



The Badger Bulletin

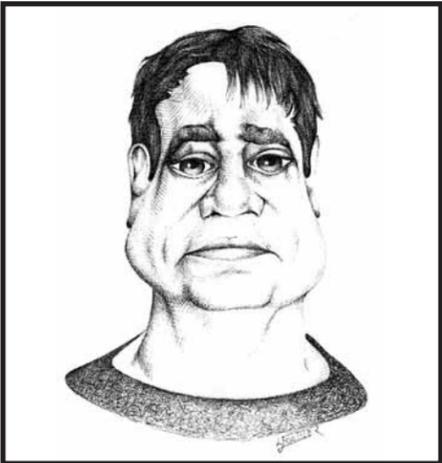
The American Postal Workers Union of Wisconsin

Volume 43 No. 1

2009 PPA Award Winner

January-February, 2010

THE PRESIDENT'S REPORT . . . BY STEVE LORD



Happy New Year Everyone

I hope everything went well for you over the holiday season. I hope there are great things in store for you in the coming year. We as postal workers sure hope 2010 is better than last year. Hopefully the economy will improve and the worst is behind us. I know we've been beat up a little but, we are still standing and ready to move on and up.

4 STATE CAUCUS

By now you should have registered for the hotel and registered with the APWU of Wisconsin for the upcoming 4 State Caucus. The 4 State Caucus is held to prepare us for our upcoming state and national conventions. The state organizations of Wisconsin, Minnesota, North Dakota, and South Dakota get together at this time so that we can work together and present a united front when approaching changes that need to be made to our contract and national constitution.

The training before the caucus is designed to familiarize us with our respective craft articles so that we can propose changes at convention. We will also work on any constitution changes that we feel are in order. Please bring any contract or constitution changes you would like to see in the form of resolutions so that we can discuss and hone them into resolutions we can present at our state and national conventions.

Because it is a contract year and because the finances of our National APWU have taken a beating with the early outs, there are many things that need to be discussed contractually and constitutionally. The 4 State Caucus can be very relevant if we want it to be. Come and get educated and let our united voice be heard in this very crucial upcoming year.

WHAT'S IN STORE FOR THE APWU OF WISCONSIN

The APWU of Wisconsin State Convention is coming up beginning on April 29. It is time for us to start thinking about what the future holds for us as an organization. We will have to look at what the temporary and long term effects of the early outs are on our

finances. We should be alright because our treasury is very strong. Still I have always strived to be fiscally responsible and we should take nothing for granted. I am going to ask Treasurer Dale Anderson to give me a report on how the reduced work force will affect us.

Together over the last few years we have worked to improve the APWU of Wisconsin when it comes to information, education, and being part of the labor movement. We have accomplished these things and still remained fiscally sound. However, our work is not yet done. There are at least a couple of things I would like to get done in April.

At our APWU of Wisconsin Convention I will be proposing that the state organization permanently pay a portion of locals AFL-CIO per capita payments. As you recall at our last convention we became 100% affiliated with the AFL-CIO of Wisconsin. The con-

stitutional amendment called for the APWU of Wisconsin to collect the per capita from locals and pass it on to the AFL-CIO. The amendment provided that the state would pay for a portion of the locals per capita for a while so the cost could be phased in to the local's budget. I am proposing a constitutional amendment that the APWU of Wisconsin permanently pays a portion of local's per capita. It has been done this way for two years and we have been able to afford it so I think we can make it permanently part of our constitution.

Another thing that I think needs to be addressed has been crying out for attention for many years. I am talking about MAL representation. I am going to propose constitutional language that will provide regional representation for MALs.

I greatly appreciate those members who go out to small offices to represent MALs.

For the most part this works out well but, wouldn't it be great if MALs had their own representative that they could call when they have an issue. This person could also reach out to those MALs and keep them informed of their rights.

On this issue I would value your input. There are many questions that will need to be answered. What would the regions be? What would the compensation be? How will the constitution read?

In the coming months I will be reaching out to some of you for help. We will see each other at the 4 State Caucus. I value your opinions. Please don't be afraid to offer them. I will be appointing committees for the convention that will help shape our constitution for years to come. Let's work together to secure the future of the APWU of Wisconsin.

Thanks for Listening.

Workers in Small Offices

We Want to Hear From You

Postal employees in small offices whose hours have been reduced while managerial hours have been increased are being asked to complete and return a union-sponsored questionnaire on the subject. Work-hours for part-time flexible clerks at many small offices have been slashed, APWU President William Burrus noted in a column in the January/February issue of The American Postal Worker magazine.

The National Agreement limits management's right to shift work from clerks to other employees, Burrus wrote, but management continues to violate arbitrators' rulings on the issue. "While the APWU-USPS contact recognizes the right of supervisors and postmasters to perform bargaining-unit work in small offices, arbitrators have repeatedly concluded that supervisory work cannot increase at the expense of work for clerks," he said.

"Some employees have had hours reduced to two hours per week; others have been forced to travel to distant offices; many have surrendered — and terminated their employment. In most instances, these reductions should not have taken place," Burrus wrote.

The Postal Service persists in violating prohibitions on increasing the workload of postmasters, postmaster-reliefs, and other supervisors at the same time that clerk hours

are being reduced, the union president said. The union and management have agreed that Rural Letter Carriers cannot perform clerk work (including when they are on light duty), but management often violates this ban as well.

The union has initiated a series of national-level grievances seeking to have the work returned and to make affected employees 'whole,' Burrus wrote.

Employees who worked at small offices

between 1993 and the present are asked to complete the survey, which appears in the January/February issue of the magazine, along with a Business Reply Envelope. Completed forms should be mailed to:

APWU Survey
1300 L Street NW
Washington DC 20005

Members may obtain the questionnaire by going to: www.apwu.org or www.apwuwi.com

85,000 Jobs Lost In December

Despite the predictions of many economists, job loss worsened in December, with a net loss of 85,000 jobs. The U.S. Department of Labor jobs data out today shows the number of those officially unemployed—15 million — remains the same, as does the 10 percent unemployment rate.

But the Economic Policy Institute (EPI) says the jobless rate remained unchanged only because the labor force declined by well over half a million (661,000) workers in December. If these workers had been in the labor force unemployed, the unemployment rate would have risen to 10.4 percent. Some 7.2 million jobs have been lost since the recession began in December 2007.

Employment in December fell in con-



struction, manufacturing and wholesale trade, while temporary help and business

continued on page 3

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

EDUCATION AND ORGANIZATION . . . BY RICK GALLO, DIRECTOR

Work Standards?



On more than one past occasion in this column, I have raised the issue of work standards. Contractually, at least, beyond the acknowledgement of “a fair day’s work for a fair day’s pay” as set forth in Article 34 of our Collective Bargaining Agreement; there are no work standards in the clerk craft. Yet, USPS continually tries to squeeze more and more work out of fewer and fewer employees. Virtually nation-wide, there is a hiring freeze. As current employees retire, quit, or otherwise leave USPS, they are not replaced. Those employees that are left are simply expected to pick up the slack. We have days in our office where we simply do not have sufficient employees to cover the jobs that are required to be done. We continue to borrow from Peter to pay Paul, and it continues day after day.

Many months ago, I had warned that USPS was rolling out computerized programs to track and evaluate employee performance. These programs have several acronyms, such as AWPS, CSSOM, CSV, and CSAW. Of these, CSSOM and CSV are management tools to help higher level management view and evaluate performance. CSAW, on the other hand is a supervisory tool. CSAW actually forces the supervisor to schedule, plan, and react to the workload on a daily basis.

The model provides a daily comparison for each labor distribution code (LDC) which includes a benchmark, earned hours, actual hours, the variance between the two, and the percent achieved. Every day, volume data is being input into these systems. Hours used are fed directly from clock rings in the USPS TACS system, and the end result is that USPS

now has a handle on clerical production that was once unheard of. And, as I had previously warned, this whole system is based upon standards developed in AWPS that were never agreed to by the union.

The union was given no input into their development, nor was any of the information relied upon shared with the union. In one year, the impact was slated to be over 2,400 jobs. Supervisors and local managers acknowledge that upper management is constantly pressuring them about having too many employees. This is a direct result of these computerized models which are based upon the arbitrary standards incorporated therein.

The same scenario is true concerning the evaluation of window hours and window transactions utilizing POS-ONE Reports. Individual employee production is tracked and analyzed by the POS units as the clerks go about their normal business. These evaluations, just like those of function four mail processing employees are compared against pre-set standards to determine actual performance, and arrive at “earned hours.” As we repeatedly see, if earned hours are below actual hours used, management immediately says we are overstaffed. Then, when an employee leaves the window unit, the response is not to replace them.

Similarly, not long ago, District-level management re-evaluated the POS-ONE deployment at each office. Those offices that used more than their “earned hours” saw POS-ONE units reduced in their offices. Management still pushes employees to cut down the wait time in line, etc., but with fewer POS units at the window, it doesn’t

matter if the line is out the door; you can still only staff windows where the POS exists. Initially USPS projected use of this computerized evaluation to result in a savings opportunity of 30 million hours per year. As you probably know once they roll out these programs, they stop at nothing to make them work.

Just recently, we were also advised that USPS was installing GPS devices in postal vehicles. While the major impact of this falls upon letter carriers; there are also plenty of clerks and maintenance employees that use postal vehicles on a daily basis as part of their job. It’s just another example that employees will be watched however possible.

While the level of scrutiny, study, evaluation, and work measurement are at levels such as we have never experienced before, these things are not new in other industries. Auto workers, for example, were subjected to much the same process, long before we were. In Kenosha, where I work, we used to have an auto plant. At its height, it employed tens of thousands of workers. Now, the number is under 900, and the plant is slated to close completely later this year. Those jobs are being moved to Mexico.

Personally, I cannot help but feel that the entire focus and enormous emphasis on “the numbers” is an incorrect one. What gets lost in this emphasis is service. Service is what USPS is supposed to be about. Service is what we actually sell. It almost seems like management; especially upper management, is intent upon destroying the Postal Service. If they continue on the path of ignoring service, and just focusing on numbers, they may do just that.



Badger Bulletin

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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. The *Badger Bulletin* is a proud member of the APWU Postal Press Association. The *Badger Bulletin* is printed six (6) times per year.

Articles not credited are those of the editor.



LEGISLATIVELY SPEAKING . . . BY JEFF WORDEN, LEGISLATIVE DIRECTOR

. . . And The Hits Just Keep Coming

First it was denying FERS employees an option to losing sick leave when they retire, then it was forcing the USPS to pay enormous sums of money into retirement accounts-but, not being allowed to draw on those funds until years later. Now these same anti-union people are behind a drive to start closing/consolidations of post offices throughout the country. While I have not heard of any post office closings in Wisconsin as of YET, there have been plenty of post office consolidations. With the small office consolidations it seems to be the APWU represented crafts that are being hit the hardest! The APWU has initiated a grievance on all of the post office consolidations in Wisconsin.

There is a bill (H.R. 658) which was introduced about a year ago by Albio Sires (D-NJ).

If passed this bill would force the USPS to follow specific guidelines when attempting to close/consolidate any postal facility. Some of those specific guidelines are as follows;

- **Requiring the USPS to produce a detailed assessment of the need for the closing or consolidation.** Currently the USPS does not have to state a REAL NEED for the reason to close/consolidate a post office.

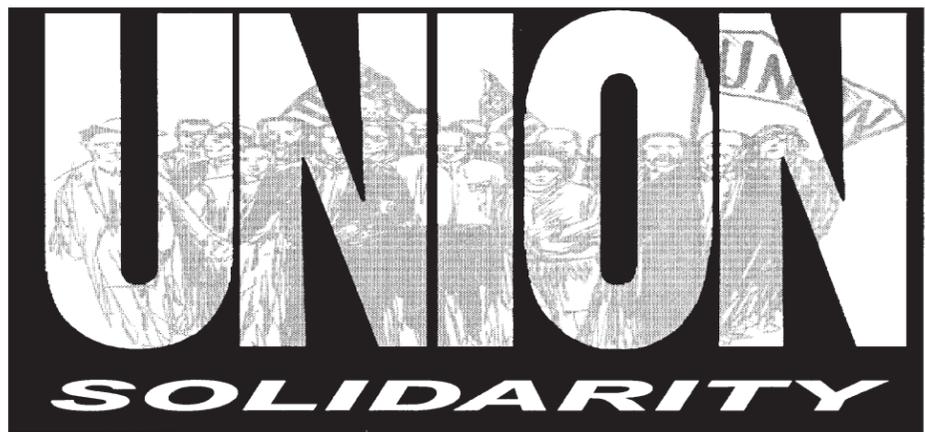
- **Eliminating a requirement to consider the resulting economic savings.** This is definitely a major item as management is always using the excuse “it’s a cost saving measure” which is wrong, because this is nothing less than a disguise to reduce the bargaining unit.
- **Expanding the public notification process by requiring the USPS to notify affected communities by both news media and mail, and inviting public comment for 90 days before any final decision is made.** Tell me this wouldn’t be great. Just imagine the public getting 90-days advance notice, this would make the USPS think long and hard

before closing/consolidating any post office.

- **Allowing input by all affected parties and permitting appeals to the Postal Regulatory Commission.** Again, this would be excellent way to stop the “cut and dry” process of closing/consolidating post offices.

Will this bill ever pass? Who knows, but it’s nice to know that there is always the possibility. It all started with someone talking or writing to their elected official. Now maybe it’s our turn to talk to our elected officials! Whadda think?

Take Care.



Direction Of Contract Negotiations Become Apparent

Larger Mailers Have Profit Building Agenda At Our Expense

Our contract is not up until November 2010 but it appears positions are being taken already. A group called the Mailers Council has issued what they call a "White Paper" on the USPS -their analysis of the USPS with suggestions on how to "save" the USPS. This "White Paper" is full of charts and graphs attempting to show that their enormous postage discounts are accurate and warranted, but this reminds me of the saying that statistics are always relied upon and heavily used by liars.

(I could use the Function-4 reviews as an example of how statistics are distorted and perverted to get the outcome desired, but I think we all understand this fact). This Mailers Council group is intent on preserving their own enormous pre-sort postage discounts and they show their true intent in their recommendations — which are to give the USPS greater control over employee wages and benefits, arbitrators should consider the financial health of the USPS when making decisions on collective bargaining (contracts), and the USPS should continue realignment (closing) of postal facilities and networks to their needs. To call this report self-serving is an understatement! What they refuse to admit is that the USPS is a non-profit business while these mailers are in business to make a profit — as much profit as possible, and they want continued profit at our expense. President Burrus, never one to sit idle, has challenged the USPS pre-sort program as a giveaway to private mailers because the postage discounts for presorting mail is much higher than the actual costs avoided.

PMG Potter claims the pre-sort discounts are accurate but refuses to prove it.

President Burrus has challenged him to bring the pre-sort work back in-house and the APWU will process this mail for a half-cent less than the pre-sort discount. President Burrus has offered Potter a public guarantee on his challenge. PMG Potter has failed/refused to answer the challenge.

Also, the USPS OIG has announced an audit they have done on the USPS custodial workforce. They claim to have reviewed 436 sites and "found" that the USPS used 3.4 million cleaning hours more than necessary. They

recommend greatly reduced cleaning frequencies and elimination of duplication of cleaning and policing activities. Not surprisingly they also report that USPS custodians are overpaid compared to the private sector and recommend that restrictions on the use of contract cleaning services be eliminated in the new collective bargaining agreement -meaning ALL custodial service at ALL facilities could be contracted out. They claim the savings would be nearly \$850 million. And of course USPS corporate Mgt agreed with the report.

Recently, USPS corporate Mgt "suggested" that the USPS must have a much smaller footprint in order to survive and said that the USPS only needs 150 plants (instead of over 400) and only 400,000 employees. So we have a private mailers' group and the USPS OIG, and corporate Mgt. already laying out positions to try to impact our contract negotiations that begin later in 2010. I expect many more "reports" and "analyses" and forecasts in the next few months as our negotiations draw near.

— Source: 101 Facts

The Windfall Elimination Provision

The vast majority of those taking advantage of the recent retirement offer were covered under the Civil Service Retirement System (CSRS). A common inquiry that I get from CSRS retirees pertains to the so-called Windfall Elimination Provision, more commonly referred to as WEP. This stipulation was added to Social Security law in the 1980's in an effort to shore up the weakening financial status of this crucial benefit.

Those of you that have worked at least 40 quarters in the private sector, making yourself eligible for a minimum Social Security benefit, will most likely be impacted by the WEP. The WEP will not eliminate your benefit but almost certainly will reduce any Social Security you may have expected.

Social Security is structured as a need-based system, which is designed to replace a much greater portion of a low income earner's wages as opposed to more wealthy

folks entering retirement. In other words, the proportional benefit for a low income retiree is high. Generally, a career CSRS postal worker would not have time to also have worked a job that would result in a full career covered under Social Security; most likely the coverage would be due to part-time work or a short stint either before or after their postal career. Mathematically the numbers resulting from such activity would appear as a lifetime low income earner and thus a high proportional benefit. Thus, Congress decided that to award these CSRS retirees a full Social Security benefit would be a "windfall" and therefore enacted the WEP.

The somewhat complicated formula used to determine one's Social Security benefit is adjusted for those of us that are subject to the WEP. Simply put, it will most likely reduce your expected benefit but not eliminate it altogether. For example, if the monthly benefit

shown on your Social Security statement is less than \$761, the WEP will cut it in half. If your estimate is more than \$761, then subtract \$381 from it.

Remember, if you don't have 40 quarters of coverage during your private sector career you won't be eligible for a Social Security benefit at all. If, on the other hand, you have at least 20 years of coverage when you were making "substantial" earnings on your private sector job the lessening effect of the WEP will reduce by 5% for each year of such work. If you have at least 30 years of substantial earnings in the private sector the negative impact of the WEP is eliminated.

Obviously, the WEP does not apply to FERS retirees as Social Security is a key component to that system. Unfortunately, Social Security seems to need occasional adjustment and more tweaking may be yet performed.

— Source: THE COMMUNICATOR

— 85,000 Jobs Lost In December —

continued from page 1

services, health care and education added jobs. Unemployment among teens is at a devastating 27.1 percent and for blacks, 16.2 percent. The jobless rate for Latinos is at 12.9 percent and for white workers, 9 percent.

But when both unemployed and underemployed workers are counted, there still are some **26 million people** without jobs or full-time work. Another sign of the depth of the jobless rate that often goes unreported: The number of long-term unemployed (those jobless for 27 weeks and over) continued to worsen, hitting 6.1 million. In December, four in 10 unemployed workers were jobless for 27 weeks or longer and there are now six job-seekers for every one job available. More than 7.2 million jobs have been lost since then.

Overall, the employment picture has improved over the past few months, with 450,000 jobless claims filed per week in December 2009, compared with 600,000 a week in March. In fact, weekly jobless claims in December were at the same level as in August 2008, right before the unemployment rate worsened dramatically, according to EPI economist Heidi Shierholz.

But Shierholz and EPI President Lawrence Mishel also warn that because the labor force has not grown in recent months, it's a sign many people have given up looking for jobs or otherwise aren't in the labor market. When the 2.7 million jobless workers who have left the labor market return to look for work, the unemployment rate could worsen

rapidly unless Congress and the Obama administration support robust job creation.

Most economists don't see the jobless rate improving for years, with estimates of 7 percent unemployment through 2012. Mishel says estimates by Goldman Sachs and **economy.com** predict unemployment could worsen to 10.5 percent this fall—and will fall to 9.7 percent only with a vigorous jobs initiative by Congress.

AFL-CIO President Richard Trumka says because it has taken "years of financial abuses and corporate giveaways to get us into this deep hole," we will only climb out if we keep our foot on the accelerator. We urge Congress to move quickly to pass emergency legislation. The bill passed by the House in December is a good start.

But more needs to be done. As part of the AFL-CIO jobs plan, we're pushing Congress and the administration to:

- Rebuild America's schools, roads and energy systems.
- Increase aid to state and local governments to maintain vital services.
- Put people to work doing work that needs to be done.
- Put TARP funds to work for Main Street.

The nation's current "jobless recovery" (an oxymoronic euphemism for anyone out of work and struggling to feed a family), is unusual in several ways, including the extent to which young workers have been hard hit, says Shierholz.

We have never just seen anything like this in modern times, this broad a swath of young people affected by the labor market.

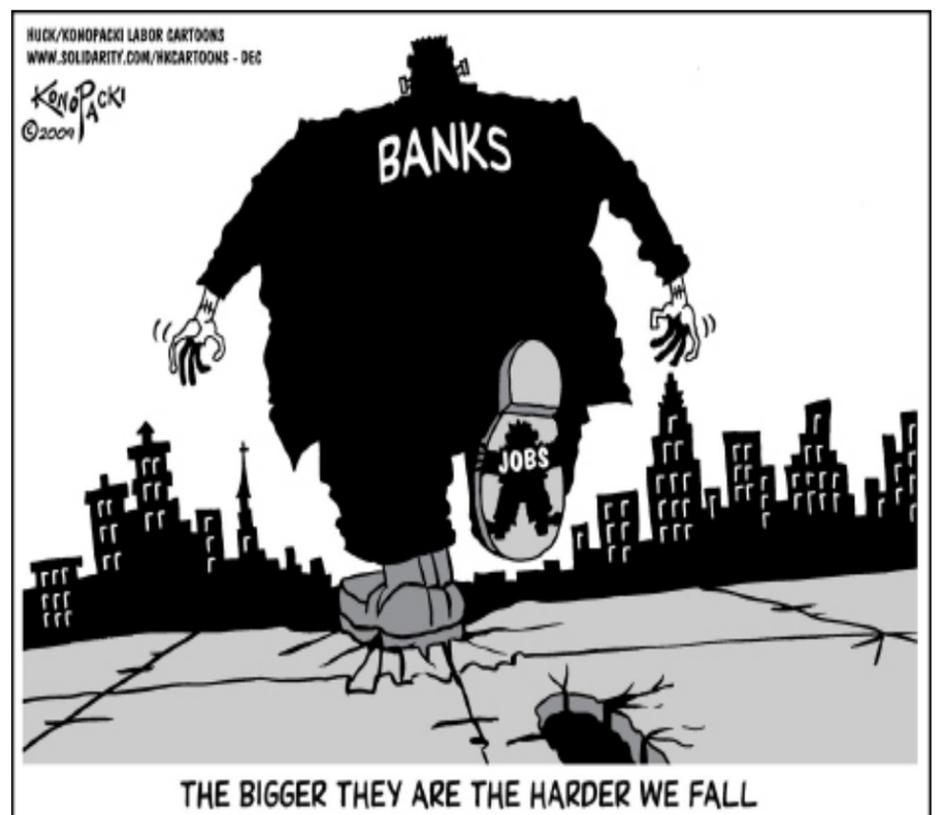
Another difference, says Mishel, is the fact, unlike in previous recessions, productivity has increased because employers have slashed hours worked.

Bruce Bostick, a member of Alliance for Retired Americans who was forced into early retirement because he can't find any jobs, identifies one reason behind the nation's jobs bleed.

For all the people I know, we have

been facing an emotional as well as an economic depression for a long time now. The problems we are seeing are a result of an approach by politicians of redistributing wealth upward. The upward redistribution is now greater than it has ever been. We need to produce jobs for Main Street.

Article printed from AFL-CIO NOW
BLOG: <http://blog.aflcio.org>



THE BIGGER THEY ARE THE HARDER WE FALL

— Ask The President —

Question asked of APWU President Burrus:

I am a Mail Handler in Huntsville AL. I follow your articles faithfully and share them with co-workers at my plant. Congratulations on your upcoming retirement. You will be deeply missed by ALL union brothers and sisters. Thanks for all you have done for all crafts. I hope you have a wonderful, well-deserved retirement.

Ray, Huntsville (AL) Processing & Distribution Facility

President Burrus:

Thank you for your letter and your kind words. I have devoted the past 43 years of my career attempting to improve conditions for postal employees, and your acknowledgement is satisfying. The struggle between management and the employees is constant as we strive to determine authority and compensation. I have lent my voice on behalf of the employees to help ensure that they get their due.

It is unfortunate that our unions differ in

philosophy regarding how workers are best served. As a student of the American labor movement, I have concluded that labor unions should be organized based on the scope of the employer. I believe the defining line should be not the duties workers perform, but where they work; therefore I conclude that all postal employees should be represented by a single union.

Workers gain nothing by limiting the scope of their union's authority. We should never be defined by the work performed, but by who has the ultimate authority over the work. The union is like a family where individual members may have competing objectives: Our boundaries should be unaffected by our internal differences.

Ironically, your union has accepted the basic premise that labor must partner with others to gather the resources to challenge the employer, but it has expanded outside the postal community to affiliate with a union that has no connection to the Postal Service. There is no logical reason that postal mail handlers are a division of Laborers Interna-

tional while refusing to align in solidarity with their fellow postal workers.

Over the next 11 months I will continue to do all within my power to expand and

protect the rights of the employees.

Once again I thank you for your kind comments and I wish you and your family all that you wish for in this holiday season.

Senate And House Iron Out The Differences In Their Health Reform Bills

Senate passage of its version of health reform legislation on Christmas Eve completed a historic year in Congress and in the nation's domestic policy debate. The House and Senate will still have to resolve important differences in their bills this month before they can send a final bill to President **Obama**. Whether to tax health benefits to fund coverage for the uninsured; whether to create a public insurance health plan option to hold down health costs and keep insurers honest; and how to address the "doughnut hole" gap in prescription drug coverage are three top issues. Instead of a formal conference committee, the process will involve leaders shuttling the measure back and forth, until both chambers have agreed to the same text. Democratic leaders believe that many Senators and Representatives would use a formal conference to delay, not improve, health care reform. Both the House and Senate bills provide more affordable coverage for retirees and seniors. They each provide cost relief for early retiree coverage: a new re-insurance program will pick up 85% of the cost of treatments between \$15,000 and \$90,000 for retirees ages 55-64. They also offer a \$500 immediate increase in the Medicare drug allowance; a phased closing of the doughnut hole, during which seniors have to pay 100% of drug costs; and a 50% cut in the price of brand name drugs for seniors in the doughnut hole until the gap is

eliminated. On Monday, the Alliance signed onto a letter from the Leadership Council of Aging Organizations, a broad coalition of seniors groups, urging Senators to close the gap as quickly as possible.

variety of ways. For instance, they would reduce over-payments to private Medicare Advantage plans by \$135-\$170 billion over ten years; eliminate co-payments for preventive care, thereby lowering the odds of a more expensive, catastrophic illness down the line; and ultimately reduce the federal deficit by approximately \$130 billion over ten years. Both bills prohibit denial of coverage or higher rates due to pre-existing conditions and ban annual or lifetime limits on claims payments by insurers. They also reduce age-based variation in premium rates. Differences between the bills include whom to tax and how many people to cover. The Senate wants to tax higher-end health plans valued at over \$8,500 for most individuals and \$23,000 for couples, raising \$150 billion. For retirees, the amounts are higher: \$9,850 for individuals and \$26,000 for family coverage. However, the House wants to increase income taxes on the wealthiest Americans - a plan the Alliance considers fairer. "While the final version is unlikely to include all that we have been fighting for, I believe our grassroots efforts have helped immensely in building political support," said **Barbara J. Easterling**, President of the Alliance.

Reprint: Alliance for Retired Americans

APW - Accident Benefit Association

Accident benefit programs and insurance companies promise you a lot of things, but when you figure out the cost, the promises aren't worth much. That is why 83,000 members, spouses and **retirees** choose the APW Accident Benefit Association - **YOUR** membership owned and operated fraternal benefit fund.

The American Postal Workers Accident Benefit Association Value Plan offers a six thousand dollar accidental death benefit, a two thousand dollar accidental death benefit for your spouse and each of your children, dismemberment benefits and also twelve dollars a day for up to one full year in the event of an accidental injury - ALL for 3.7 cents per day. (Value Plan*)

You have the option of upgrading to the Advantage Plan which pays twenty four dollars per day up to one full year in the event of an accidental injury - ALL for 13.3 cents per day. (Advantage Plan*)

The average Value Plan Claim paid \$816.00! Costing **ONLY 3.7 cents per day!** (Value Plan*)

IMPORTANT MONEY SAVING NOTICE

Not only can you save money on your ABA membership this year by taking advantage of our coupon for one free months assessment, but you will also be entitled to a free month of membership every year if your assessments are paid annually in full!

Member Type/Plan	Average Length of Absence	Average Paid Per Claim	*100% LOCALS One Year Premium	INDIVIDUALS One Year Premium
ACTIVE MEMBERS				
Value Plan	68 Days	\$816.00	\$13.78 (3.7 cents per day)	\$26.00 (7.1 cents per day)
Advantage Plan	49 Days	\$1,176.00	\$48.62 (13.3 cents per day)	\$65.00 (17.8 cents per day)
RETIREES				
Value Plan	49 Days	\$711.00		\$27.00
Advantage Plan	59 Days	\$1,187.00		\$68.40
SPOUSES				
Value Plan	90 Days	\$1,024.00	\$13.78	\$26.00
Advantage Plan	53 Days	\$1,187.00	\$48.62	\$65.00

Also Check out the **APWU Retirees** page on the APWU Web Site (<http://www.apwu.org/dept/retiree/index.htm>)

— THE LIGHTER SIDE —

Virginia Hunters

Two Virginia hunters, Bob and Fred, were going on a hunting trip. They get to where they wanted to be and started walking.

After about a half hour of walking, they sit down and take a rest.

Bob says to Fred "I'm not feeling to good".

Fred says "well, we can walk back to the truck.

Bob says "yeah let's do that".

So they start walking. About 15 minutes into the trip, Bob falls over. Fred panics and calls 911.

Fred says "My friend fell over with a heart attack; I think he's dead, what do I do?"

Operator says, "Well first make sure he's dead".

Fred says, "Ok".

The operator listens and hears a BANG!!!

Fred gets back on the phone and says, "Ok. He's dead . . . now what?"



— Health Care Reform —

The Senate leadership's negotiated compromise to get the 60 votes needed to pass their health care reform bill in December contains language drafted and suggested by NARFE that would move to safeguard the Federal Employees Health Benefits Program (FEHBP). The protective language was added by the Senate leadership in response to concerns raised by NARFE and federal-postal organization allies regarding a proposal that would have the Office of Personnel Management (OPM) play a significant role in multi-state health care reform -- partially administering a health care delivery system consisting of at least two national, private insurance plans.

The differences between the House and Senate-passed versions of health care

reform legislation must now be reconciled. Please urge your Representative and Senators to include the Senate's FEHBP protections in the final health care reform legislation if House and Senate negotiators agree to require OPM to administer multi-state health plans by sending them e-mail through the NARFE Legislative Action Center: <http://capwiz.com/narfe/issues/alert/?alertid=14454086>

Beyond the role of OPM in the multi-state plans, nothing in the Senate and House-approved bills has a specific impact on the FEHBP. Still, any comprehensive plan that changes insurance law, provider financing, taxation policy and health infrastructure will have some ramifications on how the FEHBP operates in the larger health system.

While NARFE considers the recent FEHBP protections in the Senate bill a victory, that does not mean we have endorsed the overall health care reform legislation. NARFE continues to take no formal position on the whole bill since it continues to change and because it could limit the Association's ability to effect change in the outcome of any final measure.

MEDICARE PART B PREMIUM PROTECTION

Federal, state and local government retirees who are not eligible to receive Social Security have seen their Medicare Part B premiums jump from \$96.40 to \$110.50 in 2010. Current law protects ("held harmless") most other beneficiaries from a Part B rate hike when there is no Social Security

cost of living adjustment. On September 24, the House passed H.R. 3631, the Medicare Premium Fairness Act, which would protect over 1 million federal, state and local government retirees from the Part B premium increase in 2010. The Senate needs to approve this needed legislation too. That's why Senators need to hear from you now if they are to resolve this inequity in the New Year. You can do that by sending them an e-mail through the following link: <http://capwiz.com/narfe/issues/alert/?alertid=14260196>

Editor's Note: I joined the *National Active and Retired Federal Employees* group about a year ago. The above two news items were received from: *NARFE Legislative Update*.

Only \$3.8 Billion In The Hole

WASHINGTON DC-In their final fiscal report to postal governors, management reported a year end loss of \$3.8 billion some say was lower than expected.

While postal officials continued to point to the recession and electronic communications as the reasons for volume and revenue declines others point to book juggling that allowed management to credit payments that would have been due to prefund retiree health benefits.

Congress passed quick fix legislation signed into law by President Obama that spared USPS from having to pay \$4 billion in health benefits pre-funding. Others observers say the actual loss would have been closer to \$8 billion.

Management boasted that it has cut what amounts to 65,000 full time regular jobs. In addition management claimed to have taken across the board cost cuts.

2010 LOOKS DIM

While management had not submitted its Integrated Financial Plan at press time it is expected to produce even more cuts. As much, if not more than, \$3.5 billion cuts are expected.

Management is predicting a loss of almost \$8 billion as the unions prepare for what promises to be extremely difficult contract talks slated to begin in just about eight months.

POSTAL WORKER IMPACT

While management pushes for a reduction in delivery to a five day service the PMG has made it clear he will continue to downsize, close post offices, consolidate operations and force employees to relocate to available jobs miles away as necessary.

Potter appears hell bent on making sure as many workers are disrupted before the economy fully recovers. Union officials are faced with multiple forced migrations of workers while postal workers face an uncertain future in job security.

BONUSES JUST IN TIME FOR CHRISTMAS

Calling their bonus program (PFP) an award winning program postal big wigs claim they paid themselves extra because of several factors including workplace environment and productivity,

While the postal service was crying broke the bosses paid themselves extra money over and beyond their salary, Here is a listing provided to the government which by law must be disclosed:

K. Ainsworth \$13,057

R. Bernstock	\$20,979
A. Bizzott	\$37,975
S. Black	\$49,656
M. Brennan	\$28,702
S. Brownell	\$ 9,981
E. Burgoyne	\$72,756
M. Daley	\$28,656
T. Day	\$ 7,501
P. Donahoe	\$72,936
J. Feindt	\$18,856
S. Forte	\$19,999
W.Galligan Jr	\$56,936
D.Giannoni-Jackson	\$28,630
M. Gibbons	\$60,790
D. Granholm	\$ 2,424

T. Haney	\$17,463
T. Hawkins	\$ 6, 146
L. James	\$ 827
S. Kearney	\$23,328
L. Kingsley	\$28,604
S. LaChance	\$ 275
J. Lane	\$23,564
B. Malcolm	\$26,986
P. Mehra	\$ 59
J. Moore	\$ 7,664
W. Tormey	\$28,665
A. Pajunas	\$28,721
S. Plonkey	\$ 4,337
John Potter	\$73,771
S. Pulcrano	\$ 2,827

G. Reblin	\$ 5,608
T. Samra	\$12,143
J. Small	\$28,719
D.Tulino	\$ 7,421
G. Tyson	\$ 6,253
A. Vegliante	\$71,136
P. Vogel	\$65,856
H. Walker	\$40,681
T. Wilson	\$49,956
G. Wright	\$28,730

Pay for performance (PFP) is supposed to be the sole source of annual pay adjustments for non-bargaining unit employees. Hey, add up the above and seek how "broker" we are!
Source: *Postal Worker West*—Omar Gonzalez

Adidas Takes NBA Uniforms To China

Uniforms for National Basketball Association teams will soon be made in China unless Sen. Chuck Schumer (D-NY)

can persuade the league to force Adidas to change its mind. Adidas has announced plans to end its contract with American

Classic Outfitters of New York in favor of a Chinese source. The switch would cost about 100 U.S. jobs at the New York Company.

Trade Act Reintroduced

Rep, Sherrod Brown (D-OH), along with six co-sponsors, has reintroduced the TRADE Act in the Senate, a bill which would require the U.S. to renegotiate NAFTA and a long list of related trade agreements.

"We want trade and plenty of it, but we want trade under new rules," Brown said as he introduced the measure.

Brown's bill would require the Government Accountability Office (GAO) to evaluate the impact of NAFTA and other trade deals on U.S. jobs, wages and business investment and for the White House to issue a plan to Congress for renegotiating those pacts.

A companion bill in the House of Representatives has 127 co-sponsors.



Management Is The Problem

Things are pretty dismal, especially if you read the newspaper. More than 500,000 people a month are losing their jobs. It makes you think. As my dad used to say, "Son, use your head for something besides a hat rack."

When I try to evaluate the present condition, one person especially comes to mind. Bernard Madoff! This guy used other people's money for his own purposes, even if investors were considered friends, even childhood friends. His idea was to get something for nothing without expending the labor.

That philosophy is invasive in every nook and cranny of the way our country has been managed (or mismanaged) for the last 20 years or so.

Corporate execs and management honchos have turned to computer printouts for rationales to send jobs overseas, trashing the American workforce and jeopardizing the common good. When businesses tank due to bad business practices, the managers

escape through the back door with pockets full of money.

There is an allegory to this story. The Postal Service is one of these entities. Their management system is so flawed, they let anybody become a manager. Anybody!

You don't have to know how to read, write or spell. You don't have to know the difference between a letter and a flat. If you can't cut the mustard in the craft, there's plenty of room for you in management. In other words, it's a system that is guaranteed to fail.

We have a workforce that with a little motivation and leadership could show a profit and become a prototype for how to pull the economy out of the garbage pit it's presently in.

Unfortunately, the system now in place will kill productivity and squelch employees' enthusiasm.

Under the present management system, the harder you work, the more likely they'll do away with a job in your section. Chances

are you as a worker know more about how to get the mail out than the army of managers running around wondering why the mail isn't up. Their presence is often counterproductive. How many workers have thought, "I need help, not some clown getting in my way!"

The present management system is made up of people who have little knowledge of how the system actually works. They spend an inordinate amount of time putting information in computers, missing mail volume that comes in from sources they are not tapping into, and therefore their statistics are skewed.

This is why the Postal Service needs a new management system run by managers who know what they are doing because they worked the mail, not one run by managers who got into their positions so they could get out of working the mail.

The Postal Service cannot survive as a productive entity with managers who make employees feel like not coming into work,

can't answer basic questions on postal issues and policies, have no human relations skills and make work life miserable, sullen and unrewarding.

Such a management system leads to a built-in adversarial relationship, and on a larger scale created the mentality that led to our present national economic meltdown.

Grievances will pile up, not due to labor's overindulgence, but because too many postal managers no longer know how to manage. They only know how to shuffle paperwork and attend to trivia while larger problems loom on the workroom floor.

General Motors recently cut loose 14 percent of their white collar salaried employees. The fat is in management. This matter needs to be addressed.

I do believe in management: efficient, thoroughly knowledgeable, with promotions based on merit and good work history. Anything else can and will only spell trouble.

— reprinted *Redwood Empire Area Local News*

The Thrift Savings Plan And The Bucket Leak

You have contributed and built up your retirement nest egg over your postal career to whatever its current value. It is YOUR RETIREMENT MONEY to fulfill YOUR future plans and dreams, to do as you wish and rightfully so. You earned it, you saved it and when the time comes, you begin to use it. Again, that is okay, but what we need to know is someone else has a plan for YOUR RETIREMENT MONEY too (and if you're unaware of it), the financial impact would be like being hit by a bus and forces you to reduce your retirement spending plan right at the beginning phase of your retirement and maybe forever.

Beware of the leaky bucket:

Beware (aware) of the IRS rules regarding your TSP withdrawals:

- A single payment AFTER SEPARATION equals an immediate 20% mandatory withholding tax payment to the IRS.

- Monthly payments for less than 10 years equals an immediate 20% mandatory withholding tax payment to the IRS.

- Partial withdrawal AFTER SEPARATION equals an immediate 20% mandatory withholding tax payment to the IRS.

- Age-based in-service withdrawal equals an immediate 20% mandatory withholding tax payment to the IRS.

- Rollover distribution paid directly to you equals a 20% mandatory withholding tax payment to the IRS.

- Court ordered payment to a current or former spouse equals an immediate 20% mandatory withholding tax payment to the IRS.

- Death benefit to a spouse beneficiary equals an immediate 20% mandatory withholding tax payment to the IRS.

This information is from TSP publication 536 titled "Important Tax Information About Payments From Your TSP Account", and you can pull it up from the TSP website@ www.tsp.gov, or contact TSP at 877-968-3778.

You could do it yourself, but without the

assistance of a KNOWLEDGEABLE AND TRUSTED advisor you could wind up unsuccessful at your attempt, thus costing

YOU the 20% which amounts to you PAYING: \$200 on \$1,000, \$2,000 on \$10,000, \$20,000 on \$100,000, etc., to withdraw

YOUR money! Is it wrong? Yes. Is it fair? No. Is it true? Yes,

— Source by: Dwayne Lee *THE TORCH*

Help Honor Mother Jones With A Commemorative Stamp

Mickey Mouse, Mickey Mantle and Mickey Rooney have been honored with commemorative stamps by the U.S. Postal Service. So have obscure diplomats, comic book heroes, authors, architects, motorcycles and love birds.

All occupy a niche of American history and culture. Now labor historians and social activists say its time to honor someone who significantly improved the lives of America's workers: Mary "Mother" Jones.

Mother Jones was a fearless fighter for workers' rights:

Once labeled "the most dangerous woman in America" by a U.S. district attorney, Mary Harris "Mother" Jones rose to prominence as a fiery orator and fearless organizer for the Mine Workers during the first two decades of the 20th century.

Nearly anywhere coal miners, textile

workers or steelworkers were fighting to organize a union, Mother Jones was there.... She was banished from more towns and was held incommunicado in more jails in more states than any other union leader of the time.

Groups such as the West Virginia Labor Association and the Wisconsin Labor History Society are urging folks to get in touch with the U.S. Postal Service's Citizens' Stamp Advisory Committee (CSAC) to request a commemorative stamp in Mother Jones' honor.

The CSAC does not take submissions online, but you can write a letter urging a Mother Jones stamp to:

Citizens' Stamp Advisory Committee
c/o: Stamp Development

U.S. Postal Service
1735 North Lynn St., Suite 5013
Arlington, VA 22209-6432.

Source: *AFL-CIO Now Blog*



2010 New Year Resolutions

RESOLUTIONS WE CAN ALL KEEP

It's that time of the year. It's time for individuals to dig deep and make a decision that will affect them for an entire year. It's time for the New Year resolution. Studies have shown that a majority of resolutions are rarely achieved. Below you will find 10 goals that will all help you live a healthier life. Mix and match them and surprise yourself

with the results.

1. Eat at least 5 servings of fruits and vegetables a day

A half-cup of cooked vegetables, one cup of raw, leafy vegetables, or one small whole fruit counts as one serving. Fruits and vegetables are naturally low in fat and calories and have no cholesterol. All of these healthful characteristics may protect you from getting chronic diseases, such as heart disease, stroke, and some types of cancer.

BADGER BULLETIN BOARD



by John E. Durben,
Editor

The next *Badger Bulletin* due date will be on February 28 for anyone that wants to or is required to submit an article for publication in the March/April issue.

USPS puts out a daily email entitled: *USPS News Link* which is used to communicate the message they want the entire workforce to hear. (Much of the material published is a source for them to pat themselves on the back.) Recently there was an article about an employee that delivered express while dressed in a Santa suit. The next day there was a comment from someone giving their applause for the individual going the extra mile in delivering the packages. My first thought was that I'm surprised they didn't get a letter

of warning for being out of uniform.

The APWU of Wisconsin website has been having more activity as we continue to collect hits from all over the World. All of last year's issues of the *BADGER BULLETIN* have been posted up there as well as various forms and information which is now available to members just through a couple of mouse clicks. The State Officers are always concerned about the membership needs and we would welcome any suggestions as far as content that you think would be useful if uploaded to the site. Communication is essential, but it goes both ways . . . we need to hear from you too.

Check out the site at: www.apwuwi.com

and let us know how we can improve it. In addition you can contact me at: chilihead@frontiernet.net.

Congratulations to all of our Retirees out there who took advantage of the buy-out settlement. May you all enjoy a long and healthy retirement and follow the dreams you've dreamt since you began your career at the Post Office. Also remember that as members of APWU of WI you were covered by the APW-Accident Benefit Association (ABA). For that reason you are eligible to carry your membership into retirement where you are covered if you can't perform duties you normally do as a retiree. For more information go to: www.apw-aba.org

— Retirement Advice —

RETIREMENT COUNSELING The following information was furnished by APWU Industrial Relations Director, Greg Bell. For those who took the recent Voluntary Early Retirement (VER), this is "too little, too late." But better late than never, I suppose.

Subject: Pre-Arbitration Settlement Individual Retirement Counseling.

On September 21, 2009, the APWU and the Postal Service reached a pre-arbitration settlement over a dispute concerning management's responsibility to provide individual retirement counseling for employees. In 2007, the Postal Service centralized its individual retirement counseling process by conducting such counseling primarily by phone utilizing retirement specialists at the Human Resources Shared Services Center (HRSSC). The intent of the change is that postal employees receive consistent information and retirement processing nationwide."

The settlement is the same one that the NALCI USPS reached. The settlement provides that local management must arrange reasonably private space for employees who wish to have individual retirement counseling *on the clock*. The employee is also entitled to have their spouse and/or advisor present during this process. In addition, employees who cannot begin or complete the process of obtaining counseling from HRSSC without assistance have to be offered assistance by local management. Whether an employee is unable to start or complete the retirement counseling will be determined jointly by local management and the local union on a case-by-case basis.

At first blush, this seems to indicate that retiring employees will be afforded face-to-face retirement counseling. But I'm advised that basically all this means is that employees are entitled to retirement counseling "on the clock" with a spouse and/or advisor present, but it will still be over the phone with Shared Services. Employees who have experienced the over-the-phone retirement counseling report mixed results. Some say they sailed right through with no problem, and others report nightmare results, some resulting in major screw-up's.

It apparently depends on the HRSSC counselor you happen to draw. Like

anything else, there are good ones, and then there are the incompetent. It's the luck of the draw! But, it IS ON THE CLOCK! Now, I have to wonder how this

works out for the small Associate Office employee. Plan well ahead, and request retirement counseling from management in advance. If you run into ANY glitches

in the process, contact your Local Union. From the Sidelines
Written by Al LaBrecque
Source: *Auto City Flint Facts*

America Needs Us To Stand Up For Justice

It is beyond doubt that we are living in a period of potentially great historical change in the United States.

Just a year ago we trade unionists, progressives, and Americans of good will made history with the election of an African-American President—something many of us never thought possible—and large majorities of pro-working family Democrats in both Houses of Congress.

With the implosion of our financial services sector and the consequent economic crisis and recession, it has become abundantly clear that unregulated, unfettered free market capitalism doesn't work for anyone. We now have irrefutable proof that greed is not good, that the markets don't by themselves work for the common good in the nation's interest, that if all the money and resources go to the top, the middle and the bottom are starved. And speaking of the middle, we now know that the middle class is in peril—endangered by the policies of free market economics—unfettered corporate-driven globalization, illegal and immoral union busting, contracting out, working rat, privatization, benefit busting, wage thievery—all the policies that have made up the 30 year assault on working families and unions. While some may have doubted these truths two or four or more years ago, these truths are beyond doubt today.

Those who once held themselves up to be leaders of our society and government are now scorned—Wall St., Bush, Cheney, AIG. The recipients of the government's bailouts continue to shovel obscene amounts of our money to executives without a clue while we suffer 10 percent unemployment, continued loss of health care, and declining wages and a consequent declining standard of living, and a potentially frightening future for our kids and grand-kids and beyond.

Most importantly, our people are ready for and even demanding change.

By significant majorities, Americans want a public healthcare plan included in the larger health care reform package, and Americans want the Employee Free Choice, Act to be passed to once again allow American workers to freely, form unions and bargain collectively.

America is ready for change. Why then is change so hard to achieve?

Those who've prosecuted and benefited from the 30 year financial assault on America's working families refuse to let go, to give up what they've come to see as theirs the insurance companies, the union busters, the ABC, the Comcasts, the Walmarts, Wall St. and manipulators of our finances, the Radical RightWing including Cheney and Rush Limbaugh and Karl Rove and Dick Arney and the Heritage Foundation and Cato Institute.

It is clear that if we are to win the change we voted for last fall and many of us have worked for years, we are gonna have to fight, fight hard, and fight outside the normal Washington lobbying box. Washington politics and lobbying does not work for workers and working families.

We cannot forget that we've gotten to the verge of passing the Employee Free Choice Act by running the largest national grassroots legislative campaign in the history of the American labor movement. Over the six year course of this campaign we've put literally hundreds of thousands of people on the street and more than a million workers in motion. We delivered one and a half million signatures to the Congress, sent half a million emails, wrote 300,000 handwritten letters and made 200,000 phone calls to Senators. That's a ton of good work. But its more than clear that We have to do more of it.

While the Employee Free Choice Act has not yet passed, we have realized many benefits more than a dozen states have passed new public employee collective bargaining laws including

majority authorization. Public officials from town and county commissions to city councils to state assemblies to governors and mayors to the Congress to the President of the United States now realize what hell workers go through when they try to organize and bargain for a better life. More public officials than ever have weighed in to support workers trying to organize.

But just as importantly, we have to ramp up our effort to engage and organize workers who don't have a union, to make use of the progress and allies we've made and enlist unorganized workers in the struggle to organize their workplaces and to fight and struggle in the public policy fight to pass the Employee Free Choice Act. Every organizing campaign is a direct and clear reason to pass the Employee Free Choice Act. It is not enough to wait on the law to change.

History is not made and humanity is not advanced by those who accept the status quo. History is made and the human condition is advanced by warriors willing to struggle for a better life for their kids and grand-kids, warriors who understand what they have won by the blood and tears and sacrifice of our forebears.

America today needs people to stand up and organize to fight for change, to fight corporate domination, to organize and struggle, to dare the rat bastards to stop us, to refuse to lose, to challenge the status quo, to tell those who've run our country and too many lives into the ditch that change is now! that we will fight in Washington but that we will also fight all across America.

The future is ours. Let's take it.

— reprint Iowa Postal Worker



APWU, Other Federal Unions Assail Senate Bill's Excise Tax On Healthcare

Calling it "absolutely the wrong way" to pay for healthcare reform, APWU President William Burrus was among leaders of federal and postal unions objecting to the Senate bill's proposed excise tax on many insurance plans.

"Imposing an excise tax is not an equitable means of financing healthcare reform," Burrus said at a press conference. "We need reform now more than ever, but federal and postal employees and other middle-class Americans across the country should not be asked to shoulder the burden of paying for it."

Two reports released Dec. 8 show how the Senate healthcare bill's "Cadillac tax" on higher-cost health plans would be detrimental to "Chevy" plans like those in the Federal Employees Health Benefits Program (FEHBP). The studies were released at a press conference sponsored by the APWU, the American Federation of Government Employees, the National Association of Letter Carriers and the Communications Workers of America.

"This tax would result in huge benefit cuts, and increased co-pays and deductibles for federal and postal employees," Burrus said. "It is absolutely the wrong way to pay for this legislation. Health insurance reform simply should not be financed by burdening workers and the middle class with an excise tax."

The two reports conclude that the "average" plans would try to avoid the excise tax, and would shift costs to employees.

One report found that Blue Cross/Blue Shield Standard plans, which cover nearly half of all federal employees, will result in an excise tax on family plans of more than \$20,000 per worker over the first 10 years, or about \$2,000 a year. For individual plans, it would be about \$1,600 additional each year.

A second report examined Blue Cross and 10 other FEHBP plans, which cover 75 percent of all federal employees. The study found that for individual coverage, 5 of the 11 FEHBP plans would face the Senate excise tax within the first three years, and that for those with family coverage, 4 of the 11 plans' members would face the tax in the first six years.

"The Senate should find other solutions," such as those found in the House reform measure, Burrus said, "to pay for the reform that Americans deserve. The final bill must include basic principles including coverage for all, no pre-existing standards, and a funding mechanism that does not fall heavily on workers and the middle class."

The reports, available at www.healthcarevoices.org, show that the Senate excise tax would be imposed mainly on the middle class and would raise \$150 billion over 10 years. In the healthcare reform legislation approved by the House (H.R. 3962) and supported by the federal unions, all employers would be required to provide coverage, which

would raise \$135 billion, and the richest 0.3 percent of Americans would be assessed a surtax, which would raise \$460 billion.

Rep. Gerry Connolly (D-VA) joined the unions at the press conference. "We made a promise that the middle-class would not be adversely affected" by healthcare reform, he

said. "The current excise tax proposal in the Senate could undermine that tenet of health insurance reform."

President Burrus agreed and said that it was time to move forward, to "find common ground that leads to a bill signed by a president."

USPS Fantasy Land

Only in the world of postal discount fantasy can anyone justify the discounts afforded to major mailers.

As USPS mail-processing work hours declined from 340 million in 2005 to 250 million in 2009, the postage discounts enjoyed by major mailers increased from 9.2 cents to 10.5 cents.

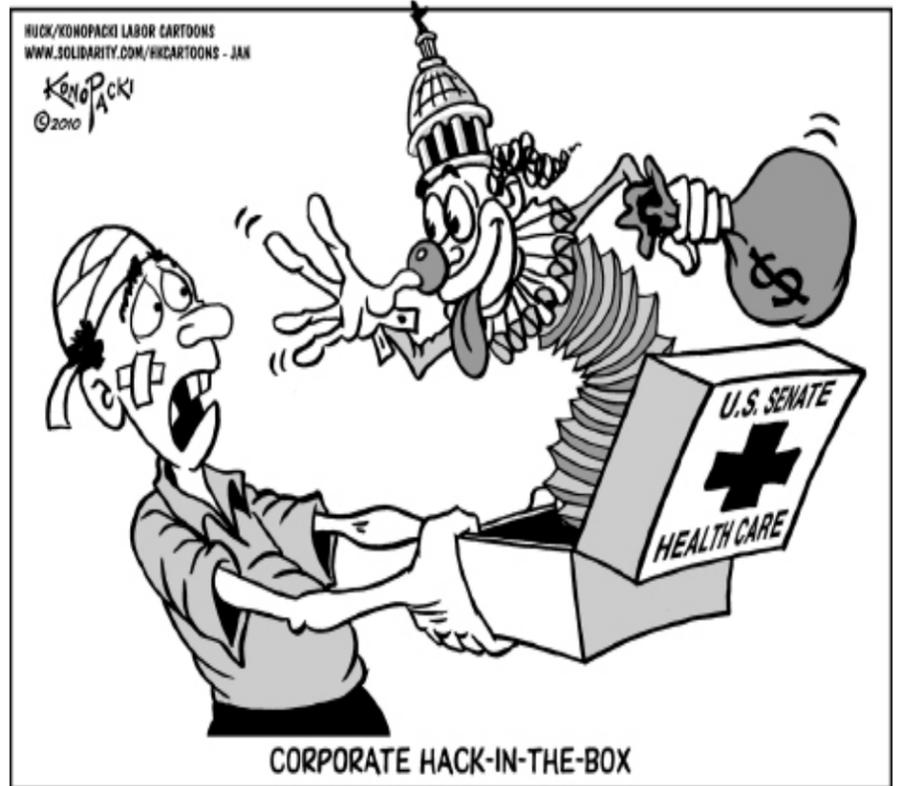
This is contrary to every economic principle that is rooted in reality. The reason is simple: As mail-processing costs decline because of improved efficiency, the costs the USPS avoids by having private companies pre-sort and pre-barcode the mail decline as well.

But in USPS Fantasy Land, as the Postal Service has become more efficient, postage discounts — which, under the law, cannot exceed the costs the USPS

avoids when work is contracted out — have increased.

Despite the billions of dollars invested in automation, the elimination of 52 Remote Encoding Centers, computerized scheduling, and the dedication of highly efficient mail-processing employees, workshare discounts have developed a life of their own: They just keep growing.

Because workshare discounts are a joke, as president of the APWU, I can extend the following offer: APWU members will perform all mail sortation for .01 less than the discounted rate of 10.5 cents major mailers enjoy for performing a small portion of the process. The USPS will save money, and every APWU-represented mail processor can benefit from a modest raise.




American Postal Workers ACCIDENT BENEFIT ASSOCIATION PROUD MEMBER

The APWU of Wisconsin are Proud 100% Members of the APW-Accident Benefit Association. REMEMBER: If you are a Member-at Large and you pay dues to APWU of WI. This benefit also belongs to you.

<http://www.apw-aba.org/>

APWU of Wisconsin

Check Us Out!



www.apwuw.com

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CHANGE SERVICE REQUESTED