

The Bay Breeze



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

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Have a



Happy Thanksgiving!



President's Report

by Lucy Hauser

Just when you think you've seen and heard it all, the USPS comes up with another shocker. Holiday Clerk Assistants. In the old days we had "Christmas Casuals", who worked for 3 weeks in December and were then cut loose. Now the USPS is hiring annuitants (retirees) for temporary supplemental help during the Christmas rush. Some retirees were supposed to receive a letter in the mail inviting them to apply for the holiday clerk jobs in both Customer Service and Plant. Per the MOU that was signed on Sep 28, 2015, these Holiday Assistants will receive the same rate of pay as the Level 6 PSE's. The USPS is supposed to make sure that the clerk craft PSE's are utilized at the straight-time rate prior to assigning work to Holiday Clerk Assistants. I noticed that there is no reference to work hours or off days of these Holiday Assistants compared to the PSE's that are currently employed. It will be interesting to see if any of our former co-workers express an interest in returning. It seems to me that most of them were ecstatic on their last day of work knowing that they did not have to walk through the turnstile ever again!

Information has been released regarding a new enrollment type of Health Insurance. All plans will now be offering 3 types of insurance to choose from for coverage effective in January 2016: Self Only, Self Plus One, Self and Family. The Self Plus One option will cover the enrollee and one

family member that you designate - either a spouse or child under age 26. The premiums should be slightly cheaper than the Self and Family option. When looking at the chart for premiums, remember that only APWU Career employees who had been enrolled in a FEHB health insurance program for at least one year are entitled to receive the cheapest rate. Newly-converted PSE's will be charged the Postal Category 1 biweekly rate for the first year. PSE's are charged the Postal Category 2 biweekly rate. You can find the rates on pages 20 and 21 of the November-December issue of The American Postal Worker.

I will be meeting with management next week to finalize the figures for the 2016 Annual Leave calendar. We will be following the provisions of the current LMOU with regard to Annual Leave bidding because it appears that our contract is definitely headed towards arbitration, which can take up to a year or more. Until we have a ratified contract and subsequent round of Local Negotiations, the terms of the current LMOU will remain in effect. Our next membership meeting will be held at Buster's Bar and Grill on TUESDAY, NOV 17, 2015. We decided to move the meeting up one week to avoid the week of Thanksgiving in an effort to make sure we have a quorum. We will have drawings at the meeting for \$20 Festival gift cards, so make sure to mark it on your calendar! Hope to see you there!!

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Candidate for President Of Local #2247 Lucy Hauser



My name is Lucy Hauser and I am asking the membership to vote for me as your President for another term. For those of you who are relatively new to our facility, I will give you a little background. I started working for the Postal Service in 1982 as a PTF clerk in Seymour and later transferred to Green Bay to obtain full-time employment. I joined this Local in 1983 and am a firm believer that being an active member is very important. In the past 30+ years I have only missed a few monthly meetings. If I had to guess, I would say that I missed 5 meetings at the most. I have held many offices during this timeframe, including Recording Secretary, Clerk Craft Director, OWCP Representative, Secretary/Treasurer and 3 terms as President. I am also the Human Relations, Education & Organization Director for the Wisconsin State APWU, and have been appointed a Steward at Large for all the 541 and 542 Post Offices.

I have also been a Steward in Green Bay for over 25 years. Because I have been actively involved in the Union for so long I have a deep understanding of the Local Memorandum of Understanding; I was a member of the Negotiating Committee many times. I know the history behind many of the provisions of the LMOU. This is crucial when it comes to future negotiations. Our National Agreement is currently awaiting arbitration, which can take up to a year or more. After the contract is finally settled we move forward to Local Negotiations, so whoever wins this election is ultimately responsible to negotiate on behalf of the entire membership. Our LMOU desperately needs updating: during the last round of Local Negotiations (2010) there were no written proposals presented to management; only 1 provision was added during the 11th hour, and it was jointly penned at the final meeting: automatic carryover of a person's name on the Overtime Desired List. The other change was the elimination of the term "casual" which was automatically replaced with the term "PSE". We now know that it was a mistake to just change the terminology in the holiday pecking order without ensuring that the PSE's work up to 12 hours prior to mandating career clerks. No benefits were negotiated locally for the PSE's. It has been at least 9 years since we have had any substantial changes to our LMOU, but we have seen drastic changes in the workplace and in the Postal Service in general during that same 9 years. I have already started working on many areas of the LMOU, jotting down ideas for additional provisions and improvements to the current language. We need a modern document that is relevant to our current work situation and one that addresses the needs of the membership.

I do not envision our Union as a grievance-generating machine. It does little good to file a grievance if the end result does not right a wrong. Grievances should be reserved for only the most important issues, and then they should be handled efficiently and effectively. My belief is that the Union should educate members on both their rights and their responsibilities, and also assist people when they need help with important issues, such as FMLA, Workmans Comp, insurance, and payroll problems. I also believe that every member in our Local should be treated with dignity and respect and that no individual member is any better than another. I try to treat everybody as fairly as possible.

In conclusion I would like to say that my many years of Union work have provided me with a great sense of accomplishment, and I am grateful that I was entrusted with the responsibility and the honor of being your elected representative.

**Candidate for President Of Local #2247
Kelly Heaney**



Hello, my name is Kelly Heaney and I am seeking your vote for the Union President of the Green Bay Area Local.

My agenda is short:
hold management accountable for their action, both at the plant and in the associate offices. Have management treat workers with the same respect as they would like to be shown to them. If a grievance needs to be filed, both parties should exit the workroom floor, a grievance should be filed and then a copy of that grievance should be handed out right there to the grievant. I will fight for what I believe to be clerk work. Although I recently switched over to the maintenance craft, don't let that deter your vote. We are the same union and I will fight for all members equally.

Here is a little about me:

I'm from the Milwaukee suburbs. I graduated from UW-Milwaukee with a Bachelor's Degree in Criminal Justice and a minor in Sociology. I moved up to Crandon in 1995, then on to Wausau in 1997 to work for the Postal Service. I served a year of ROTC for the army. I moved here to Green Bay almost two years ago and currently work tour 1 at the main plant.

My qualifications I feel make me the right candidate:

I was Union President for the Wausau Area Local for six years. I was Vice-President for that same local for two years, and had been a union steward for over ten years. I have filed many grievances during that time for both members of the plant and members of the associate offices. I have also sat in and offered clarification on arbitration cases both in the clerk and the maintenance crafts.

If you would like to talk to me personally regarding my decision to run for Union President, feel free to contact me at 715-301-3325. I would like to give you the opportunity to see why I would be a good choice for the Green Bay Area Local.

Thank you for your time,

Kelly Heaney

Candidate for President Of Local #2247 Dave Kroll



I've had the privilege to serve as a Union Steward in Green Bay for almost 25 years. Today, I'm asking for your support-with your vote for NEWAL President in the upcoming November elections.

The primary role of the President is to enforce the national and local collective bargaining agreements. This means defending your contract rights regarding such issues as overtime, holiday scheduling, annual leave bidding, FMLA, sick leave, and discipline. The APWU contract is there to protect your rights and livelihood - but the contract language that has been developed over 40 years will only safeguard your rights if it is enforced, which more often than not means filing grievances to protect your interests. If I am elected president I promise that I will vigorously defend our National and Local agreements.

As a 30-year employee of the USPS, I have gained valuable experience and know the local and contract concerns facing each of us. My experience has enabled us to improve the outcome of our contracts, ensure impartiality, and guarantee that member benefits are applied in a fair, consistent manner to each and every employee.

In Union solidarity,

Dave Kroll

VOTE DAVE KROLL - NOVEMBER 2015
Passionate o Aggressive o Responsive o Fair

- o Union Steward, 1990-2014
- o Clerk Craft Director, 2008-2009
- o President, 2010-2011
- o Led Defeat of Area Mail Processing (AMP), 2009-2010
- o Led Local Memorandum of Understanding Negotiations, 2011
- o Member of Local Memorandum of Understanding Negotiations, 2007
- o Lead Member of RI-399 Team (Work Disputes between APWU and the Mail Handlers)
- o Attended Numerous Contract Training Seminars and Presidents' Conferences
- o Established Tony Van Scholarship
- o Settled Over 1,200 Step I Grievances
- o Settled Over 700 Step II Grievances

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Sunday, September 27, 2015

Place: Buster's Bar and Grill

President Lucy Hauser called the meeting to order at 1130 hours.

A quorum was declared with 21 members and one retiree in attendance.

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

The following officers were present:

President: Lucy Hauser, Vice-president: Steve Beerntsen, Secretary/Treasurer: Bryce Thomas, Bay Breeze Editor: Mary Davis. Craft Directors: Tim Alberts and Jeff Hackl, and Recording Secretary: Steve Paradise. Clerk Craft Director Heidi Coutley was excused.

A motion was made by Nick Ratajczyk and seconded by Gloria Shermo to suspend the normal order business for the servers to take our lunch orders. Motion passed unanimously.

After the servers were done taking lunch orders, a motion was made by Tim Alberts and seconded by Brenda Ellenson to resume the normal order of business. Motion passed unanimously.

Minutes of the August 2015 NEWAL meeting were printed in the September 2015 issue of the Bay Breeze. A motion to approve the August 2015 meeting minutes as

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 Wisconsin, Wisconsin State AFL-CIO, Greater Green Bay Labor Council and were the first local in Wisconsin 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 of this newsletter, to disallow any attacks of individuals, 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.

printed in the Bay Breeze was made by Jeff Hackl and seconded by Nick Ratajczyk. Vote was unanimous.

The Financial Report for August 2015 was read by Bryce Thomas.

REPORTS

Executive Committee: The executive committee discussed the number of delegates that NEWAL should send to the national APWU convention in Orlando, FL and the state of Wisconsin APWU convention in Green Bay and the expenses to send those delegates to the conventions. The executive committee recommends sending the President plus one member to the National and the President plus nine members to the State conventions. Traditionally, NEWAL would give out Thanksgiving gift cards at the October meeting of NEWAL. This year, because Thanksgiving is late in the month, the gift cards will be given out at the November 2015 meeting of NEWAL.

Labor/Management: Topics discussed at the September meeting were the mistakes in the holiday scheduling and supervisors' not working with the Local prior to posting of the schedules, the customer service supervisor not using the ODL that is on the shared drive of plant's computers and that not all ODL customer service clerks on tour two are being called for overtime. 2016 annual list is set by the number of automation clerks as October 1. Other items that were discussed was time-keeping and paycheck errors.

Grievance: Step 1's: Global Remedy Settlements were finalized for the AO's for CBA Art. 1.6b. (Postmasters performing clerk work). Lucy developed a spreadsheet for the AO post offices in our Local and worked with APWU state president, Steve Lord, for the 541 and 542 AO offices for which clerks will get a settlement and how much money those clerks will receive. Step 2's: a Letter of Warning for attendance will be reduced to a job discussion for a PSE clerk. Three tour 3 clerks will receive 50% pay for 6, 13.9 and 12.5 hours respectively for a CBA Art.37.F.10 violation.

Scheme: No report.

Automation: Steve Beerntsen said that his report will be printed in the next Bay Breeze.

Safety/Health: No report.

Legislative: Steve Paradise reported the national APWU is still asking the locals to get the members' representative in Congress to co-sponsor H.R. 54. As of Sept 15, six members of Congress are still needed to co-sponsor the bill that would force an up or down vote on the floor of Congress for passage. Congressman Reid Ribble still has not co-sponsored H.R. 54.

OWCP: The OWCP class at the Akey seminar was cancelled. There will be an OWCP class (**cont on page 6**)

(Meeting Minutes/Sept, cont from pg 5) taught in conjunction with the Minnesota APWU state convention in the Spring of 2016.

Constitution: No Report.

New Members: None.

Lost Members: Jordon Guay (promoted to an EAS position).

COMMUNICATIONS

We received a communication from the Greater Green Bay Labor Council endorsing the United Way for union locals and their members to make contributions.

Lucy Hauser and Steve Paradise gave reports from their attendance at the Akey training seminar/convention in Duluth, MN.

UNFINISHED BUSINESS

None.

NEW BUSINESS

A motion was made by Nick Ratajczyk and seconded by Gloria Shermo that NEWAL shall send the President plus one member to the 2016 APWU national convention in Orlando, FL. Motion passed unanimously.

A motion was made by Steve Paradise and seconded by Dave Villwock that NEWAL shall send the President plus nine members to the 2016 State of Wisconsin APWU convention in Green Bay. Motion passed unanimously.

A motion was made Mary Davis and seconded by Gloria Shermo that the October, 2015 meeting for NEWAL will be on Tuesday, October 27 at 1130 hours at Buster's Bar and Grill on West Mason St. Motion passed unanimously.

Lucy handed the floor over to the nominations committee of NEWAL and its chair Mary Duttweiler.

For the position of President; nominees are Lucy Hauser, Kelly Heaney and Dave Kroll. Mary asked three more times if there were any more nominations for President. No nominations more were presented. A motion was made by Gloria Shermo and seconded by Bryce Thomas that nominations for president be closed. Motion passed unanimously.



For the position of Executive Vice-president; one member was nominated, Steve Paradise. . Mary asked three more times if there were any more nominations for Executive Vice-president. No more nominations were presented. A motion was made by Mary Davis and seconded by Kelly Heaney to close the nominations for Executive Vice-president. Motion passed unanimously.



For the position of Secretary/Treasurer; one member was nominated, Bryce Thomas. Mary asked three more times if there were any more nominations for Secretary/Treasurer. No more nominations were presented. A motion was made by Steve Paradise and seconded by Steve Beersten that nominations for Secretary/Treasurer be closed. Motion passed unanimously.



For the position of Clerk Craft Director; one member was nominated, Heidi Countley. Mary asked three more times if there were any more nominations for Clerk Craft Director. No more nominations were presented. A motion was made by Nick Ratajczyk and seconded by Cherrise Roseberry that nominations for Clerk Craft Director be closed. Motion passed unanimously.



For the position of Motor Vehicle Craft Director; one member was nominated, Tim Alberts. Mary asked three more times if there were any more nominations for Motor Vehicle Craft Director. No more nominations were presented. A motion was made by Bryce Thomas and seconded by Brenda Ellenson that nominations for Motor Vehicle Craft Director be closed. Motion passed unanimously.



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(Meeting Minutes/Sept, cont from pg 6)

For the position of Maintenance Craft Director; nominees are Jeff Hackl and Dave Villwock. Mary asked three more times if there were any more nominations for Maintenance Craft Director. No more nominations were made. A motion was made by Gloria Shermo and seconded by Nick Ratajczyk to close the nominations for Maintenance Craft Director. Motion passed unanimously.

Maintenance Members:
CAST YOUR VOTE!

For the position of Editor of the Bay Breeze; one nominee was nominated, Mary Davis. Mary asked three more times if there were any more nominations for Editor of the Bay Breeze. No more nominees were presented. A motion was made by Dave Villwock and seconded by Cheryl Schoen that nominations for Editor of the Bay Breeze be closed. Motion passed unanimously.



For the position of Recording Secretary; no members were nominated. Mary asked three more times if there were any nominations for Recording Secretary. No nominations were presented. A motion was made by Tim Alberts and seconded by Nick Ratajczyk that nominations for Recording Secretary be closed. Motion passed unanimously.

**Interested in this position?
Contact Lucy Hauser**

To be a delegate for the 2016 national APWU Convention; nominees are Jeff Hackl, Lucy Hauser, Dave Kroll, Steve Paradise, Bryce Thomas and Dave Villwock. Mary asked three more times if there were any more nominations for delegate to the 2016 national APWU Convention. No more nominations were made. A motion was made by Dave Villwock and seconded by Cherrise Roseberry to close the nominations. Motion passed unanimously.

CAST YOUR VOTE!

To be a delegate for the 2016 State of Wisconsin APWU Convention; nominees are Tim Alberts, Mary Davis, Donna Hansen, Jeff Hackl, Lucy Hauser, Dave Kroll, Steve Paradise, Bryce Thomas and Dave Villwock. Mary asked three more times if there were any more nominations for delegate to the 2016 State of Wisconsin APWU Convention. No more nominations were made. A motion was made by Nick Ratajczyk and seconded by Cherrise Roseberry to close the nominations. Motion passed unanimously.

All state convention nominees are able to attend!

A motion was made by Mary Duttweiler, on behalf of the nominations committee, to issue a "white ballot" for the uncontested positions. No seconded is needed. The nominees for the uncontested positions are; Executive Vice-president, Steve Paradise; Secretary/Treasurer, Bryce Thomas; Clerk Craft Director, Heidi Coutley; Motor Vehicle Director, Tim Alberts; Bay Breeze Editor, Mary Davis; and delegate to the 2016 State of Wisconsin APWU Convention, Tim Alberts, Mary Davis, Donna Hansen, Jeff Hackl, Lucy Hauser, Dave Kroll, Steve Paradise, Bryce Thomas and Dave Villwock. Motion passed unanimously.

OTHER BUSINESS

The new contract deliberations were discussed. The contract will most likely be settled by arbitration.

ADJOURNMENT

A motion was made by Brenda Ellenson and seconded by Dave Villwock to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 1300 hours.

The \$10 door prize was won by Nick Ratajczyk.

Minutes submitted by Steve Paradise

Sanders at All-Craft Convention: 'It Was Electric'

Web News Article #195-2015 (in part)

Presidential Candidate and Senator, Bernie Sanders told the audience of approximately 2,000 APWU members, "The beauty of the Postal Service is that it provides universal service six days a week to every corner of America, no matter how small or how remote. It supports millions of jobs in virtually every sector of our economy. It provides decent-paying union jobs to some 500,000 Americans, and it is the largest employer of veterans.

"Whether you are a low-income elderly woman living at the end of a dirt road in Nevada or Vermont or a wealthy CEO living on Park Avenue, you get your mail six days a week. And the American people pay for this service at a cost far less than anywhere else in the industrialized world.

"Yet, the Postal Service is under constant and vicious attack," he said. "As a matter of fact, the same billionaires who want to privatize Social Security, Medicare, and public education, also want to privatize the Postal Service.

"Why Is That?" Sanders asked. "The answer is simple. The wealthy and the powerful see an opportunity for Wall Street and corporate America to make billions in profits out of these services, and couldn't care less how privatization or a degradation of services affects ordinary Americans. That is unacceptable and we cannot let them get away with that."

The Vermont senator called for an expansion of postal services, including by providing basic financial services as an alternative to the predatory lending industry. "At a time when more than 68 million lower-income Americans have no bank accounts or are forced to rely on rip-off check-cashing storefronts and payday lenders, allowing the Postal Service to offer these kinds of financial services would be of huge social benefit," Sanders said. It also would increase USPS revenue by almost \$9 billion per year, he pointed out.

The Postal Service also should be permitted to set up Internet cafes, notarize documents, issue licenses and perform other duties, he said.

Sanders decried recent cuts in service, saying, "I have heard from people all over this country who have reported serious delays in receiving their mail. In some cases, it is taking 9 or even 11 days for veterans and senior citizens to receive the life-saving prescription drugs they need through the mail. This delay means that some of the most vulnerable people in this country are going without the medication they need or are forced to travel long distances because they cannot rely on the timely delivery of mail. That is unacceptable and will change under my Administration."

"The Good News is that despite what you have been hearing in the media, and despite what the Postmaster General has been saying the Postal Service is not going broke!", he pointed out.

"The major reason that the Postal Service is in bad financial shape today is because of a mandate signed into law by President George W. Bush in December of 2006, during a lame duck session of Congress, that forces the Postal Service to pre-fund 75 years of future retiree health benefits over a 10 year period.

"This onerous and unprecedented burden that costs \$5.5 billion a year is responsible for all of the financial losses posted by the Postal Service since October 2012. From October of 2012 until today, the Postal Service has made an operating profit of more than \$2 billion, excluding the pre-funding mandate," he said.

In Congress, Sanders spearheaded a "sense of the Senate" resolution, which passed 85-11 to restore service standards, which postal management degraded in January. He also was instrumental in blocking a slate of nominees for the Postal Service Board of Governors that included privatization advocate James Miller and the payday loan lobbyist Mickey Barnett.



**Contract Update:**

The mediation process has closed on our contract negotiations. The next step is interest arbitration. Union President Dimonstein expects that by early 2016 an arbitration panel will have been chosen. Arbitration is time consuming and took 13 months before completion the last time.

Open Season:

This year open season begins November 9th and runs through December 14th.

Open Season is the time to decide on health insurance changes, retirement account changes, and/or set up next year's flexible spending account. To help with your decision, you can compare rate plans online: Go to liteblue.usps.gov, "my HR", under Browse By Subject "Benefits", under Insurance "Health Benefits", and then under Enrolling in FEHB, go into the blue link below "Spend Your Health Care Dollars Wisely." Wait to use this until Nov 9th to see new rates. I would assume if you don't see the new Self Plus One as an option, it has not been updated yet.

This year will be the first year Self Plus One is offered. If you are someone that is thinking of that as your choice, make sure that it is cheaper than the Self and Family coverage - I guess there is a possibility it may not be. See page 19 for more information on how it works.

Retirement accounts:

Information of TSP investments choices can be found on liteblue.usps.gov site. For help with these choices, when you go onto liteblue.usps.gov, go into "my HR", then to Browse By Subject "Retirement", and then under Plan and Apply go to the "Financial Wellness Link".

Those employees not eligible for CSRS, FERS, or TSP retirement plans:

There is a new retirement savings account available to these employees. MyRA program began in January 2015 and is backed by the U.S. Department of the Treasury. The account will earn interest at the same variable rate available to federal employees for their retirement accounts and follow the same rules as a Roth IRA. Accounts have no fees, have no cost to open, and balances will never go down in value. For more info go to <http://www.treasurydirect.gov/readysavegrow/readysavegrow.htm>.

Annual leave bid determination:

For the Green Bay P & DC, management looks at the positions held on Oct 1st to determine the annual leave bidding limits for the following year. They use the numbers to let us know the number of people allowed off per week, per position, per tour.

Penalty overtime exclusion period:

This year the four-week period of penalty overtime exclusion is December 5, 2015 thru January 1, 2016.

Are you on holiday schedule?

If you are on the holiday list to work and you call in sick, you are no longer eligible for holiday pay.

**Holiday deadlines for Mailing:**

Standard Post packages should be mailed by December 15th to arrive in time for Christmas, domestic first class mail by Dec 19th, and Priority Mail by Dec 21st.

For more dates on holiday deadlines for Priority Express, Military Mail and International Mail go to <http://www.usps.com/holiday/holiday-shipping-dates.htm>.

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(do you know? cont from page 9)**Combined Federal Campaign:**

The combined federal campaign is the world's largest annual charity drive. Current federal employees are allowed to donate to more than 20,000 nonprofit organizations through an automatic deduction in their paycheck. The deadline for this is December 15th. If you would like to donate, ask Jim Tschantz for the forms to do so if you are on Tour 1. Otherwise, a supervisor or Colleen Hohensee will be able to help you.

October is Breast Cancer Awareness Month:

USPS is currently selling the semi-postal stamps that help to fund the research. The National Cancer Institute receives 70 percent of Breast Cancer Research Stamp proceeds. This money is used to research to detect and treat the disease, which is the second leading cause of cancer death among women. This stamp first went on sale back in 1988.

Timekeeping errors, be aware:

There have been errors in timekeeping that pertain to out of schedule and premium pay. If you notice an error, put it in writing and give it to your supervisor. It is recommended that you keep a copy of the note and give a copy to the union as well.

Passport clerks:

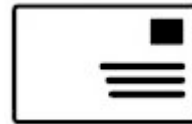
No PSE, Postal Support Employee, is allowed to sell passports. Only career employees are authorized.

Wausau excessing:

Wausau recently was told that 30 some employees would be excessed, of which 10 had already received their letters. This was decided when "someone" decided that CFS was staying in Milwaukee and not going to Wausau as they had been repeatedly told.

Letters mailed on latest breach:

Sept 30th, the OPG finally sent out the letters to the people affected by the last data breach which happened a few months ago. This time you get three years of credit monitoring services free. Also in this breach 5.6 million fingerprints have been stolen. If you receive a letter, it will tell you exactly what information of yours was compromised.

**Congratulations, Mary Duttweiler!:**

Mary Duttweiler was recently acknowledged for "promoting the brand" through safety. She received a signed letter of recognition and a lapel pin from the district manager for her "Deliver the Brand" award.

**Redirect your USPS packages:**

USPS offers more management of your packages now. You can not only track the delivery of your packages, you can also redirect delivery to an alternate address or have it held for pickup at the post office. There are a few other options that include scheduling redelivery, and also selecting where you want the package left (door, porch, neighbor's).

To use this tool, go to www.usps.com, then to "Quick Tools", "My USPS", then "Sign Up".

Sunday Package Delivery:

Although Sunday delivery has been happening for over a year, many of us only noticed it recently. It has been very successful and means extra postal positions!

Could we expand this Sunday service to other companies in addition to Amazon, have delivery done at all post offices, and make it profitable enough that career employees could do the work? This is my thinking.

(continued on page 11)

(do you know, cont from pg 10)

Mr. Governor, Scott Walker:

November 6, 2018 is the next election for governor. Because Wisconsin does not have term limits on the governor, we may have to put up with Governor Scott Walker longer. But he has dropped out of the presidential election and that is good news for us as federal workers! I hope we only have to put up with him here as our governor for the next three and a half years.

Overtime Rule helps 80,000 WI workers (submitted by Tony Vanderbloemen):

President Obama has proposed a new overtime rule for part of our middle class. Too many 'salaried' workers have been taken advantage of by greedy employers who have twisted the intent of overtime protections. The new rules will extend overtime pay to workers making up to \$50,440 a year.

TPP Update:

Trade Representatives from around the world in early October, announced that they had reached a deal with the Transpacific Partnerships, the TPP. But now the question is - will Congress go along with this corporate negotiated and corporate managed trade agreement? If approved the TPP that some call SHAFTA, the Southern Hemisphere Asian Free Trade Agreement, would create a whole new set of rules regulating the economies of 12 countries on four different continents bordering the Pacific Ocean.

The free trade deals we have had put into place like NAFTA and CAFTA have decimated the American economy, screwed over working-class Americans, and shipped millions and millions of good-paying jobs overseas. It seems if this new agreement goes through, it will completely eliminate the middle class.

TISA, what is this?:

TISA, Trade in Service Agreement, is another secret agreement. This agreement is said to have been negotiating between the US and 50 other countries since 2012. Its regulations would trump the laws of all nations. It seems it would nullify the role of democratic governments to operate in the best interest of its constituents.

Thanks for the support:

I would like to say thank you to each of you that supported and encouraged me as editor over the past 2 years. I received two plaques from the Postal Press Association and am very proud of them. I will continue to do my best over the next two years as your editor!

Thanks, Mary Davis



USPS OIG Promotes Vote by Mail
from APWU eUpdate

The Inspector General issued another report this month encouraging the Postal Service to "develop a strategy to increase voting by mail." The report, titled "Election Mail Opportunities," found that while many states allow voting by mail with no excuse, only 24% of eligible voters did so in the 2014 midterm elections. According to the OIG, the USPS could grow mail volume and revenue by \$32 million in five years by encouraged vote by mail in the states that already offer "no excuse" absentee balloting - all while fulfilling its responsibility to bind the nation together.

The APWU wholeheartedly supports the expansion of voting by mail. As has been demonstrated in state after state, mail balloting is secure, cost effective, and

increases voter participation in our democracy.

Twenty-seven states already allow voting by mail through no-excuse absentee voting, and they have found that voting by mail works. Three states (Oregon, Washington, and Colorado) conduct their elections entirely by mail. After adopting all-mail balloting for the 2014 elections, Colorado bucked the national trend of declining voter participation and substantially increased voter turnout. States with all-mail balloting routinely rank among the states with the highest rate of voter participation. When surveyed, 81 percent of Oregonians said they preferred voting by mail to traditional polling-place elections.



**N.E.W.A.L.
CHILDREN'S CHRISTMAS PARTY**

DATE: Saturday, Dec 5, 2015

TIME: 11:00 a.m.

LOCATION: Labor Temple,
1570 Elizabeth St, Green Bay

ACTIVITIES:

Coloring, Games, Crafts, Snacks, Music, Cookie Decorating, Refreshments!

If you would like to bring your children/grandchildren that are 10 and younger, fill out a slip for each child and put the slips in the box in the Break Room. You may also mail the slips to PO Box 10324, Green Bay WI 54307.

PLEASE REPLY BEFORE NOV 27 TO ENSURE A GIFT FOR YOUR CHILD!



UNION MEMBER NAME: _____

CHILD'S NAME: _____ **AGE:** _____ **BOY or GIRL**

GIFT SUGGESTIONS: (\$15 or less)

2015 Call for Research Papers in Wisconsin Labor and Working-Class History



The Wisconsin Labor History Society (WLHS) announces the fourteenth annual Frank Zeidler Academic Award for original research papers about Wisconsin labor and working-class history. The awards are named in memory of Milwaukee Mayor Frank P. Zeidler (in office 1948-1960) for his lifelong efforts toward the advancement of Wisconsin's working class and his devotion to opportunities for all.

We invite the following article-length submissions:

*An original research paper of approximately 4,000–10,000 words, produced by an undergraduate student enrolled during 2015 in any college or university (not restricted to Wisconsin or to four-year programs). The cash award is \$500.

*An original research paper or article of approximately 8,000–16,000 words, produced by a student enrolled during 2015 in any graduate program (not restricted to Wisconsin), including law and other professional departments. The cash award is \$1,000.

The awards will be presented during the 2016 Wisconsin Labor History Society spring conference during the luncheon.

Any research relating to the lives, culture, and organizing activities of Wisconsin working people will be carefully considered. Multicultural, gender-based or other diversity topics involving Wisconsin labor history are high priorities. In planning their projects, we encourage authors to avail themselves of the *Wisconsin Labor History Bibliography*, which can be found in the WLHS web site at: www.wisconsinlaborhistory.org/ref.html

Deadline: Submissions must be postmarked no later than January 11, 2016.

Word Length: All submissions should observe the word lengths stated above for the two categories.

Eligibility: Authors must have been enrolled during at least some *portion* of the year of the contest, however, the paper need *not* have been written during any part of the year of the contest.

Entries may be made by either direct submission by authors or by faculty nomination.

Content from master's theses or from dissertations must be appropriately adapted to article format.

The committee does not accept electronic submissions.

Full writing guidelines for the competition, plus the required official cover sheet for the entries, will be found in the WLHS website (in the "Contests" section) at www.wisconsinlaborhistory.org/.

A panel of labor historians will review all papers, select finalists, and determine the prizewinner in each category. The Wisconsin Labor History Society retains the right to refuse to make awards, if no entries meet the standards of the award in the judgment of the committee or fulfill the mission of the Wisconsin Labor History Society, in the judgment of the Board of Directors of the society.

For additional information, contact:

Ms. Laurie Wermter, Co-Chair
Frank Zeidler Academic Awards Committee
847 Williamson Street
Madison, WI 53703

(or via e-mail at: laurie.wermter@wisc.edu)

Attn: High School Students

Wisconsin Labor History Society
Announces 2015-2016...

Win Cash Prizes!

Labor History Essay Contest

Win cash prizes up to \$500

For essays of about 750 words on the topic:

"Unions have been important to my family and my community because . . ."

The Wisconsin Labor History Society announces its High School Essay Contest for the 2015-2016 School Year.

Wisconsin high school students (grades 9-12)
are eligible to participate.

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.

(For more information, including examples of past winning essays, go to our website: www.wisconsinlaborhistory.org)

TOP PRIZES!

- ◆ First Prize: \$500
- ◆ Second Prize: \$300
- ◆ Third Prize: \$200
- ◆ Honorable Mention: \$100 (up to five awarded)



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 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 (920-465-2355 or kayeh@uwgb.edu). **Submissions must be postmarked Feb. 13, 2016 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, 6333 W. Bluemound Rd., Milwaukee WI 53213
414-771-0700 (ext. 20) Email: info@wisconsinlaborhistory.org

A Third Contest offered by the Wisconsin Labor History Society

The third contest that the Wisconsin Labor History Society offers is the National History Day competition.

This is a contest for middle and high school students providing cash for labor exhibits.

For the regional contest for Northeastern WI go to <http://www.uwgb.edu/nationalhistoryday>.

Register by Feb 10, 2016. The event is held at UWGB on Saturday, Mar 5, 2016.

MINUTES OF MONTHLY MEETING OF NORTHEASTERN WISCONSIN AREA LOCAL #2247

Date: Tuesday, October 27, 2015

Place: Buster's Bar and Grill

President Lucy Hauser called the meeting to order at 1130 hours.

A quorum was declared with 15 members in attendance. Steve Paradise led the Pledge of Alliance and read the invocation.

The following officers were present:

President: Lucy Hauser, Vice-president: Steve Beerntsen , Secretary/Treasurer: Bryce Thomas, Bay Breeze Editor: Mary Davis. Craft Directors: Tim Alberts and Jeff Hackl, and Recording Secretary: Steve Paradise. Clerk Craft Director Heidi Coutley was excused.

A motion was made by Brenda Ellenson and seconded by Jeff Hackl to suspend the normal order business for the servers to take our lunch orders. Motion passed unanimously.

After the servers were done taking lunch orders, a motion was made by Brenda Ellenson and seconded by Mary Davis to resume the normal order of business. Motion passed unanimously.

Minutes of the September 2015 NEWAL meeting were read aloud by Steve Paradise. After the reading of the minutes, Bryce Thomas said that he gave both the July 2015 as well as the August 2015 financial reports. A motion to approve the September 2015 meeting minutes as corrected was made by Mary Davis and seconded by Bryce Thomas. Vote was unanimous.

The Financial Report for September 2015 was read by Bryce Thomas.

REPORTS

Executive Committee: The executive committee discussed as to what charities that NEWAL would make contributions for the Thanksgiving and Christmas holidays. The eboard will recommend to the members that next month's meeting should be scheduled during the third week in November. The fourth week is deer hunting season and the Thanksgiving Day holiday.

Labor/Management: Lucy reported that customer service PSE clerks who otherwise would be off on a holiday must work in the plant on that day.

Grievance: Step 2: a tour 3 automation clerk working in Hand Stamp will receive 50% pay for six hours for a CBA Art.37.F.10 violation.

Scheme: No report.

Automation: Steve Beerntsen said that his report will be printed in the next Bay Breeze.

Safety/Health: Lucy reported that when PSE's are converted to career they must be enrolled in an APWU Health plan for one full year before they qualify for the cheapest

rate. It doesn't matter if they had the plan for 1 or 2 or 3 years as a PSE - you must be enrolled for a full year as a career employee. Also, the APWU has a new health plan out called "Self Plus One" which will be available this enrollment period.

Legislative: Steve Paradise reported the national APWU is asking that the members send a letter to the United Parcel Service's CEO David Abney to cut ties with the American Legislative Exchange Council (ALEC). To sign the letter; go to the APWU.org website.

OWCP: No report.

Constitution: No Report.

New Members: None.

Lost Members: Sharon Zisa

COMMUNICATIONS

We have received a communication from the Salvation Army asking us to make a contribution. The children's Christmas Party will be on December 5 at the Labor Temple. The USPS announced that they will hire former employees who have retired for three weeks in December. They will be paid at the PSE Level 6 pay scale with no benefits.

UNFINISHED BUSINESS

Lucy appointed Steve Beerntsen to the nominations committee to help count and verify ballots.

NEW BUSINESS

A motion was made Jeff Hackl and seconded by Tim Alberts that the November 2015 meeting for NEWAL will be on Tuesday, November 17 at 1130 hours at Buster's Bar and Grill on West Mason St. Motion passed unanimously.

A motion was made by Brenda Ellenson and seconded by Barb Glaser that NEWAL shall purchase 20 gift cards at \$20.00 each from Festival Foods to be given out at the November 2015 meeting of NEWAL. Motion passed unanimously.

A motion was made by Steve Paradise and seconded by Sue Pranke that NEWAL shall renew its membership to the Wisconsin Labor History Society for 2016. The cost of the dues is \$50.00 for one year. Motion passed unanimously.

OTHER BUSINESS

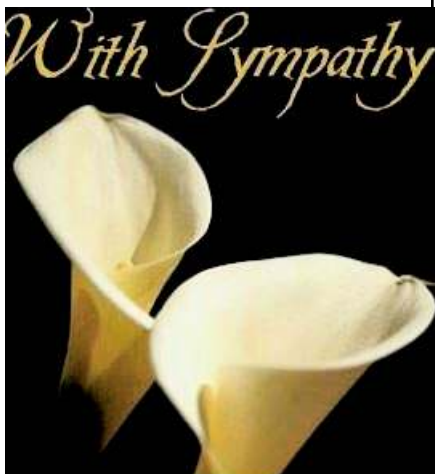
Jeff Hackl thanked the members and gave a report on his attendance at the All Craft Conference in Las Vegas, NV.

ADJOURNMENT

A motion was made by Randy Seager and seconded by Jeff Hackl to adjourn the meeting. Motion passed unanimously. NEWAL meeting adjourned at 1240 hours.

The \$10 door prize was won by Matt Vadala.

Minutes submitted by Steve Paradise.



Our Condolences go out to:

Christine Bouyear, on the passing of her mother.

The family of retired member, Jim Huntley, who recently passed away.

Don Rivet, on the passing of his wife, Pat



Get well wishes go out to:

Dick Schultz

Dick is a retired member and "S.O.S". bi-monthly article writer here in the Bay Breeze

Thank you letter from Tiffany Fameree

Dear NEWAL,
I am incredibly grateful that I was chosen to receive your scholarship award for the 2015-2016 school year. Scholarship awards help to alleviate student loan debt, which is vital in ensuring that everyone has the chance to succeed academically.

I am majoring in Political Science/Pre-Law and minoring in Spanish at the University of Wisconsin-La Crosse with the intent to attend law school next fall. Receiving this scholarship award has helped to ensure that I will be able to pursue my dream of becoming a lawyer.

I am extremely thankful for unions and everything that they do to protect the working class and human rights. Thanks so much for the scholarship!

Sincerely,

Tiffany Fameree

Thanks Gloria Shermol!

Gloria was the submitter of the recipe last issue! I omitted this in error, sorry!

Representatives to Contact:

Senator Tammy Baldwin
310 W Wisconsin Ave #950
Milwaukee, WI 53203
1-414-297-4451

Congressman Reid Ribble
550 N Military Ave #4B
Green Bay, WI 54303
1-920-471-1950
ribble.house.gov/contact-me/email-me

Senator Ron Johnson
517 E Wisconsin Ave
Milwaukee, WI 53202
1-414-276-7282
ronjohnson.senate.gov/contact.cfm

Governor Scott Walker
115 E State Capitol
Madison, WI 53702
1-608-266-1212
govgeneral@wisconsin.gov

Wi Legislative Hotline: 1-800-362-9472
US House/Senate Line: 1-800-522-6821
White House Comment Line:.....
1-202-456-1111



Congratulations go out to:

Sharon Zisa
on her retirement!

August Automation Minutes
submitted by Steve
Beernsten/Michelle Reinhard

- There has been an issue with Oshkosh not using the new Packer names for all of the FSM runs. Angel will meet with Oshkosh about using the proper labels.
- Flat prepping is being done whenever possible.
- The #2 arm on FSM 10 sticks and is hard to use. Maintenance will check on it.
- Fans on the FSM: Fan #46 cannot be fixed. Rob will look into wall fans for the sweepers on the flat sorter.

The next meeting is scheduled for Tuesday, September 22 @ 0500.

**Officers of the
APWU-
Northeastern
Wisconsin
Area Local**

President:
Lucy Hauser

Executive Vice President:
Steve Beerntsen

Secretary/Treasurer:
Bryce Thomas

Recording Secretary:
Steve Paradise

Clerk Craft Director:
Heidi Coutley

**Motor Vehicle Craft
Director:**
Tim Alberts

**Maintenance Craft
Director:**
Jeff Hackl

Editor:
Mary Davis

September Automation Minutes
submitted by Steve Beernsten/Michelle Reinhard

OLD BUSINESS

- Oshkosh isn't consistently using the new Packer name labels on flat mail to be prepped. Angel will remind them to use the proper labels.
 - The #2 arm on FSM 10 has been fixed.
 - Rob has taken care of the fan issues on the FSM.
- NEW BUSINESS**
- BRM mail from DBs 1 & 2 should go into the BRM buggy on DIOSS 4.
 - There are fans on the DIOSS that either don't work or can't be used without an extension cord. Rob will look into moving the fans around so that all the fans that are on the machine can be used.
 - The primer rack on DIOSS 3 has been red tagged several times, but even though the tag is removed, the rack is never fixed. Rob said to take it to the defective equipment area when it is red tagged so that it is seen by the maintenance personnel who fix equipment. The tag needs to specify where the rack came from so that it can be returned.

- There has been some confusion about what to do the bins on the DIOSS located at the beginning of the sweep area, in particular bins 1,2,4,5,6,8,9,10 & 12. Lori Sullivan and Angel will be developing an SOP and talks will be given.
- Everyone needs to be reminded to keep the area behind DB 6 clear for maintenance.
- Red trays are no longer necessary for the 545 mail from the primer programs.
- When removing tags from trays, be sure to throw them into the garbage and not back into the empty tray. When tags get mixed into the mail, they cause jams in the machines.
- When pulling down DPS, it's important not to rush and to pay attention to the tags in the trays and what containers they are being put into. There have been a lot of speed errors resulting in trays being put into the wrong containers and going to the wrong place, causing delayed mail.
- The next meeting is scheduled for Tuesday, October 20 @ 1300.

October Automation Minutes
submitted by Steve Beernsten/Colleen Hohansee

Old Business:

- There is no place to plug in the fans on some of the machines since extension cords were removed - DIOSS 3 & DB2.
- Everyone has been doing a good job not blocking the cones by machines.
- DIOSS 4 re-run - T2 re-run all go to DIOSS 4. It is re-run after 0800 break and at 1200.
- Equipment needs to be parked in lanes according to LMP. Options to mark areas will be discussed at IPS/OPS meeting.

New Business:

- Request to find a place to put labels by SCF manual flats on back of racks.
- Request to come up with a solution to identify primer flat cages - will come up with options.
- Request for fan on lane 5 & flat staging area.
- Dispatch racks in disrepair,

- need to be tagged and fixed. Maintenance has extra racks and would like the broken equipment identified so it can get fixed before peak.
- Question: Should PARS labels have MTEL placard?
- The new nitrile gloves run small - will check into options for gloves.
- Request to look into removing arms on joggers.
- T1 outgoing - Prep flats - separate loop mail from regular outgoing - Carrie will look for the offices it is coming from.
- Oshkosh loose mail needs to be oriented face up.
- Use label holders on flat sorters for excess labels. Will have to check on what labels have dates on them and get that changed, change tags on machines and change MTEL labels.
- Any automation people who want to be a part of Safety and Health committee should

- see David T, next meeting is Nov 17 @ 1400.
- APWU arbitration outcome - you can only have one person running machine for short run programs - we need to define short runs.
- Reduce restarting machine without checking jams - maintenance needs to know about reoccurring issues. We are using "estops" too often and can cause a problem when trying to determine "real" maintenance issues. More communication with maintenance needed to determine and resolve issues. Clerks should utilize the large green books at each machine for communication.
- Gallup Poll survey information available and will be shared; Looking for input to improve conditions in the plant.
- Next meeting Nov 17 @ 0500--

Union, Management Agree to Extend 50-Mile Limit on Excessing

Web News Article #190-2015

The APWU and USPS agreed to extend the 50-mile limit on excessing in a Memorandum of Understanding (MOU) dated Sept. 28, signed by APWU President Mark Dimondstein and the USPS Vice President for Labor Relations. The original MOU, Minimizing Excessing, which was slated to expire with the 2010 contract, is extended until May 20, 2018, or for the term of the next Collective Bargaining Agreement, whichever is later

"Excessing beyond 50 miles is devastating to our members and their families," said APWU President Mark Dimondstein. "In the past, union members were frequently reassigned to facilities hundreds of miles from their homes. This MOU will prevent that. I consider it a significant accomplishment for APWU members in every craft."

With regard to Maintenance:

Two other related agreements resulted in the extension of the 50-mile limit:

A Step 4 settlement addresses instances where no residual vacancies are available for veterans' preference-eligible employees in the Maintenance Craft, who cannot be excessed to a lower-level vacancy. In those circumstances, employees will have the option to waive the 50-mile limit or accept a lower-level vacancy while retaining their higher-level pay.

Maintenance Craft Director Steve Raymer said, "The agreements resulted in the entire APWU obtaining an important protection for our members - one we thought had been lost. Given our experience prior to 2010, we couldn't pass up the opportunity to include the entire Maintenance Craft in the 50 mile limit.

"Our settlement provides a complete choice for our Veteran Preference Eligibles, including retaining the rights they have earned in service to our country. Additionally, they also have the protections negotiated in our Collective Bargaining Agreement. Whichever is the best arrangement for them individually is theirs to choose."

Holiday Exceptions, Including Retirees

The union and management also agreed to an exception to the limit on the number of non-career employees in retail assignments for three pay periods during the holiday season (Reporting Periods 3 and 4).

The Peak Season Exception Period MOU also says the parties will establish procedures for the temporary re-employment of retirees to provide supplemental support during the high-volume seasons in retail and mail processing.

The Holiday Clerk Assistants will be paid at the hourly rate for Level 6 Postal Support Employees (PSEs). The USPS must make every effort to ensure that Clerk Craft PTFs and PSEs are utilized at the straight-time rate prior to assigning such work to new assistants. The memo also protects employees on the Overtime Desired List.

Mary Duttweiler's Thank you

I would like to thank the union membership for sending me to the John Akey Convention which was held in Duluth Minnesota on September 11th and 12th. I attended three maintenance craft sessions. There were two sessions on the 11th that dealt with the MS-47/T/L3 and T/L 5 which deal with custodial staffing and how to ensure the proper staffing is being used. Steve Raymer (National Maintenance Director), Idowa Balogun (Assistant Director) and Terry B. Martinez (Assistant Director) lead this session. The session on September 12th dealt with subcontracting and was lead by Curtis Walker, Maintenance Division National Business Agent (Central Division). The main discussion on this topic was whether or not a facility should be subcontracting the snow plowing or if the facility should be doing it themselves using the current staff.

Thanks again to the members for the opportunity to attend this convention!

Mary Duttweiler



Idowa Balogun, Assistant Director; Steve Raymer, National Director-Maintenance Division; and Terry B. Martinez, Assistant Director.

Enrollment Type

The FEHB Program introduces the Self Plus One Enrollment Type.



Introduction

The Bipartisan Budget Act of 2013 establishes a Self Plus One enrollment type in the Federal Employees Health Benefits (FEHB) Program. Coverage under a Self Plus One enrollment will be available beginning in January 2016. The first opportunity to enroll in Self Plus One will be during the annual Federal Benefits Open Season beginning in November 2015.

Frequently Asked Questions

Will a Self Plus One enrollment cost less than two Self Only enrollments or a Self and Family enrollment?

Rates for plans are not yet available. It will be very important during this year's Open Season to look at the rates for the plan you are in and for other plans as well. It may be possible to save money by enrolling in a Self Plus One enrollment, but you should review your health benefit needs and the available FEHB plans to determine which plan is best suited to meet your needs.

What is Self Plus One?

Self Plus One is a new enrollment type in the Federal Employees Health Benefits (FEHB) Program that allows you to cover yourself and one eligible family member you designate to be covered. Starting in 2016, all FEHB plans (your health insurance plans) will offer a Self Only, a Self Plus One, and a Self and Family enrollment type. Employees and annuitants will be able to select a Self Plus One enrollment beginning in the 2015 Open Season.

Who can be covered under a Self Plus One enrollment?

A Self Plus One enrollment covers the enrollee and one designated eligible family member. The definition of eligible family members has not changed. Your eligible family member can include either a spouse OR a child up to age 26. A child age 26 or over who is incapable of self-support because of a mental or physical disability that existed before age 26 is also an eligible family member.

When will OPM release the rates for the Self Plus One enrollment type for each plan?

Rates are announced in early October before Open Season begins. When posted, 2016 rates will be available at www.opm.gov/openseason.

How is Self Plus One different from Self Only or Self and Family?

A Self Only enrollment covers only the enrollee. A Self and Family enrollment covers the enrollee and all eligible family members. The new Self Plus One enrollment type covers the enrollee and one eligible family member you designate to be covered.

When will a Self Plus One enrollment be effective for annuitants?

If you choose a Self Plus One enrollment during the 2015 Open Season, your enrollment change will be effective on the 1st of January. For annuitants, Open Season enrollments are always effective on the 1st day of the year following the end of the Open Season. If you choose a Self Plus One enrollment outside of Open Season, your enrollment change will be effective on the first day of the first pay period following the one in which you make a change. For example, if you request an allowable change in the middle of February, your change will be effective on March 1st.

How will I know if a Self Plus One enrollment is right for me?

You should determine your eligible family members and decide which enrollment type is best for you. A Self Plus One enrollment type will cover you and one eligible family member. During Open Season 2015, you will want to pay close attention to the benefits and rates in both the plan you currently have and other FEHB plans available to you. OPM will release materials in advance of Open Season to help you make this important decision. Visit www.opm.gov/openseason to access these materials.

If I choose Self Plus One now, will I be able to make changes to my plan later?

Yes. You can always make changes to your plan during Open Season. In addition, you can make changes if you experience a Qualifying Life Event. For example, if you are currently married and chose a Self Plus One enrollment, in the event you divorce, you can make a change to Self Only. Alternatively, you can change to Self and Family if you have an eligible child. Other QLEs allow you to make changes as well. You can see a list of all your QLE opportunities on the SF 2809.

Will domestic partners/non-married partners be eligible for coverage under a Self Plus One enrollment?

No. Only legally married spouses are considered eligible family members under any FEHB enrollment, including Self Plus One. This has not changed with the addition of the new Self Plus One enrollment type.

When is the first opportunity to change my enrollment to Self Plus One?

You will be able to select a Self Plus One enrollment beginning in the 2015 Open Season. After Open Season, you will have an opportunity to change your enrollment upon experiencing a Qualifying Life Event (QLE).

I am an annuitant. What if I miss the Open Season and I want to change to a Self Plus One enrollment?

Annuitants are allowed to decrease enrollment at any time. This means that if you have a Self and Family enrollment and you decide you would like to change to a Self Plus One enrollment, you may do so throughout the year. No changes to Self Plus One can be made prior to the 2015 Open Season. Changes are effective January 1, 2016. If you have a Self Only enrollment, however, you must experience a Qualifying Life Event in order to change to Self Plus One. These are events such as marriage, divorce, or a family member's loss of coverage under another health insurance program. For a full list of allowed QLEs, please view the SF 2809. Reminder: No changes to Self Plus One can be made prior to the 2015 Open Season. Open Season changes for annuitants are effective January 1, 2016.

I am an employee. When will a Self Plus One enrollment be effective?

If you choose a Self Plus One enrollment during the 2015 Open Season, your enrollment change will be effective on the first day of the first full pay period in January 2016. If you choose a Self Plus One enrollment outside of Open Season, your enrollment change will be effective on the first day of the first pay period following the one in which you make a change. The earliest available effective date for a Self Plus One enrollment is January 1, 2016.

I am an employee. What if I miss the Open Season and I want to change to a Self Plus One enrollment?

As an active employee, you must experience a Qualifying Life Event (QLE) in order to change your enrollment outside of Open Season. These are events such as marriage, divorce, the birth or adoption of a child, or a family member's loss of coverage under another health insurance program. For a full list of allowed QLEs, please view the SF 2809. Reminder: No changes to Self Plus One can be made prior to the 2015 Open Season.

APWU
HEALTH PLAN
Together. Better Health.

www.apwuhp.com
(800) 222-2798

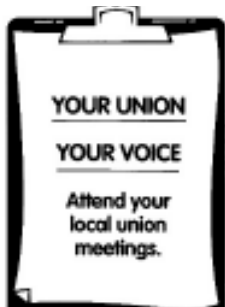
For additional information visit
www.opm.gov/selfplusone

APWU Bay Breeze
P O Box 10323
Green Bay, WI 54307-0323
the.baybreeze@yahoo.com

Non-Profit
Organization
U S Postage
Paid
APWU Bay Breeze

Change Service Requested

	<p>MOVING??</p> <p>Please send us your new address so we can get your issue of the Bay Breeze to you. Thank you!</p>
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<p>Next Union Meeting:</p> <p>Tuesday, November 17th, 11:30 am*</p> <p>Buster's Bar and Grill</p> <p>2475 W. Mason St, Green Bay, WI 54303</p> <p>*our meeting for gift card drawing for Thanksgiving!</p>
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<p>DID YOU CONTRIBUTE \$670 OR MORE PER PAY PERIOD??</p> <p>If so - take action!</p>
--

<p>CURRENT MEMBERS:</p> <p>Watch your mail and return your ballots on time</p> <p>MAKE YOUR VOTE COUNT!</p>
--

If you contributed \$670 or more per pay period this year, you will exceed the \$18,000 limit in TSP Contributions this year unless you take action!

Once you meet the limit, your contributions are suspended. Due to the fact that there are 27 pay periods this year, your limit will be met before the last pay period.

Because your contributions get suspended, you will also miss out on your matching contributions! Go online to liteblue.usps.gov or call 877-477-3273 and select option 5 to adjust.

Don't wait too long or your "free" matching contributions will be money lost for you.

