



The Badger Bulletin

The American Postal Workers Union of Wisconsin

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PPA Award Winner

April-May, 2014

THE PRESIDENT'S REPORT . . . BY STEVE LORD

How To Get Rid Of The Postmaster General

The USPS has been a rudderless ship for quite some time now. Local Post Offices don't know what districts are doing. Districts don't know what Areas are doing. Areas don't know what Headquarters is doing. Plans come and go and change so quickly it makes your head spin. It is obvious no one is in charge. It is obvious we need a new Postmaster General.

There have been calls for a new PMG from different groups in the APWU for a long time. The argument against this has been better to deal with the devil we know than to end up with someone worse. However, it is so obvious that PMG Bill Donahoe is intent on decimating APWU represented crafts that one wonders how much worse can it get.

This led me to wonder what the process is exactly for removing the Postmaster General of the United States. It bothers me a little that I didn't know these facts before but here it goes.

- The PMG is appointed by the nine member Board of Governors.
- The PMG and Deputy PM then become members of the Board.
- The members of Board of Governors are appointed by the President of the United States subject to Senate confirmation.
- No more than five members can be from the Presidents political party.
- The members serve seven year terms. **Now here is the part that blows my mind.**
- Currently there are only four members on the Board of Governors. All of them are Republicans. All of them were appointed by George W. Bush. One of these members term has already expired. Two of these members terms will expire before the end of the year. There are five unoccupied positions that could be filled with Democrats appointed by President Obama.

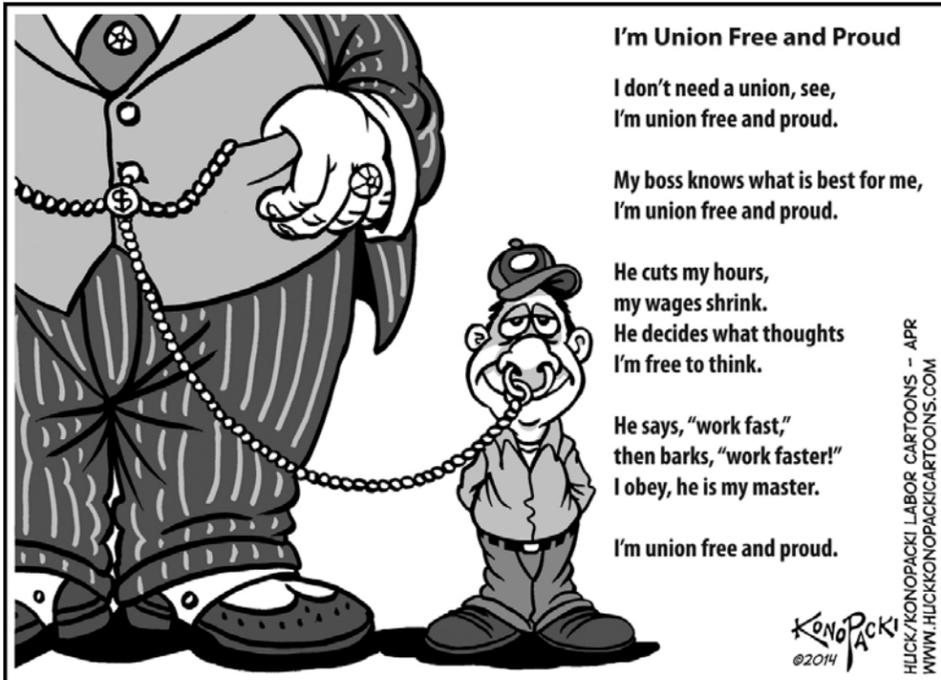
Theoretically this would give postal workers a little more voice in what happens to the USPS. Your guess is as good as mine why these positions are not being filled. We need to figure out what kind of action we must take to get this process moving. I am a big supporter of President Obama. I

the Postal Regulatory Commission. The PRC oversees the USPS. The PRC has five positions. Currently two are held by Republicans and one is held by a Democrat. Two positions are vacant. President Obama can once again help us out by filling these two positions. A majority of Democrats once again theoretically should make for a more worker friendly USPS. I plan on doing more research on this issue. Sometimes there is more to the story than is obvious. I will keep you informed on what I find out.

2014 APWU of Wisconsin Convention
The APWU of Wisconsin will hold its 2014 Convention on April 24-27 in Appleton Wisconsin at the Paper Valley Hotel. At the 2012 Convention I promised that we would again discuss 100% participation in the AFL CIO of Wisconsin. It is my intention to do everything in my power to keep us 100%. It would be a giant step backwards for us to do otherwise. In fact, I am researching what it would take for every Local in the country to belong to their State AFL CIO Organization.

I will also introduce a resolution that we come up with an effective way of getting out to as many small offices as we can in the coming year. Too many postmasters are doing our work. We still have many excessed employees that could come back to these offices if we can get the work back. I believe there are opportunities for new APWU represented employees in many small offices also.

Other resolutions that we will be considering deal with PSE conversions, EReassign, holiday and OT scheduling for NTFTs, an NBA for Support Services, keeping the 50 mile excessing rule and others. If you are reading this before the Convention takes place it is not too late to get a resolution in. Resolutions can be presented at the Convention. A full reporting of what transpires at the convention will be in the next *Badger Bulletin*.



worked hard to get him elected twice. My motives weren't totally selfish but, I expect the President to do everything he can to protect good unionized public sector jobs.

We keep hearing about the Grand Alliance among the unions that serve postal workers. My hope is that the heads of all the postal unions would find a way to put pressure on President Obama to get these positions filled. After these positions are filled maybe the USPS Board of Governors can get rid of Donahoe and appoint someone who really cares about the best interests of the USPS.

Further Internet searching led me to information on

Letter Carriers Stand Solidly With Postal Workers Against USPS — Staples Deal

by Mike Hall

The Letter Carriers (NALC) have joined in the battle by the Postal Workers (APWU) to stop the U.S. Postal Service's privatization of retail operations by contracting services to Staples with "postal counters" staffed with low-wage, high-turnover Staples employees rather than postal employees.

NALC President Fredric Rolando announced the union was taking part in the **April 24 National Day of Action** to protest the USPS/Staples deal.

"Americans value and deserve postal services provided by highly trained, unformed and accountable employees who work directly for the Postal Service, not for an office-supplies retail chain. Just as the

members of the APWU stand with the NALC in our battle to preserve six-day mail delivery service, so do letter carriers stand with our brothers and sisters in this fight against privatization."

"This is the true meaning of solidarity," said APWU President Mark Dimondstein. "This unity will strengthen our fight for a vibrant, public Postal Service."

Since the deal was announced there have been a number of demonstrations by APWU members and their allies at Staples stores around the country. At a recent protest in Atlanta, APWU member Leroy Lavender said:

We are here to stop the sale of the mail. The U.S. mail is not for sale.

— Source: *AFL-CIO Now*

THE UNION NEWSPAPER IS THE MOST VISIBLE SIGN OF LIFE IN THE LABOR MOVEMENT



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The APWU of Wisconsin publishes this newsletter as a means of communicating with our members. The union encourages letters to the editor; letters must be signed but name will be withheld upon request. All opinions expressed are those of the writer, and not necessarily those of the state organization or its officers.

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BY LUCY HAUSER, DIRECTOR OF HUMAN RELATIONS, ORGANIZATION & EDUCATION

WORKERS COMPENSATION

A Review Of Facts & Procedures

Employees who get hurt on the job must file claims with their immediate supervisors, but most often we find that the supervisor has received little or no training on the proper forms and procedures for OWCP. Following is a list of questions and answers from OWCP's website which I have edited:

I was injured on the job. How do I file a claim?

You need to complete either form CA-1 "Federal Employee's Notice of Traumatic Injury and Claim for Continuation of Pay/Compensation" or form CA-2 "Notice of Occupational Disease and Claim for Compensation". A traumatic injury (CA-1) is one that can be pinpointed to have occurred during one particular work shift: such as falling down the steps, running over your foot with a piece of rolling stock, smashing your finger in a piece of equipment. An occupational disease (CA-2) is a medical condition that has developed over the course of time and is due to work activities, such as tennis elbow, trigger finger, carpal tunnel, and tendinitis. Also complete a CA-35 "Evidence Required in Support of a Claim for Occupational Disease" if you are filing a CA-2.

It is crucial to have this form completed properly as your claim will not be accepted unless you prove that your disease is work-related. All these forms can be downloaded from OWCP's website: <http://www.dol.gov/reg/compliance/owcp/forms.htm>

The CA-1 and CA-2 must be submitted to your supervisor for completion and it is up to your supervisor to mail the forms to OWCP. If it is **your job** to supply all the necessary medical documentation to support your claim of injury; don't expect your supervisor to contact your doctors for the documentation. **Make sure that you make copies of all your forms before you give them to the supervisor. Also demand a copy of your CA-1 or CA-2 after the supervisor has completed their portion.** All claims must be filed within 3 years of the date of injury.

How do I learn my claim number?

When a case is created a pamphlet is mailed to the injured worker which is supposed to include the claim number and basic information about available benefits. Some people have told me that they never received a claim number in the mail. You can also obtain your claim num-

ber by calling the Chicago District office: (312) 789-2800. You will need to provide your name, social security number, date of birth and date of injury. Once you learn your claim number you can track your case by accessing the Claimant Query System (CQS) online at <http://owcp.dol.acs-inc.com>

Can I communicate with my claims examiner by email?

In order to protect personal information use of email is not allowed. If you need to correspond with OWCP, send mail to: US Dept. of Labor, DFEC Central Mailroom, PO Box 8300, London, KY 40742-8300. **Make sure that you put your claim number on the top of every single page that you send to OWCP!** Failure to put your claim number on paperwork can cause unnecessary delays in claim processing.

How do I get a copy of my OWCP file?

To receive a free copy of all the paperwork in your file, send a signed request to the London, KY address and make sure you put your claim number on your request. You can also request to get a copy of your case file in electronic format on a CD-ROM.

Jury Duty And Court Leave

by Chris Czubakowski

In this month's Hi-Lites article, I intend to go through the process of submitting for court leave when summoned for jury duty.

Jury duty is one of our rights and obligations as U.S. citizens. Fortunately, one of our many entitlements as postal employees is court leave.

Court leave is granted to all full time and part time regular employees provided they would be in a work or annual leave status.

Your Summons Arrives

Your jury summons will have specific reporting dates. You will also be designated as a "regular" or "reserve" juror. If those assigned dates don't work out for you, you have a one-time option to request another reporting time.

Use discretion while exercising this option because the new date you pick is final. There is no second request.

Getting Off Work

When you get a jury summons, the first thing you should do is make copies of all your paperwork for your records. Once you have made copies, take your jury summons and give it to your SDO. You will then need to fill out a 3971 and request court leave for the duration of your jury duty (normally a week).

Your SDO should enter that court leave into TACS for those dates. This will ensure that you get paid your normal hourly wage plus night differential for the days you served (on your postal check).

You may elect to work the same schedule you normally work (if the hours are not conflicting) or you will have to change your schedule to conform with your court service. In order to do this, you will need to fill out and submit a 3189. You will end up having to change your normal schedule to 8:00-4:30 P.M./9:00-5:30 P.M. with weekends off.

After your 3971 and 3189 are completed

and submitted you will be ready for jury duty.

Returning to Work During Jury Duty

Try to remember what I like to call the "1/2 day rule of thumb". This rule states that if the courthouse officially dismisses you before lunch you must report to work for the remainder of your shift. However, if you are officially dismissed after lunch you do not have to report back to work.

Jury Duty Completed

Once your duty is complete you will receive a jury service certification letter. This letter serves as your proof of service as a juror in the county circuit court and is given to you on your last day. It lists the dates you served and the daily dollar amount that you will receive from the county.

Make a copy of your proof of service let-

ter and then submit it to your SDO. They will forward it to the appropriate office.

Since 2003, postal employees get to keep the entire check they receive from the county. Each county pays a different daily amount for jury duty (Milwaukee County pays \$19.00). The check is usually issued three weeks after service.

There is one exception to this rule the daily total fee cannot exceed \$25.00. If the daily total fee exceeds \$25.00, you are required to remit any amount in excess of \$25.00. Remittance should be made at the window unit. You will be provided a receipt.

I hope this brief synopsis of court leave and jury duty answers a few questions that you may have had. If you have further questions, please feel free to ask any steward or officer.

— Source: *The Hi-Lites*

Auxiliary To The APWU Of Wisconsin State Convention Call

by Jacque Childs, Auxiliary Secretary

Credentials have been sent out to the delegates for the Auxiliary to the APWU of Wisconsin State Convention April 24, 2014 through Saturday, April 26, 2014 held in conjunction the APWU State Convention in Appleton, WI. There will be nomination and elections of all officers of the Auxiliary, President, Vice President, Secretary, Treasurer, and Legislative Director. The minimum age of an officer in the Auxiliary shall be at least twenty-one (21) years. If you did not receive your credentials, please contact the Secretary, Jacque Childs email

at jchilds@uwcatholic.org. Credentials are due back by April 15, 2014 to Secretary, Jacque Childs, 1937 Paso Roble Way, Madison, WI 53716.

Now is the time to start preparing any resolutions that you wish to submit to the convention for consideration by the delegates in attendance and to be forwarded, if acted on, to the National APWU Auxiliary Convention.

The Auxiliary to the APWU of Wisconsin announces the theme for the State Convention is "Hunger Games" and hope to raise needed monies for COPA. Be sure to join us.

LEGISLATIVELY SPEAKING . . . BY JEFF WORDEN, LEGISLATIVE DIRECTOR

— Just Say No To Staples —

The US Postal Service and Staples have implemented a pilot program that allows postal products and services to be sold at 80 Staples stores in the nation's largest cities. If this pilot program is successful, the Postal Service and STAPLES plan to take it nationwide.

Outsourcing an essential public service to a for profit corporation staffed with employees making less than a living wage (STAPLES employees average about \$18,000 per year working 40 hours a week) is bad for postal workers and bad for America. This outsourcing depresses wages, takes money out of the economy, and jeopardizes the safety and security of the U.S. Mail system.

Ironically, on March 7, 2014, STAPLES upper management announced that they would close 225 of its 1846 North American STAPLES stores. The reason behind the closures was to save 500 million dollars by the end of the year. With their recent attempt to provide postal services (without using postal employees) it is quite possible that STAPLES will alienate even more of its customer base and will end up closing even more stores. Let's face it, STAPLES providing postal services are NOT IN THE BEST interest of the post office and it is not in the best interest STAPLES!

I've been working with the APWU national legislative director to protect our postal jobs. LBA Mark Ferrari and I developed the following letter which has been sent to all Staples stores in Wisconsin. The letter reads as follows:

Dear Staples Store Manager,

I am writing to you today to let you know that I vehemently oppose the opening of pilot "postal units" staffed by non-USPS employees in more than 80 Staples stores located in various parts of the country, eleven of them located right here in Wisconsin.

While I support the expansion of postal services and increasing convenience for customers, I can only support offering postal services that are provided by career postal employees.

I am adamantly opposed to any efforts to replace postal jobs with non-union, low-wage, non-postal workers who

have no accountability for the safety and security of the mail. Postal units at Staples or at any other location should be staffed by career postal employees. Privatizing postal services is not the best interest of our economy, our com-

services continue to be provided by well-trained postal employees.

Sincerely,

Currently, there are eleven STAPLES stores in the state of Wisconsin. If you would like a copy of this letter to send to your local STAPLES store contact me at (414)-530-7186. Our goal is to have every member around the state send at least one letter to every STAPLES store in Wisconsin. We are also asking that you share the letter with your family and friends. Please ask them to support postal workers and send a letter on your behalf.

I would like to close out my article with some good news. On March 5, Senator Bernie Sanders (I-VT) wrote an article on the importance of the United States Postal Service and called the USPS "our beloved national treasure".

Senator Sanders stated that the Postal Service supports millions of jobs in virtually every sector of our economy and provides good paying union jobs to some 500,000 Americans. He also pointed out that the USPS is the largest employer of veterans.

He cited the onerous 75-billion dollar pre funding of retiree health care benefits and called out the very powerful and wealthy special interests who want to dismantle and privatize the USPS, social security, Medicare and public education.

It was one of the best pro USPS articles I have read in quite some time!

I would like to remind everyone that the APWU is STRONGLY AGAINST S. 1486. S.1486 is a substitute Bill that was offered by Sen. Tom Carper (D-DE) and Sen. Tom Co-

burn (R-OK) on January 29, 2014. They offered this Bill as a substitute to the Bill they introduced last August, but this substitute Bill is even WORSE than the original. APWU members (including retirees) are STRONGLY encouraged to contact their elected Representatives and tell them to VOTE NO on S.1486!

In closing, let's face it; no one can protect postal jobs better than postal workers!!! Let's all take the time to sign and mail a letter. Take Care.

and our country.

I understand that Staples hopes to increase business by placing these "postal units" in their stores, however if these postal services are not being provided by postal employees, I will have no choice but to ask my family, friends, and colleagues (many who are current Staples customers) to refrain from continuing to do business with your store. Postal employees live and work in every city across the country and I will work to ensure that postal

Safe Jobs Save Lives Make Your Voice Heard

Four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved thousands of lives and prevented millions of workplace injuries and illnesses.

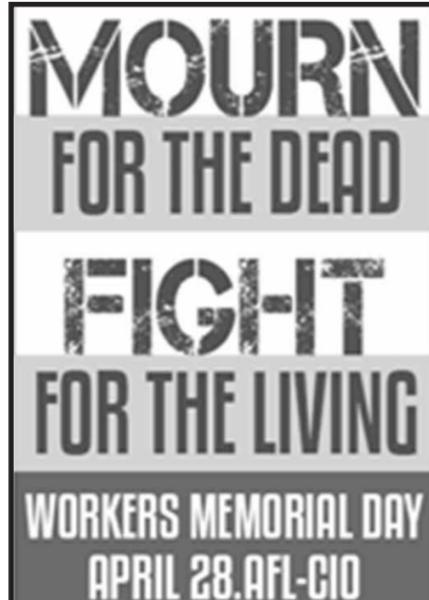
But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are fired or disciplined. Employers contract out dangerous work to try to avoid responsibility. As a result, each year thousands of workers are killed and millions more injured or diseased because of their jobs.

The Obama administration has strengthened protections with tougher enforcement

and a focus on workers' rights. Much-needed safeguards on silica and other workplace hazards, stalled for several years due to fierce business and Republican opposition, have finally started to move forward.

We must redouble our efforts to make sure these safeguards are finalized and put in place.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. This year we will come together to call for **good jobs** in this country for all workers. We will seek stronger safeguards to prevent injuries and save lives. We will stand for the right of all workers to raise **job safety concerns** without fear of retaliation, and for the freedom to form unions and speak out and bargain for respect and a **better future**. Please join us and make your voice heard.



You can keep up with your Labor News between Newsletters by going to: apwuwi.com or you can find us on Facebook too.

7 Ways Raising The Minimum Wage Will Help Working Women

by *Kenneth Quinnell*

Raising the minimum wage would help working women and their families, according to a new White House report. The report also takes a look at how raising the minimum wage for tipped workers, 72% of whom are women, is important in helping working families.

When discussing the issue earlier this month, President Barack Obama said:

"Most people who would get a raise if we raise the minimum wage are not teenagers on their first job—their average age is 35. A majority of lower-wage jobs are held by women. These Americans are working full-time, often supporting families, and if the minimum wage had kept pace with our economy's productivity, they'd already be earning well over \$10 an hour today. Instead, it's stuck at \$7.25. Every time Congress refuses to raise it, it loses value because the cost of living goes higher, minimum wage stays the same."

Here are seven ways that raising the minimum wage, including the tipped wage, would help working women:

1. Of the workers who would benefit from raising the minimum wage to \$10.10, 55% are women.

2. Workers in tipped occupations, such

as restaurant servers, bartenders and hair-stylists, are 72% women.

3. One-fourth of all workers who would benefit from increasing the minimum wage to \$10.10 have dependent children, including 31% of the female workers who would be affected.

4. Nearly 3 million working single parents would benefit from the increased minimum wage, 80% of whom are women.

5. Research shows that raising the minimum wage reduces child poverty among female-headed households.

6. Research shows that raising the minimum wages helps women work their way out of poverty and into the middle class.

7. The Council of Economic Advisers estimates that raising the wage to \$10.10, and indexing it to inflation, would reduce the gender wage gap by 5%.

—Source: AFL-CIO Now



Tobacco Cessation

The APWU Health Plan has taken on a social responsibility to help our members stop smoking. We want to provide you with the best chance of quitting and staying smoke-free. We also realize that this is not easy, but you can do it! According to the Centers for Disease Control and Prevention (CDC), cigarette smoking harms every organ of the body and causes diseases that reduce smokers' health in general. Diseases include lung disease, cancer, cardiac disease and chronic

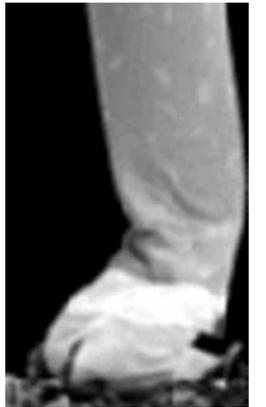
obstructive pulmonary disease (COPD). Cigarette smoking causes more than 440,000 deaths smoke-free lowers your risk of illness. See www.cdc.gov/tobacco for more details and go smoke free.

Again, the APWU Health Plan is here to help! Listed below are benefits provided through our tobacco cessation program. Health Plan members are covered at 100% for in-network providers.

- 4 Group therapy sessions or . . .
 - 4 Telephonic counseling sessions or . . .
 - 4 Educational sessions with a physician
- Prescription drugs (by mail order only)

approved by the FDA to treat tobacco dependence (including patches, lozenges and gum)

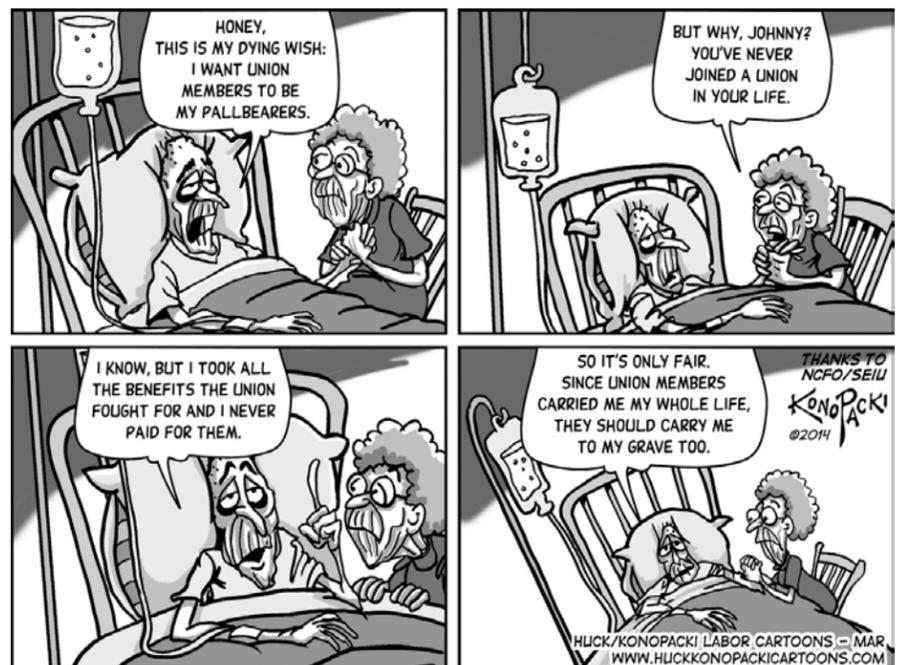
Over-the-counter drugs (through your health plan option) approved by the FDA to treat tobacco dependence



— ON THE LIGHTER SIDE —

A child asked his father, "How were people born?" So his father said, "Adam and Eve made babies, then their babies became adults and made babies, and so on." The child then went to his mother, asked her the same question and she told him, "We were monkeys then we evolved to become like we are now." The child ran back to his father and said, "You lied to me!" His father replied, "No, your mom was talking about her side of the family."

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CHANGE SERVICE REQUESTED