NORTHEASTERN WISCONSIN AREA LOCAL

NEWAL LOCAL 2247 GREEN BAY, WI

AMERICAN POSTAL WORKERS UNION AFL-CIO

Volume 64/Issue 6
November/December 2021

THE BAY BREEZE

Hello Union Brothers n Sisters,

Ok we are unprecedented times at the post office. We have taken on Wausau mail n we don't have the bodies to handle the volume. I need statements from everyone whenever you see a mail handler, carrier and/or supervisor on a machine. Date, time, and machine number this will help validate the hours they are working so that the union can try and get you more help. Hiring is right now the biggest joke in the post office. Waiting for finger prints, drug screening, and background checks let alone the complete disaster at HRSSC has left us severely short. The amount of employees who have quit or are thinking of quitting is at a all-time hi. Maintenance employees are swiping into proper operation number so their hours are being tracked. These violations of mail handlers, carriers, supervisors, and maintenance doing clerk work are all violations of the contract and are being grieved, but the union still needs statements. Too much for you, see a doctor if you need restrictions, I would say call EAP but besides Hrscc, EAP is the next biggest joke out there.

December has always been our time to shine but unfortunately our bodies and minds are worn out. OTDL listers haven't gotten a break since covid started and no PSEs stay except the few proud ones. PSEs, try and hang on you are all doing real good. Some jobs went unbid in November and by February some of you PSEs should be converted.
If you are tired and burnt out try and let your co-workers know ahead of time that you don't feel like talking and then fellow members please respect that wish. Try and keep confrontations to a minimum, most are all burnt out.

If you miss work for more than 3 days u need documentation to return or better yet call a supervisor and let them know what's going on. A no call no show or awol is really a bad choice.

Yes a thanksgiving meal was put out for all to enjoy. There was ham, turkey, briskett, rolls, buns, corn, beans, potatoes, pie, brownies, fruits and veggie trays. This was not put on by the union and not bought by the district plant manager, Jeff Grendziak and Kelly Heaney split the food cost and Casey bought a turkey, cider, juice, the veggie and fruit trays. Thank you to all the pitched in and for the other employees that helped bring in others desserts and chips.

We will see about Christmas time its a lot of work.
No kids xmas party this year maybe easter hunt next year
O.k. Time to go work safe, work smart and lets get through this crazy Christmas season
In Solidarity,
Kelly Heaney NEWAL President

Next Meeting:

January 26,2022
3pm
Gallagher's Pizza
2655 West Mason St.

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	Vacant
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	Vacant

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	Vacant
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

The Times They Are a-Changin'

Bob Dylan wrote the words to the song, "The Times Are a-Changin'" back in 1964. Us baby-boomers who are still working for the Postal Service may still remember the music but not many of us all the words. I can still hear from my memories Bob Dylan singing this song and also blowing on his harmonica to the tune of the song.

Dylan's music and songs were often thought of being prophetic meaning that the words to his songs are just as meaningful to us today as the were in the 1960's. His song "The Times They Are a-Changin" was a call to action and became an anthem for frustrated youth back in the 1960's. The Viet Nam war was increasing in intensity. Dr. Martin Luther King and the civil rights movement was gaining momentum. The anti-establishment movement was in high gear: "Don't trust anyone over the age of 30."

The problem with of the people back then is that the times are changing much to fast for them to keep up with. Today, towards the end of 2021 we too see many changes happening in society. There is a saying that "the more things change, the more they seem to stay same." About the only difference today is that people are suffering and dying from a pandemic than from a war back in the 60's.

Back in the middle of October of this year I attended the John Akey Training Convention in the Wisconsin Dells. Thanks to the members of NEWAL for sending me and five others to this valuable steward training event. At the training seminar I sat in a class taught by Willie Mellon, National Business Agent, about protecting jobs at the Post Office. It seems that management for the last few years has been trying to get rid of jobs in the Post Office. In fact, new computer programs have come out that can aid management to "right size" the complement of postal workers inside the processing plants and the Associate Offices. In the Green Bay Mail Processing Center (MPC) we have a good number of plant-wide rebids in the past couple of years. As soon as the employees have become accustomed to the new hours, days off and annual bidding, low and behold, rumors start to fly about another rebid attempt. The former rebid did not achieve the computer program for right sizing. Namely, plugging employees in on the computer dashboard to match the mail flow.

Early in my career as a union steward, I had enrolled in a new steward training class in which Willie Mellon was one of the instructors. He presented a paper titled; "Gripes vs. Grievances." Good stewards need to know the difference in order to have more success in winning grievances. Basically, grievances are contract violations. Such as management not respecting seniority in granting overtime or using PSE's in place of the ODL. A gripe might be that management pairs a career employee to run a DBCS with a PSE. The career person wants to object and tries to get a steward to file a grievance so they can work with some they like. That's an unwinnable grievance Willie Mellon would say and should be avoided. Article 3 gives management the right to do that. However, in the training class I was in this past October I heard Willie say that we should file that grievance because pairing a career employee with a PSE may lead to management reverting or abolishing jobs. Certainly, the times are a-changin.

The results of all those rebids to so-call to right size the Post Office has had disastrous effects. The Green Bay MPC is down by three dozen clerks. Milwaukee is down around 75. $19 an hour plus night differential for PSE's is not enough pay for 50 plus hours per week and many of these new PSE's quit before 30 days. All floor employees are forced to work overtime each day with few exceptions. Getting off the ODL will not help. Maintenance employees and letter carriers are being asked to work overtime as clerks. Meanwhile, in a video presentation to postal employees by PMG Louis Dejoy seem to imply that everything is right as rain in the postal service because his efforts to right size the Postal Service. Tell me, especially you the members of NEWAL working in Green Bay; does things look as right as rain? They don't to me. We need all members on board. Report to a steward when you see management, maintenance workers and carriers doing clerk work. The numbers of clerk stewards are down to three and may be diminishing after January 2022 when new officers for NEWAL will be sworn in. The stewards cannot keep tract of all non-clerk employees doing clerk work. Remember these are your jobs that need protecting. If we don't work together, as union sisters and brothers, we will see that the times are a-changin', but not for the benefit of the postal rank and file employees.

Come gather 'round people
Wherever you roam
And admit that the waters
Around you have grown
And accept it that soon
You'll be drenched to the bone
If your time to you is worth savin'
And you better start swimmin'
Or you'll sink like a stone
For the times they are a-changin'

In Solidarity,
Steve Paradise, Clerk Craft Director

APWU HEALTH PLAN

NEW 2022 BENEFITS!

CHOOSE A HEALTH PLAN THAT PUTS YOU FIRST.

OPEN SEASON HOTLINE:

800.PIC.APWU (Opens Nov. 1)
virtualopenseason@apwuhp.com (response within 48 hours)
www.apwuhp.com (Open Season information coming soon)

You.

OPEN SEASON 2021
Nov. 8th - Dec. 13th

HIGH OPTION

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- ✓ Preventive care and treatment
- ✓ Lab tests (covered blood work performed at LabCorp and Quest Diagnostics)
- ✓ Maternity care
- ✓ Accidental injury outpatient services within 72 hours
- ✓ Diabetes generic oral medications
- ✓ Visits to a registered dietician/nutritionist
- ✓ Tobacco cessation and weight management programs
- ✓ Breast cancer screenings for women (starting at age 40)

2022 PREMIUMS

APWU Career Biweekly and Retiree Monthly

Self Only (enrollment code 471)		Self Plus One (enrollment code 473)		Self & Family (enrollment code 472)	
Biweekly	Monthly	Biweekly	Monthly	Biweekly	Monthly
$106.39	$230.51	$212.96	$461.41	$268.83	$582.46

CONSUMER DRIVEN OPTION

United Healthcare

100% COVERED SERVICES

- ✓ In January, the Health Plan funds a Personal Care Account (PCA) members can use for covered medical services. Members are covered at 100% until the PCA is exhausted. The Plan funds the PCA at $1,200 for Self Only and $2,400 for Self Plus One and Self and Family.
- ✓ Preventive care and screenings
- ✓ Well-woman care
- ✓ Maternity care
- ✓ Healthy pregnancy and tobacco cessation programs

2022 PREMIUMS

Biweekly and Monthly | No Rate Increase!

Self Only (enrollment code 474)		Self Plus One (enrollment code 476)		Self & Family (enrollment code 475)	
Biweekly	Monthly	Biweekly	Monthly	Biweekly	Monthly
$69.65	$150.91	$151.38	$327.99	$165.14	$357.81

APWU Special Rates Biweekly | ★ Reduced Rate

Self Only (enrollment code 474)			Self Plus One (enrollment code 476)			Self & Family (enrollment code 475)		
APWU career less than a year	Postal Support Employees	APWU career greater than a year in FEHB	APWU career less than a year	Postal Support Employees	APWU career greater than a year in FEHB	APWU career less than a year	Postal Support Employees	APWU career greater than a year in FEHB
$69.65	$69.65	$13.93	$151.38	$151.38	★$30.28	$165.14	$165.14	★$33.03

This is a summary of benefits and features offered by the APWU Health Plan. All benefits are subject to the definitions, limitations, and exclusions set forth in the Plan's Brochure (RI 71-004).

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Tuesday, October 19th, 2021
Place: Gallagher's
President Kelly Heaney called the meeting to order at 4 pm.
A quorum was declared with 16 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, Clerk Craft Director Steve Paradise and Maintenance Craft Director Dave Villwock. Bay Breeze Editor Kelsey Helf was excused and Motor Vehicle Craft Director Jeremy Linberg was absent.
Minutes of the September 2021 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.
The financial report for September was read by Secretary/ Treasurer Art Ciesielczyk.
Executive Committee: The e-board discussed The Akey Seminar and the Wausau mail.
Labor/Management: Meeting was postponed.
Grievance: A grievance is in the process of being settled for between $6600 and $7000 for mail handlers doing dirty sort. A step 3 was filed on sub-contracting for Cofrin, Hansen Rd and Downtown. A grievance was filed for a supervisor and a mail handler running a machine. A grievance was filed for maintenance employees doing clerk work. A grievance is at step 2 for an EAS employee doing bargaining unit work having to do with the parts supply room. If you're a non-volunteer and you are told to stay more than 10 hours, you must stay and then ask to see a steward. Non-volunteers are only supposed to be mandated for 10.
Safety/Health: Notify a supervisor immediately if you get hurt.
Legislative: Albert Shamah called Tammy Baldwin to ask that she take action on Postal Legislation. All members are encouraged to do this also. President Diamonstein talked about getting the pre-funding bill off the books at the Akey seminar.
OWCP:
Constitution: There will be a second reading of a change to the Constitution in new business.
New Members: Andrew Prescher and Clade Adkins
Lost Members: Omar Leon, Allyson Chambers, Kissimmee Watson and Breanna Taylor all quit.
Communications:
UNFINISHED BUSINESS
The Constitution Committee did a second reading of a change to the Constitution regarding new language requiring filling out a form 1187 to join the union. Motion passed.
NEW BUSINES
A motion was made by Dave Kroll and seconded by Bryce Thomas to authorize an expenditure of $321.46 for 2000 new checks. Motion passed.
Bryce Thomas gave an Election update.
Out of 8 positions on the Executive Board, there are 5 that were uncontested. They are Kelly Heaney for President, Dave Kroll for Executive Vice President, Jenny Starry for Recording Secretary, Kelsey Helf for Bay Breeze Editor, and Jeremy Linberg for Motor Vehicle Craft Director. The 3 positions that are contested are: Maintenance Craft Director: Dave Villwock, Rich Stephenson, and Lance Bouyear, Clerk Craft Director: Chris Opolka, Christine Bouyear, and Sebastian Zeutzius, and Secretary/Treasurer: Art Ciesielczyk and Katya Bouyear. Ballots will be sent out October 25th.
A motion was made by Bryce Thomas and seconded by Dave Villwock to white ballot those that ran unencumbered. Motion passed.
A motion was made by Dave Kroll and seconded by Art Ciesielczyk to send the President plus 6 members to the State Convention in April 2022. Motion passed.
A motion was made by Dave Kroll and seconded by Dave Villwock to send the President plus 3 members to the National Convention in August 2022 in Washington D.C.
A motion was made by Steve Paradise and seconded by Clade Adkins to amend the motion to send the President plus 2 members plus 1 member under 35. Amendment was defeated. Original motion passed.
A motion was made by Art Ciesielczyk and seconded by Steve Paradise to purchase 30 $25 gift cards to be given away at the November meeting. Motion passed.
OTHER BUSINESS

NEXT MEETING
A motion was made by Dave Kroll and seconded by Steve Paradise to have the next meeting on Sunday, November 21st at 7pm at Gallagher's. Motion passed.
ADJOURNMENT
A motion was made by Dave Kroll and seconded by Bryce Thomas to adjourn the meeting. Motion passed.
The $10 door prize was won by Clade Adkins.
The t-shirt/beanie door prize winners were Art Ciesielczyk and Dave Kroll.
The $280 rolling jackpot winner was Bryan Conklin. He was not present so it will be $300 at the next meeting.
Attendees: See attached sign-in sheet.
Minutes submitted by Recording Secretary Jenny Starry.

Date: Sunday, November 21st, 2021
Place: Gallagher's
Clerk Craft Director Steve Paradise called the meeting to order at 7 pm.
A quorum was declared with 16 members in attendance.
Steve Paradise led the Pledge of Allegiance and gave the Invocation.
The following officers were present:
Secretary/Treasurer Art Ciesielczyk, Recording Secretary Jenny

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Continued from page 5

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Starry, Clerk Craft Director Steve Paradise, Maintenance Craft Director Dave Villwock, and Bay Breeze Editor Kelsey Helf. President Kelly Heaney and Vice President Dave Kroll were excused. Motor Vehicle Craft Director Jeremy Linberg quit. Minutes of the October 2021 meeting were read by Clerk Craft Director Steve Paradise. A motion was made by Bryce Thomas and seconded by Dave Villwock to accept the minutes. Motion passed.
The financial report for October was read by Secretary/ Treasurer Art Ciesielczyk.
Executive Committee: The e-board discussed donating $100 each to The Salvation Army, NEW Community Shelter, House of Hope, and the Weyers-Hillard Howard branch of the Brown County Library. Doing something else in lieu of a Christmas party was discussed.
Labor/Management: The minutes are posted on the board. COVID vaccination was discussed.
Grievance: Grievances are being filed for non-clerks doing clerk work. If you're a non-volunteer and you are told to stay more than 10 hours, you must stay and then ask to see a steward. Non-volunteers are only supposed to be mandated for 10.
Safety/Health: Someone contacted OSHA about no one wearing masks in the plant.
Legislative: Steve Paradise gave the report. He talked about the Postal Police Reform Act of 2021 HR 5587 and the Equal Treatment of Public Servants Act of 2021. President Joe Biden is naming two new nominees to serve on the Postal Service Board of Governors, replacing former President Donald Trump's picks to help lead the agency.
OWCP:
Constitution:
New Members:
Lost Members: Bill Peroutky, retired, Sharon DeBaker, retired, Christi Kane, retired, and Jeremy Linberg, quit.
Communications: A thank you was received from Pam Krause's daughter for her $500 scholarship that she won.
UNFINISHED BUSINESS

NEW BUSINESS
A motion was made by Art Ciesielczyk and seconded by Lisa Nierman to donate $100 each to the Salvation Army, NEW Community Shelter, House of Hope, and the Weyers-Hillard Howard branch of the Brown County Library. Motion passed.
A motion was made by Bryce Thomas and seconded by Deb Nehmer to pay Art Ciesielczyk lost time up to 4 hours for a LM3 Class on December 8th. Motion passed.

OTHER BUSINESS
NEXT MEETING
A motion was made by Bryce Thomas and seconded by Pam Krause to have the next meeting on Wednesday, January 26th at 3pm at Gallagher's. Motion passed.

ADJOURNMENT
A motion was made by Pam Krause and seconded by Dave Villwock to adjourn the meeting. Motion passed. Meeting was adjourned at 8 pm.
The $10 door prize was won by Deb Nehmer.
The t-shirt/beanie door prize winners were Kelsey Helf and Albert Shamah.
The $300 rolling jackpot winner was Karyn Patenaude. She was not present so it will be $320 at the next meeting.
The 30 $25 Festival Foods Gift Cards were given out. See attached.
Attendees: See attached sign-in sheet.
Minutes submitted by Recording Secretary Jenny Starry.

Time to check those scholarship deadlines!!!!!

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

WELCOME NEW MEMBERS

Andrew Prescher and Clade Adkins

Attention ALL members:

You are the future of NEWAL. There are so many members retiring and even quitting the USPS recently. You all need to get up and take action to help yourselves here. It is up to you all to keep the Union STRONG in the NEWAL area facilities. People need to step up and _say something when you see something._ People need to volunteer to be stewards on all tours and locations. Without your work-there will be no union here and management will have their way with you all without any regard to any contracts. Is that what you all want to see? Take action to help yourself and the future members of NEWAL. You're the ones in charge of your future here-It's up to you all to keep up the fight.

2021 NEWAL ELECTION RESULTS

ABA & National Convention	Votes	
Christine Bouyear	22	
Ekaterina Bouyear	25	W
Sheri Beauleau	14	
Arthur G. Ciesielczyk	29	W
David Kroll	22	
Jeremey Linberg	15	
Chris Opolka	40	W
Steven Paradise	17	
David Villwock	6	
Sebastian Alexander Zeutzius	24	

State Convention	Votes	
Christine Bouyear	36	
Ekaterina Bouyear	43	W
Sheri Beauleau	21	
Arthur G. Ciesieczyk	41	W
Dave Kroll	39	W
Jeremey Linberg	32	
Faith Ness	37	W
Chris Opolka	45	W
Steven Paradise	24	
David Sass	17	
David Villwock	16	
Sebastian Alexander Zeutzius	40	W

CLERK CRAFT DIRECTOR	Votes	
Christine Bouyear	13	
Chris Opolka	38	W
Sebastian Alexander Zeutzius	6	

Secretary of Treasury		
Arthur G. Ciesieczyk	44	W
Ekaterina Bouyear	33	

Maintenance/Custodial Craft Di-	Votes	
David Villwock	7	
Lance Bouyear	8	W
Rich Stephenson	6	

2021 NEWAL ELECTION RESULTS

President
Kelly Heaney

Executive Vice President
David Kroll

Recording Secretary
Jenny Starry

Editor
Kelsey Helf

Motor Vehicle Craft Director
Vacant

ABA & National Convention	Votes	
Ekaterina Bouyear	25	W
Arthur G. Ciesielczyk	29	W
Chris Opolka	40	W

State Convention	Votes	
Ekaterina Bouyear	43	W
Arthur G. Ciesieczyk	41	W
Dave Kroll	39	W
Faith Ness	37	W
Chris Opolka	45	W
Sebastian Alexander Zeutzius	40	W

CLERK CRAFT DIRECTOR	Votes	
Chris Opolka	38	W

Secretary of Treasury		
Arthur G. Ciesieczyk	44	W

Maintenance/Custodial Craft Director	Votes	
Lance Bouyear	8	W

The Bay Breeze
PO Box 10323
Green Bay, WI 54307-0323

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Green Bay, WI

NEWAL donations are going to help these local organizations in 2021

new community SHELTER

Brown County Library

THE SALVATION ARMY
DOING THE MOST GOOD

house of hope