



AMERICAN POSTAL WORKERS UNION
AFL-CIO

THE BAY BREEZE



Next Meeting:

Wednesday May, 13th

6:30 am

Perkin's

100 N. Military Ave

Green Bay, WI 54303

Food & Refreshments

\$10 gift card drawing

See you there!!

\$220.00 Rolling Jackpot

Hi everyone!!

Spring is finally here!

That being said, we are having discussions on this year's Union Picnic. We are hoping to try a few new things and have a little fun with it this year. If anyone is interested in helping, we would love to talk to you about it. We will continue doing the \$10 gift cards for anyone that brings a dessert. Also, applications for this year's Tony Van Scholarship will be in this issue of the Bay Breeze, for anyone with applicants that qualify.

Now for the nitty gritty, I need you to know this phrase and never hesitate to say this phrase if you have any questions regarding your rights, need a grievance filed, or if you believe a meeting with management may lead to discipline; "I need to talk to a union steward." This includes all small offices. One of the basic rights you have in the Postal Service is the right to meet with a steward if your contractual rights have been violated. Managers, Supervisors, Postmasters, and POOMs have been given a list of active stewards in our Local Union and should provide you a steward within a reasonable time. If you have a steward in your office this should be within 24 hours. Keep track of when you asked and ask again if that request is not filled. The NEWAL 2247 stewards are hardworking and love to help but should only be reached out to if management fails to provide you with a steward, on the clock. If you have

questions about your pay, hours, or working conditions tell a member of management, "I need to speak to a Union Steward." If you get brought in



for a conversation with management and you believe it may lead to discipline, say, "I need to speak to a Union Steward." If you have one of your pre-approved annual leave days cancelled at management's discretion, say "I need to speak to a Union Steward." If you get skipped for overtime and you're on the overtime list, say, "I need to speak to a Union Steward." If you see a supervisor doing your work, say; "I need to speak to a Union Steward." Being harassed or intimidated against while asking to talk to a steward, or meeting with a steward is fucking **unlawful**.

I would also like to inform and remind employees that the signing of any forms and documents IS *voluntary*. You can refuse to sign documents that you do not know to be true, or you know are inaccurate.

(continued on page 3)



President	Jennifer Ewald
Vice President	David Sass
Secretary/Treasurer	Molly Crevier
Recording Secretary	Emily Ewald
Editor	Bill Kabacinski
Clerk Craft Director	Vacant
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	Vacant (Jenny Ewald)
Maintenance Chief Steward	Vacant (Sam Fritz)
<u>Maintenance Alt Steward</u>	Sam Fritz, Lance Bouyear, Jackie Walitalo, Angela Johnson
<u>Alternate Clerk Steward</u>	Sam Fritz, Christine Bouyear, Emily Ewald, Jennifer Ewald

Tour 2

Clerk Chief Steward	Jennifer Ewald
<u>Clerk Alternate Steward</u>	Sam Fritz, Christine Bouyear, Sebastian Zeutzius
Customer Service Maintenance Chief Steward	Vacant
<u>Alternate Maint Steward</u>	Jennifer Ewald, Lance Bouyear, Jackie Walitalo
Chief MVS Steward	Clade Adkins
Alt MVS Steward	Vacant

Tour 3

Clerk Chief Steward	Christine Bouyear
<u>Clerk Alternate Steward</u>	Emily Ewald
Maintenance Craft Director	Sam Fritz
Maintenance Chief Steward	Jennifer Ewald
Alternate Maintenance Steward	Lance Bouyear

MVS-VMF

Chief Steward	Clade Adkins
Alternate Steward	Vacant

Cofrin, Hansen, Downtown

Clerk Chief Steward	David Sass
Clerk Alternate Steward	Mike Anderson, Jennifer Ewald

DePere Post Office

Clerk Chief Steward	Vacant
Alt Clerk Steward	Joshua Kunkle, Jennifer Ewald

I have had multiple cases now where an employee will turn in a 3971 request for leave that they have filled out, and will days or months later be given a computer generated 3971 that has information, dates/time...changed. If you are unsure, ask for time to verify the information, or simply refuse to sign it.

You have rights, and we're here to help you protect those rights.

In Solidarity,

Jennifer Ewald

A Word from the NEWAL 2247 Vice President

Greetings,

First, I would like to extend my heartfelt thanks and gratitude to the membership for choosing to send me to the 28th biennial convention of the Wisconsin APWU. I was fortunate to be chosen to sit on the resolution committee. This committee reviews and makes recommendations on which resolutions to advance to the floor of the national convention. These included recommended changes to the union constitution as well as items to include in the next round of negotiations for the collective bargaining agreement.

Many of these are wish list items that members would like to see included in the next CBA. There were multiple items that would increase compensation as well as some that would enhance workers' protection both in job security and safety.

All these items were then brought in front of the entirety of the delegates and given an up or down vote. While these were, as mentioned above, wish list items, many of the contractual benefits we enjoy today started as resolutions that eventually made their way into the CBA.

Also covered during the training portion of the conference were the new items that are in our current CBA. The list was long and representative of the hard work our union negotiators do for all of the members.

Included in this were 9 pay increases over the duration of the contract. For both career employees and PSE's these increases are larger than those from the previous CBA. There was also an extra step included in the pay scale for everyone. Bringing us closer to eliminating the unfair 2-tiered pay scale that was introduced back in 2011.

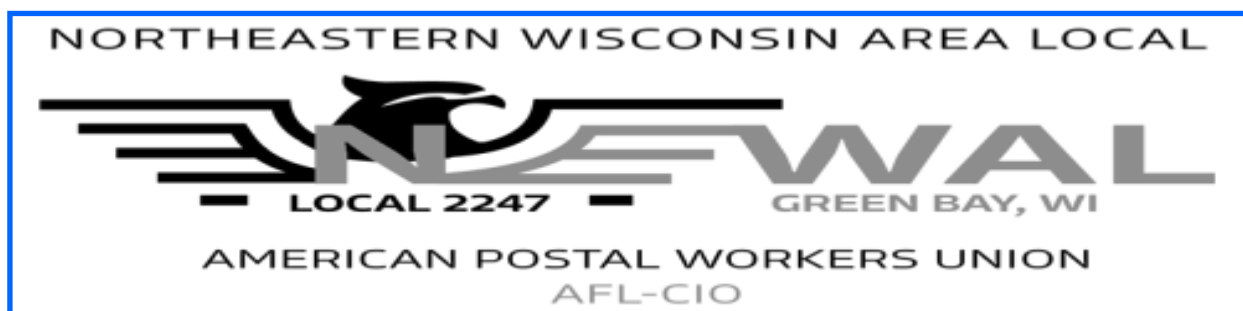
Other items included enhanced job security. Such as no layoff guarantees for all career employees that were employed on the first day of the contract. The PSEs also now are only required to complete one 90-day probationary period as opposed to, in many cases, being subjected to a second one when they converted to a career employee.

The rules for annual leave improved as well as upping permanently the carryover to 520 hours and doubling the amount of leave that can be exchanged each year. Bereavement leave was expanded to include more family members as well.

None of this would be possible if it wasn't for the support of the **membership**. Both through your direct involvement and your financial contributions in the form of dues. So again, heartfelt thanks to all my union brothers and sisters and for your contributions to this process.

In solidarity,

David Sass



MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Sunday, March 22nd, 2026

Place: Gallagher's

President Jennifer Ewald called the meeting to order at 3:06pm.

A quorum was declared with 23 members in attendance.

A vote was held to allow Angie Klabunde to attend meeting as an honoree member, it was a unanimous yes.

A moment of silence was held for Dale Groh and his unfortunate sudden passing.

Jennifer Ewald led the Pledge of Allegiance and Steve Paradise gave the Invocation.

The following officers were present: President Jennifer Ewald, Vice President David Sass, Secretary/Treasurer Molly Crevier, Maintenance Craft Director Samantha Fritz, Motor Vehicle Craft Director Clade Adkins, Bay Breeze Editor Bill Kabacinski, and Recording Secretary Emily Ewald.

Minutes of the February 2026 meeting were printed in the Bay Breeze, minutes were accepted as printed.

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

Executive Committee Report: Items discussed were possible resolutions that were brought up during the four-state convention, denying admin leave during the blizzard and grievances will be filed, asking members to write statements if management said anything. Requesting to put the scholarship in the next Bay Breeze.

Labor/Management: Items discussed in the Labor Management meeting were status on moving the machines, floor plan keeps changing and they are waiting on approval for the funding. They plan on getting rid of DB 8 and maintenance employees will assist with moving machines. Management will update the fire and tornado maps when machines are all moved. They started running carrier routes for parcels on the SIPS machine, no planned changes for clerk GMF jobs, no plan to increase customer service jobs. Pedestrian cross walk sign is waiting on parts to come in, moving union office to another area, first responder training classes, walkway is getting blocked in back where the carriers come in and out, overtime desired list and not using plant and customer service clerks.

Safety/Health: No official health and safety meeting.

Grievance: Grievances were filed on denying admin leave, small offices and supervisors getting 15 hours work, jobs not being posted at offices, attendance, and expeditors punching in on the dock with scanner.

Committee Reports: We want to set up a scholarship committee, anyone interested talk to Jenny. A meeting is coming up to go over who is running the SIPS machine and what is clerk work.

Constitution: The Constitution Committee is still waiting to meet to go over changes.

New Members: Rachell Fox and Ryan Wichman

Communications Report: National is pushing health and safety.

Unfinished Business: Discussion was held on the previous motion that was tabled, the motion was to budget for the state convention in the fall.

A motion was made by Clade Adkins and seconded by David Sass to lift the motion off the table. Motion was voted on by members present, Nay's have it, motion was struck down.

Discussion was held on the postal pulse survey.

A motion was made by Beth Detrie and seconded by Molly Crevier to get rid of the rolling jackpot, nay's have it, motion struck down.

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Jennifer Ewald discussed the 4-state convention she attended and the importance of attending, it is a way for smaller states to talk about issues that they want brought up nationally. She also discussed the resolutions that were brought up by members that they want to add to the next contract.

Next Meeting: TBD

A motion was made by Clade Adkins and seconded Jon Hasart next meeting on Thursday, April 16th at 6:30pm E-board, 7:00pm members at Gallagher's. Motion passed.

Adjournment

A motion was made by David Sass and seconded by Emily Piontek to adjourn the meeting. Motion passed. Meeting was adjourned at 4:05pm.

The four \$15 Turkey vouchers were won by Sam Fritz, Karilee Hookana, Kelly Heaney, Jon Hasart.

The \$180 jackpot winner was May Herr; the member was not in attendance. Jackpot will climb to \$200 at the next meeting.

Minutes submitted by Recording Secretary Emily Ewald.

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Thursday, April 16th, 2026

Place: Gallagher's

President Jennifer Ewald called the meeting to order at 7:05pm.

A quorum was declared with 12 members in attendance.

Jennifer Ewald led the Pledge of Allegiance and Steve Paradise gave the Invocation.

The following officers were present: President Jennifer Ewald, Vice President David Sass, Secretary/Treasurer Molly Crevier, Maintenance Craft Director Samantha Fritz, Motor Vehicle Craft Director Clade Adkins, Bay Breeze Editor Bill Kabacinski, and Recording Secretary Emily Ewald.

Minutes of the March 2026 meeting were read by Recording Secretary Emily Ewald, minutes were accepted as read.

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

Executive Committee Report: Items discussed were getting nonmembers to enroll, needing a Clerk Craft Director, and the union picnic and having it carnival themed this year.

Labor/Management: Items discussed in the Labor Management meeting were updates on the restructuring of the plant, updating the floor schematic and getting new maps printed out. Lines in the parking lot need to be repainted, pot holes need to be filled in, gaining new tour 2 jobs for the plant to run the SIPS machine, PA system in the back needs repair, lighting at the plant and Coffrin station need to be addressed, supervisors are not providing 1260's, status of remodeling the bathrooms, supervisors addressing employees in a way that makes them feel harassed, working on the budget for a first responder class and who would be interested, fire and tornado drills will be happening in the plant soon along with a BDS drill, expanding the SIPS machine to have 200 pockets, an updated seniority list needs to be posted, fans in the plant need repair, cross walk sign fell down again, speed bumps need to be addressed, and jobs excessed from customer service in the back because of the parcel sorting machine.

Safety/Health: Items discussed were zero accidents at the plant for the whole month, and one 1767 was filled out for an improper loading of a gaylord that tipped over.

Grievance: Grievances were filed on admin leave for the blizzard; clerks are at step 3 and maintenance is at step 1. Grievances were also filed on overtime bypass, and discipline cases. (continued on next page)

Committee Reports: National is urging members to contact their senators to not pass the Save Act, it would make voting by mail more difficult, and harder for anyone who has had a name change.

- Legislative: APWU strongly supports the Federal Retirement Fairness Act; this would allow Postal Service Employees (PSEs) and other temporary workers to “buy back” time worked prior to becoming career employees.
- OWCP: No accidents
- Constitution: The Constitution Committee is still waiting to meet to go over changes.

Discussion was held on items with wrong postage that should be Nixie, but they are told to send it through anyway.

Next Meeting: Perkin’s 100 N. Military Ave 6:00 am E-board, 6:30 am general meeting.

A motion was made by David Sass and seconded Molly Crevier next meeting on Wednesday, May 13th at 6:00am e-board, 6:30am members at Perkin’s. Motion passed.

Adjournment

A motion was made by Steve Paradise and seconded by Robert Silcox to adjourn the meeting. Motion passed. Meeting was adjourned at 7:36 pm.

The \$10 door prize was won by Samatha Fritz.

The \$200 jackpot winner was Matthew Wessing; the member was not in attendance. Jackpot will be \$220 at the next meeting.

Minutes submitted by Recording Secretary Emily Ewald.

Would you like to sign up for paperless billing? No thanks.

People get asked this question daily by many companies and businesses. I always answer no to this question because it financially hurts the USPS. It reminds me of the idiom “shooting yourself in the foot”. With the financial struggles the service is dealing with, why not do everything you can to support your job? If you are using paperless billing, you can always request to go back to paper billing. The USPS employs approximately 640,000 people. The current price of a stamp is 0.78 cents, and we know this price will rise. As an example, if every employee receives at least 2 paper bills that would be \$998,400 dollars in revenue. That is almost a million dollars in profit for doing nothing. In the overall scheme of things, it may not seem like a lot, but every little bit helps. Also, maybe get “old school” and mail in some of your bills Have a great day my union brothers and sisters!!

Respectfully,

Bill Kabacinski

SAVE America Act Threatens Voting Rights for Working Americans

Printed in the Iowa Postal Solidarity Vol. 30, No. 3 (April 2026)

The Safeguard American Voter Eligibility Act (S.1383), also known as the SAVE America Act, does nothing to “save” American. In fact, this voter suppression bill would make it significantly harder for millions of Americans to register and vote in the upcoming midterm elections.

The SAVE America Act passed the House on Feb. 11, and now the White House is pressing the Senate to pass it quickly.

This legislation would impose strict new ID requirements on anyone registering to vote, demanding documentary proof of citizenship such as a birth certificate. A REAL ID – the standard form of identification carried by most Americans – would not be sufficient.

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TONY VAN SCHOLARSHIP

There shall be two (2) scholarships of \$500.00 each.

1. The funds for these scholarships are to be raised by the NEWAL local and approved at a regular membership meeting.
2. This scholarship is for graduating high school seniors and students currently attending a school listed in #3 up to the age of twenty-six (26).
3. The student must prove their acceptance to an accredited University, College, Trade, Technical and/or Vocational School not later than September 30, 2026.
4. The high school student must have maintained a "C" or 2.0 grade point average over their high school curriculum.
5. Verification of grades and graduation must be supplied before payments are made.
6. At least one parent, legal guardian, or grandparent must be a member of the APWU NEWAL, in good standing, for a minimum of 1 year following, except in the case of death of a member.
7. The Scholarship Committee shall consist of up to five (5) members. Two (2) of these members shall consist of the current elected President and Secretary/Treasurer of the APWU NEWAL. The President of the APWU NEWAL shall appoint the remaining members.
8. The Committee shall be convened by July 25, 2026 or the Monday thereafter. The Committee Chairman will have verified each of the membership qualifications by this date.
9. The submission deadline (by mail only) for scholarship applications is July 20, 2026. The drawing shall be held at the summer picnic in August. If there is no picnic, the winners will be drawn at the September union meeting.
10. The Committee, upon verification of each application, shall place said applications in plain "gold" envelopes. There shall be two (2) winners and one alternate drawn.
11. The scholarships will be paid to the school scholarship offices. The scholarship must be used within the following scholastic year.
12. The selected student(s) shall submit to the Committee Chairman, proof of his/her full-time enrollment (Current Enrollment Verification Certificate) from the school of their choice as set forth in rule number four (3). Payment shall be made upon the receipt of verifications.
13. All disputes concerning the Scholarship Program shall be submitted to the Committee Chairman within thirty (30) days of the drawing, in written form. They shall be answered in writing within fifteen (15) days.
14. (ESSAY) A 200-word (minimum) essay required on the topic: "The Importance of Unions to American Society" Essays will not be judged, but the winning applicants will have theirs published in the next Bay Breeze.
15. These rules governing the TONY VAN SCHOLARSHIP FUND, sponsored by the APWU NEWAL can only be amended, changed, or deleted once a year at the summer meeting of the Scholarship Committee. Only one mailed application & essay per student will be allowed.

Only Americans who hold a valid passport would be able to satisfy the requirement without digging up additional paperwork.

The burdens don't stop at registration. The SAVE America Act would also require voters casting mail-in ballots to include a photocopy of a qualifying ID, and anyone who registers by mail would still be required to appear in person to show proof of citizenship. Even routine updates, like a change of address, would need to be handled in person under the bill's provisions.

The legislation also makes voter roll purges more likely – a particular concern for members who have had name changes, who could find themselves removed from the rolls and forced to re-register and prove citizenship all over again.

Working people already face enough barriers. This bill adds more – by design.

The Senate must reject this undemocratic power grab.

Call your Senators today at (844) 402-1001 and tell them to vote NO on S. 1383, the SAVE America Act.

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



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Union Meeting

Wednesday May 13th, 2026

Executive Board 6:00 am

General Meeting 6:30 am

Perkins

100 N. Military Avenue

Green Bay, WI 54303

Food & Refreshments

\$10 gift card drawing and other drawings

\$220.00 Rolling Jackpot (must be present to win)