



The Badger Bulletin

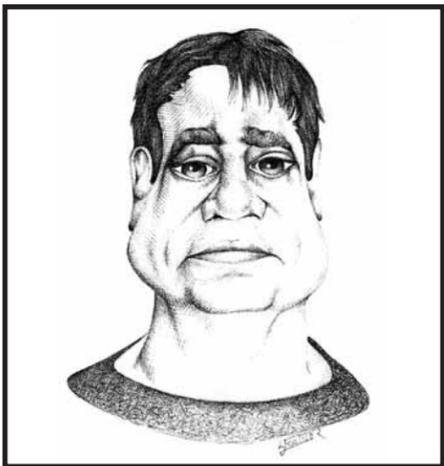
The American Postal Workers Union of Wisconsin

Volume 43 No. 4

2009 PPA Award Winner

July-August, 2010

THE PRESIDENT'S REPORT . . . BY STEVE LORD



Colorado NPC

happen at convention and at contract talks. I for one will be glad when we are no longer in limbo on both of these important events.

LABOR 2010

This year is very important for us legislatively. There are movements afoot that strive to blame the salaries and benefits of government workers for all of our budget woes. No mention is made of the trillions of dollars being spent on two wars. The USPS continues to push for five day delivery. So

can go on the APWU National website and get our talking points in favor of six day delivery.

With the 2010 election season almost in full swing we must work hard to support those candidates who support us. It is very important that we get involved with the AFL-CIOs Labor 2010 campaign. Get in touch with me if you need to know who to call in your area to help with door to door campaigns, phone banks, or plant gate leafletting. Remember everything we have gained

Assistant Clerk Craft Director position at national headquarters in Washington, DC.

When you get the info in the mail make sure and mail it back as soon as possible to make things easier for the APWU of Wisconsin and the Lacrosse Local.

NATIONAL CONVENTION AUXILIARY PROJECT

Every national convention the Auxiliary to the APWU takes on a project that helps a charity in the host city. This convention

I recently attended the National Presidents Conference in Colorado Springs, Colorado. Usually when the NPC is held this close to a National Convention and contract negotiations you are able to feel which way the wind is blowing as far as what the big issues will be at the convention and what can be expected from negotiations. This year this doesn't seem to be the case. Not much was said about restructuring the National APWU and the talk of a dues increase has waned also.

Does this mean nothing controversial will happen at this convention or is everyone playing their cards close to the vest? I guess time will tell. President Burrus spoke to the NPC by phone and outline a few things concerning the contract. Of course, the USPS will be looking for major concessions. In the recent past President Burrus has said that there would be no givebacks. On this teleconference he said there would be no talk of concessions without everything on the table.

Does this signal a change in strategy? I don't know. Mostly I believe he was talking about the discounts given to major mailers. We could be doing the work that is given to mailing houses, still give the mailers their portion of the discount and keep more of our members from being excessed. Would you be willing to make concessions or take a wage freeze to bring back work hours to your Post Office and keep our brothers and sisters from being excessed? It's something to think about.

President Burrus also outlined other bargaining considerations such as strengthening Article 1.6.b protections. Article 12 changes outlined were more protection for employees who decide to stay at their facility as PTRs instead of being excessed, strengthening the excessing notice rules, and maybe only excessing once a year. A proposal the USPS seems to be floating out is work sharing with other crafts.

President Burrus said maybe the USPS should talk instead about giving us some of managements work. Time will tell what will

far we have been pretty successful fighting these efforts in Congress. HR173 is a sense of the body resolution that favors keeping six day delivery. HR173 has 225 cosponsors.

Wisconsin Representatives Tammy Baldwin, Gwen Moore and Steve Kagen have signed on as cosponsors. If your representative has not signed on please urge them to do so. While you are at it call Senator Kohl's office and urge him to support keeping six day delivery. He seems to be sitting on the fence leaning towards five day delivery. You

through bargaining can be lost legislatively.

FALL SEMINAR

I am close to having the final details worked out for the Fall Seminar. The dates are October 29-30. Some of the subjects covered will be RI399, Grievance Procedure/Due Process, and APWU Health Plan. You will be receiving the registration information in the mail soon. Also, we will be holding a roast of NBA Krueth on the night of Friday October 29th. Lyle will be leaving us for an

the charity is the Child Life Toy Fund at the Children's Hospital of Michigan. This organization is dedicated to helping children deal with the pain and suffering that comes with their illness. Even if your local is not attending the convention you can still help. Barb M will make sure your donations get to the convention. There is a list of needed items posted on the APWU of Wisconsin website or you can call me for a list of needed items. Thank you in advance for your help.

Thanks for listening.

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

OWCPC Information

Because you are an employee of the U.S. Postal Service you are occasionally considered a "federal employee". This is true if the government needs to withhold money from your paycheck to cover their debts, and also when you need worker's compensation benefits. And believe me, this is **not** a benefit!

If you suffer a traumatic injury, such as falling down and breaking your leg or dropping something on your foot, then you should fill out a CA-1 promptly. A traumatic injury is one which occurs suddenly and you can pinpoint an exact date and time that the injury occurs. **If you suffer an injury and you can attribute it to something that happened to you at work during the course of a single 8-hour day, then you are entitled to file a CA-1 and collect Continuation of Pay, also.**

If, on the other hand, your injury is something that built up during the course of several weeks or months, such as tendonitis or carpal tunnel syndrome, then you must file a CA-2 because it is considered an Occupational Illness.

Do not assume that someone in Management will help you with your claim. You have an insurance policy with a major corporate entity and no insurance agent. It is your responsibility to handle your own claim. It is your responsibility to find out what forms you need to file.

One of the most important factors in filing a successful claim with OWCP is your choice of a physician. Tell your physician from the start that this is a federal worker's comp claim, which differs greatly from any

state or private insurance. Remember that the physician works **for you**. Make sure that the physician understands that if the forms are not filled out properly the bills will not be paid.

If you need to file a claim, please do yourself a favor and familiarize yourself with the Department of Labor's web site for Workers Compensation: www.dol.gov/owcp/dfec

The website has informational booklets and forms that you can print out.

Most importantly: do not wait until the last minute to seek help from your union officials. Minor problems can quickly become major catastrophes that will be impossible to fix. Start off on the right foot by educating yourself on your rights and responsibilities.

EDUCATION AND ORGANIZATION . . . BY RICK GALLO, DIRECTOR



Let's See What You Know About Unions?

As I looked for inspiration for this article, I viewed the web site for the AFL-CIO. I found some questions and short answers concerning how unions help workers win a voice on the job, and I thought you might find these Q's & A's interesting:

WHAT IS A UNION?

A union is a group of workers who form an organization to gain:

- Respect on the job,
- Better wages and benefits,
- More flexibility for work and family needs,
- A counterbalance to the unchecked power of employers, and
- A voice in improving the quality of their products and services.

HOW DO PEOPLE FORM A UNION?

When workers decide they want to come together to improve their jobs, they work with a union to help them form their own local chapter. Once a majority of workers shows they want a union, sometimes employers honor the workers' choice. Often, the workers must ask the government to hold an election. If the workers win their union, they negotiate a contract with the employer that spells out each party's rights and responsibilities in the workplace.

DOES THE LAW PROTECT WORKERS JOINING UNIONS?

It's supposed to — but too often it doesn't. Under the law, employers are

not allowed to discriminate against or fire workers for choosing to join a union. For example, it's illegal for employers to threaten to shut down their businesses or to fire employees or take away benefits if workers form a union. However, employers routinely violate these laws, and the penalties are weak or nonexistent.

WHAT KINDS OF WORKERS ARE FORMING UNIONS TODAY?

A wider range of people than ever before, including many women and immigrants, is joining unions — doctors and nurses, poultry workers and graduate employees, home health care aides and wireless communications workers, auto parts workers and engineers, to name a few.

HOW DO UNIONS HELP WORKING FAMILIES TODAY?

Through unions, workers win better wages, benefits and a voice on the job — and good union jobs mean stronger communities. Union workers earn 30 percent more than nonunion workers and are more likely to receive health care and pension benefits than those without a union. In 2007, median weekly earnings for full-time union wage and salary workers were \$863, compared with \$663 for their nonunion counterparts. Unions lead the fight today for better lives for working people, such as through expanded family and medical leave, improved safety and health protections and fair-trade agreements that lift the standard of living for workers all over the world.

WHAT HAVE UNIONS ACCOMPLISHED FOR ALL WORKERS?

Unions have made life better for all working Americans by helping to pass laws ending child labor, establishing the eight-hour day, protecting workers' safety and health and helping create Social Security, unemployment insurance and the minimum wage, for example. Unions are continuing the fight today to improve life for all working families in America.

WHAT CHALLENGES DO WORKERS FACE TODAY WHEN THEY WANT TO FORM UNIONS?

Today, thousands of workers want to join unions. The wisest employers understand that when workers form unions, their companies also benefit. But most employers fight workers' efforts to come together by intimidating, harassing and threatening them. In response, workers are reaching out to their communities for help exercising their freedom to improve their lives.

You can find a wide assortment of union material on several web sites. Here are a few you might check out:

- www.apwu.org
- www.apwuwi.com
- www.wisafclcio.org
- www.nlrb.gov
- www.afclcio.org
- www.postalreporter.com
- www.union-organizing.com
- www.unionlabel.org



APWU OF WISCONSIN GENERAL OFFICERS
PRESIDENT
 STEVE LORD
 PO Box 2371
 Oshkosh, WI 54903
 HM 920-426-5285, Cell 920-279-0638
 lordsa@charter.net
SECRETARY-TREASURER
 DALE ANDERSON
 PO Box 26022
 Madison, WI 53708
 608-240-1024
 triumph110@sbcglobal.net
DIRECTOR OF LEGISLATION
 JEFF WORDEN
 4984 S. 24th Street
 Milwaukee, WI 53221
 Phone: 414-270-2019
 jjworden@sbcglobal.net
DIRECTOR OF EDUCATION AND ORGANIZATION
 RICK GALLO
 PO Box 1396
 Kenosha, WI 53141
 HM 262-652-6242, WK 262-657-5955
 APWU840@wi.rr.com
DIRECTOR OF HUMAN RELATIONS
 LUCY HAUSER
 W7205 Newland Rd.
 Black Creek, WI 54106
 HM 920-525-3695, Cell 920-841-2909
 LuHaus9@aol.com
EDITOR
 JOHN E. DURBEN
 PO Box 10021
 Green Bay, WI 54307
 HM 715-745-2248, WK 920-498-3987
 chilihead@frontiernet.net
APWU OF WISCONSIN AUXILIARY OFFICERS
PRESIDENT
 DEBRA KOSZAREK
 5321 S. LaSalle Dr.
 New Berlin, WI 53151
 414-425-8672
VICE PRESIDENT
 BARBARA MACIEJEWSKI
 2145 S 89th Street
 West Allis, WI 53227
 414-550-2169
 angelmajek@aol.com
SECRETARY
 Jacqueline Childs
 3818 Clover Ln
 Madison, WI 53714
 608-222-0772
 jchilds@uwatholic.org
TREASURER
 Patricia Pasell
 1367 Pinnacle Cir.
 Sun Prairie, WI 53590
 hskylvr@charter.net
DIRECTOR OF LEGISLATION
 ARLENE BEISBIER
 916 Chestnut
 West Bend, WI 53095
 262-338-8663

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.

— End Notes —

The demonization of the labor movement by rightwing ideologues and their benighted tea party followers is understandable as political strategy, however strident, unfair and demagogic. It can be countered by facts and activism.

Perhaps, more disturbing is the failure of Labor-supported political leaders to counter the opposition. Secretary of Labor Hilda Solis is a valiant defender of labor and worker's rights. It is, however, more than disconcerting to hear her referred to as "one of the few" in the administration who is so adamantly in our corner.

As the November elections loom ever closer, we can expect to hear increased calls from our friends for labor's support. Our friends should overcome their complacency now with regard to the attacks on Labor.

Yes, we have seen some positive actions taken. The appointments to restore the NLRB to its rightful mission are welcome. But a spirited public defense of the critical role of unions in defending workers and building a stronger economy is lacking.

Let's face facts: the union brand has been attacked for decades. The Reagan administration gets a lot of blame for its anti-unionism, but elected friends of labor allowed restrictions on labor to come into law decades earlier and did not fight to change them in ensuing years.

Under "friendly" administrations labor law reform faltered or was simply ignored. Under friendly administrations disastrous

foreign trade agreements like NAFTA were passed. Under unfriendly administrations, our friends were ineffectual in blocking negative labor policies and other job-killing foreign trade agreement.

Right now, the resurgent U.S. auto industry owes a tremendous debt to its autoworkers. Not nearly enough has been said about how the UAW bailed out its employers by modifying its contracts. As has been noted elsewhere, managers and salaried employees at the auto companies are regaining their financial positions while the autoworkers are still sacrificing theirs.

It's time for this and similar situations to be publicized and to be acknowledged by the political leaders who depend upon labor's support. It might be well for the Obama administration to seek out more key

staff members whose labor background and advocacy would help to counter the anti-unionism so evident on the right.

There is an obvious hypocrisy among tea party adherents who, on one hand are calling for protecting Medicare and Social Security against the threat of health care reform, while on the other hand issuing demands to limit government. Despite that inconsistency, the media provides a megaphone for vitriolic attacks upon labor by the tea partiers. This negativism about the Labor Movement must be countered.

— Source: *Label Letter*, by: Rich Kline, President, UL&STD



E-Payroll

epayroll is up and running. If you go to liteblue.usps.gov, scroll down to epayroll and click, you can pull up your payroll stub. There is also a link that allows you to opt out of receiving your check stub via mail, but why would a postal employee do that?

LEGISLATIVELY SPEAKING . . . BY JEFF WORDEN, LEGISLATIVE DIRECTOR

Wisconsin Elections 2010

This is a big year in politics, actually... every election year is a big year, but this year we here in Wisconsin will be electing a new Governor! Also, all of Wisconsin's eight Congressional Districts are up for election of which the labor friendly Congressman David Obey in Congressional District #7 will NOT be seeking another term and the Senate seat held by the Honorable Russ Feingold is also up for re-election.

We as union members must realize that it is in our best interest to back labor-friendly candidates. I have been working with Sarah Rogers (Political Director for the state of Wisconsin AFL-CIO) to keep informed about the many labor activities planned for the up coming elections around the state of Wisconsin.

Below is a list of SERVICE AREA ORGANIZERS for the entire state of Wisconsin;

Service Area #1: Greater Milwaukee
Organizer: Jenisse Volpintesta
E-mail: jvolpintesta@wisaficio.org

Cell: (262) 364-6751
Office: (414) 7070, ext 12
Counties: Milwaukee, Ozaukee, Washington.

Service Area #2: Southeast Wisconsin
Organizer: Justin Geiger
E-mail: jgeiger@wisaficio.org
Cell: (414) 745-4177
Office: (262) 456-1151
Counties: Waukesha, Racine, Kenosha, Walworth, Rock.

Service Area #3: So. Central Wisconsin
Organizer: Greg Neil
E-mail: gneil@wisaficio.org
Cell: (608) 556-9521
Office: (608) 256-5111
Counties: Dane, Iowa, Sauk, Columbia, Dodge, Jefferson.

Service Area #4: Western Wisconsin
Organizer: Andy Thompson
E-mail: athompson@wisaficio.org

Cell: (715) 456-4113
Office: (715) 831-3353
Counties: Barron, Buffalo, Chippewa, Clark, Dunn, Jackson, LaCrosse, Monroe, Pepin, Pierce, Polk, St.Croix, Trempealeau, Vernon.

Service Area #5: Central Wisconsin
Organizer: Scott Wright
E-mail: swright@wisaficio.org
Cell: (920) 450-2121
Office: (715) 298-0033
Counties: Wood, Portage, Marathon, Lincoln, Langlade, Menominee, Shawano, Waupaca, Adams.

Service Area # 6: Northeast Wisconsin
Organizer: Greg Hinds
E-mail: ghinds@wisaficio.org
Cell: (920) 540-2309
Office: (920) 445-0049
Counties: Brown, Oconto, Door, Kewaunee, Outagamie, Winnebago, Green Lake, Fond du Lac, Calumet, Sheboygan,

Manitowoc, Marinette.

Northwest Wisconsin (Douglas County)
Organizer: Chad McKenna
E-mail: chad@nealc.org
City of Superior.

As part of the kick-off for "LABOR 2010" every organizer list above will be organizing STATEWIDE WALKS on **July 24, 2010**. These walks will also be held on **Aug 7, 21, 28** and **EVERY WEEKEND** in **September** and **October**. If you or a family member or friends are interested in doing phone banking or member-to-member walks just contact the organizer above listed for your area.

The foremost goal of Labor 2010 is "to win power for workers - not simply win elections for politicians".

The Primary is September 14, 2010 and the General election will be on Nov. 2, 2010.

If you have any questions please feel free to call me at (414) 530-7186

Have a great summer. Take Care.

Patient Protection And Affordable Care Act What Does This Legislation Really Say?

I recently heard a political ad saying, — vote for me and I will make sure the recently enacted Health Care bill will be repealed! Why would anyone do that? For the first time in American history, our nation started to move closer to assuring all citizens have access to basic health care. Yet, after finally taking this step to no longer list the USA as the only country in the world without guaranteed access to health care, we have candidates for public office eager to repeal a bill that will improve the lives of families, children and seniors.

Why would people believe repeal of the Health Care Reform Bill is a good idea? I believe it is because we are trapped in an environment of lies, falsehoods and misleading information. This should challenge all of us, as the elders of our country, to seek **TRUTH**, to speak out on **TRUTH**, and to challenge statements that are not **TRUE**. (**TRUTH** is information that can be validated by research or trusted experts. *)

The **truth** is seniors will see a continuing improvement in their services, a lowering of out-of-pocket costs, and greater health promotion opportunities as provisions of the Health Care bill are instituted over time. Due to the complexity of the bill, it will take time to implement and provide information to beneficiaries.

President Obama signed the bill into law and it went into effect on June 21, 2010. Seniors will see additional benefits as it is implemented through 2014. All of us will realize the full value of this legislation as additional research is completed, and we recognize what works best for all Americans.

Here are important components of the bill that have had little discussion in the media.

▶ Health insurers will not be able to

establish lifetime dollar limits on necessary health care services.

▶ Seniors enrolled in Medicare Part D drug coverage, will receive a \$250 rebate, and 50% of the —donut hole will be eliminated in 2011. The donut hole will be totally eliminated by 2020.

▶ In 2011 seniors in Medicare will receive free annual checkups, and will not have co-payments for mammograms, colonoscopies and other preventive screenings.

▶ Insurers will have some restrictions from putting dollar amounts on our benefits and such caps will be completely prohibited by 2014.

▶ Insurers are prohibited from dropping policyholders when they get sick.

▶ Insurers are prohibited from charging co-payments or deductibles for preventive care and medical screenings on all *new* insurance plans. Prevention includes prevention of disease, early detection of disease and reducing the impact of an already existing disease.

▶ This bill will help 55 – 64 year olds stay healthy by ensuring access to affordable health insurance coverage.

▶ The Food and Drug Administration is authorized to approve generic versions of biologic drugs. Biologic drugs are used in the treatment of such conditions as Rheumatoid Arthritis and psoriasis. This could mean an enormous saving for persons with such conditions.

▶ Health Insurers cannot deny children health insurance because of pre-existing conditions. A ban on the discrimination in adults will take effect in 2014. Adults with pre-existing conditions will be eligible to join a temporary high-risk pool from now until 2014.

▶ The Health Care Act creates a new

and independent appeal process by which consumers can appeal decisions by their health insurance plans.

These are just a few of the key provisions in the Health Care Plan. It is expected to improve the quality of care given and the out-comes of care for patients. Areas yet to be discussed include the requirement that the Secretary of Health award grants and contracts to providers to develop quality measures of care, such as the health status of patients, the management, appropriateness and timeliness of care as well as effectiveness, patient centeredness and patient satisfaction of care.

The detail in this Health Care bill is focused on redesigning the health care system of our country to provide the best care, the best support for healthy living, and the most effective and efficient health

promotion, health maintenance, disease prevention system in the world.

In a survey conducted by CNN in March 2010, 2 out of 3 Americans believed the Health Care bill should be repealed. Yet the health care bill does not go into effect until June 21, 2010 and little has been published about the positive impact of the bill on families, in particular children and seniors. Will you accept the challenge to get the **Truth** out, to speak out and to support quality health care for all?

*The information about the Health Care Re-form Bill has been validated based on the words of the bill itself, researched information completed by the Alliance for Retired Americans and the Medicare web site.

— Source: Wisconsin Alliance for Retired Americans, by Vivien De Back



There's More To Life Than The USPS

Many times in life you can receive a revelation in a moment that you weren't expecting anything extraordinary. They can come in the blink of an eye without any warning and can become one of those life changing events that make some of your problems come into focus and give you a better perspective on things. Not long ago I had this type of experience at an auction that I attended for friends of mine that had recently divorced.

I went to the auction not only to offer moral support for these friends but also to try and salvage some items that had sentimental value to my wife and me. We have known this couple for many, many years and have watched our children grow up together, had sad times, a lot of good times and we grew older together. Because of decisions that were made, their lives have taken different paths and they realized they were no longer meant to be married to each other.

They had, like most of us, accumulated a lot of stuff over the years and after they divided up the things that they wished to keep, decided that the fairest and most financially sensible thing to do was auction off the rest of their shared belongings. It was while I was watching the auctioneer hastily fly through the remaining items of theirs that I had my revelation. It dawned on me that all of their life's experiences had been reduced to a few boxes and piles that had no real value to anyone else on earth. Everything they had done in

their life; raising two boys to college age, family celebrations of birthdays, weddings, anniversaries, and holidays; suffering through life's hard times with the loss of loved ones, illnesses or struggling at times with family overhead, was now nothing more than boxes of stuff that were selling for a dollar to the highest bidder. No one cared that the books they just bought may have been the ones my friends read while sitting up all night with a sick child. They didn't care that the picture frame was one that used to hold a picture of one of their long lost family members. All they knew was they were getting a bargain.

As I was watching this, I realized that I really needed to stop worrying about the little day-to-day problems and try and see the bigger picture because life truly is very, very short. The day-to-day problems of my life include the current condition of the Postal Service.

Like many of you, I have serious concerns about the future of the Postal Service. At the rate we are going and with the leadership that we have, I can't see us lasting much longer. There needs to be some serious changes at the National level of the USPS or we are destined to be nothing more than a memory in the history books. You and I didn't create this mess the Postal Service is in and we sure aren't going to solve it on our own, but until there's a major overhaul of the business plan and management from the Postmaster General on down, we will never see any improvements. You and I can try

to initiate change through the means that are available to us, but that's all we can do . . . try. We either will survive or we won't. It's really that simple.

I'm a believer that everything in life is always in a state of flux, always changing. No matter if the situation is a good one or a bad one, eventually it will only be a memory. So for

any of you that might be losing sleep over the uncertainties of our survival, you need to take a deep breath and relax. It's very possible that all that's important in your life at this moment will one day simply be a box of stuff being sold for a dollar to the highest bidder.

— reprint: by: Gary Basgall, KPWU Secretary, *The Jayhawk Fed*

Know The Symptoms Of Heat Exhaustion

They include dizziness, sweating, headache and nausea. Stay hydrated – drink plenty of water. During the hottest time of day, wear

lightweight clothing and refrain from strenuous activities. It's especially important for seniors to stay out of intense heat.

— THE LIGHTER SIDE —

Little Larry

A new teacher was trying to make use of her psychology courses. She started her class by saying, 'Everyone who thinks they're stupid, stand up!' After a few seconds, Little Larry stood up. The teacher said, 'Do you think you're stupid, Larry?' 'No, ma'am, but I hate to see you standing there all by yourself!'

Larry watched, fascinated, as his mother smoothed cold cream on her face. 'Why do you do that, mommy?' he asked. 'To make myself beautiful,' said his mother, who then began removing the cream with a tissue. 'What's the matter, asked Larry 'Giving up?'

Larry's kindergarten class was on a field trip to their local police station where they saw pictures tacked to a bulletin board of the 10 most wanted criminals. One of the youngsters pointed to a picture and asked if it really was the photo of a wanted person. 'Yes,' said the policeman. 'The detectives want very badly to capture him. Larry asked "Why didn't you keep him when you took his picture?"

— Source: Somebody from email.



The Next
Badger Bulletin
due date will be
September 1

