



AMERICAN POSTAL WORKERS UNION
AFL-CIO

THE BAY BREEZE



Next Meeting:

September 27th

2:15 pm

Gallagher's Pizza

2655 West Mason St.

Pizza, Soda, & Cookies
will be provided

**\$10 Fleet Farm Gift Card
Door Prize**

\$120.00 Rolling Jackpot

2 Union Apparel Prizes

Well, the weather wasn't perfect but we had a decent turn out for the picnic. 45 union members and former members attended as well as all current and past Presidents except Bill Sparks, and Tony Vanderbloemen, who is recovering from a fall. It was great to receive help and to do the cooking and have people contribute the desserts. I think that there were more desserts than food. I would name all the special people that helped make this happen, but you know who you are, and it would be unfortunate if I missed someone. Everyone got prizes if they signed their name and

thankfully, I didn't have to leave early for work. I know a lot of current union members



didn't attend but I realize that management is trying to work them to death and/or injury. It's amazing we need to keep mandating, but yet we can't post and fill jobs in a timely manner. Suggestions for next year are always welcome maybe I can get Pamperin Park. Anyway, my article will be short and stay positive. Everyone be safe and thank you and thanks for making the picnic a success!

APWU scholarship

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

September 15, National Union Gear day!

Snap a photo and send to ncc@apwu.org

President	Kelly Heaney
Vice President	Dave Kroll
Secretary/Treasurer	Art Ciesielczyk
Recording Secretary	Jenny Starry
Editor	Bill Kabacinski
Clerk Craft Director	Jenny Ewald
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	Vacant
Clerk Alternate Steward	Ekaterina Bouyear, Kelly Heaney
Maintenance Chief Steward	Ekaterina Bouyear
MVS Chief Steward	Vacant

Tour 3

Clerk Chief Steward	Sam Fritz
Clerk Alternate Steward	Kelly Heaney, Christine Bouyear
Maintenance Chief Steward	Kelly Heaney
Alternate Maintenance Steward	Vacant

VMF

Chief Steward	Vacant
Alternate Steward	Vacant

AO Stations

Clerk Chief Steward	Vacant
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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My Trip to D.C. by Arthur G. Ciesielczyk

Dear union brothers and union sisters. I had the extreme pleasure and honor to attend the APWU National Convention held in Maryland, but everyone says it's Washington D.C. I was voted to go last November, and it was iffy if it was really going to happen as far as this July. It was truly an "eye-opening" experience. I will be giving a report on what the trip cost as Dave Kroll and Ekaterina Bouyear also went along. I won't bore you with ALL the details, but I would like to high-lite a few things that I found extremely interesting.

Friday was a travel day. None of us flew together and we all arrived at the hotel at different times. My girlfriend, Jeanne, who is a world-traveler, and who many think is behind all the articles that I write, helped me navigate the long day of flight delays. We got to the Austin Straubel Airport at 12:30 pm and arrived at the hotel at 11:30 pm. Two flights, long day.

Saturday and Sunday were early morning meetings with the Maintenance Craft contingency to go over the goals for the coming week. Again, lots of people from all over the country. On Sunday, they had us report to conference rooms by regions. Sorry to tell everyone that "team cleaning/CTC cleaning" was not discussed and it's not going anywhere anytime soon. The heads of the Maintenance Committee told us that all the janitors and custodians that got us through Covid are "HEROES". Having been a custodian for the better part of the last 2.5 years, I would have to agree with him. We do the crappy jobs and "behind the scenes" cleaning that keep people safe and healthy (for the most part).

Monday, the big day. Convention hall was filled with over 3000 people. Table designated by states. Wisconsin was in the front row. If you ever saw a Jerry Lewis telethon where everyone sat at different levels with phones in front of them, well imagine that, but without the phones. Lots of wonderful, motivational speakers. Many committee introductions. Several postal commercials. Again, setting the groundwork for what was going to be coming on Wednesday and Thursday, when people were to vote on the different resolutions by craft.

Tuesday and Wednesday were more of the same and you could feel the energy in the room as people were trying to get their agendas passed. It seemed that the same handful of people were always getting up to speak. Thursday came and there seemed to be less and less people in attendance. I was happy to be done with that part of the trip. It seemed like it was just a "wish-list" of resolutions.

What did I learn from my 1st National Convention? It is not for the "weak-hearted" or the squeamish. I learned the APWU is a very powerful National Union that is going to help Starbucks and Amazon unionize. I learned that every bargaining unit full time postal employee is getting a \$1.20 COLA raise starting 8/27/2022. Would I do it again? In a heartbeat. Special shout out to Dave Kroll who got me through it.

I had Secretary Treasurer Quickbooks Beginners Training on Friday all day, and Saturday until 2 pm. I was able to "fist bump" APWU Mark Dimondstein and rub shoulders with Secretary Treasurer Liz Powell. Learned a few things that I didn't know from the same training from two years ago, but it was a good refresher. Hoping that the Advanced Quickbooks Training will be available in March 2023.

I would like to send out a special thanks to Union Steward David Sass and his wife Cassandra. They watched my Golden Doodle "Hunny" for the 9 nights that my girlfriend and I were gone. They took excellent care of her and sent me pictures everyday so that I knew she was safe and happy.

Our last union meeting was a Gallagher's Pizza at 2:30 on 3/25 and we had a nice time. Dave Kroll put on a T-shirt/sweatshirt presentation. I made a motion to get union stewards an additional \$120.00 a month, whether the steward attends the monthly union meeting or not. Union dues for full time members are \$30.41 per paycheck, so after the union stewards pay their dues, he/she is making \$2 a day additional to be a union steward. There was a lot of pizza and cookies left over. Kelly (prez) brought that back for the 3rd shift workers to enjoy.

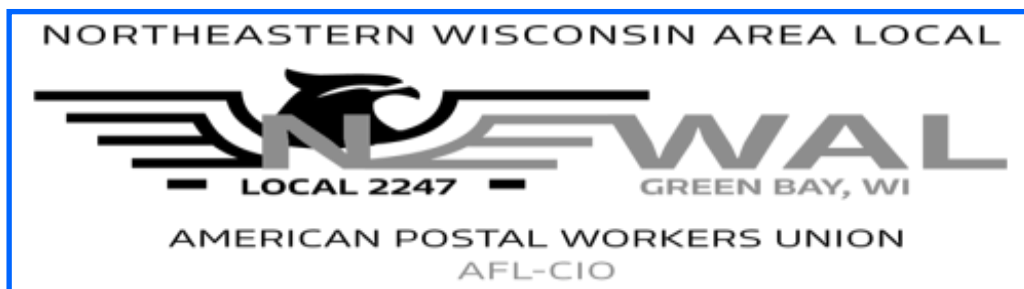
Now here is my update for the year for all members. We are in great shape financially. We are about \$30 thousand dollars about our checking account total from last year. The reason (COVID) is very simple. We cannot send anyone physically to training or seminars or conventions. Everything has had to be done virtually. Strong chance that there is no conventions or seminars unless virtual again this year. Kelly is pushing for a picnic and if we can do it within the CDC guidelines, then it could happen. We will keep you posted. (NO SEMINARS/NO TRAVEL/NO PICNIC EQUALS REDUCED EXPENSES).

What my job is like...Before I considered this position, I spoke with Robert (former Secretary Treasurer) and he said it was about a 15 hour a month job. Nothing you can't bust out on a couple of Sunday afternoons, was his response to me. I talked to Kelly about the job, and to his credit he said it was a thankless job, but a very essential and important job. Kelly asked if I really thought I was ready for it, and I told him that I had been an accountant for over 20 years. I told him that this was as ready as I was ever going to be to do it. The union voted to keep Robert on until the end of March 2020, and he was also to be paid an extra month while he trained me side by side...and then Covid hit in March 2020, and Robert was no longer interested in showing me the ropes.

My first year is coming to a close on March 31st, and my second year starts on April Fool's Day. I check the mail for the union each morning that there is new mail and distribute it to where it goes. We normally get a least two pieces of mail and sometime more if it is junk mail or advertisements. Not a week ever goes by without someone or some company asking for a donation. I even distribute the inter-office mail (mostly for Kelly). I pay the bills as they come due. I get to buy stamps and make sure the Bay Breeze has money in their postal account to send the bulletins out. I send payroll out to a CPA firm after the meeting. Checks are distributed on the first of the month. I will try to bring more financial reports to the next meeting to show what bills are paid and who is receiving paychecks. Not real exciting stuff, but I will try and make it as clear and transparent as I can. I am happy to say that Kelly and I signed the yearly forms at

You will see articles in the following Bay Breeze (not this edition) looking for an **Election Committee Chairman**. This is a **\$ PAYING GIG s** and you will need to be ready to roll by September. I can assist in your training. You will also see the new format for the TONY VAN Scholarship in the following edition. Please remember there are **THREE \$500 AWARDS**. Names will be drawn at the August picnic or at the September union meeting.

I enjoy what I do. The power and prestige are almost too much for my shy, introverted personality to handle, but I am working on being humble. It is a lot of phone calls, fact checking, driving, making appointments for union meetings, etc., but I don't know what I would do without it. It is always in the back of my mind. **I kept my promise on trying to get stewards paid.** It took a year, but it was something I thought was long overdue. Change is slow but we must change and adapt to survive. 2020 was the year of adjustment. Thanks for giving me the chance to be your treasurer. I am looking forward to seeing what this year as treasurer will bring.



I want to thank the membership for letting me go to the 26th Biennial National Convention.

It was a fantastic experience to see all NBAs, executive APWU leadership, leaders from other UNIONS, congresswomen (Brenda Lawrence), congresswomen (Alexandria Ocasio-Cortez), and the differences in big and small offices, states, etc.

On Monday, Tuesday and Wednesday, I had a chance to see all kinds of arrangements and vote on resolutions (wish list for the next contract)—one of my favorites is to be able to donate your sick leave (not just annual leave)!

Speakers from two states—founders of their respective Amazon unions—share the story of starting a union and what they had to go through throughout the process.

The speakers when describing trying to form a UNION described it as taking an enormous amount of time and effort because people are afraid, don't care and do not always see the benefits until the UNION is off the ground.

On Saturday and Sunday, we had a Maintenance Division Regional Breakout to review maintenance resolutions where we talked about new machines, line H, and training. It was a good learning experience and hopefully, we can send more people at once.

Thank you



MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL

#2247

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Wednesday, July 27th, 2022**Place:** Gallagher's

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

A quorum was declared with 17 members in attendance.

Kelly Heaney led the Pledge of Allegiance and gave the Invocation.

The following officers were present: President Kelly Heaney, Vice President Dave Kroll, Secretary/Treasurer Art Ciesielczyk, Recording Secretary Jenny Starry, Maintenance Craft Director Lance Bouyear, Bay Breeze Editor Bill Kabacinski and Clerk Craft Director Jenny Ewald.

Minutes of the June 2022 meeting were printed in the Bay Breeze.

A motion was made by Steve Paradise and seconded by Bill Kabacinski to accept the minutes. Motion passed.

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

Executive Committee: The e-board discussed NRLB charges for the ban of Kelly shirts, removal of president and denial of steward time. They also discussed purchasing shirts for stewards and officers, Tony Van scholarship winners, spending up to \$500 to buy a printer for Kelly at home, purchasing shirts for National Convention attendees, the next meeting and the picnic.**Labor/Management:** Items discussed were only 1 steward in union office at a time, denial of steward time, RFI's not being filled, out of office and maintenance people working on holidays, customer service jobs being reposted, labor/management minutes, PSE's reviews, annual leave bidding, fans, the PA system in the back, men's bathroom on the dock, CPR classes, step 1's and 2's not being met in customer service, MOS clerk, new employee training, long breaks, Kelly shirts, employee engagement, bringing someone in for conflict resolution, and no supervisor on Saturday night.**Grievance:** Denial of steward time grievance was won. Step 2 denial for DBCS staffing. 3 removal cases. A step 3 was won for improper job posting.**Safety/Health:** Ask for a copy of your accident report if you get hurt.**Legislative:** The Postal Reform Act of 2022 passed. People who retire starting in January of 2025 will be required to take Medicare when you are eligible.**OWCP:****Constitution:****New Members:****Lost Members:** Heidi Coutley, Carol Taylor**COMMUNICATIONS****UNFINISHED BUSINESS****NEW BUSINESS**

A motion was made by Dave Kroll and seconded by Lance Bouyear to spend up to \$500 to purchase a printer for Kelly to use at home. Motion passed.

A motion was made by Dave Kroll and seconded by Art Ciesielczyk to purchase polo shirts for the 3 National convention attendees. Motion passed.

OTHER BUSINESS**NEXT MEETING**A motion was made by Dave Kroll and seconded by Jesse Weber to have the next meeting on Tuesday, September 27th at 2:15 pm at Gallagher's. Motion passed.**ADJOURNMENT**

A motion was made by Dave Kroll and seconded by Brenda Ellenson to adjourn the meeting. Motion passed. Meeting was adjourned at 8:25 pm.

The \$10 door prize was won by Dave Kroll.

The t-shirt/beanie door prize winners were Albert Shamah and Steve Paradise.

The \$100 rolling jackpot winner was Amy Vanderbloemen. She was not present so it will be \$120 at the next meeting.

Attendees: See attached sign-in sheet.

Minutes submitted by Recording Secretary Jenny Starry.



Second COLA Increase Announced

In accordance with the 2021-2024 Collective Bargaining Agreement, career employees represented by the APWU will receive a \$1.18 per hour cost-of-living adjustment (COLA), effective August 27, 2022.

The increase is the result of a rise in the Consumer Price Index (CPI-W). It will appear in paychecks dated September 16, 2022 (Pay Period 19-2022). The value of the COLA for full-time employees in each step and grade will increase by \$2,455.00 annually, and the hourly rates for part-time employees will be adjusted accordingly.

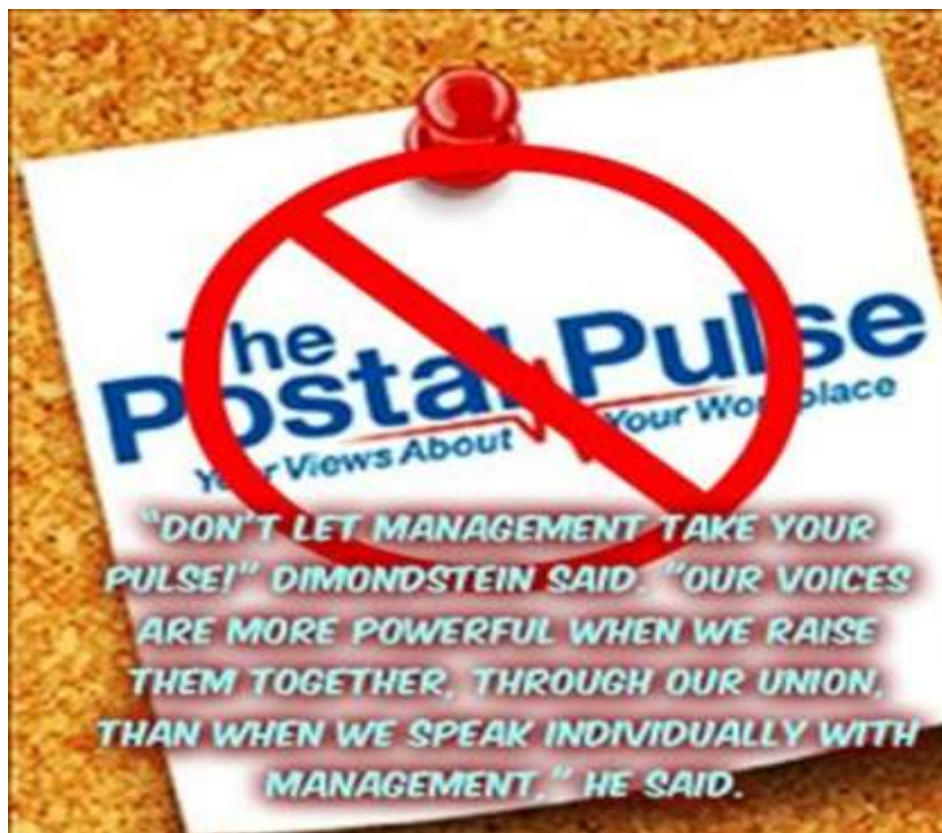
The COLAs are in addition to general wage increases. This is the second cost-of-living increase under the 2021 contract. The first, effective in February, amounted to \$0.63 per hour or \$1,310 annually. The COLAs received so far during the 2021-2024 National Agreement total \$3,765.00 this year.

In light of the fact that Postal Support Employees (PSEs) do not receive cost-of-living increases, they have received several additional increases beyond the general wage increases for all employees in the APWU bargaining unit under the 2021 contract.

Rising inflation underscores just how important the continuation of our negotiated Cost of Living Adjustment (COLA) is in our outstanding new union contract. The COLA is our best protection against inflation. Postal Workers are some of the few U.S. workers who receive COLA increases. Even in the postal world, we are the only postal union that has maintained full COLA in our union contract.

“At times of high inflation, our union-won COLA is invaluable to ourselves and our families,” said APWU President Mark Dimondstein. “It pays to be union! It’s always a struggle to keep these COLA provisions and every postal worker should be proud we fought hard and prevailed to keep full COLA in our latest contract.”

Unopened Postal Pulse Surveys are eligible for a prize. Turn in your surveys to any union steward and you will be included in a January drawing for two \$100 gift cards.



WHEN WORKERS UNITE



The Bay Breeze
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Green Bay, WI 54307-0323



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Union Meeting

Tuesday September 27th

Executive Board 1:45 pm

General Meeting 2:15

Gallagher's Pizza West

2655 W. Mason Street

Green Bay, WI 54303

Pizza, Soda & Cookies will be provided

\$10 Fleet Farm Gift Card Door Prize

\$120.00 Rolling Jackpot

2 Union Apparel Prizes