



Northeastern Wisconsin Area Local American Postal Worker's Union AFL-CIO

The Bay Breeze

President's Report by Kelly Heaney

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Hello from Kelly,

Wow lots of items to discuss so here we go. Thanks to Mary Davis for being editor of the Bay Breeze. A lot of union jobs are thankless and even though a small salary may be attached to the job, never enough thanks is given, so thank you Mary Davis and all my stewards and craft directors.

Management has decided to open up negotiations for our LMOU (Local Memo of Understanding) and so we, the union must honor their decision. I have offered proposals of my own, but in conjunction with those involved in helping me. Lucy Hauser, Steve Paradise, Dave Villwock, and Tim Alberts have been involved with proposal language as well as input from Lia Mihabir, Ekaterina Bouyear, and Dave Kroll. I appreciate all the

input and also took the suggestions from the members on the workroom floor and union meeting. The big change management is seeking is separating customer service and bulk mail side from the plant. Bidding would go both ways, but overtime, annual leave, and holidays would be treated differently. I have made no attempt to hide my feelings that this is what I think should happen, but am getting a different opinion from the workroom floor. Management and the union are bound to disagree on many other proposals and I feel that this whole situation will come to little improvement on the workroom floor as long as there are constant threats and intimidation tactics occurring by management on a weekly basis.

I took a new job on tour 3 as a maintenance employee and am appalled at



Kelly Heaney

715-301-3325

how many employees run machines by themselves, in clear violation of the contract. I guess management thinks that if the union is not present that any violation can occur. I will do everything in my power to stop this and employees should come forward, but know that many don't for fear of management retaliation.

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Northeastern Wisconsin Area Local Officers of the APWU

President	Kelly Heaney
Vice President	Steve Paradise
Secretary/Treasurer	Bryce Thomas
Recording Secretary	Jenny Starry
Editor	Vacant
Clerk Craft Director	Dave Kroll
Motor Vehicle Craft Director	Tim Alberts
Maintenance Craft Director	Dave Willwock

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	Dave Kroll
Maintenance Chief Steward	Dave Willwock
Maintenance Alternate Steward	Rich Stephenson

Tour 2

Clerk Chief Steward	Bryan Conklin
Clerk Alternate Steward	Mary Oliver
Maintenance Steward	Ekaterina Bouyear
MVS Chief Steward	Tim Alberts
MVS Alternate Steward	Jeremy Linberg

Tour 3

Clerk Chief Steward	Lia Mahabir
Clerk Alternate Steward	Steve Paradise

AO Stations

Clerk Chief Steward	Amy Zehms
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DePere Post Office

Clerk Chief Steward	Sheri Bealeau
Clerk Alternate Steward	Sandy Murphy

All other AO's

Clerk Chief Steward	Kelly Heaney
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President's Report by Kelly Heaney

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The union has **NO AGGREGEMENT** on how many pieces a employee can run by themselves and a regional arbitration was heard in Milwaukee last year holding management accountable for this very same practice.

Why is Green Bay run differently, especially when the labor representative presenting managements case was Green Bay's very own Ron Hirn. Management is currently reverting automation jobs on all tours because we don't need them - **REALLY??**

Mail handlers doing dirty sort behind number six and/or doing incoming letter staging on the low cost tray sorter and sorting 5 digit mail on their own side. This is a jurisdictional dispute currently the union is fighting. Incoming letter staging is clerk work and always has been. It doesn't matter that mail handlers only sort the mail into 3 digit only to be re-sorted by clerks at the low cost. Let me see management creates and unsafe work environment in manual flats not to have double handling, then turns around and give all the overtime the mail handlers want in order to help with dirty sort only to have clerks re-handle the trays at a later time. The union has a step 2 grievance that incoming letter staging is clerk work, the RI-399 is clear we have no mixed assignment work in the building, mail handlers themselves admit it is our work, then why is

management using them? They are cheaper and they don't get penalty, but at the same time management is taking away clerks jobs, clerk overtime, and the possibility of PSE promotion and/or job bid movement. The current grievance is at step 3

Postal Pulse is the replacement for the voice of the employee and this continues to be the biggest joke of the postal service. It was stated to maintenance personnel that they are giving us the postal pulse and then also giving the postal pulse on line for those employees that have outlook access. Then management is telling employees that if one person fills out both forms then they will only count one form and not two. Let's see if you fill out your postal pulse on your computer, the postal pulse employees know who send the survey, but the survey you fill out in the mail is not supposed to be tracked by and individual, so how would management know if you filled out two surveys?? Are they tracking your anonymous survey? When is the last time you received a postal pulse? Did u realize that the last time you had your employee review management asked you the same questions, so is it voluntary

to answer these questions?? If anyone outside of Green Bay area wants to know how we can improve the business as well as the day-to-day operations in Green Bay they can come on up and talk to us individually and we can all share the beautiful problems Green Bay

has.

Job bidding continues to be another joke. Why does a job say one thing when its posted in house then gets changed, once it goes on e-reassign? The union is trying to fix this issue and the union has sought advice outside the Green Bay office to help fix the problem.

Vacation picks are coming up soon, please try and have your picks ready so that the process can move more quickly. I know that many of you wait to see what weeks your spouse in another company gets before taking your picks, but you are holding up the bidding process and preventing others from escaping in the beautiful January, and February weather.

Just a note for safety. I see lots of employees pulling daisy chained APCs to and from the area to the next with management turning a blind eye. I was guilty of this as well, just to reinforce the sign on the wall. If you get hurt while doing this procedure and management decides that you were working unsafe we may have several issues with the claim, compensation, and injury payment. We all know what management does when employees get hurt on the job.

Stay positive peeps, I know I will try

In union solidarity.....Kelly

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Wednesday, September 7, 2016

Place: Buster's Bar and Grill

President Kelly Heaney called the meeting to order at 1130 hours.

A quorum was declared with 28 members in attendance.

Kelly Heaney led the Pledge of Alliance and Steve Paradise read the invocation.

The following officers were present:

President: Kelly Heaney, Vice-president: Steve Paradise, Secretary/Treasurer: Bryce Thomas, Clerk Craft Director: Dave Kroll, Motor Vehicle Craft Director: Tim Alberts, Maintenance Craft Director: Dave Villwock, Bay Breeze Editor: Mary Davis, Recording Secretary: Jenny Starry

Minutes of the July 2016 NEWAL meeting were printed in the Bay Breeze. A motion to approve the June 2016 NEWAL meeting minutes as printed was made by Steve Paradise and seconded by Dave Kroll. Vote was unanimous.

The Financial Reports for July and August 2016 were read by Bryce Thomas.

REPORTS

Executive Committee: The e-board discussed the resolution to change the constitution to pay stewards. The executive committee recommends voting this down. It will be resubmitted with clearer language. The e-board discussed the crossing crafts grievance in staging, to spend \$45 to upgrade website so members can add articles. The e-board recommends to spend \$75 to use the NEWAL logo on t-shirts and to look at finances to see if we can buy t-shirts for all members. They also discussed the reverting of 7 jobs, new steward training, LMOU training and voting to open up the LMOU, and that our local supports Russ Feingold and Tom Nelson.

Labor/Management: What is said in the Labor/Management meetings is different than their minutes. Kelly will post minutes when he feels they are what was really said. Topics discussed were the reverting of 7 jobs and not reverting correctly. Jobs were reposted. Jeff Grendziak said the reason for this is the staffing was based on us getting all of the Wausau mail. The lack of air conditioning in the building was also discussed. Denial of steward time, job postings, and many other issues.

Grievance: There is a Crossing Crafts grievance at step 2. Mail Handlers are doing dirty sort and doing letter staging on their side of the low cost. There have been a lot of grievances for attendance. Management shouldn't be disciplining people when they have FMLA pending, lots of grievances here as well. People are running out of FMLA. Dave Kroll reminded members that you must work 1250 hours in the previous 12 months and it's a rolling calendar. Jeff Grendziak had a meeting on the floor with a employees about Mike Reno and thought his termination was justifiable. Dave Kroll said statements from members are very important in the grievance procedure.

Scheme: No report.

Automation: Automation 2.0 training was discussed. A job was reposted because someone had a change of heart. This will be looked into. They are posting jobs before they become vacant. Job was posted correctly and grievance withdrawn. Management is changing the way new PSE's are being trained.

Safety/Health: Kelly stated that if you ask for an ambulance you might get the bill. If you get hurt at work management believes its 100% your fault. ABA-you get \$14/day (including off days) even if you get hurt outside of work for a traumatic injury.

Legislative: Steve Paradise stressed to members to write to Tammy Baldwin. We don't want her to vote on the TPP or the Postal Accountability Act. None of our union dues go to political candidates.

OWCP: Anyone that files a report usually gets denied the first time. If you get injured at work, make sure you get the paperwork filled out correctly.

Constitution:

New Members: James Perron, Jordan Wenzel, Andy Mondroski

Lost Members:

COMMUNICATIONS

None.

UNFINISHED BUSINESS

None

NEW BUSINESS

A motion was made by Steve Paradise and seconded by Jean Wald to withdraw the amendment to the constitution to pay stewards for attending meetings. Motion passed unanimously.

A motion was made by Steve Paradise and seconded by Lia Mahabir to endorse Russ Feingold and Tom Nelson. Motion passed unanimously.

A motion was made by Mary Davis and seconded by Deb Nehmer to spend \$45 to change the front page of the web site so members can submit articles to be printed in the Bay Breeze. Motion passed unanimously.

A motion was made by Steve Paradise and seconded by Lucy Hauser to have the next meeting on Sunday, October 23rd at 7:00pm at Buster's. Motion passed unanimously.

OTHER BUSINESS

ADJOURNMENT

A motion was made by Deb Nehmer and seconded by Nick Ratajczyk to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned.

The \$10 door prize was won by Barb Glaser.

Attendees: See attached sign-in sheet.

Minutes submitted by Recording Secretary Jenny Starry.



American Postal Workers
Accident Benefit Association
PO Box 120
Rochester, NH 03866
(800) 526-2890
APW-ABA.ORG

CLAIM FOR DISABILITY BENEFITS

The American Postal Workers Accident Benefit Association pays benefits for disability resulting directly and exclusively from a covered accident. Loss of Time must begin within 60 days after the date of the accident that caused the disability, unless otherwise justified by medical evidence. Refer to Summary Plan Description (SPD) for other restrictions.

This form must be completed by the Claimant, the Attending Physician, and signed by the Claimant's APWU President or Designated Representative, and be returned within 90 days after the day you return to work/normal daily life functions or are released by your doctor, whichever date occurs first. In instances of a prolonged disability, the claimant may file for benefits no sooner than every 30 days.

All questions on this form must be answered in full. Incomplete or illegible answers may result in denial of benefits. All signatures on this form must be original. Copies of signatures may result in denial of benefits.

The claimant is responsible for completion of all portions of this form without expense to the American Postal Workers Accident Benefit Association. Please be sure to keep a copy of this form and any attachments for your records. **Please be advised, if you have not returned to work/normal daily life functions or been released by your doctor you will only be compensated to the date that doctor signs the form and you will be required to repeat this process.**

INSTRUCTIONS:

Claimant's Statement: This section must be completed by you, the claimant.

State fully how and by what means the accident happened and what injuries you sustained.

If injury was due to a vehicle accident, submit copy of police/accident report.

If injury was job related, submit copy of Workers' Compensation Claim Form, Form CA-1 (narrative section).

Verification of time lost from work **is required** from your employer. **(Postal employees submit signed 3971's, signed 3972's, or TAC rings).**

Please make sure you sign and date the bottom of the authorization page after you complete your section. Enclose any additional information that you feel will assist us in evaluating this claim.

Signature of Local/State President or Designated ABA Representative: Your APWU President or Designated ABA Representative must sign this form verifying you are a member of their APWU Local. Retirees do not need to have this section signed.

Attending Physician's Statement: This section must be completed by the physician PRIMARILY responsible for your care. Please make sure all dates of disability and treatment are indicated in this section and that your physician personally signs and dates this claim form.



WISCONSIN LABOR HISTORY SOCIETY

Preserving and promoting the study of worker history

High School Students! Win Prizes In Labor History Essay Contest

The Wisconsin Labor History Society announces its Essay Contest for the 2016-2017 School Year for Wisconsin high school students (Grades 9-12).

Win cash prizes up to \$500. Write essays of about 750 words on the topic:

“Unions have been important to my family and my community because . . .”

Students are urged to interview family members, neighbors, friends or others for their stories about work and unions. Teachers are urged to assist students in their efforts.

Up to eight students could win cash prizes: First place, \$500; second place \$300; third place: \$200; honorable mention (up to five) \$100.



LOTS TO LEARN ABOUT WISCONSIN'S WORKER HISTORY!

One of the memorable moments in the state's history occurred in 2011 when massive rallies involved thousands of workers and their families in protesting the enactment of legislation that would end collective bargaining rights for public employees.

More information about this and other important events in Wisconsin's worker history can be found on our website: www.wisconsinlaborhistory.org

Rules: Essays should be approximately 750 words in length. They will be judged on understanding, evidence of original research, writing style and significance. Essays must be typed, double-spaced, on white paper. Two copies must be submitted (One may be a photocopy.) Please be sure to provide the following information on the cover sheet: Your name, address, home telephone number, your email address, your grade in school, name and address of your school, and, if you were encouraged or assisted by a teacher, the teacher's name. (Also, list your family's union membership, if applicable.) If you have any questions, contact Harvey J. Kaye (920-465-2855 or kayeh@uwgb.edu).

Submissions must be postmarked Feb. 15, 2017 or before. Send completed essays to:

**Prof. Harvey J. Kaye, Center for History and Social Change
University of Wisconsin—Green Bay
Green Bay WI 54311.**

WISCONSIN LABOR HISTORY SOCIETY

6323 W. Bluemound Rd.
Milwaukee WI 53213

Phone: 414-771-0700 (Ext. 20)
E-mail: info@wisconsinlaborhistory.org
Website: www.wisconsinlaborhistory.org



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

Non-Profit
Organization
US Postage
Paid
APWU Bay Breeze

Change Service Requested

GBNEWAL.ORG



Next Union Meeting

SUNDAY, OCTOBER 23RD AT
7:00PM AT BUSTER'S.

