

NORTHEASTERN WISCONSIN AREA LOCAL



AMERICAN POSTAL WORKERS UNION
AFL-CIO

Volume 70/Issue 5
September/October 2024

THE BAY BREEZE



Next Meeting:

Wed, November, 20th

8:00 am

Denny's

2894 S. Oneida St.

Green Bay, WI 54304

Food & Refreshments

\$20 Gift Card Door Prize

For All That Attend

Happy Thanksgiving!!

\$160.00 Rolling Jackpot

Greetings all. Presidential elections are right around the corner so be sure to get your vote in. I would like to thank Charlie Cash, Amy Puhalski, Todd Elkerton, and Curtis Walker for the second meeting with the plant manager and labor representatives. I won't go into details about the meeting but hope for a positive change and outcome for Green Bay P&DC. Employees are being told to run machines by themselves again. Follow the order but ask to see a union steward. Ask to see a steward every 30 minutes until you get to see a steward. It is ironic that we keep reverting clerk jobs but then management is doing our work. What is the emergency that the maintenance craft and management have to do clerk work? How many more jobs need to be eliminated so that the proper staffing of 2 employees per machine can be scheduled? If you are told to run a machine by yourself, run for 30 minutes, log out, sweep the machine and then go back. What happens when an employee runs to clear a full bin and gets hurt? More short

staffing. On a side note, I finally found a job working 3rd shift. The pay is not even close to what I would like, but it is a job for now. If people don't believe there is hiring discrimination after 55 or if you disclose that you are union affiliated, then I am here to tell you that discrimination is alive and well in this country and it's a total shame. To all the employees that support me and believe in me, thank you! The union needs more employees to step up and become stewards. Talk to a steward if you are interested, it is a compensated position. Remember if our union folds and gets absorbed by the state the representation won't be the same. Just ask the mail handlers how this is going. The new contract may be in late February or March of 2025, but we will see. Take care of yourselves over the holidays.

In solidarity,

Kelly



President	Kelly Heaney
Vice President	Jennifer Ewald
Secretary/Treasurer	Molly Crevier
Recording Secretary	Emily Ewald
Editor	Bill Kabacinski
Clerk Craft Director	Sebastian Zeutzius
Motor Vehicle Craft Director	Clade Adkins
Maintenance Craft Director	Samantha Fritz

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	Jenny Ewald
Clerk Alternate Steward	Kelly Heaney
Maintenance Chief Steward	Jesse Weber
<u>Maintenance Alt Steward</u>	Sam Fritz, Kelly Heaney, Lance Bouyear, Jesse Weber

Alternate Clerk Steward Sam Fritz, Kelly Heaney, Christine Bouyear, Brian Conklin

Emily Ewald, Sebastian Zeutzius

Tour 2

Clerk Steward	Sam Fritz
<u>Clerk Alternate Steward</u>	Kelly Heaney, Jennifer Ewald, Christine Bouyear, Emily Ewald

Customer Service	Sebastian Zeutzius
Maintenance Chief Steward	Ekaterina Bouyear

Alternate Maint Steward Sam Fritz, Kelly Heaney, Frank Sleik, Lance Bouyear

MVS Chief Steward Clade Adkins

Tour 3

Clerk Chief Steward	Christine Bouyear
<u>Clerk Alternate Steward</u>	Kelly Heaney, Jenny Ewald, Sam Fritz, Emily Ewald, Sebastian Z.

Maintenance Craft Director Sam Fritz

Maintenance Chief Steward	Kelly Heaney
Alternate Maintenance Steward	Kelly Heaney, Lance Bouyear

MVS-VMF

Chief Steward	Clade Adkins
Alternate Steward	Vacant

Cofrin, Hansen, Downtown

Clerk Chief Steward	Dave Sass
Clerk Alternate Steward	Mike Anderson, Kelly Heaney, Jennifer Ewald, Sebastian Zeutzius

DePere Post Office

Clerk Chief Steward	Sheri Beauleau
---------------------	----------------

Date: Wednesday, September 18th, 2024

Place: Gallaghers

President Kelly Heaney called the meeting to order at 2:34pm.

A quorum was declared with 20 members in attendance.

Kelly led the Pledge of Allegiance and Sue Pranke gave the Invocation.

The following officers were present: President Kelly Heaney, Vice-President Jenny Ewald, Clerk Craft Director Sebastian Zeutzus, Maintenance Craft Director Samantha Fritz, Motor Vehicle Craft Director Clade Adkins, Secretary/Treasurer Molly Crevier, Recording Secretary Emily Ewald, and Bay Breeze Editor Bill Kabacinski.

Minutes of the July 2024 meeting were printed in the Bay Breeze. A motion was made by Jenny Ewald and seconded by Clade Adkins to accept the minutes. Motion passed.

The financial report for August was read by Secretary/Treasurer Molly Crevier.

Executive Committee: The e-board talked about the Fall seminar and if we want to send any officers or stewards there, did not find it necessary because Emily Ewald is being sent to the health care seminar in October. Some of the health care changes depend on the contract negotiation that is still going on.

Labor/Management: Labor management meeting was canceled.

Grievance: Step 3 grievance on Kelly's removal case, step 3 grievance for AO's full-time hours for PTF's, settlement on discipline case, and step 3 grievance for job reversions.

Safety/Health: Tiles were replaced in some areas around the plant, concerns about the individual should be asbestos qualified to replace the tile/seal it.

Legislative: Kelly Heaney read the bills that the APWU support: Social Security Fairness Act: Repeals the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) to end earned benefit reductions for Civil Service Retirement System (SCRS) retirees who have qualified for Social Security, and their spouses. Federal Retirement Fairness Act: Allows temporary postal and federal employees who are promoted to career positions the option of "buying back" their time as a non-career employee to use toward their retirement. Vote at Home Act: requires that every registered voter in the nation automatically receive their ballot via USPS with prepaid postage. Protecting the Right to Organize: Makes it easier to join unions, helps end anti-union "right-to-work" laws,

and increases worker protections. Equal COLA Act: Ends the disparity in COLAs for CSRS and FERS retirees. Freedom to Vote Act: Expands voting rights by mandating early voting, automatic voter registration, no-excuse tracked vote-by-mail, and more. USPS Shipping Equity Act: Fully removes the current prohibition on the Postal Service from shipping beer, alcohol, and wine direct to consumers, allowing USPS to compete with private carriers in this sector. Social Security Expansion Act: Increases benefits by \$200/month, raises COLAs, brings back student benefits, and lifts the cap on Social Security taxes so that the rich will begin to pay their fair share. People Over Pentagon Act: Reduces the amount of funding the Department of Defense receives by \$100 billion to better fund social programs. House Resolution 277 & 439: Expresses the sense of the House of Representatives that USPS must restore its service standards to those in effect as of July 1, 2012 and take all appropriate measures to ensure that the Postal Service is not subject to privatization.

OWCP: A case is going up to arbitration.

New Members:

Lost Members: Richard Schultz, Thomas Henz, Jordyn Prilepp.

COMMUNICATIONS

Discussion held on filing an EEO, National coming in to talk on October 8th, NLRB meeting on November 28th.

NEW BUSINESS

Lunches are supposed to start in October, no service talk or information about when it goes into effect has been held or told to employees.

OTHER BUSINESS

A \$0.45 COLA should go into effect on September 7th.

NEXT MEETING

A motion was made by Clade Adkins and seconded by Sebastian Zeutzus to have the next meeting on Friday, October 25th at 8:30pm at Gallaghers. Motion passed.

ADJOURNMENT

A motion was made by Pam Krause and seconded by Clade Adkins to adjourn the meeting. Motion passed. The meeting was adjourned at 3:13 pm.

The \$10 door prize was won by Kelly Heaney.

The \$120 jackpot winner was Gloria Martin. The member was not in attendance so will be \$140 at the next meeting.

Minutes submitted by Recording Secretary Emily Ewald.

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #224

Date: Friday, October 25th, 2024

Place: Gallaghers

President Kelly Heaney called the meeting to order at 8:33pm.

A quorum was declared with 18 members in attendance.

Kelly led the Pledge of Allegiance and Steve Paradise gave the Invocation.

The following officers were present: President Kelly Heaney, Vice-President Jenny Ewald, Clerk Craft Director Sebastian Zeutzius, Motor Vehicle Craft Director Clade Adkins, Secretary/Treasurer Molly Crevier, Recording Secretary Emily Ewald, and Bay Breeze Editor Bill Kabacinski. Maintenance Craft Director Samantha Fritz was excused.

Minutes of the September 2024 meeting read by Kelly Heaney. A motion was made by Steve Paradise and seconded by Clade Adkins to accept the minutes. Motion passed.

The financial report for September was read by Secretary/Treasurer Molly Crevier.

Executive Committee: The e-board discussed switching banks; sense there seems to be a lot of problems with Associated Bank. Losing a lot of members, especially through retirement, we need to tighten the budget. Sending Molly Crevier to get training in quick books.

Labor/Management: Items discussed during labor management included: Management is still doing clerk work in the plant, status on the breakroom sink and still waiting on parts to come in. Management said that one more job is being reverted unless more step 3 grievances are won then there will be more reversions. Employees doing light duty work, need to work together to determine what work is needed and what the employee can do. Security issues with the plant, door dasher came into the plant, issues about doors being propped open and gates open. Ongoing safety hazard by the carrier entrance/exit, its overcrowded with equipment. Management is getting rid of AEDs because there are not people trained, they are out of people who know how to train. Status on the leaking roof, repair workers came back 3 times so it should be fixed. All harassment is not being taken seriously, reports of harassment on tour 2 and tour 1 were not addressed; management stated that all reports of harassment are taken seriously and that they will determine if the IMIP is warranted. Dock doors are all difficult to open, FSO has been called. Floor tiles being replace by

AFCS/stagging by employees that are not asbestos trained. There are a lot of overhead lightbulbs that are burnt out. The bumper rails by the flat sorter need to be fixed. Status of the repairs on the dock. Congestion by Expeditor desk is creating safety issues. Why are we not using the OT list to clear mail each day, mail is arriving late. Supervisors are closing carriers on many nights. Management is performing TACS work, supervisors will have read only access, adjustments will be performed by lead clerks. Status on when lunches are starting, supposed to start January. Can sanitizer wipes be put out on the machines again.

Legislative: Remember to get out and vote on November 5th.

Lost Members: Mary Davis

NEW BUSINESS

A motion was made by Jenny Ewald and seconded by Clade Adkins to spend up to \$700 on a new computer processor for the union hall. Motion passed.

A motion was made by Jenny Ewald and seconded by Molly Crevier to purchase the Thanksgiving gift cards after the meeting in November to give to the members. Motion passed.

A motion was made by Jenny Ewald and seconded by Bill Kabacinski to register Molly Crevier for QuickBooks training. Motion Passed.

Kelly Heaney talked about the National President Conference and went over the agenda items that were discussed.

OTHER BUSINESS

A presentation was given by Emily Ewald about the changes to the new Health Plan.

NEXT MEETING

A motion was made by Bill Kabacinski and seconded by Peter Knutson to have the next meeting on Wednesday, November 20th at 8:00am at Denny's. Motion passed.

ADJOURNMENT

A motion was made by Deborah Nehmer and seconded by Maribel Sauer to adjourn the meeting. Motion passed. Meeting was adjourned at 9:47 pm.

The \$10 door prize was won by Brenda Ellenson.

The \$140 jackpot winner was Fronchella Brunette. The member was not in attendance so it will go up to \$160 for the next meeting.

Minutes submitted by Recording Secretary Emily Ewald.

APWU Health Plan Convention

I first want to thank all the members for giving me the opportunity to go the APWU Health Plan Convention in Baltimore this year, I learned a lot and am happy to help pass on information about the new health plan to our members. Listed are **helpful websites with further information** about the health plan, **I highly advise** people to go to these to learn more information on what you can get from your health plan and the difference in coverage:

www.apwuhp.com (Has a ton of useful tools and info to figure out plan choices, what your premiums are, if your doctor is in network, what prescriptions will cost under the new plans, how to enroll, and even a chat assistant if you need help)

www.openseason.apwuhp.com (Explore provider networks, compare health plans, explore premiums, and more)

www.keepingposted.org (Latest news and reports, health benefits, wellness webinars, tools, and useful resources especially for retirees.)

Important Information:

The Office of Personnel Management (OPM) has announced that APWU Health Plan is **approved** to participate in the upcoming Postal Service Health Benefits (PSHB) Program. All participants in a Federal Employee Health Benefit (FEHB) plan, thru the Postal Service, will transition to the PSHB program. Implementation of the PSHB Program does not impact any of your other benefit programs.

OPM is working to make the transition to PSHB as simple as possible by automatically enrolling Postal Service members into a PSHB plan based on their current FEHB enrollment. (You should receive a letter by OPM explaining the health plan that you are currently enrolled in and the corresponding health plan they will automatically enroll you in.) **All 2025 PSHB auto-enrollment plan options can be found on opm.gov**

PSHB plan coverage begins January 1, 2025, and Postal Service employees and annuitants can enroll during the Federal Benefits **Open Season from November 11 – December 9, 2024.**

The APWU Consumer Driven Plan will move away from the flexible spending account and now offers a **Personal Care Account (PCA)**, this provides 100% coverage for the first \$1,200 of your annual medical expenses for Self-Only or \$2,400 for Self Plus One and Self and Family. As long as you remain in this plan, any unused remaining balance in your PCA at the end of the calendar year may be rolled over to subsequent years. The maximum amount allowed in your PCA in any given year is \$5,000 per Self-Only enrollment and \$10,000 per Self Plus One and Self and Family. When the PCA is exhausted, member must meet a deductible.

Create a login.gov account you will need this to select a new plan, this can be done ahead of open season.

Now is the time to think about what health plan is good for you, did you drop a dependent, maybe you have a medical procedure that is planned for this year, or need prescription drug coverage. I would go on the apwuhp.com website and review your options and the different converges between the High Option and the Consumer driven. These plans have a lot to offer including Dental coverage, 24-hour NurseLine, digital health resources to help you move more and eat better, One Pass Select can help you meet your fitness goals by choosing from a large network of gyms and local fitness studios, at home workout classes and more. A Maternity support program that provides complete maternity care, along with the Maven app that provided free virtual support for pregnancy, postpartum, and returning to work after parental leave. Another great program is the Quit For Life Smoking cessation. The program includes counseling by phone, group therapy sessions, or educational sessions with a doctor.

For questions about the High Option or Consumer Driven Option, contact APWU Health Plan to speak with a customer service representative: 8:30 am – 6:30 pm ET, Monday – Friday: 1-800-PIC-APWU (Open Season), 1-800-222-APWU (2798), 1-800-622-2511 (TTY)

For questions about your Consumer Driven Option health plan, contact UnitedHealthcare at 1-855-808-3003 or visit www.whyuhc.com/apwuhp

Feel free to contact PSHB Program customer support by phone or email: PSHB Helpline, 7 am – 8:45 pm ET, Monday – Friday: 1-844-451-1261

Thanks again to all the members, if you have questions feel free to talk to me or email me at emilyewald1386@gmail.com.

- Emily Ewald
Health Plan Representative

Reversions of Jobs and Supervisors Doing our Work

As we move closer to our busy season, please keep your eyes open and report all managers and supervisors doing our work by either telling a union steward or filling out a crossing craft form located in the break room. You will remain anonymous so there will be no retaliation from management. Do this EVERY TIME you see them violate the contract. They are breaking our hard-fought contract and are delaying the hiring of new union members. We have witnessed some unethical business practices as of late and members are getting tired, angry and have many questions. The stress levels are at the highest they have ever been, and it will not improve with several people retiring in November/December. An example of the form is below.

STRENGTH THROUGH PERSERVANCE!!

DATE: _____

WHO WAS CROSSING CRAFTS:

WHAT DID THEY DO:

**WHERE DID THEY DO IT
(DB, LCTS, FLAT PREP)**

**WHEN AND/OR HOW LONG
DID THEY DO CLERK WORK**

Your Name: _____




Robert Reich
@RBReich



Project 2025 would change the 40hr workweek to a 160hr work-month, so your boss could make you work extra hours with no overtime pay by cutting your hours later in the month. See page 592.

As a Union Member
any politician from any party who is against organized labor and collective bargaining , wants to end social security and Medicare , believes \$7.00 is a livable minimum hourly wage

Will Never Get My Vote ! 

SORRY, WE'RE NOT GOING TO VOTE AGAINST OURSELVES

President Nixon signed the Postal Reorganization Act on Aug. 12, 1970

Aug. 9 at 5:07 a.m. ET | Updated Aug. 13 at 5:08 p.m. ET



Six former postmasters general and incumbent Postmaster General Winton M. Blount were present when President Richard M. Nixon signed the Postal Reorganization Act on Aug. 12, 1970. From left are John A. Gronouski, J. Edward Day, James A. Farley, Nixon, Blount, Arthur E. Summerfield, Lawrence F. O'Brien and W. Marvin Watson.

Mere months after a historic wildcat strike brought the U.S. Mail to a standstill, President Richard M. Nixon signed the Postal Reorganization Act—the most comprehensive postal reform since the nation's founding — on Aug. 12, 1970.

The act abolished the former Post Office Department, a Cabinet-level arm-of-government funded by taxpayers, and created a unique hybrid entity in its place.

The U.S. Postal Service would be part independent federal agency, part self-supporting business: a government-owned corporation.

The strike that lit the fire for reform paid off. Workers enjoyed the largest pay raise in postal history and won the right to bargain collectively, among other gains.

“We went on strike, and this is what came of it,” said John Magliaro, a letter carrier in Worcester, MA, who was interviewed for the Postal Service's 50th anniversary oral history project.

“Everybody was happy ... we started getting decent money, and the union had more strength,” Magliaro said.

Joshua Dial, a North Carolina District employee development specialist, told the oral history project the establishment of collective bargaining rights was “a very major change — where the employee has a say in working conditions, and even in his compensation. That was really big, really big.”

The law took effect on July 1, 1971, dubbed “National Postal Service Day” by Nixon.

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



Non-Profit Org
US Postage
PAID
P1 52
Green Bay, WI

Electronic Service Requested

Union Meeting

Wednesday November 20th, 2024

Executive Board 7:30 am

General Meeting 8:00 am

Denny's

2894 S. Oneida Street

Green Bay, WI 54304

Food & Refreshments

\$20 Gift Card Door Prize For All That Attend

Happy Thanksgiving!! \$160.00 Rolling Jackpot