



The Hi-Lites



The official publication of Milwaukee, WI Area Local APWU, AFL-CIO

(Proud Postal Press Association National Awards Winner)



MAY 2021

Volume 43 Issue 5

Just say no! to the Postal Pulse



***Financial Health Warning:
Management has a history of trying
to use survey results to limit and
lower wages for postal workers***

APWU

Milwaukee Wisconsin Area Local

Big Bend Brookfield Burlington Butler Cedarburg Cudahy Darien
Delafield Delavan East Troy Elkhorn Elm Grove Franklin Fredonia
Germantown Grafton Greendale Hales Corners Hartford Hartland
Jackson Kewaskum Lomira Milwaukee Menomonee Falls Mequon-Thiensville
Muskego Mukwonago New Berlin Oak Creek Oconomowoc Oakfield
Okauchee Pewaukee Plymouth Port Washington Salem Slinger S. Milwaukee
Sussex Wales Walworth Waterford Watertown Waukesha Whitewater



**Glenn Griggs
President**

It has been a busy first month for Chris Czubakowski and I over here at the hall. I am sure the rest of the officers and stewards as well. Updates on some of the things we are continuing to deal with is the EFEL (Emergency Federal Employee Leave).

We have been receiving calls about management not approving EFEL for employees that are experiencing side effects from being vaccinated. Management's position was if you get the vaccine shot and experience side effects and provide documentation, they will input EFEL. Chris and I have had several conversations with the plant manager and his team. We have expressed our concerns that their position is not in compliance with the letter the USPS put out from the Chief Human Resource Officer and Executive Vice President of the Postal Service, Doug Tulino.

The Union's position is that the Postal Service should not request documentation for obtaining the immunization (vaccination) related to Covid-19 or is recovering from any injury, or condition related to such immunization. Our position is more in line with OPM guidelines. Documentation from a union standpoint should not be requested unless it is over 3 days or more per the ELM and contractual language in Art 10.5.d (page 37) of our (CBA) collec-

Updates & Concerns

"...members can log on to our local website at apwumilwaukee.org and click on the link for FEEL."

tive bargaining agreement

If any member qualifies for one of these 8 conditions and has any issues with management not inputting their FEEL they should contact their steward or officer to see if a violation exists.

Keep in mind that EFEL leave is conditional approval' or conditionally approved' which means that leave is approved and paid to the employee contingent on funds being available and the agency is reimbursed for payment to the employee. If you would like to see all the guidelines set forth by OPM and the Union's position on EFEL leave... members can log on to our local website at apwumilwaukee.org and click on the link for EFEL.

Myself, Chris and our local's Manual/Mech Director at the Annex, Nikki Anthonasin, visited the new and old Annex last week. Let me be the first to say the new Annex looks nice. It is up and running now, currently with minimum staffing with the hopes of everyone transitioning into the new Annex by September/October, absent any unforeseen circumstances.

As of now there will be one crew with a begin tour start time of 1730 for the APBS processing outgoing mail. There will also be a manual operation, scan where you ban (SWYB). Dock operations will be Monday-Saturday for now. Members may have some concerns about how the overtime will work at the new Annex.

We spoke with management, and we all agreed that the current rotation will be followed per our local agreement. If you are in rotation to be called for overtime, you will either remain at the new Annex or go to the old one pending on where the overtime is needed.

I like to thank Nikki for doing a lot of the leg work while Chris and I were transitioning into our new positions here with the local. She is doing a good job in making sure our members have a smooth transition from the old Annex to the new one.

You also should be receiving your postal pulse survey from the Post Office soon. Turn your survey in to any APWU steward. You will be entered in a drawing and have a chance to win \$100 dollars. We have a drawing twice a year for two (2) \$100 dollars winners. We prefer your postal pulse to be unopened, but we will still accept them if open.

Our national union is strongly urging members to not fill out these surveys...The Post Office will use them against us during our upcoming contract negotiations.

Lastly, just a reminder the post still has a mask mandate policy. All employees are required to wear a mask unless you have a medical or until the Post Office changes their Federal policy guidelines. Wearing a mask is for the protection and safety of everyone. Please keep those masks on.

I like to wish everyone a safe and fun

(next page please)

(continued from previous page)

summer. Thanks for being a union member!

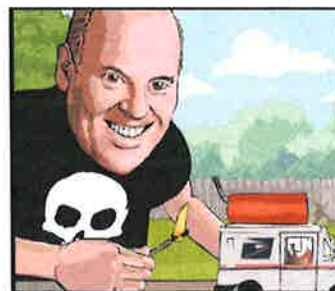
* * *

U.S. House Panel To Take Up Postal Service Reform Measures

Reuters.com

The U.S. House of Representatives Oversight and Reform Committee on Thursday will consider a pair of bills to reform the cash-strapped U.S. Postal Service, a document seen by Reuters shows. Representative Carolyn Maloney, the Democrat who chairs the panel, circulated draft legislation earlier this year to address some key USPS financial issues. It would eliminate a requirement for USPS to pre-fund retiree health benefits and would require postal employees to enroll in the Medicare government-retiree health plan. The measures would save USPS \$40 billion to \$50 billion over 10 years. Maloney said in February that Congress needed to pass reforms "to put the Postal Service on more sustainable financial footing for years to come." The committee did not immediately release the text of the planned reform bills on Monday. USPS did not immediately comment on Monday.

The Postal Service has struggled with poor delivery performance over the past year, facing a huge boost in packages and COVID-19 staffing issues. In March, Postmaster General Louis DeJoy proposed a 10-year strategic plan that would eliminate \$160 billion in forecasted red ink by slowing some mail deliveries, cutting some retail hours and closing some locations. DeJoy told Reuters in March that action was urgently needed: "We're losing \$10 billion a year - gotta fix it."



Separately, Maloney and other Democrats have drafted a letter seen by Reuters in support of potentially \$8 billion in an infrastructure bill "to enable the Postal Service to purchase an all-electric delivery fleet and the needed infrastructure to support that fleet." The letter also calls for requiring that "at least 75% of the Postal Service's new fleet must be electric or zero-emission" and for USPS to "acquire only electric or zero-emission vehicles after 2040."

USPS wants President Joe Biden's administration to calculate pension obligations using "modern actuarial principles" that would save a further \$12 billion. USPS has reported net losses of \$86.7 billion since 2007. One reason is 2006 legislation mandating that it pre-fund more than \$120 billion in retiree healthcare and pension liabilities, a requirement that labor unions have called an unfair burden not shared by other businesses.

Earn Your Bachelor's Degree Online for Free

With our Free Bachelor's Degree Completion Program at Central State University, you can finish your education on your own time and won't have to pay for tuition, fees or ebooks. now is the perfect time to get started. Call 888-897-9671 or enrolling online. Classes start May 24.





Chris Czubakowski
Local Business Agent

Due to the recent conversions of PSEs, there are many clerks who are now Unencumbered (Unassigned) and who are working in new pay locations/sections. As such, we have been receiving many calls regarding the certain rules that apply as far as far as overtime, annual leave, etc. when it comes to Unencumbered clerks. Hopefully, the following information will help with questions regarding this issue.

Overtime:

Unencumbered clerks should be placed by seniority into the overtime rotation(s) for whatever section they have been assigned. Bid status does not matter. The contract does not stipulate bid clerks must be called prior to unencumbered clerks. It states full time employees should be called by seniority on rotating basis by section.

Annual Leave:

Any annual leave that was submitted in the unencumbered clerks former section, must be honored. Per the local any annual leave will be charged against the former section unless the gaining section can include it within the quota. Once you arrive in the new section any picks made would obviously count against the new section's quota. As with overtime, seniority is the governing factor regardless of bid status as the con-

tract makes no stipulations that clerks with a bid get preference.

Right to work assignment:

Since unencumbered clerks do not hold a bid, they have no contractual right to work an assignment prior to clerks holding a bid in that section regardless of their seniority. The national contract specifies this in Article 37.3.F.10, the LMOU in Article 30 and it is also specified in the Mail Processing MOU.

The pecking order for sending clerks out of a section/principal assignment area during the scheduled tour would be: 1) PSEs 2) Unencumbered clerks by juniority 3) Bid clerks by juniority.

APWU- The Next Generation:

Across the nation, many local APWU leaders are retiring or getting close to retirement. New leaders from the workroom floor must reach out and grab the baton in order to ensure that the rights of future postal workers are enforced. Without new blood coming up through the Union ranks, postal workers will have to put their trust solely in the hands of management to do the right things.

Current APWU leadership is ready, willing and able to train you but it's up to you to take that first step.

Basic Stewards Training:

In order to become an APWU union steward you must complete three simple steps;

1.) Attend a steward's class that is currently taught by Vice President

Larry Brown Jr. and I.

2.) Have your name read by an APWU Craft Director or President.

3.) Participate in an informal interview before the Executive Board prior to your stewardship being voted upon.

It also helps to frequently attend general membership meetings and/or volunteer to be on one of our local's many committees.

The Milwaukee Area Local has been conducting basic stewards training for many years. This is a class that teaches attendees about the grievance process. Vice President Brown Jr. and I intend to coordinate and schedule another steward's class as soon as the pandemic is contained, and we are a bit more confident that the training can be conducted in a safe manner.

Any future announcement regarding this class will be made well in advance and will appear in the Hi-Lites, posted minutes and on the APWU Milwaukee Area local website.

Did you know our APWU local has a website?

Finally, I just wanted to remind the membership that our prior Local Business Agent, Mark Ferrari, worked very hard over the past few years to create one of the most comprehensive local websites in the country. There are countless links at the website that allow members to

(next page please)

Unencumbered Clerks

"...unencumbered clerks do not hold a bid, they have no contractual right to work an assignment prior to clerks holding a bid in that section regardless of their seniority."

(continued from previous page)

access helpful information and electronically view documents such as the monthly vacancies/ results, seniority lists and the “Hi-Lites”. There are also many resources and forms, including FMLA and 3179s/3189s, available for download. If you haven’t taken the time to check out the local website, you don’t know what you are missing. The website address is <http://www.apwu.org>.

It’s a great resource for APWU members! Check it out!

* * *

APWU Opposes Management Plans To Reinstitute Plant Consolidations And Closures

APWU News

On Tuesday April 27, 2021 postal management informed the APWU of management’s intent to pursue consolidations and operational mail moves in 18 facilities nationwide. These proposed changes are taking place in the context of the Postal Service’s 10-year plan and proposed network and operational changes.

The 18 facilities listed are among the 62 Mail Processing facilities whose consolidation was halted in 2015. Management has stated that the proposed mail moves are to be completed by November 2021.

Management has prematurely begun “stand-up” talks in the affected facilities. Management as of yet has not provided the union any impact statements on how these changes will affect the workforce, whether there is any planned excessing of employees, or whether some of these facilities will be “repurposed” to address the changing mail mix.

“We have made crystal clear to postal management that any further plant consolidations are a misguided strategy that not only disrupts the lives of postal workers but will further delay mail,” said APWU President Mark Dimondstein. “The previous plant closings and consolidations were a complete failure and we will fight back facility-by-facility and community-by-community to save these processing plants. After a year of courageous and essential frontline work in this pandemic, management’s actions are a slap in the face of postal workers.”

Based on the general reference to plant consolidation in the 10-year plan, President Dimondstein had already appointed a national plant closing and consolidation committee to be led by Executive Vice President Debby Szeredy and including the five APWU regional coordinators.

This “fightback” committee will be in communication with all the affected local unions regarding next steps.

APWU stands ready to defend the jobs and livelihoods of postal workers and the prompt, reliable and efficient mail service the law requires and the people of the country deserve.



Military Appreciation Month

Military.com

May, marked officially as Military Appreciation Month, is a special month for both those in and out of the military. Not only do we pause on Memorial Day to remember the sacrifice and service of those who gave all, but the month also holds several other military anniversaries and events, including Military Spouse Appreciation Day and Armed Forces day. Join Military.com as we honor the service and sacrifice of members of the Army, Navy, Air Force, Coast Guard, Marines, Space Force and National Guard as well as the contribution of their spouses. Congress designated May as National Military Appreciation Month in 1999 to ensure the nation was given the chance to publicly show their appreciation for troops past and present.



What is Military Appreciation Month

Each year the president makes a proclamation, reminding Americans of the important role the U.S. Armed Forces have played in the history and development of our country. May was chosen because it has many individual days marked to note our military's achievements, including Loyalty Day, established in 1921, Victory in Europe (VE) Day commemorating the end of WWII in Europe in 1945, Children of Fallen Patriots Day and the anniversary of the death of Osama bin Laden.

Military Appreciation Day

Many locations also celebrate a specific Military Appreciation Day. Although not a nationally recognized holiday, areas use the day to hold parties and picnics in honor of their local active duty, Guard, Reserve and military veteran communities. Local businesses may offer discounts, while local sports teams may give free entrance to military families and veterans.

Military Appreciation 2021 Discounts

Many businesses offer special discounts on or around Military Appreciation Month or Military Appreciation Day. Find more information about military discounts on Military.com.

Keep Up with the Ins and Outs of Military Life

For the latest military news and tips on military family benefits and more, sign up for a free Military.com membership and have the information you need delivered directly to your inbox.

Graduation Day Is Right Around The Corner!



The Hi-Lites will feature graduates in our up-coming September issue. Provide us with the information listed below in showcasing your pride.

- ♦ Name of Graduate
- ♦ Your relation to the Graduate
- ♦ Photograph...
 - Please **DO NOT** submit a photo from a digital printer (it cannot be used)
 - Please indicate if you would like your photo to be returned
- ♦ Contact # for any questions
- ♦ Your name, pay location and/or work area
- ♦ Brief "well wishes" or any other interesting info you would like to share!

Note: If the above information is not typed, we would ask that you print legibly.

Deadline: August 27, 2021

Send to: The Hi-Lites
417 N. 3rd Street
Milwaukee, WI 53203



A picture is the expression of an impression. If the beautiful were not in us, how would we ever recognize it?

~Ernst Haas~

AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR TWENTIETH SCHOLARSHIP YEAR



Two (2) \$500.00 Scholarships will be awarded

- * The John Akey Memorial Scholarship
- * The Milwaukee Area Local Scholarship

RULES AND GUIDELINES

1. This scholarship application is offered to current graduating high school seniors.
2. The applicant must be a child, stepchild or legally adopted child of a current active member in good standing or of a deceased member of the Milwaukee Area Local.
3. The local's Recording Secretary will verify member's eligibility before any application will be considered for an award.
4. The scholarship recipient must attend an accredited college, university or vocational technical school of their choice leading to a two year or four year certificate or degree.
5. Winners must be accepted into an accredited school within 4 months of naming the winners.
6. When the recipient notifies the Milwaukee Area Local Treasurer that he/she will be accepted, the Treasurer will send (to the school's business office) a check in the school's name. The scholarship will be paid directly to the educational facility.
7. In the event that the student does not attend or drops out, any monies refunded must be returned to the Milwaukee Area Local.
8. Students can win the scholarship only once.
9. The application and the completed essay, must be received by **June 25, 2021** in order to be considered for an award.

The winners will be notified the week of **July 12, 2021**.

Disputes concerning eligibility must be made to the scholarship committee and the decisions of the committee will be final.

Scholarship entries sent through the mail should be directed to the below address.
Please enclose the **completed application** along with the **required essay** to:

APWU Milwaukee Area Local
c/o John Miceli
417 N. 3rd St.
Milwaukee, WI 53203



AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

ESSAY INFORMATION:

The completed essay must be attached to:

1. A one-page cover sheet showing the student's name, address, phone number, name of graduating school and the name of the parent who is a union member. **Do NOT put your name on the essay.**
2. All applicants must submit an essay. This year the students will be required to write an essay that answers the following question;

**How has the APWU improved the lives of
Postal Workers and their families?**

3. Essays must be typed written and double spaced. Essays must be 500-700 words in length.
4. The Scholarships will be awarded primarily on the basis of the essay's worthiness, clarity, and originality.

OFFICIAL SCHOLARSHIP APPLICATION

APPLICANT INFORMATION:



Scholarship applicant's name: _____

Telephone # _____

Home Address: _____ City _____ State _____ Zip _____

I will graduate from _____ High School, located in _____ (city)
in _____ (month and year).

I will attend _____ (college, university or vocational school)
in _____ (city and state). I will be enrolled for the _____ (term)
of _____ (year).

Parent/Legal Guardian's Name _____

Signature of Student Applicant _____



Mark Krueger
Motor Vehicle Director

MVS management has once again violated our Collective Bargaining Agreement. With the awarding of the EVO "HCR" contract 530N1 to another contractor through Mail Management Services, Inc. without doing a thorough analysis...this work should be returned back to MVS. Article 32 states, "The Employer will give due consideration to public interest, cost, efficiency, availability of equipment and qualifications of employees when evaluating the need to subcontract".

The 530N1 contract has multiple zip codes that are involved where MVS has been doing part of the mail service at these locations. Most of these locations are all within an hour from the Milwaukee PD&C. Why is it that we can do part but not all of it? MVS has been contracting out parts of this service. They have stated that our current fleet of equipment, which was the old Mack tractors and International straight trucks, were getting worn and out dated due to MVS management's lack of updating the fleet. They also acknowledged that we have the man power to take on these tasks but have not been hiring personnel when attritions took place.

Management constantly wants to take work away from us and contract it out. When the contractor, EVO, consistently has trip failures and delayed the mail, guess who picked up the

HCR Contract 530N1

"...the Union requested all the information to create Comparative Analysis and Decision Analysis reports."

slack and had to make sure that the mail got delivered? In return we covered management's problems and were being told that all this work would be returned to MVS craft. Once it was known that these areas were going to be given up by EVO, the Union requested all the information to create Comparative Analysis and Decision Analysis reports to discuss the transition of these back to MVS, well after multiple requests. This never happened and management just turned it over to another contractor. Just as it was with the previous contractor, the current contractor is having the same "contract failures" and again MVS has been there to resolve the delivery service short falls.

These problems aren't just related to the USPS. The entire transportation industry has a driver's shortage. As the older employees retire or move to different careers, the lack of personnel has become an issue. Now more than ever, there is a battle raging for those who are qualified to drive, and companies have to increase their benefits packages to get and maintain their work force. The USPS is experiencing this too! Some of our new employees are being swayed away by these other companies which have upped their benefits in order to hire personal. They may have better hours, working conditions, equipment, wages, health, retirement benefits and more to entice new hires. It's becoming a "driver paradise" and those who are looking for the best can get it. The USPS hasn't figured that out yet, they think that drivers are "a dime a dozen" and people are knocking at the door to get in. That

may have been true years ago but isn't how it is NOW! Our present contract for MVS fought hard to make sure all of us are "Career" employees. Those who weren't have been converted to PTF's. This gives assurance that we didn't have when they were PSE's.

We need to continue to be united in this fight to maintain our positions and not let the USPS continue to subcontract our work out. We know from doing comparative cost and labor analysis that MVS out performs these jobs with less expenses and more efficiency then any contractor out there. It makes no sense to give parts if not all this work to those that are inferior of performing the task. Why is this done? Management wants to take the easy way out and not take the do diligence necessary to get these contracted runs put together to make it an efficient system of transporting the mail to all locations. They would rather keep kicking the can down the alley and let the next person fix the problem. See how well that works!!! I won't do that, and I have forwarded all I can to the AP-WU National Business Agents to stop this waist of time, money and resources that can be used to service the nation and maintain the Postal Service as the gem of the country.

Don't Let The Postal Service Take Your Pulse!

APWU News

The APWU was notified by the USPS that they will be attempting, again, to take your "Postal Pulse" The survey period is scheduled from May 11, 2021 to June 11, 2021. The APWU leadership urges you to not let the Postal Service take your Pulse! Postal employees can expect to have postcards promoting the Postal Pulse survey sent to their homes.

Copies of the survey will be sent to employees at work and home. Employees with regular access to usps.gov email addresses will be blitzed with messages to take the survey. Messaging monitors, bulletin boards, etc. will make sure you see something from the Postal Service encouraging you to participate every day during the survey period.

Management may hold "stand up talks" to push the survey on employees. Some supervisors and managers may even insist employees take the survey. ***You are not required to take the survey and you cannot be forced to take the survey!*** Local supervisors and managers are not rewarded for how well they score on a survey, but for ***how many people take the survey.*** Even if you do the survey and answer every question as negatively as allowed, your "participation" counts the same as the employee who gives them a perfect score. Remember, even if you send in a blank survey—***that is considered a "participated" survey!***

The surveying of employees has been going on for years," said Industrial Relations Director Vance Zimmerman. "Has it led to improvements at worksites? Has it led to better wages, hours, or working conditions? The answer is simply no. Management is still cutting staffing, they are still demanding postal workers work faster and harder with less resources."

How about the new Emergency Federal Employee Leave? Are your direct supervisors and management being understanding? Are they helping to approve your leave or does it seem the answer is always "denied" when you apply? The Postal Pulse will not help solve these issues and has not solved the issues for years. Only union negotiating, filing grievances, and fighting for adherence to our contract has improved our wages, hours, and working conditions.

Management Routinely Tries to use Surveys Against Workers

The Postal Service in the past has tried to use the surveys to argue in arbitration to cut your wages and benefits. Past surveys included 27 questions. The first 26 were about listening to you and making the workplace better while the 27th question was about your wages and benefits. They took the first 26 questions and ignored them. They then used the 27th question against the employees in interest arbitration.

Now, in 2021, the survey is being pushed immediately before the APWU will begin contract negotiations with the Postal Service to establish a contract. "I implore all postal workers to not assist management in stripping your pay, benefits, and working conditions by participating in the survey," said Director Zimmerman. "Stand with your union and boycott the surveys!"

Stand united – and do not be fooled by these "Trojan horse" initiatives, created to divide us. Management may also ask people to join focus groups and participate in management-initiated events to make the workplace more "engaging" or more "efficient." They may even resort to cheap incentives like pizza, gold stars, or pictures in magazines to get you to participate. These are not sanctioned nor approved by the union. Survey participation does not benefit you. It only benefits management.

We have a negotiated grievance process, a negotiated labor-management cooperation process and national negotiations to address workplace issues. Management needs to be following our contract, dealing with the grievances already filed and making sure hostile frontline supervisors are dealt with. The members united are the beating heart of our union. Don't let management attempt to take your "Pulse." If a local supervisor or manager cannot see the problems without a survey, then they are part of the problem.



Greg Becker
South Sectional Director

In past reports, I have mentioned grievances that I have filed at Level 6 & 4 RMPO's regarding Cleaning or Custodial duties at Small Offices. There continues to be much confusion over this issue at Small Offices amongst Clerks and Management. I will attempt to clear this up.

In accordance with the MS-47 handbook, management is responsible for maintaining a clean and healthful environment. This doesn't mean that management should wax the floors or maintain equipment, this simply means that all facilities must be clean and healthy. In larger offices, custodians and maintenance personnel perform this work. However, in installations of around 18,000 square feet or less, management may contract this work out depending on the exterior space.

The proper decision is based on the MS-47 and the "staffing package," which contains the PS Form 4852. This form will ultimately determine how many hours of cleaning is needed at an office/installation. Management cannot automatically contract out a office/installation if it measures less than 18,000 sq. ft. The following contractual language is an exception to the rule for contracting out of cleaning \ custodial duties.

In the National Agreement, the U.S.P.S. and A.P.W.U. agreed that when in small post offices there are

When Cleaning Is Clerk Work

"...cleaning/custodial duties must be performed outside of your Clerk craft window duties..."

two hours or less of contracted out custodial duties in a day that cannot be combined with other maintenance duties to create a duty assignment, those duties will be assigned to an existing APWU bargaining unit duty assignment. This language could apply to any small office whether a level 18 or 20, or level 6 and 4 RMPO's.

Management must schedule a Clerk up to two (2) hours more per day to perform custodial duties at offices that would otherwise be contracted out to non-postal employees.

Management frequently understands that these offices must be cleaned, but fails to require cleaning or directs the Clerk to perform custodial duties between customers on the window. These directives by management are violations of the contract.

The A.P.W.U. filed a National Level grievance on the interpretation of the aforementioned Memorandum of Understanding and resolved the grievance at Pre-Arbitration with 5 questions and answers on this issue.

Question #5 asks "Will Clerks be required to perform custodial duties between waiting on Customers? Answer #5 is "NO". Answer to #1 states in part, "...and the custodial duties will be in addition to the clerk craft duties that are part of the bid duty assignment." Furthermore, question #3 answers "yes" to the question, "Can a PTF or PSE assigned to the facility perform the custodial cleaning duties? And last-

ly, answer #4 reiterates that the employee performing custodial duties will receive required OSHA training based on the duties expected to be performed.

The Pre-Arbitration questions and answers clearly define what is required by management in charge of offices with 2 hours or less of custodial work in a day that cannot be combined with other maintenance duties to create a duty assignment. In order for the cleaning duties to be performed in accordance with the contract, these duties must be performed outside of the Clerk operations, including working on the window.

In other words, cleaning/custodial duties must be performed outside of your Clerk craft window duties, sorting of box mail, closing, etc. Management shall direct the clerk to clock in to operations 747 or 748 while performing custodial duties and require the appropriate OSHA training for the duties to be performed.

If you work at an office that is not being cleaned by anyone, contact me or your steward.

Furthermore, management should never direct a Clerk to perform cleaning duties between customers while working the window. If you have experienced the above actions or you are performing custodial duties without receiving the required OSHA training, contact me or your steward. Management is obligated to maintain a clean and healthful environment. And Clerks may receive extra hours

(next page please)

(continued from previous page)

every week to contribute to that clean and safe workplace.

* * *



Jeff Worden
North Sectional Director

Normally, I would write about how to enjoy yourself by taking a vacation. This summer though will be ...better than last summer but, still be quite different! With the current pandemic, this summer will be less enjoyable than those of years past.

Summer Fest will be held later this summer, in August.

The Wisconsin State Fair has stated that there WILL be a State Fair this year (no, not a drive-thru fair) but an actual walk through, beer gardens, live bands (music), animals, food and everything you would expect from the State Fairs of years past. Summer Fest will be held later this



Summer Is Here

"I hope everyone stays safe and try to enjoy whatever we can of this coming summer."



summer, in August.

Of course, wearing your mask and maintaining some amount of social distancing will be nothing less than common sense!

The traditional July 4th festivities and fireworks (for Milwaukee) ... are still pending. We will just have to wait until the date nears to find out what the city will allow.

Major League Baseball here in Milwaukee is now open for the fans to attend but, only at 25% capacity, which is about 11,000 to 12,000 fans per game. If your wondering... yes, you do have to wear a mask while at American Family Field.

As more and more Americans are getting vaccinated things should start to progress. We should see more events; activities start to open. Let us not kid ourselves, we still need to social distance, wear mask, etc.... if we want to beat this virus!

If you still want to know what Wisconsin has to offer for summer and the rest of the year. Since all information will be mailed to you via the United States Postal Service, you just know it will be delivered fast and right to your mailbox.

- Wisconsin Department of Tourism at 1-800-432-8747.
- Wisconsin Dells Visitors Bureau at 1-800-223-3557.

Since this is the last Hi-Lites until September, I hope everyone stays safe and try to enjoy whatever we can of this coming summer.

If you have any questions just give me a holler at (414) 530-7186.

Take Care.



John Miceli
Treasurer

As a TSP participant, you might find yourself looking up certain words and phrases several times as you manage your savings throughout the years. TSP investment options are designed to be simple to understand so you can be confident in your smart choices, but there will always be industry jargon we just can't avoid.

Here's a reference refresh of some important investment vocabulary to help you navigate the jargon you need to know.

Investment allocation

This is your decision about how to invest your savings in TSP funds. You can choose TSP funds for new money coming into your account with a "contribution allocation," and you can change how you invest money currently in your account with an "interfund transfer."

Contribution

This is how money goes into your TSP account. You may be eligible for different contribution types and amounts based on your employment status, retirement plan, and age. It's important to understand your options to maximize your TSP savings so you'll have enough money at retirement.

Transfer or rollover

This is how you move money from your other eligible retirement plans to

your TSP account. Transferring eligible Roth or traditional savings to your TSP account allows you to take full advantage of the TSP's low-cost funds, and we'll help make the process simple.

Withdrawal

This is how you receive money from your TSP account. You have flexible withdrawal options with the TSP, including single withdrawals, installment payments, and annuity purchases. You can use one of these methods or any combination of them that you choose. It's important to plan ahead because withdrawals permanently reduce your account balance and may have different effects on your taxes.

Required minimum distribution

You can keep your savings in the TSP as long as you want, even after you separate from service. However, once you've separated from service, the Internal Revenue Code requires that you receive a certain portion of your TSP account beginning in the calendar year when you become age 72 (or age 70½ if you reached 70½ before December 31, 2019).

Security checks

Consider adding a "hold" on your account to prevent fraudulent withdrawal and loan requests. Internet crime is booming, and scams become more sophisticated every day. In 2020 alone, the FBI collected complaints about internet crime that totaled \$4.2 billion in losses. If you're concerned about identity theft, data breaches, or someone else gaining access to your TSP

account, you might consider requesting a hold to prevent new withdrawal and loan requests. With a hold in place, you can still access your account and manage your investment choices as you normally do.

You will need to plan ahead to remove the hold when it's time for you to make or change a withdrawal or loan request. (You can request to remove the hold by calling the Thrift-Line and speaking to a TSP representative. It usually takes up to 2 business days to complete the request.) In the meantime, you can be sure that you've done everything you can to keep your TSP savings safe.

Update your mailing address and contact information

Keeping your address up to date with us is important. How you update your mailing address with us depends on whether or not you still work for the federal government. If you're currently a federal employee, report your correct address to your agency. We can't accept address changes directly from you.

Make the most of your TSP options by learning more on our website...

tsp.gov

TSP Jargon For A Bargain

"Make the most of your TSP options by learning more on our website."

USPS Board Nominees Express Commitment To Improving Quality & Reliability, Upholding Universal Service Obligation

APWU News

The Senate Homeland Security and Governmental Affairs Committee (HSGAC) held a confirmation hearing on April 22 for President Biden's three nominees to the U.S. Postal Board of Governors: Anton Hajjar, Amber McReynolds, and Ronald Stroman. The nominees testified before the Senate committee alongside Kiran A. Ahuja, who was nominated to be Director Office of Personnel Management (OPM).

Earlier this year, APWU members and supporters petitioned the Biden Administration to swiftly nominate governors to the Board who would work to restore quality mail service and support an agenda of expanding the role of USPS in serving our communities. Prior to the hearing, APWU members contacted their Senators and urged them to vote to confirm Hajjar, McReynolds, and Stroman when their nominations are brought before the Senate for a full vote. Over 2,000 calls were made.

Anton Hajjar, the former general counsel of the APWU, said that "the crowning achievement of the USPS workforce is its diversity. For many underrepresented communities, the USPS is the first rung on the ladder of economic opportunity. Today, the USPS is one of the largest employers of underrepresented communities including minorities, women and veterans."

A recent article in the Washington Post noted that "[Hajjar's] nomination represents the growing clout of the APWU in policy circles both in the White House and in Congress." All the nominees expressed their commitment to improving the quality and reliability of mail delivery, and upholding the universal service obligation during the Senate hearing. "The deterioration of service in recent times is simply unacceptable and it can't be the hallmark of the Postal Service that it's declining in delivering service to the American people," said Hajjar.

McReynolds, a leading expert on election administration and policy, brought up how the Postal Service stepped up during a critical time in our country, pointing out that "[i]n the midst of a global pandemic, millions of Americans across the country relied on the postal service to cast their ballots. Despite great challenges, the postal service helped deliver democracy during the 2020 election." Hajjar, McReynolds, and Stroman discussed the need for postal reform and innovation in their answers to the committee. Stroman, former Deputy Postmaster General, highlighted his background working on postal reform legislation and committed to working "in a bipartisan manner to return the Postal Service to operational excellence, future growth and long term financial stability."

The nominees agreed that investing in postal infrastructure is a top priority, given the decades-old fleet is in desperate need of modernization and postal facilities that require maintenance and upgrades. McReynolds said that "[w]e know that the success of this great institution depends on the ability to adapt to change. Many of the problems facing the Postal Service are clear. Chronic underinvestment in technology, facilities, infrastructure and the workforce have exasperated this crisis."

As the hearing came to a close, the three nominees reiterated their commitment to upholding the universal service obligation, especially in rural communities. McReynolds emphasized that the "universal service obligation means that every American should expect reliable, affordable and equitable service across the country." Stroman agreed, saying "it is absolutely critical that the Postal Service provide its reasonable access delivery services to all parts of the country, but particularly to rural parts of the country." Check the APWU webpage for updates.



Check the APWU webpage for updates.

