NORTHEASTERN WISCONSIN AREA LOCAL

NEWAL

LOCAL 2247 GREEN BAY, WI

AMERICAN POSTAL WORKERS UNION

AFL-CIO

Volume 69/Issue 5
September/October 2023

THE BAY BREEZE

Greetings my union peeps!! Thank you for sending me to the National Presidents conference in Las Vegas from Sept 30 to October 1, 2023. There were 33 agenda issues that locals had issues with. We also elected new chair and vice chair personnel that run the conference. Among the topics discussed were DRAC issues, which include situations to where management keeps employees out of work, questions on religious discrimination, hazmat handling issues, and window training. Also discussed were drivers that are entering postal facilities with no identification, certified letters being run through automation, passports, punching in with scanners, discipline, and letter of demand issues. Why are all these and others issues important? Because they have a direct influence on the future of the post office and its success. Excessing jobs are starting to happen and employees wishing to transfer out to other facilities will find it more difficult. If you are planning to do e-reassign it is in your best interest not to have any discipline or attendance issues. What is going to happen to Green Bay is anyone's guess. I am not going to start rumors, but the NEWAL area local will deal with changes as they come. I, as president of this union, question the behavior of hostile and abusive supervisors and to see if this is an isolated situation. If you read the postal worker magazine you can see that this is a nationwide program only getting worse.

Changing principal area assignments on a job once it goes to e-reassign, tends to be a local HR problem in Milwaukee, go figure. APWU National President (Mark Dimondstein) gave a speech and eerily drew comparisons from the past to what is happening on the political stage if certain leaders get elected. I have always said that the ultra-rich want a race war, so the inevitable class war begins. The President conference tends to have a bigger voice that national officers listen to, rather than the national conventions and/or training seminars. What is often difficult for Presidents of locals losing employees due to excessing and the delay in transfers, is that often, the employee that is lost is not welcomed to the new place they are excessed into because they take their seniority with them if being forced to. So now you have an employee who didn't want to go to another facility in the first place and is now being treated poorly at the new facility because they may have more seniority than others for bidding rights. Please, if you transfer somewhere lay low for a while and appreciate the ability to transfer. If you ever get excessed, these are very stressful times and make it known to the new facility that you were forced to go to keep your job.

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

Next Meeting:

Wed, November 15th

7:00 pm

Gallagher's Pizza

2655 West Mason St.

Pizza, Soda, & Cookies will be provided

$10 Fleet Farm Gift Card Door Prize

Meijer Turkey Gift Care Raffle

$360.00 Rolling Jackpot

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 (GMF)

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	Sebastian Zeutzius
Maintenance Chief Steward	Ekaterina Bouyear
Alternate Maint Steward	Molly Crevier
MVS Chief Steward	Clade Adkins

Tour 3

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

VMF

Chief Steward	Clade Adkins
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

Explain to them what a hardship it is for you and your family. If someone transfers into our facility welcome them with open arms. We are all postal brothers and sisters.

Now for the passport training, the union national leaders are urging all window clerks to try and learn passports for job security. As you may know the postal service is attacking all jobs and this local needs to fight reversion whenever possible. There is a lot of competition for other companies to process passports, let's try to keep this work with the service. I attended the all-craft conference that immediately followed the National President's conference, and I went to the maintenance break out, PSE issues, clerk break out and regional local break out for maintenance. I am very proud to say that I take training that the union pays me to go to **seriously** and I always attend every training class. I talked privately with national officers about some of the members not getting to be able to check their lite blue for payroll and other uses. I was told by industrial relations director, Charlie Cash that the problem stems from the fact that since there was a breach in security that once you get access from a USPS computer only check lite blue from there and vice versa. If you access lite blue from your phone, then only access lite blue from your phone. There are too many hackers out there these days and when your lite blue access through a USPS computer can be linked to your phone when going onto lite blue, this presents a back doorway for hackers to get on the USPS network. If you are having difficulties, please let me know and I could forward those concerns through email. Unfortunately, Cash also said that when you open an IT ticket on the subject, HRSCC must be notified. Well, we know what a pain in the a** that is trying to get a live person on the phone.

I took a class on PSE issues to try and keep learning new ways to help my peeps in the plant and A.O. offices, as well as PTF issues related to PSE hours. Remember, if you are a PTF willing to be a hub clerk and go to different offices, please let me know if you are not getting 40 hours a week or close to it because it some facilities you should be used before PSE's.

Other issues this union discussed while I was down there, is the unfair labor board charges this union must file to keep management accountable for their actions. General clerk session was a lot of national leaders and NBA's regional coordinators speaking about their roles and the vision for the union going forward. The bad thing is that I heard this speech at the NPC, and regional maintenance break out. Resolutions were passed out for wish lists on future contractual language and hopefully Jennifer Ewald will talk about these issues and how they were voted.

Maintenance, regional and national breakout talked about NCED training and the per diem that we get advanced. They know the per diem comes up $5.00 short, if you have 3 meals a day, but this was a start to employees that want other options. NCED used to have decent food for the inconvenience of going to training while leaving your family behind, but now the quality of food has greatly diminished. There was the issue brought up about hearing MM's going to school for a system class and trying to say that is a qualifier and the national opinion is that this is a voluntary class only and that management would not be able to discipline a MM or MPE by trying to use a systems class as a qualifier. Also discussed were all the new machines being deployed like the HOPS (High Output Package Sorter) which sorts 8,000 packages an hour. It reads all 6 sides of a package and requires minimal staffing. The SDUS, which we have in Appleton, is being serviced by the maintenance department from Green Bay. Also discussed was that in some places they are trying to say that a clerk who bids on those should do most of the maintenance work on this machine, the maintenance department disagrees. Maintenance capable offices were also discussed.

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APWU

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Wednesday, September 20th, 2023

Place: Gallagher's

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

A quorum was declared with 28 members in attendance.

Kelly Heaney led the Pledge of Allegiance and Steve Paradise 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.

Minutes of the July 2023 meeting were printed in the Bay Breeze. A motion was made by Bill Kabacinski and seconded by Jenny Ewald to accept the minutes. Motion passed.

The financial reports for July and August were read by Secretary/Treasurer Art Ciesielczyk.

Executive Committee: A motion was made by Bill Kabacinski and seconded by Jenny Ewald to allow Pam Krause, the election Chairperson into the e-board meeting. Motion passed. Items discussed were gift cards for retirees, the election, toxic work environment in Postal Worker magazine, leadership conference, and the service talk about not having back packs or large purses etc. on the work room floor.

Labor/Management: Items discussed were transfers, CPR classes scheduled for November, train the trainer coursed scheduled in November, training logs, emergency when no supervisor there, how to handle loose money and valuables, how supervisors evaluate employees, who is step 2 certified, clerks being displaced, schedule changes and 1723's, day off overtime is citywide and before and after tour is just in office, no one picking mail off salad bar, CFS mail, CSR Supervisor not sending reports to union, AL board not updated, and bars on dock plates.

Grievance: A grievance of non-odl being mandated was withdrawn. A step 3 was filed to get rid of the vending guy, a step 3 was filed on sub-contracting cleaning at Cofrin, grievances filed on clerks doing custodian work, denial of steward time. Grievances are being filed on clerk jobs being reverted. They are disciplining on late clicks.

Safety/Health: If you get hurt, tell a supervisor and a co-worker, and fill out an accident report.

OWCP: You must take papers to your doctor and make sure everything is filled out.

New Members: Mari McKay, Michealangelo Montero, Shirley Foxx, and Tracy Depner.

Lost Members: Vickie Bickel

NEW BUSINESS

Kelly turned the floor over to the Election Committee Chairperson Pam Krause for nominations.

For the position of President: Kelly Heaney was nominated.

For the position of Vice-President: Jenny Ewald was nominated.

For the position of Secretary Treasurer: Art Ciesielczyk, Molly Crevier and Ekaterina Bouyear were nominated. Ekaterina Bouyear declined.

For the position of Recording Secretary: Jenny Starry, Emily Ewald and Jesse Weber were nominated.

For the position of Editor: Bill Kabacinski was nominated.

For the position of Clerk Craft Director: David Sass, Christine Bouyear and Sebastian Zeutzius were nominated.

For the position of Motor Vehicle Craft Director: Clade Adkins was nominated.

For the office of Maintenance Craft Director: Sam Fritz, Lance Bouyear and Jesse Weber were nominated.

For the National Convention: Jenny Ewald, Sam Fritz, Clade Adkins, David Sass, Jesse Weber, Sebastian Zeutzius, Lance Bouyear, and Ken Smithwilds were nominated.

For the State Convention: Sebastian Zeutzius, Steve Paradise, Mike Anderson, Emily Ewald, Jenny Ewald, Jesse Weber, Ken Smithwilds, Clade Adkins, Sam Fritz, and David Sass were nominated.

(Continued on page 5)

Something not discussed, but worth mentioning to all union members, is that management is now going after employees that show up late to work. If you are running behind, please call ahead and let management know you are going to be late. Pull over to be safe. When arriving at work, punch in and ask for a 3189 or change of schedule from your normal starting time. Make note of how many clicks you are late, then stay after to make it an 8- hour day. You can also ask for and maybe sign a 3971 asking for that missed time to be annual leave or LWOP pay. A 3971 asking for sick leave would probably only be granted if you are running late from a medical appointment, which you probably should have told management ahead of time to have it as scheduled sick leave. If you are going to miss time due to doctors' visits, let management know this should be for scheduled sick leave and the same goes for surgery. Finally, fill out your own 3971's when returning to work. If you are seeking FMLA, call-in under FMLA and a packet will be sent to your house. That packet needs to be completed by both you and a doctor. If no one in management has made you aware of FMLA or attendance guidelines, then in your day in court make them aware that you are not aware of the attendance policy. Everyone knows that poor management leads to poor morale and higher stress which leads to more sick leave. Well, everyone should know this, especially the management in Green Bay.

Yours in solidarity,

Kelly

One ballot will be cast on the day the ballots are counted for anyone that is unopposed.

Clade Adkins and Jesse Weber talked about the backpay class and the form 50 class they went to at the Akey Seminar and they thanked the membership for sending them.

A motion was made by Jenny Ewald and seconded by Jesse Weber that we give Vickie Bickel a $100 gift card for retiring. Motion passed.

The E-board has made Jenny Ewald Vice -President effective immediately.

A motion was made by Art Ciesielczyk and seconded by Steve Paradise to spend up to $2000 to get more sizes of t-shirts and sweatshirts for new members. A motion was made by Jenny Ewald and seconded by Bill Kabacinski to table the motion. Motion passed.

OTHER BUSINESS

The policy about Personal belongings on the workroom floor from 2005 was read. Backpacks, large purses, overside coats and other personal containers are not permitted on the workroom floor.

A suggestion was made to make a day that everyone wears their union shirts.

NEXT MEETING

A motion was made by Steve Paradise and seconded by Lisa Nierman to have the next meeting on Sunday, October 15th at 4 pm at Gallagher's. Motion passed.

ADJOURNMENT

A motion was made by Pam Krause and seconded by Lisa Nierman to adjourn the meeting. Motion passed. The meeting was adjourned at 8:55 pm.

The $10 door prize was won by Lance Bouyear.

The $320 rolling jackpot winner was Sharon Foxx. She was not present so it will be $340 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, October 15th, 2023

Place: Gallagher's

President Kelly Heaney called the meeting to order at 4 pm.

A quorum was declared with 22 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 Jenny Ewald, Secretary/Treasurer Art Ciesielczyk, Recording Secretary Jenny Starry, and Maintenance Craft Director Lance Bouyear. Motor Vehicle Craft Director Clade Adkins and Bay Breeze Editor Bill Kabacinski were excused.

Minutes of the September 2023 meeting were read by Kelly. A motion was made by Steve Paradise and seconded by Sue Pranke to accept the minutes. Motion passed.

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

Executive Committee: The e-board talked about the bill we received from the labor temple to belong to the AFL-CIO and the ordering of more shirts.

Labor/Management: Items discussed were supervisors sharing private info with employees, AL board not being updated, who is training new employees, supervisors lack of engagement in de-escalating conflicts on the floor, running manual and loop mail on machines, getting better lighting in the carrier section, tour 3 overtime list not being rotated properly, if workforce improvement team could provide cards to nominate clerks if they do good work then put them in for drawings for postal merchandise, start times being moved 55 minutes later in the plant in mid-November, management making it hard for stewards to work in the union hole off the clock.

Grievance: Grievances were filed for reversions of jobs, 1 for emergency placement, 1 for a removal, a step 3 to remove the vending guy and crossing craft grievances.

Safety/Health: If you give your completed FMLA paperwork to a supervisor to turn in, make sure you make a copy of it. To request FMLA, you can get a packet from the union or choose FMLA when you call in and one will be mailed to you. You have 15 days to complete it.

Legislative: CSRS retirement was discussed.

Lost Members: Trevor Kroening, Jade Franzen, and Kenya Harris.

UNFINISHED BUSINESS

A motion was made by Art Ciesielczyk and seconded by Jenny Ewald to bring back up the motion to spend up to $2000 to get more t-shirts and sweatshirts for new members. Motion was defeated.

NEW BUSINESS

A motion was made by Art Ciesielczyk and seconded by Sue Pranke to pay a past due amount of $1686 to the Greater Green Bay Labor Council. A motion was made by Steve Paradise and seconded by Pam Krause to table this motion. Motion passed to table.

A motion was made by Art Ciesielczyk and seconded by Katya Bouyear to buy 15 $20 Meijer gift cards and also give some $10 gift cards that we already have purchased to give out at the next meeting. Motion passed.

OTHER BUSINESS

The union stewards do not give out information about someone's picture that is posted.

Ask a supervisor to talk to a union steward if you need to talk to one.

Start times are changing by 55 minutes.

Election ballots will be mailed out on November 1st and will be due on November 27th. If you were nominated, you can send letters out to the membership at your cost if you want. Pam will provide the addresses.

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2023 All Craft Conference, Las Vegas NV

Hello Union Brothers and Sisters!

I would like to start this report by thanking you all for allowing me to attend this year's All Craft Conference in Las Vegas, NV. It was 4 full days of seminars and craft conferences designed to help me as a union representative better support you all as a union. This was the first time that I have ever been to a national conference, and I have to say that it was aww inspiring to see the strength of this Union when members from all over the United States come together in one room.

The classes that I took over the 4 days really revolved around job reversions, excessing, taking back work hours, and some small office issues. A lot of this has already come in handy with the volume of job reversions that we have been seeing, in Green Bay P&DC. I learned a lot of good arguments to look for when fighting for the jobs that are being reverted, and hopefully this all helps in getting those jobs reposted, PSE's converted and our mandated overtime back to where it used to be, minimal.

There was also a push during the conference to do better at getting you all involved! This is **your** union and any help in any way can help a lot. This can be as little as writing down violations when you see them; coming to union meetings and weighing in on issues affecting our local; getting more comfortable with your union brothers and sisters, or even seeing how you can get involved as a steward. It's all up to you. But the biggest step you can take is talking to management when they are violating the contract, and self-advocating. We were told that we need to be in this for the long haul. All through the conference, it was strongly reinforced into me that we need to stand up now, for our work hours, for our jobs, and for our futures. Looking at the seniority list right now there are 60 people who have only been here for less than 3 years. It was said at the conference that we're in year 3 of Dejoy's 10-year plan and, although slow moving, things will be changing. Plants are opening and closing, operations are becoming more efficient, and it's hard to see what the future of the Post Office will look like. That is why it's important for us to fight for the hours, benefits, and rights that we have now so that this place will be a great place to work when some of those over 60 are ready to retire.

I might be a little jazzed coming back from that Conference, but I feel like we can do it and I am genuinely excited to see what this place will look like in 30 years.

Your Sister,

Jennifer Ewald

NEXT MEETING

A motion was made by Steve Paradise and seconded by Albert Shamah to have the next meeting on Wednesday, November 15th at 7 pm at Gallagher's. Motion passed.

ADJOURNMENT

A motion was made by Steve Paradise and seconded by Sebastian Zeutzius to adjourn the meeting. Motion passed. The meeting was adjourned at 5:15 pm.

The $10 door prize was won by Steve Paradise.

The $340 rolling jackpot winner was Beth Bockhop. She was not present so it will be $360 at the next meeting.

Minutes submitted by Recording Secretary Jenny Starry.

NEWAL 2023 NOMINATIONS

During the September 20th, 2023, meeting for NEWAL 2247 nominations were taken for the upcoming election for official and for state and national convention delegates.

The following candidates were nominated:

President – Kelly Heaney

Executive Vice President – Jennifer Ewald

Bay Breeze Editor – Bill Kabacinski

Motor Vehicle Craft Director – Clade Adkins

The following positions have more than one nomination and this will be decided by vote:

Secretary Treasurer – Arthur Ciesielczyk and Molly Crevier

Recording Secretary – Emily Ewald and Jesse Weber

Clerk Craft Director – David Sass and Sebastian Zeutzuis

Maintenance/Custodial Craft Director – Lance Bouyear and Samantha Fritz

National Convention

The President and **2** elected officials will attend convention.

Clade Adkins

Lance Bouyear

Jennifer Ewald

Samantha Fritz

David Sass

Sebastian Zeutzius

Kenneth Smith-Wilds

(Continued on page 9)

State Convention

The number of attendees will be determined later and based on most votes.

Mike Anderson

Clade Adkins

Emily Ewald

Jennifer Ewald

Samantha Fritz

Steve Paradise

David Sass

Jesse Weber

Sebastian Zeutzius

Ken Smith-Wilds

Ballots will go out November 1st, 2023, and are due no later than 8:00 am on November 27th, 2023.

(Monday after Thanksgiving). Your vote matters!!

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

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Last Union Meeting of 2023

Wednesday November 15th, 2023

Executive Board 6 :30 pm

General Meeting 7:00 pm

Gallagher's Pizza West

2655 W. Mason Street

Green Bay, WI 54303

Dinner and Refreshments

$10 Fleet Farm Gift Card Door Prize

Meijer Turkey Gift Card Raffle

$360.00 Rolling Jackpot