mirrors part of his plan. How can you be more competitive, and competitive with whom, by slowing the mail down? Are we now competing with UPS and FedEx for delivery of first class letters, magazines and newspapers? At last check, UPS and FedEx do not deliver bills, greeting cards magazines and newspapers. So, where is our competition coming from? All this slow down of the mail is going to do is to piss off our customers.

On the other hand, I have been pondering (work in the BMEU can be slow at times so I can ponder on this and many other things) if this announcement might be a way for the Postal Service to do a CYA? In other words: "smoke and mirrors."

Many of you who work in the Green Bay GMF, the mail processing center, may remember what it was like back in November and December 2020 working in the plant. Because of COVID 19 many people who were laid off from work or forced to work at home decided to do a lot of online buying of merchandise not only for Christmas, but for everyday life as well.

As a consequence, the Post Office was inundated with parcels from Amazon, Walmart, Target any many other fulfillment centers. The result was that the clerk division of the Postal

service could not keep up with the sortation of the mail. In order, to keep to the bargaining unit clerks at the DBCS's and Flat Sorting machines and manual mail stations to work the overwhelming number of letters and flats for the Christmas rush, management had to utilize workers from the city and rural carrier units, maintenance workers and Motor Vehicle Service drivers to sort through all the parcels. This became a nightmare in the grievance process for crossing craft violations. Most of you recall that these grievances were recently settled by management having all three tours of postal workers participate in a bar-be-que and picnic where management paid for all the food.

Undoubtedly, the mail delivery was delayed. The Postal Service failed in their 2 to 3 day service requirement for most of the First and Second Class as well as Priority and parcel service. Maybe, the Postal Service is performing a smoke and mirrors by saying this is a new delivery plan (5 days) when it is still the old plan with delayed mail.

I have spoken with management and others around the postal service and they don't see much changing from what we are presently doing now in the processing of mail. The Postmaster General might be protecting the Postal Service using smoke and mirrors from what will be undoubtedly another heavy influx of mail for the upcoming holiday mail season as a result of this Covid 19 pandemic.

Anyway, I have confidence in our members that we will be performing the same great service that we have been always providing our customers. Please stay safe at work and at home and try not to get too stressed out this holiday mail season. Remember you can always call EAP 1-800-EAP-4-YOU for help.

In solidarity,

Steve Paradise, NEWAL Clerk Craft Director



### **UNION SCHOLARSHIP OPPORTUNITIES:**

APWU.ORG

<https://apwu.org/benefit-programs>

UNIONPLUS.ORG

<https://www.unionplus.org/benefits/education>

Wisconsin Labor History Society

<https://www.wisconsinlaborhistory.org/for-students/>

## Our mission

APWU Health Plan partners with postal and federal families to create a lifestyle dedicated to healthy living. We are committed to providing our members with innovative high-quality products and services.



# VIRTUAL OPEN SEASON HEALTH FAIRS

NOVEMBER 8 – DECEMBER 13

Welcome to our 2021 APWU Health Plan Virtual Open Season Health Fairs.

This is an opportunity for employees to meet with APWU Health Plan staff virtually and learn about our benefits.

Postal, Federal, and Retirees who are eligible for the Federal Employee Health Benefits Program can access and attend our virtual health fairs safely online.

During Open Season, every Tuesday and Thursday, from 12-2pm EST a Health Plan staff employee will be online to answer questions and discuss plan features.

Go to [apwuhp.com](http://apwuhp.com) to sign up. Once registered you will get an email confirmation with a

GoToWebinar link and dial-in information. The day before the virtual health fair date you selected, you will receive an email reminder with the dial-in information and instructions.

The Virtual Health Fair dates are:

**Tuesday, November 9 - 12pm-2pm EST**

**Thursday, November 11 - 12pm-2pm EST**

**Tuesday, November 16 - 12pm-2pm EST**

**Thursday, November 18 - 12pm-2pm EST**

**Tuesday, November 23 - 12pm-2pm EST**

**Thursday, December 2 - 12pm-2pm EST**

**Tuesday, November 30 - 12pm-2pm EST**

**Thursday, December 9 - 12pm-2pm EST**

**Tuesday, December 7 - 12pm-2pm EST**

# WELCOME NEW MEMBERS

Kissimmee Watson,

Alejandro Perez

Kiara Rivera

## MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL

#2247

**Date:** Sunday, September 19<sup>th</sup>, 2021**Place:** Gallagher's

President Kelly Heaney called the meeting to order at 7:00 pm.

A quorum was declared with 17 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, Bay Breeze Editor Kelsey Helf, Clerk Craft Director Steve Paradise, Motor Vehicle Craft Director Jeremy Linberg and Maintenance Craft Director Dave Villwock. Recording Secretary Jenny Starry was excused.

Minutes of the August 2021 meeting were read by Dave Kroll. A motion was made by Steve Paradise and seconded by Chris Opolka to accept the minutes. Motion passed unanimously.

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

**Executive Committee:** The e-board discussed a Constitutional amendment concerning grievances, nominations for election, who receives a ballot, what constitutes a member in good standing, and how many offices a member can be nominated for.

**Labor/Management:** Some items discussed were the fire extinguisher map is not updated, non-compliance grievances for lead clerks not doing TACS, lack of training for new PSE's, Wausau mail coming in on October 15<sup>th</sup>, and PSE staffing, they're scheduled for too many hours.

**Grievance:** There will be a Constitutional amendment concerning grievances over \$1000. A \$1000 payout was given for last year's line-H grievance. The RI-399 dispute is settled. Mail handlers can no longer dirty sort or be on the incoming side of the low-cost. There was sub-contracting grievance at Cofrin filed.

**Safety/Health:** Kelly mentioned the fire-extinguisher map.

**Legislative:** Steve Paradise gave the legislative report. He contacted Bernie Sanders regarding all postal legislation being included in the 3.5 trillion ominous bill. He encouraged members to contact him too.

**OWCP:**

**Constitution:** Steve will present an addition to the Constitution in new business.

**New Members:** Kissimmee Watson, Alejandro Perez and Kiara Rivera

**Lost Members:** Kathy Lytie, David Dworak, Jennifer Kaminski, Angela Hill and Haley Bex.

**Communications:****UNFINISHED BUSINESS**

A motion was made by Steve Paradise and seconded by Christine Bouyear to accept the addition to the NEWAL Constitution in Article 4 Finance that was presented at the last meeting. Motion passed unanimously. See attached.

**NEW BUSINESS**

Steve Paradise presented an amendment to the Constitution saying that you have to use form 1187 to join the union. This will be posted for review at all AO's, all stations, on the union board and/or in the Bay Breeze. Motion passed unanimously. See attached.

Kelly turned the floor over to Election Committee chairman Bryce Thomas for nominations.

For the office of President: Kelly Heaney, Chris Opolka and Jeremy Linberg were nominated.

For the office of Executive Vice President: Dave Kroll, Steve Paradise, Chris Opolka, Ekaterina Bouyear, and Christine Bouyear were nominated

For the office of Secretary/Treasurer: Art Ciesielczyk and Ekaterina Bouyear were nominated.

For the office of Recording Secretary: Jenny Starry was nominated.

For the office of Bay Breeze Editor: Kelsey Helf and David Sass were nominated.

For the office of Clerk Craft Director: Sebastian Zeutzus, Christine Bouyear, Chris Opolka, and Steve Paradise were nominated.

For the office of Motor Vehicle Craft Director: Jeremy Linberg, Abran Rodriguez, Quinn Frye, and Allen Smolen were nominated.

For the office of Maintenance Craft Director: Richard Stephenson, Lance Bouyear, Ekaterina Bouyear, Billy Kabicinski, Kelly Heaney, and David Villwock.

For the National Convention Delegates: Dave Kroll, Art Ciesielczyk, Steve Paradise, Sebastian Zeutzus, Sheri Beauleau, Chris Opolka, Ekaterina Bouyear, Jeremy Linberg, Kelly Heaney, Christine Bouyear, and David Villwock.

For the State Convention Delegates: Dave Kroll, Art Ciesielczyk, Steve Paradise, Sebastian Zeutzus, Sheri Beauleau, Kelly Heaney, Jeremy Linberg, Christine Bouyear, David Sass, Chris Opolka, David Villwock, Ekaterina Bouyear, and Faith Ness.

**OTHER BUSINESS**

Articles for the Bay Breeze are due September 30.

## MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL

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#2247

Kelly talked about contract negotiations.

## NEXT MEETING

A motion was made by Jeremy Linberg and seconded by Brenda Ellenson to have the next meeting on Tuesday, October 19<sup>th</sup> at 4pm at Gallagher's. Motion passed unanimously.

## ADJOURNMENT

A motion was made by Pam Krause and seconded by Christine Bouyear to adjourn meeting. Motion passed unanimously. NEWAL meeting adjourned.

The \$10 door prize was won by Art Ciesielczyk.

The t-shirt/beanie door prize winners were Dave Villwock and Albert Shamah.

The \$260 rolling jackpot winner was Emily Ewald. She was not present so it will be \$280 at the next meeting.

Attendees: See attached sign-in sheet.

Minutes submitted by Recording Secretary Jenny Starry.

**Date:** Sunday, August 22<sup>nd</sup>, 2021

**Place:** Gallagher's

Vice President Dave Kroll called the meeting to order at 7:10 pm.

A quorum was declared with 10 members in attendance.

Dave Kroll led the Pledge of Allegiance and Steve Paradise gave the Invocation.

The following officers were present:

Vice President Dave Kroll, Secretary/Treasurer Art Ciesielczyk, Recording Secretary Jenny Starry, Clerk Craft Director Steve Paradise and Motor Vehicle Craft Director Jeremy Linberg. President Kelly Heaney and Bay Breeze Editor Kelsey Helf were excused.

Minutes of the July 2021 meeting were printed in the Bay Breeze. A motion was made by Steve Paradise and seconded by Bryce Thomas to accept the minutes. Motion passed unanimously.

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

**Executive Committee:** The e-board discussed sending 2 additional members to the Akey Seminar, the APWU Statement on Mandatory Vaccination for Federal Employees, the printing of the Bay Breeze and to reimburse Kelsey Helf for paying to have it printed twice, disposition of extra union logo clothing items, to provide new members with a sweatshirt and to give 2 items away at each meeting, Dave Kroll will be in charge of

notification of passing of retiree members, joint access to union credit card account and password access to the AT&T phone bill between the President and Secretary/Treasurer, swearing in of Dave Villwock as Maintenance Craft Director, a meet and greet with new members and a health plan talk with new regulars.

**Labor/Management:** Christine Bouyear, Steve Paradise and Jeremy Linberg attended the meeting. Some items discussed were fans on the dock, air conditioning, the alarm system, live EAP counselor, chains on breakroom windows, overtime for non -ODL people, staffing issues, new employee training, signing in for service talks, cookout for a grievance settlement, Wausau mail, the emergency evacuation plan, PSE orientation and MVS drivers.

**Grievance:** Jeremy talked about some motor vehicle craft grievances pertaining to contracting, changing routes, and not utilizing in-house employees before contracting out.

**Safety/Health:** Christine talked about not getting 1767's back.

**Legislative:** Steve Paradise gave the legislative report. He urged members to call Senator Baldwin to get the postal legislation included into the budget proposal. He talked about giving to COPA and the Tony Van Scholarship essays.

**OWCP:** If you get hurt at work, report it immediately.

**Constitution:** Steve will present an addition to the Constitution in new business.

**New Members:**

**Lost Members:**

**Communications:** We received a letter from the AFL-CIO about the 2022 Wisconsin State AFL-CIO Community Services Conference to be held in March. See attached.

## UNFINISHED BUSINESS

### NEW BUSINESS

A motion was made by Art Ciesielczyk and seconded by Christine Bouyear to reimburse Editor Kelsey Helf \$323 twice for the printing costs of the Bay Breeze for calendar year 2021. Motion passed with 9 yea's and 1 nay.

A motion was made by Art Ciesielczyk and seconded by Steve Paradise to send up to 2 additional members to the John Akey seminar to be held October 12<sup>th</sup>-15<sup>th</sup> at Chula Vista Resort in Wisconsin Dells to include lost time, per diem, transportation, registration and lodging. Motion passed unanimously.

A motion was made by Art Ciesielczyk and seconded by Dave Villwock for a t-shirt/beanie door prize giveaway of two items/prizes at union meetings for the remainder of 2021 and calendar year 2022. Motion passed unanimously.

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A motion was made by Art Ciesielczyk and seconded by Christine Bouyear that a sweatshirt be provided to all new NEWAL members upon the completion of their probation. Motion passed unanimously.

## OTHER BUSINESS

Dave Kroll read the update to the APWU Statement on Mandatory Vaccination for Federal Employees that came out on August 20<sup>th</sup>, 2021.

A motion was made by Steve Paradise and seconded by Art Ciesielczyk that an addition to the NEWAL Constitution in Article 4 Finance be posted for review at all AO's, all stations, on the union board and/or in the Bay Breeze. Motion passed unanimously. See attached.

Dave Kroll swore in Dave Villwock as the Maintenance Craft Director.

The next meeting has already been scheduled on Sunday, September 19<sup>th</sup> at 7pm at Gallagher's.

## ADJOURNMENT

A motion was made by Dave Villwock and seconded by Christine Bouyear to adjourn meeting. Motion passed unanimously. NEWAL meeting adjourned at 8:30 pm.

The \$10 door prize was won by Deb Nehmer.

The t-shirt/beanie door prize winners were Jeremy Linberg and Dave Kroll.

The \$240 rolling jackpot winner was Mark Boneff. He was not present so it will be \$260 at the next meeting.

Attendees: See attached sign-in sheet.

Minutes submitted by Recording Secretary Jenny Starry.

# APWU EVENTS AVAILABLE TO YOU

THESE EVENTS ARE VIRTUAL THIS YEAR-TO PROTECT EVERYONE FROM -EVERYTHING-GOOD THING-EVERYONE CAN 'GO' AND LEARN!! SIGN UP AT APWU.ORG  
(ANY FEES CHARGED FOR ATTENDING THE SEMINARS ARE YOUR RESPONSIBILITY-NOT FUNDED BY NEWAL)

## Social Justice and Racial Equality Zoom Training--October 26, 2 pm

## Basic Stewards' Training-Zoom Training—October 27, 1 pm

For New Stewards Only - Attending this training does not automatically qualify you as a shop steward. Contact your local president for procedures on becoming a steward.

## Fighting Discipline Zoom Training—October 28, 1 pm

## APWU POWER'S 20th Biennial National Convention- Conducted via

ZOOM—November 4, NOON to November 6, 6 pm Workshops will be presented on Improving Your Mental Health and on Understanding the Thrift Savings Plan (TSP).

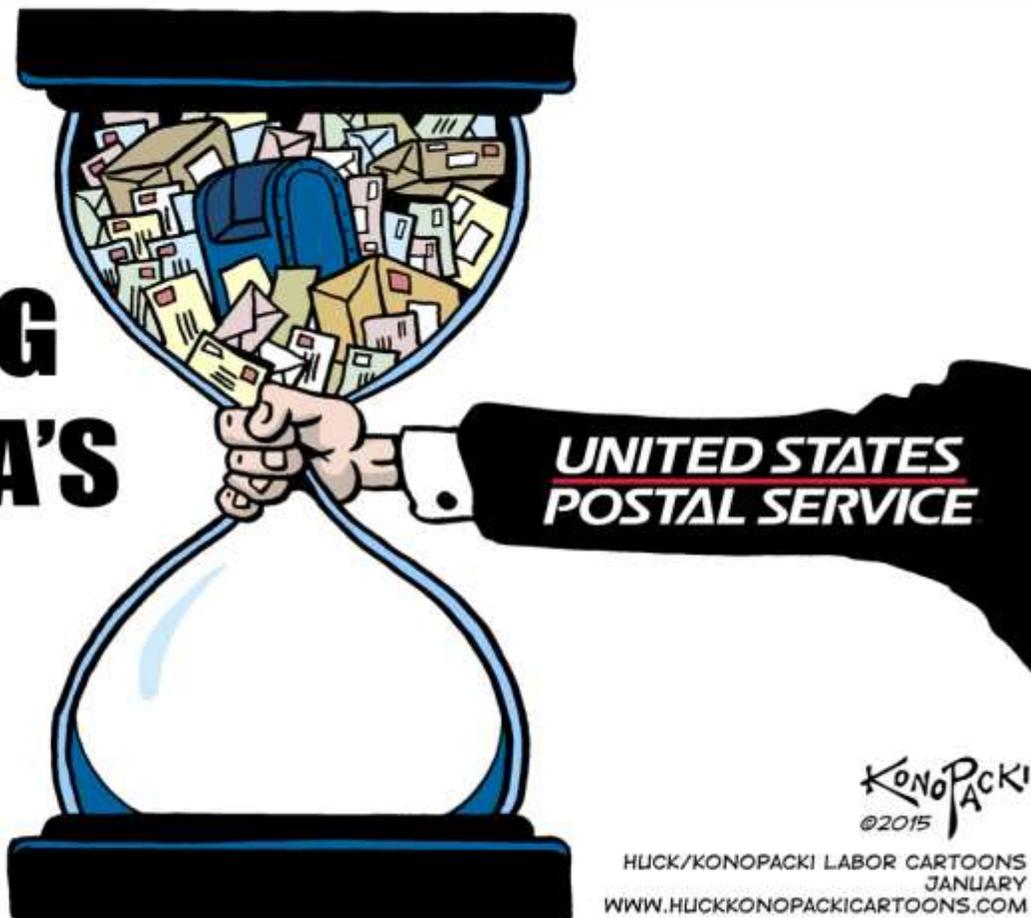
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