



The Badger Bulletin

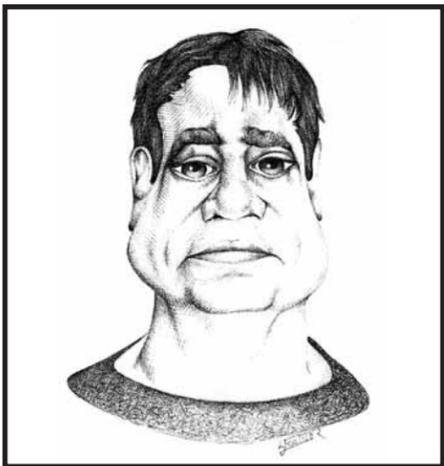
The American Postal Workers Union of Wisconsin

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THE PRESIDENT'S REPORT . . . BY STEVE LORD



CONTRACT (PROBABLY NOT)

Hi everyone. As of this writing on January 5, 2011 we are still without a negotiated contract. I apologize to Editor John Durben for going past the deadline for this issue but it was my hope we would have some news one way or another. As little as a week ago hope was high that a negotiated settlement was just around the corner. Most people I talked to thought it was going to happen any minute. However, news of the last couple of days has talks breaking down and hopes fading.

By the time you are reading this we will all know which way things have gone. As of now things do not look good, which is a shame because of the amount of time put into negotiations. If no agreement is reached we will have to wait many months before we know our fate. This has happened many times before but never in this political atmosphere or during such a financial USPS crisis.

The recent elections put people in power in the House of Representatives who dislike USPS unions and believe we are under worked and overpaid. One has called older postal workers like me "deadwood" Any way without a contract we will be left twisting in the wind once again like we have and are over excessing, downsizing, and consolidation. The uncertainty is to say the least unsettling. In the end the back story behind negotiations should prove very interesting.

UNION WORKERS UNDER ATTACK

Have you noticed that Federal and public employees have been blamed for economic woes at all levels of government? We are overpaid. We get off too cheaply on health care. Our pensions are too costly. Has everyone forgotten that we bargained for everything we have? Wasn't this bargaining done in good faith? Have you ever heard any of these conservatives say that other workers are not paid enough? Have you ever heard them say that maybe the two trillion we have spent in Iraq and Afghanistan has been a waste and caused most of our financial problems? Will they not be happy until everyone

Still No Contract

is making ten dollars an hour? I don't think so.

I realize that the fortunes of union workers ebb and flow. But, we look to be heading for an ebb of gigantic proportions. Thank God Democrats still hold the Senate or we would be going downhill at break neck speed. Social Security, Medicare, pensions, and employer paid healthcare are all in danger. We have to stand up and be heard.

In March I will lead a contingent of Wisconsin APWU members to Washington DC to lobby Congress after the APWU National Presidents Conference. If you are able please plan on coming along. Even in these uncertain times and against great odds we must

have a loud and strong voice. I know many of you may have voted Republican thinking that was the right move for the economy but, please watch what unfolds over the coming months and you will see what their true agenda is. It has already started when their first priority was tax cuts for the wealthiest of Americans. You will soon see that the new House of Representatives doesn't give a damn about you and your family.

YEAR OF AUSTERITY

The APWU of Wisconsin is not immune from financial difficulties. Due to decreasing membership from attrition and increasing costs our treasury has taken a beating. We

are not in crisis yet but we will be if nothing is done. I have talked to some of you about a one day summit to discuss financial solutions. We will be doing this at the end of January or the beginning of February. I am proposing a year of austerity. I personally will be cutting back on the number of days I attend a union function. Some functions I will not attend at all. There is nothing that won't be considered when it comes to cutting costs. Some changes will be permanent. Others may be temporary to get us back on solid ground. Your ideas are welcome and will be thoughtfully considered. I will send out a mailing in the very near future. Thanks for listening.

Union Frustrated By The Lack Of Progress In Contract Talks

APWU President Cliff Guffey has summoned the union's Rank and File Bargaining Advisory Committee to Washington, DC for an update on contract negotiations, but he was quick to point out that no tentative agreement has been reached and none appears imminent.

"I am increasingly frustrated by the lack of progress in contract talks," Guffey said. The Collective Bargaining Agreement, which was set to expire on Nov. 20, 2010, has been extended, and numerous meetings and discussions have been held since then,

the union president noted.

"However, six weeks later, management negotiators seem unwilling to make the commitment necessary to reach a negotiated settlement," he said.

The union president and other members of the APWU negotiating team plan to update members of the Rank and File Committee on the status of negotiations on Jan. 4. The committee is expected to remain in Washington through Jan. 6.

In accordance with the APWU Constitu-

tion, each member of the union's National Executive Board names one person to the committee; a 14th member, appointed by the president, is a representative from the APWU Deaf/Hard of Hearing Task Force. The committee provides input to the union's National Negotiating Team, and any tentative agreement between the union and management must be approved by a majority of the committee before it can be submitted to APWU members for a ratification vote.

— Source: APWU Web News

OIG: USPS Fails To Justify 19 Types Of 'Worksharing' Discounts for Big Mailers

In a report issued Dec. 23, 2010, the USPS Office of Inspector General (OIG) echoed what the APWU has been saying for years: Worksharing discounts for large mailers mail are too high.

The OIG study (Report Number MS-AR-11-001) paralleled the results of a March 2010 report by the Postal Regulatory Commission, which concluded that in many cases the Postal Service grants discounts to large mailers at a rate that exceeds the costs the USPS saves when it accepts pre-sorted mail.

The OIG found that the Postal Service's "justifications for 19 workshare discounts that exceed avoided costs by approximately \$104 million were not supported by detailed documentation."

The OIG also concluded that the revenue loss may be even greater because "Postal Service cost avoidance models may not accurately reflect avoided costs

for worksharred mail."

The APWU has long contended that the discounts are excessive and deprive the USPS of hundreds of millions of dollars in much-needed revenue. The union has also pointed out that excessive discounts violate the Postal Service's obligation to provide "universal service at uniform rates" for all postal customers, and are illegal under the 2006 Postal Accountability and Enhancement Act (PAEA), which stipulates that postage discounts may not exceed "postal costs avoided."

APWU President Cliff Guffey praised the report's conclusion and called for an end to excessive discounts. "I am pleased that the USPS Inspector General has confirmed that many worksharing discounts fail to meet the standards established by federal law. The APWU has demonstrated time and again that the USPS can process mail in-house for a fraction of the cost at

which discounts are set," he said.

"The Postal Service simply cannot afford to give away money," Guffey added.

"As we have said many times: Workshare discounts improperly reduce postage costs for big mailers at the expense of the USPS and undermine the Postal Service's ability to serve citizens and small businesses in every American community."

Noting that more than 80 percent of the mail the USPS delivered in Fiscal Year 2008 received workshare discounts totaling \$15 billion, Guffey called for more comprehensive analysis of the problem.

"The big mailers have an army of lawyers and lobbyists that pressure the USPS and the Postal Rate Commission to retain and expand excessive discounts," he said. "It's time for the new Postmaster General to eliminate these giveaways."

— Source: APWU Web News



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.

EDUCATION AND ORGANIZATION . . . BY RICK GALLO, DIRECTOR



2010 was not a very good year for postal workers in Wisconsin. We had NRP and massive excessing throughout the state. I write this as we begin 2011; we are still without a contract. It is now some six weeks past the deadline, and the news about negotiations has been very very slim indeed. Rumors abound, but there has been very little communication coming from National Headquarters. First, it was extension after extension. Finally, there was an announced freeze on excessing (outside the craft or installation). Going into the holidays, we were told that talks would continue. Now that the holidays are over, the National has just announced that they are "frustrated" by the lack of progress. None of these are good signs, and none of this eases my personal frustration; 'cause guess what? – I'm frustrated too! It's anybody's guess what

Where Are We Headed?

the outcome will be, but the optimist in me (why are you laughing?) is still keeping my fingers crossed for a negotiated settlement.

My frustration goes beyond just the lack of a "new" contract, however. I am increasingly frustrated – no, incensed by the lack of integrity we face daily on the workroom floor. In my office, management's attitude is (and they have stated it exactly this way) that the union doesn't run the place; management does. If the union doesn't like something, they can just grieve it! Funny thing – I thought that the negotiated contract was actually agreed to by both sides. And in signing that document, each side was vowing to follow its terms.

I am relatively confident that when the APWU President signs a contract, he expects that USPS will adhere to the contractual provisions. I am also reasonably confident that any Postmaster General signing a contract has the expectation that the union will do what it has agreed to do in that document, as well. After all, that is the very purpose for which the parties entered negotiations in the first place. How then, do we arrive at a place where immediate supervisors or higher managers simply throw that all out the window, and do whatever they want.

Sure, we can grieve it, and we do. But it begs at the very question; why should we have to? Why does one side continually exhibit such a lack of integrity? I can

honestly say that I have not seen the union, or the employees simply ignore the rules and just do what we want. What is it about USPS management that sets them above the rules? Perhaps that's the true fracture in the relationship. How many grievances get filed each year in our workplace? Literally, there are hundreds of thousands! Each of these grievances charges USPS with violating some provision of the contract. How in the world does management conclude that they can violate our contract hundreds of thousands of times without damaging the "relationship" in the process?

Maybe I'm just biased, but I find the attitude of supervisors and managers to be totally without integrity, honor, and certainly, without justification. All bargaining relationships are built upon the assumption that the agreement will be entered into honestly. From what I have seen (especially lately) the USPS management ranks are completely lacking any of these admirable qualities. If they can act like this with the employees elected representatives, just imagine what the post office would be like without the union. Management would still be doing whatever they want, but there would be nobody there to call them on it; nobody to even try to keep them honest. If we keep heading in this direction, I have little hope for the survival of USPS!

HUMAN RELATIONS . . . BY LUCY HAUSER, DIRECTOR OF HUMAN RELATIONS

Flexible Spending Accounts

There is some confusion over recent changes to the Health Care Flexible Spending Accounts. Beginning on January 1, 2011, you are no longer allowed to purchase any over-the-counter medical care items that you purchased in the past (other than insulin) **unless your doctor writes a prescription for these drugs.** You can still purchase First Aid supplies, contact lens solution & supplies, bandages and reading glasses with your FSA money without prescription.

Many people have found that the Con-

sumer Accounts Card is really convenient – it works like a debit card for your FSA when you purchase qualifying items at participating stores. The Consumer Accounts Card cannot be used at a doctor's office or dentist office or at any hospital or lab. For those expenses you will have to pay the charges yourself and then request reimbursement. I have found that faxing the claim form and required supporting documentation to the Customer Service Center works really well. Fax to the number at the top of the claim form. I have

always received my reimbursement within 10 days. You also have the option to have your reimbursement directly deposited into your checking or savings account. Information is available at www.myuhc.com. The website has plenty of information available on a variety of topics, but if you prefer to speak to somebody instead, they do have a Customer Service rep available to answer the phone between 7:00 a.m. and 9:00 p.m. If you call after 9:00 p.m. you can leave a message and a Customer Service rep will call you back the next day.

History Of The Accident Benefit Association

The Accident Benefit Association was organized in 1891 and incorporated on December 12, 1898. A final name change to American Postal Workers Accident Benefit Association occurred on September 5, 1972.

Imagine spending your working hours speeding through the countryside in a box-car sorting mail, trying to read the addresses while being jostled from side to side with the motion of the train. Then you



hear the series of blasts on the whistle which lets you know you're approaching the depot where the train will slow down and you must reach out of the box-car doorway and hang the sack of mail on a hook. Hopefully you will get it right on the first try and avoid hooking

your thumb, finger, arm or your sleeve and get pulled out the door onto the tracks.

This is what the Railway Mail Clerks faced daily. There were not many insurance companies willing to insure workers with

such high accident risk. Postal Workers decided to get together and each gave \$5 (which in the late 1800's was a considerable amount of money) and set up their own corporation. The National Association

of Railway Postal Clerks was incorporated under the laws and statutes of New Hampshire on December 12, 1898 and formally opened for business on December 14, 1898 insuring members and potential members for accidents.

Today, members can also enroll their spouse

in the ABA. While benefits have continued to increase, ABA dues have not increased since 1979. Membership in the Accident Benefit Association numbers over 83,000.

"The object of the ABA is to provide a fraternal association for the benefit of its members and their beneficiaries, and not for profit; to make provision for the payment of benefits to its members and their beneficiaries in case of accidental death, or disability as a result of a covered accident; to promote closer relationship among its members and to aid and assist the officers and members of the American Postal Workers Union, AFL-CIO, wherever and whenever possible."

Editor's Note: All APWU of Wisconsin MAL's are covered under this plan. Check out this Union benefit at: <http://www.apw-aba.org/>

LEGISLATIVELY SPEAKING . . . BY JEFF WORDEN, LEGISLATIVE DIRECTOR

Will 2011 Be A Better Year?

Election night of Nov 2, 2010 showed just how out of touch some people are or it showed that some people just don't give a dam! During these times of economic woes one would think that the voting public would understand that the best people to have in office to voice their concerns would be democrats! Obviously that was not to be.

The democrats lost their majority in the House of Representatives. While the Democrats did manage to keep a slight majority in the Senate, the APWU lost a good friend; as a matter of fact we lost a VERY good friend . . . Senator Russ Feingold. Senator Feingold was always for labor and issues that affected labor and the middle class. Senator Feingold

was **against** any dismantling/cutting of the Post Service. Senator Russ Feingold will surely be missed.

Since the Democrats lost their majority in the House of Representatives to the Republicans, this means that the republicans will be in charge of all committees and committees' appointments in the House. You can just bet that all committee appointments will be **other** than labor friendly people.

One of the people the republicans will put in charge of over-seeing the Post Office/Post Office reform will be Daryl Issa (R. CA.). This is the same anti-union representative that has urged the USPS and Congress to demand concessions from the postal unions. He has

also called for layoffs and other cuts to solve the USPS financial problems. He has made it clear that if concessions are not made then the Congress should intervene and revise the labor agreements. Retiring APWU President **William "Bill" Burrus stated "This kind of anti-worker Rhetoric cannot be ignored"**. Let's face it, this guy is definitely a union hater or should I say a Union Buster!

Representative Stephen Lynch (D-MA) has introduced a bill in the House (H.R. 5746). This is to get back the 55-Billion to 75-Billion dollars the USPS has overpaid in the retirement fund over the last 30 years. If passed, H.R. 5746 would authorize OPM (Office of Personnel Management) to transfer those

funds to the retiree Health Benefit Fund, which would eliminate the 5.5 billion dollar annual payments. By eliminating those payments most of the USPS financial problems would be solved. The **APWU FULLY SUPPORTS H.R. 5746**.

In closing, with the House of Representatives now majority republican and the democrats holding a slight majority in the Senate, we will need to be more active than ever. We need to get the word out to our families, friends and of course the public to ensure that they don't only hear one side if the story. Let's all try to make 2011 a better year. As always, we will keep you updated as more information becomes available. Take Care.

— Heart Disease And You —



• Shortness of breath. May occur with or without chest discomfort.

• Other signs: These may include breaking out in a cold sweat, nausea, or lightheadedness.

A healthy diet and lifestyle are the best weapons you have to fight heart disease. Physical activity in your daily life is an important step to preventing heart disease. You can take a few simple steps at home, at work, and at play to

increase the amount of physical activity in your life. Below are simple dietary steps you can take to help prevent heart disease.

- Choose lean meats and poultry without skin and prepare them without added saturated and trans fat.
- Select fat-free, 1% fat, and low-fat dairy products.
- Cut back on foods containing partially hydrogenated vegetable oils to reduce trans fat in your diet.
- Cut back on foods high in dietary cholesterol. Aim to eat less than 300 mg of cholesterol each day.
- Cut back on beverages and foods

with added sugars.

- Choose and prepare foods with little or no salt. Aim to eat less than 2,300 mg of sodium per day (or less than 1,500 mg if you are in a higher risk group for high blood pressure).
- If you drink alcohol, drink in moderation. That means no more than one drink per day if you're a woman and two drinks per day if you're a man.
- Keep an eye on your portion sizes.

— Source: APWU Health Plan

Heart disease is the leading cause of death and a major cause of disability in the US. Every 25 seconds someone has a coronary event, and of those events approximately one person dies every minute. Heart disease has a profound affect on an individual's life but when managed properly can be controlled.

The chance of developing coronary heart disease can be reduced by taking steps to prevent and control factors that put people at greater risk. Additionally, knowing the signs and symptoms of heart attack are crucial to the most positive outcomes after having a heart attack. People who have survived a heart attack can also work to reduce their risk of another heart attack or a stroke in the future.

Heart disease is defined as a narrowing of the small blood vessels that supply blood and oxygen to the heart. Some heart attacks are sudden and intense; however, most heart attacks start slowly, with mild pain or discomfort. Often people affected aren't sure what's wrong and wait too long before getting help.

Symptoms of a heart attack:

- Chest discomfort. Most heart attacks involve discomfort in the center of the chest that lasts more than a few minutes, or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness, or pain.
- Discomfort in other areas of the upper body. Symptoms can include pain or discomfort in one or both arms, the back, neck, jaw, or stomach.

Right-Wing Noise Machine Aims At Public Employees

New Republican governors, old right-wing radio windbags, Fox News and extremist hacks continue to stoke the noise machine that's belching blather about public employees.

As Dave Johnson at the Campaign for America's Future writes:

"The right's propaganda machine begins with a simple narrative, repeats it endlessly, and then ties current events to the narrative to drive the point home. The corporate/conservative right are currently working a narrative that public employees and their unions are the reason for state and local budget problems. This is repeated endlessly, and every current event that hits the news is then used to support the claim. This is how an untruth becomes "conventional wisdom."

Johnson traces the recent (and false) mantra that public employees' pensions and wages are causing state and local budget meltdowns. It ran from George Will to the Wall Street Journal to Wisconsin Gov. Scott Walker (R) to anti-tax extremists.

As we reported last month, AFSCME launched an aggressive new "Stop the Lies" campaign to fight back against lies about public workers by radical talking heads like Rush Limbaugh, Glenn Beck, John Stossel and right-wing politicians.

The campaign is using social media, videos, paid advertising and ground events across the country to get the truth heard. See this **five-minute video** by Brave New Films

that calls out right-wing mistruths on workers' pensions, wages, state budget deficits and tax cuts for the very wealthy. (http://www.youtube.com/profile?annotation_id=annotation_275678&user=afscme&feature=iv) Says AFSCME President Gerald McEntee:

"Public service workers have become the scapegoats for the far right. We're not going to sit around and let corporate CEOs define the debate. After all, it was their greed and incompetence that drove this country's economy into the ditch."

Wisconsin State AFL-CIO Launches Wisconsin Jobs Campaign

Labor unions and community allies hold Governor Walker accountable for the creation of family-supporting jobs

(Milwaukee, WI) - Governor Walker made job creation a centerpiece of his campaign with a promise to create 250,000 jobs for Wisconsin within his first term. The Wisconsin State AFL-CIO, along with community groups and concerned citizens, intend to hold Governor Walker accountable for the promised jobs and to ensure that any job created includes family supporting wages and benefits.

"Wisconsin needs jobs and it needs jobs now. Temporary, part-time work is different than a full-time job with benefits. The goal of the Wisconsin State AFL-CIO is to make certain that new jobs are stable jobs that can support a family. The Wisconsin Jobs Campaign will be a way to track how many jobs are created or lost over the next four years.

I look forward to cheering Governor Walker on to our mutual goal of job creation," said Phil Neuenfeldt, President of the Wisconsin State AFL-CIO.

Unfortunately, Wisconsin starts with a substantially larger jobs deficit because of Governor Walker's rejection of federal funds for a high-speed passenger rail line that would have created thousands of jobs. However, it is the hope of the Wisconsin State AFL-CIO that our state can overcome the deficit and create 250,000+ good jobs.

One of the penalties of not participating in politics is that you will be governed by your inferiors.

(Attributed to Plato)

BADGER BULLETIN BOARD

Do You Want Fries With That?



by John E. Durben,
Editor

Beginning in January 2011 Window Clerks will no longer be required to follow the precise script that postal management had authored when waiting on postal customers or perhaps even that sneaky Mystery Shopper. APWU has been notified that clerks will be permitted to “customize their questions to best address individual customer needs”. Even everyday customers who the clerks have grown to befriend over time were asked the same impersonal questions. The mailing public as well as the window clerks were getting frustrated with the old policy.

Rob Strunk, our recently elected APWU Clerk Craft Director said: “Finally, a manager with authority has realized the our Sales Associates (Window Clerks) can determine on their

own an appropriate method of communicating with our customers”

For those who are not familiar with “*The Mystery Shopper*”, that’s when management has one of their designees approach the window (undercover) as a real customer. If the Window Clerk does not ask the right questions or try to up sell, The Mystery Shopper will make sure it’s a bad day for the window clerk.

Actually, The Mystery Shopper Program has been renamed; we now call it: The Retail Customer Experience Program. Doesn’t that give you a warm feeling?

For years this policy has been condemned by APWU and likened to the poor kids that work at McD’s. I know I can’t be the only one that’s gone there and order a Burger or a Big Mac and on cue the poor cashier says: “Do you want fries with that?” First of all, if I wanted fries, I’d order them. It’s not like I didn’t know they probably have the best fries around. However, the postal service offers a whole complicated list of services and each one is unique to each individual customer, so I am glad that someone is finally got the backbone to allow our clerks who know what they are doing and know what is best for THEIR customers just sell our Service.

One more “quick” comment on a headline I saw on the National’s website. **OIG: USPS FAILS TO JUSTIFY 19 TYPES OF**

“WORKSHARING” DISCOUNTS FOR BIG MAILERS”.

I’ve been a Mailing Requirements Clerk for almost 19 years now working in the Business Mail Entry Unit (BMEU). The last few times we’ve encountered rate increases, my fellow workers who actually accept the mailings are telling me that the discounts to the major mailers are increasing steadily. One of the mailing agents who brings in presorted first-class mail that they run on their own mail sorting machines from their customers throughout the city of Green Bay, who rarely got a refund before gets hundreds of dollars in refunds daily, **and they are not the only ones.** Hopefully something will be done to rectify this.

I hope everyone had a happy holiday season through the end of last year. As 2011 begins to unfold, I believe we as postal employees and

all Federal employees are going to be under the microscope. I fear that the new 112th Congress which is dominantly right-wing is set to try to do a hatchet-job on the postal service and on us. It also appears that Organized Labor will be under constant attack by our new Governor here in Wisconsin as well.

As of this writing I heard there will be a huge announcement by the postal service tomorrow (Friday, Jan 7). The rumor is that there will be a “RIF” involving about 100,000 employees. I would normally disclaim rumors however, what else can the postal service do? They are top heavy and need to do something about it. I hate to be one that forwards information regarding “rumors” but if it doesn’t happen, I will gladly retract it next month.

The next *Badger Bulletin* due date will be March 1, 2011.

National Restaurant Chains Must Provide Nutritional Information

Coming to a fast-food or chain restaurant near you — calorie counts. Starting March 23, restaurants with 20 or more locations will have to list calorie content information for standard menu items on restaurant menus and menu boards, including those at the drive-through window. (The law doesn’t apply to specials, such as a daily special.)

Other nutrition information — fat, saturated

fat, cholesterol, sodium, total carbohydrates, sugars, fiber and total protein — must be available upon request. And you may start to see calorie content information on vending machines. The same law requires vending machine companies that own or operate 20 or more vending machines to disclose calorie content for certain items as of the same date.

— Source: *NARFE Newswatch*

Most Americans Are In Favor Of Taxing The Rich

While the mainstream media is infatuated with the Tea Party Congressional delegation, polls from “respectable” (read: far from left or liberal) news organizations show most of the population completely out of step with the Republican agenda.

First, they overwhelmingly think the response to the federal budget deficit

should be **taxing the rich** and cutting military spending, not raising the retirement age or cutting Social Security or Medical benefits. But the Washington Post **won’t let that info out.**

So it’s up to the labor media to reveal the public secret.

— Source: *ILCA Insider Newsletter*

The Perils Of Black Ice

Most people have a tendency to let their guard down when driving or walking after a snow or ice storm. But “black ice” — a generic term typically used to describe slippery, road conditions — can form an invisible film of ice over dark surfaces, making them dangerously slippery. Black ice also is unusually slick compared to other forms of ice, and it is a frequent cause of slips, falls and motor vehicle accidents.

The formation of black ice begins when rain, snow, fog, or mist deposits ice on pavement in cold weather. The latent heat of the pavement slows the freezing rate, allowing droplets of water to ruin together before they freeze. As a result, the air bubbles in the water are forced out, and the ice sheet that forms is almost completely clear. Black ice commonly forms in the morning and early evening, and first forms on bridges and overpasses. These structures allow air to circulate above and below the surface of the elevated roadway, causing the pavement temperature to drop more rapidly.

Motorists often are at risk from black ice because they can’t see it on the roadway. The same is true for pedestrians, children and cyclists trying to negotiate seemingly safe walkways or paths.

Be cautious on icy surfaces — don’t let black ice catch you off guard.

— Source: *The Iowa Postal Worker*

