



AMERICAN POSTAL WORKERS UNION  
AFL-CIO

# THE BAY BREEZE



## Next Meeting:

Wed, May 24th

2:00 pm

## Gallagher's Pizza

2655 West Mason St.

Pizza, Soda, & Cookies  
will be provided

\$10 Fleet Farm Gift Card  
Door Prize

\$260.00 Rolling Jackpot

Hello union peeps, I'm here to vent a little so here goes. Management just sent the union a notice to revert 5 jobs because it doesn't fit their compliment model. 40 hours a day they want to eliminate while we keep mandating non vols and burning out our PSE's. Sick leave is a benefit earned through the union. By me saving my sick leave, it has allowed me to recover from many surgeries while still getting paid during my recovery. My advice, save your sick leave!

Information just came out for bargaining unit employees, that you can now carry over annual leave hours to 520. Little late notice if you ask me but it's now official.

Employees complain daily about the number of empty rows in vending machines. The vendor

uses "product disabled" as a method to sell their less desirable options. This is not the way to do business. Union members should treat each other on the floor the way you would like to be treated. If you don't like someone's demeanor or the way they dress, keep it to yourself.

Ok, that's it for now, get out and enjoy summer! Lots of jobs across the country are soon going to be shifting and more families getting excessed.

In solidarity,

Kelly



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	Clade Adkins
Maintenance Craft Director	Lance Bouyear

**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 (GME)**

**Tour 1**

Clerk Chief Steward	Jennifer Ewald
Clerk Alternate Steward	Kelly Heaney
Maintenance Chief Steward	Jesse Weber
Maintenance Alt Steward	Sam Fritz
Alternate Clerk Steward	Brian Conklin
	Christine Bouyear

**Tour 2**

Clerk Chief Steward	Sam Fritz Jenny E.
Clerk Alternate Steward	Ekaterina Bouyear, Kelly Heaney
Customer Service Maintenance Chief Steward	Sebastian Zeutzius
	Ekaterina Bouyear
Alternate Maint Steward	Molly Crevier
MVS Chief Steward	Clade Akins

**Tour 3**

Clerk Chief Steward	Sam Fritz
Clerk Alternate Steward	Kelly Heaney
	Christine Bouyear

Maintenance Chief Steward	Kelly Heaney
Alternate Maintenance Steward	Lance Bouyear

**VME**

Chief Steward	Clade Akins
Alternate Steward	Vacant

**AO Stations**

Clerk Chief Steward	Dave Sass
Clerk Alternate Steward	Mike Anderson

**DePere Post Office**

Clerk Chief Steward	Sheri Beauleau
Clerk Alternate Steward	Vacant

**All other AO's**

Clerk Chief Steward	Kelly Heaney
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**Are You Ready for Spring?** by Secretary Treasurer Arthur G. Ciesielczyk

Hello union brothers and union sisters.

I wanted to update everyone about some things that are coming soon.

### **Tony Van Scholarship**

I will be posting some things about the Tony Van Scholarship around the office in the coming days. The deadline for applications is the middle of July, so there is still plenty of time. The applications will be in this Bay Breeze and on the Union Bulletin Board in the breakroom.

### **Election Chairperson Notice**

It is that time again. I will be posting some things around the office about the Election Committee Chairperson. This is a lot of work, but it is a good way to get your feet wet if you want to get more involved in the union. The Chairperson is a **paying gig** and it's about 3 afternoons of work. Please feel free to ask me any questions that you may have. I had the opportunity to run an election and a re-run of an election a good number of years ago. I thought that I could post the election rules, but as an officer already, I must let the selected Election Chairperson do this.

### **T-Shirt & Sweatshirt Project**

This has been green lit by the union to the tune of up to \$6000. Thank you to all the people who submitted envelopes of money. I am working on getting everything processed and I hope to have some news about the status of the shirts/hoodies by the next union meeting.

### **Union Picnic**

The picnic is always the first Sunday in August. That means this year the picnic will be on Sunday, August 6<sup>th</sup>. No luck with the "Pig Roast" idea. Please let us know what you would like to eat. Please see Kelly if you would like to volunteer.

### **New Orleans**

I would like to thank the union membership for sending me to New Orleans for Advanced Quick Books training. This was my second trip to New Orleans. Four years ago, I was sent for Fiduciary Training as I was on the fast track to become an officer. The training went fast, and the days flew by. You get to see people from all walks of life at these trainings. I sat next to a Secretary Treasurer who worked for a state. There were

also union presidents taking this class. Training is important to learn more skills to do the job efficiently and correctly. The food and weather were great, and I did get to see a group of new officers sworn in. You could see the excitement and passion in their eyes. They are eager to serve. Union President Mark Dimondstein gave a speech by live video that said everything is on track for a big rest of 2023. Again, I am humbled by the trust and support that I have been given by NEWAL#2247. I want to express a "special thanks" to Union Steward David Sass (Cofrin) and his wife Cassandra for taking care of my fur babies while I was away. They do a great job with dogs and I would highly recommend you talk with Dave about any of your boarding needs.

### **Different Venue for Union Meetings (NEW)**

[A different venue has been suggested for union meetings. I am looking at a couple of old and a few new places that could work. I will bring the names of the places that could work to the next union meeting.](#)

Kelly would like the union meeting to be held somewhere close to work so that people can attend before or after work. The union meeting doesn't have to be at Gallagher's Pizza West. I want you to know that they do not charge us for the meeting room. It is just what we spend on food and drink. Sometimes people forget these are business meetings but that doesn't mean we can't enjoy them as well.

In closing, if any of these things excite you, please feel free to talk to me or Kelly or any of the other eBoard members (Jenny Starry, Jennifer Ewald, Lance Bouyear, Clade Adkins, and our fearless editor Bill Kabacinski). We are always looking for help in the union and welcome your ideas and suggestions.

I know that I have said and written this before, but **the number one rule of the treasurer is to remember, it is the member's money.** Please communicate with me and the eBoard how you would like some of the union treasury spent. You have a voice, and we would like to get your thoughts and opinions.

Yours In Solidarity,

Arthur G. Ciesielczyk


 The logo for APWU (Associated Professional Workers Union) is displayed in white, bold, sans-serif capital letters against a solid blue rectangular background.

## MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

**Date:** Sunday, March 19<sup>th</sup>, 2023

**Place:** Gallagher's.

President Kelly Heaney called the meeting to order at 6 pm.

A quorum was declared with 18 members in attendance.

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

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

Minutes of the February 2023 meeting were read by Kelly. A correction was made to the minutes to not give out union shirts and hats starting February 28<sup>th</sup>, 2023. A motion was made by Clade Adkins and seconded by Sue Pranke to accept the minutes as corrected. Motion passed.

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

**Executive Committee:** The e-board discussed paying the yearly charge for QuickBooks for Art, Art being trained to do the LM3 and 990 reports, not enough manual jobs at the plant. Kelly appointed Clade Adkins Motor Vehicle Craft Director.

**Labor/Management:** Hiring events, driveway repair/replacement, scanners for retail window, low cost needing more housekeeping, new fan for cancellers, vacant jobs in plant, back-up to fill RFI's.

**Grievance:** 3 Step 3 crossing craft grievances were filed and one for a clerk job not posted timely. A vending machine contract grievance, filling out maintenance route sheet, and adding a relief to a bid job grievance were filed. The no-lunch grievance was won. A grievance was won saying the plant manager must be investigated for harassing employees.

**Safety/Health:** There were 2 accidents reported.

**Legislative:**

**OWCP:** If you get hurt, management fills out forms, make sure all the forms say workman's comp. The first three days are your own leave.

**Constitution:**

**New Members:** Starr McAllister, Jordyn Prilepp, Breanna Meeks, Venus Pritchett, Russell Treadway, Kristian Nelson, Alan Sawyer, Cale Williams, Ali Rage

**Lost Members:** Tim Teetzen

### COMMUNICATIONS

There is a federal benefits & retirement webinar on Sunday, April 2<sup>nd</sup> at 1pm. FederalWorkshops.com

### UNFINISHED BUSINESS

The ordering of more t-shirts and sweatshirts was discussed. It will be decided at the next meeting.

### NEW BUSINESS

A motion was made by Clade Adkins and seconded by Jesse Weber to pay \$579.20 for QuickBooks for the year. Motion passed.

### OTHER BUSINESS

The Picnic is at 4 Seasons Park on Sunday, August 6<sup>th</sup>. Clocking in on scanners and customers out of control at the window were discussed.

### NEXT MEETING

A motion was made by Clade Adkins and seconded by Pam Krause to have the next meeting on Sunday, April 16<sup>th</sup> at 11:30 am at Gallagher's. Motion passed.

### ADJOURNMENT

A motion was made by Pam Krause and seconded by Clade Adkins to adjourn the meeting. The meeting was adjourned at 7:20 pm. Motion passed.

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

The \$220 rolling jackpot winner was Jacqueline Zielinski. She was not present so it will be \$240 at the next meeting.

Attendees: See attached sign-in sheet.

Minutes submitted by Recording Secretary Jenny Starry.



## MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

**Date:** Sunday, April 16<sup>th</sup> 2023

**Place:** Gallagher's.

President Kelly Heaney called the meeting to order at 11:30 am.

A quorum was declared with 17 members in attendance.

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

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

Minutes of the March 2023 meeting were read by Kelly. A motion was made by Art Ciesielczyk and seconded by Pam Krause to accept the minutes. Motion passed.

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

**Executive Committee:** The e-board discussed Take Action for Dignity & Respect at Work Day on April 28<sup>th</sup>, creating another MOS clerk job, annual leave carry-over is 440 hrs, OT on off-day, addendum to LMOU to remove people from ODL for turning down OT.

**Labor/Management:** Area for nursing mothers, chairs in the breakroom, taking junk home has to be approved by supervisor, potholes, pars mail being sent to Wausau, vending machine refunds, 1260's from tour 1 supervisors for moving mail, salad bar being unmanned, 1723's for details, management from GMF and Cofrin meeting to talk about OT, green bags for registers, training expeditors, PSE's and transfers, air conditioning unit above cancellers, AL carryover is 440 hours, asbestos patch job, and another BRM clerk. Management brought up daily OT sign-up, addendum to remove people from ODL for refusing OT and bringing lunches back.

**Grievance:** 11<sup>th</sup> and 12<sup>th</sup> step 3 for non-compliance, a second step 3 for another MOS clerk, step 3's for transfers, Kelly Page's job, crossing crafts, and 2 for DBCS staffing were all sent out. 2 maintenance clerks each paid \$1000, Kelly got paid for his union time while he was off, and grievances won on people's seniority.

**Safety/Health:** Asbestos under the floor tiles was discussed.

**Legislative:** The Postal Service restructuring plan was discussed.

**OWCP:** If you're off for over 2 weeks, the first 3 days are your own leave.

**Constitution:**

**New Members:** Cheryl O'Connor, Katherine Fulwiler, Susan Ruatti, Karla Kotar, Zachary Harrison

**Lost Members:** Lindsey Curtis

### COMMUNICATIONS

#### UNFINISHED BUSINESS

A motion was made by Jesse Weber and seconded Sue Pranke to spend up to \$6000 for t-shirts and sweatshirts for new members. Motion passed.

New members get a t-shirt when they join the union and a sweatshirt after 6 months.

#### NEW BUSINESS

#### OTHER BUSINESS

Cameras at Hansen Rd. and Downtown were discussed. Art did the LM3 report and he will be doing the 990 report. Clade Adkins was sworn in as Motor Vehicle Craft Director.

#### NEXT MEETING

A motion was made by Emily Piontek and seconded by Sue Pranke to have the next meeting on Wednesday, May 24<sup>th</sup> at 2 pm at Gallagher's. Motion passed.

#### ADJOURNMENT

A motion was made by Sue Pranke and seconded by Randy Seager to adjourn the meeting. Motion passed. The meeting was adjourned at 1:20 pm.

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

The \$240 rolling jackpot winner was Teresa DeGroot. She 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.

**Unopened Postal Pulse Surveys are eligible for a prize. Turn in your surveys to any union steward and you will be included in a drawing for a gift card.**

## ***Stop The Spread of The Attitude Virus!***

Long before the coronavirus began to spread throughout the world, another dangerous virus was spreading at post offices across America. We'll call it the Attitude Virus. The Attitude Virus doesn't affect your breathing or put you in the hospital. It comes after your job. And you can spread it to your coworkers without even realizing that you're already infected.

What are the symptoms? It starts with dissatisfaction. Do you find yourself thinking that the way management treats you and your coworkers unacceptable? You're not happy about the disrespect and their lack of concern for you. You know the supervisors are so focused on the numbers in the computer that they can't seem to understand how their short-sighted decisions to meet made-up goals are to the detriment of the people who know how the job actually gets done.

The next stage in getting sick may be the most dangerous of all: complacency. You start to have thoughts like "If nobody else cares, why should I?" You stop focusing on what needs to be done because the next person can deal with it. You perceive the mail as an obstacle to be avoided rather than the entire reason the post office pays you. And after years of management being nasty and rude to you, you start to have that attitude towards others.

The last stage is the lethal one, and we often don't see it coming until it's too late. After slowly building up in subtle ways, you think you're immune to getting sick. You might now have paid attention, but management has been watching and waiting for an opportunity to strike. All the times you weren't paying attention at the window has led to a letter of demand for your drawer being out of tolerance. The progressive discipline for your attendance has built up to a notice of removal. The bitter comment you made because you were having a bad day is perceived as a "threat" and you get emergency placed.

Even worse, the powers that be at L'Enfant Plaza have a plan to use the Attitude Virus to their advantage. Postmaster General Dejoy has made it clear that he wants to close post offices, consolidate facilities, and eliminate 50,000 clerk jobs by forced attrition. Your local supervisors are being told to get employees in an effort to encourage them to retire or resign. They're also targeting individuals infected with the Attitude Virus and using sinister methods to get rid of them too.

Those of us who witnessed the consolidation efforts made after the Great Recession may see where this is heading. Dejoy will claim that in addition to inefficient bureaucracy and outdated work methods, so many postal workers have the Attitude Virus that the only solution is to close down and start over with contractors. It's already happening with the new Surface Transfer Centers, which have postal management and non-union contractors doing what should be our jobs. Sort and Delivery Centers are being built as we speak, and as stations consolidate into them, clerk jobs will disappear. Dejoy's ten-year plan spells out that he wants to close processing plants and relocate to new Regional Distribution Centers. Who will work there?

Unlike coronavirus, the Attitude Virus doesn't have a vaccine that will protect you from getting sick. It's up to all of us to do the right thing. When coronavirus was new, we were supposed to stay home and wear masks to protect not only ourselves, but everyone around us. We need to keep the same perspective on the job. Do the right thing and look out for one another. Fight back against the Attitude Virus. The job you save may be your own.

(Peter Boyer. Source: The Union Mail)

**APWU**

OUR UNION NEWS AND EVENTS WHAT WE STAND FOR

Starting April 25 through May 26, 2023, the USPS is pushing its annual Postal Pulse Survey. The APWU leadership urges you to not let the Postal Service take your Pulse! APWU is set to begin contract negotiations with the Postal Service in 2024. In the past, management has used surveys as a weapon against us in negotiations, while not producing any real positive change for employees at the Postal Service.

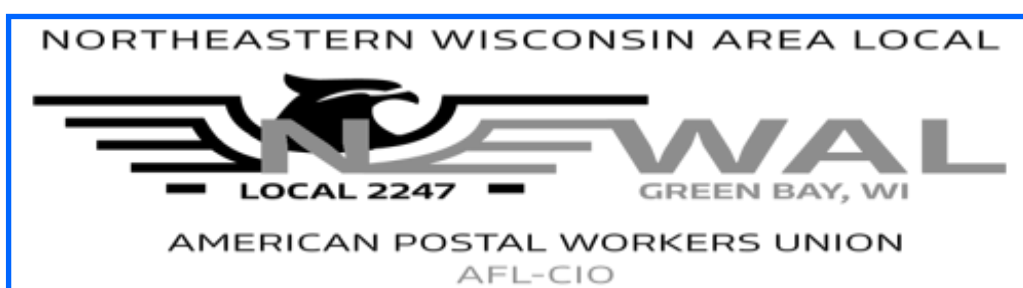
The survey will arrive in mailboxes and via email, sent by Gallup. Nowhere in this survey is there a disclaimer that it is voluntary. Regardless of pressure from supervisors or managers, letter correspondence, excessive emails, or other tactics, employees are not required to participate in this survey. APWU urges you to not participate in the Postal Pulse.

We have a negotiated grievance process, a negotiated labor-management cooperation process and national negotiations to address workplace issues. As we address the toxic work environment at the USPS, it is more important than ever that we deny management an opportunity to present an inaccurate picture of the state of our workplaces.

On April 28, we kicked off our public campaign to bring awareness to the unsafe and toxic workplaces that our members face, and demand postal management to be held accountable. The membership has mobilized nationwide to demand dignity and respect, and continues to take solidarity actions such as recording a video, wearing a sticker, or taking APWU's clearly marked workplace environment survey – look out for the union logo. For more information, visit [apwu.org/respect](http://apwu.org/respect).

Stay united, and don't be fooled by management's tricks created to divide us. Over years of struggle, we've won a negotiated grievance process, a labor-management cooperation process and national negotiations to address workplace issues. These are the proper channels for management to seek input from postal workers, not a management survey put together without any input from the APWU or the other postal unions.

Ditch management's Postal Pulse!!



The Bay Breeze  
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Green Bay, WI 54307-0323



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**Union Meeting**

**Wednesday May 24th, 2023**

Executive Board 1 :30 pm

**General Meeting 2:00**

**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**

**\$260.00 Rolling Jackpot**