



The Badger Bulletin

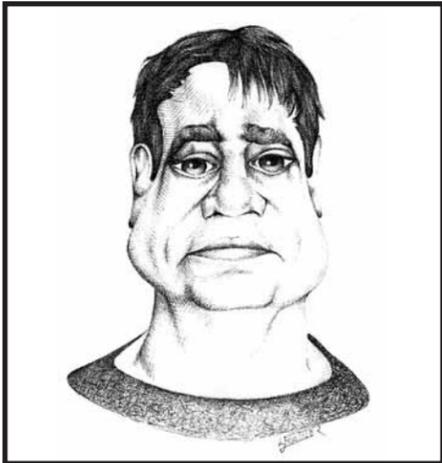
The American Postal Workers Union of Wisconsin

Volume 44 No. 6

2011 PPA Award Winner

November-December, 2011

THE PRESIDENT'S REPORT . . . BY STEVE LORD



Recalling Scott Walker, A Good Start

The petition drive to recall Wisconsin Governor Scott Walker will begin on November 15, 2011. Scott Walker deserves to be recalled for all the pain and suffering his policies have caused the people of Wisconsin. His reverse Robin Hood plan of taking from the middle class and giving to the rich and corporate has got to be stopped. Scott Walker's plan is not to create good paying jobs that can support a middle class family. It's to create jobs with low wages and poor benefits so his corporate sponsors can increase the huge profits they are already making.

A message has to be sent to Walker and his ilk that the people of Wisconsin are wise to the corporate takeover of Wisconsin government and will not stand for it any longer. We all should be out gathering signatures to force an election in spring. Stopping Scott Walker in Wisconsin is not enough. The same thing is happening all over this country and in Washington DC. We have to recall Scott Walker and use the election as a springboard to take back our government from the extreme right wing in Washington DC.

The extreme right wing has only one cause. That cause is to make the rich richer on the backs of the American taxpayer and worker. These are the same right wing legislators who seek to lay you off, cut your wages, cut your benefits and privatize your job. They plan to stay in office using political contributions from rich and corporate donors that due to a Supreme Court ruling can now give unlimited amounts of money through front groups without having to disclose to the public that they made the contributions. Our legislators have become lackeys for corporate America.

The corporate agenda is lower wages, fewer benefits, less worker protection and fewer taxes that they have to pay. Corporate America is reaping huge benefits from the poor economy. Corporate America and their congressional lackeys want you to

believe that high wages and benefits and taxes are what is driving the economy down. The fact is that because taxes have been cut so low that not enough revenue is coming in to keep this country solvent. The solution to them is to cut government so deep that it barely has a function. Who cares about the consequences? Making sure Americans don't go hungry doesn't matter. Adequate health care doesn't matter. Clean air and water doesn't matter. Educating our children doesn't matter. All that matters is that profits continue to be huge.

A small percentage of the wealthiest Americans hold 90% of the wealth of this country and they intend to keep it that way. Why shouldn't they. They are just acting in their own interest. There lies the crux of the problem. They work in their own best interest. **WE DON'T.** It's the working people of this

country that elect the right wing legislators that do nothing but harm them. 35% of postal workers vote Republican. It's time to **WISE UP!** We are doing this to ourselves. How much worse does it have to get? Your only criteria when casting your vote should be your own financial well being.

Is the abortion issue important to you?

ism your issue? Don't you think that the reason American's have fought and been killed is so that we as Americans could have a decent standard of living? We are being duped! These issues are just a front for the real right wing agenda.

Put aside your other issues for now before it is too late. The American middle class has to stand up and say "**Enough is enough**". Otherwise, we will end up living in another robber baron age barely eking out a living. Don't believe me? Take a look around. Americans are losing their good paying

"A small percentage of the wealthiest Americans hold 90% of the wealth of this country and they intend to keep it that way. Why shouldn't they."

Why during the 8 years of the Bush Administration and Republican Congress wasn't anything done. Are you worried about losing your guns? Why weren't they taken away during years when Obama took over the presidency and Democrats held both houses of Congress? Is patriot-

jobs. A good percentage of our manufacturing is gone. Millions of houses are in foreclosure. Education is being cut. We must do something now. A good start would be to get some recall petitions and take them around your neighborhood.

Thanks for listening.

LEGISLATIVELY SPEAKING . . . BY JEFF WORDEN, LEGISLATIVE DIRECTOR

All Craft Conference 2011

From October 10th through the 14th I was privileged to attend the **APWU ALL CRAFT CONFERENCE**. With the recent signing of the National Agreement it is only common that there were a large number of questions concerning NTFT (Non traditional full time employees) and especially the implementation and use of PSE's (Postal Support Employees).

But, the one thing that rang loud and clear was **PROTECTING OUR POSTAL JOBS** by getting the piece of legislation known as "H.R.-1351" Passed in the house!

On September 21, 2011 a bill that is Anti-Post Office and anti-worker passed a House Subcommittee by a vote of 8 to 5. ALL Republicans voted FOR this bill while ALL Democrats voted AGAINST it! **That Bill is H.R. 2309** which was co-sponsored by Rep. Dorell Issa (R-CA) who is chairman of the House Committee on Oversight and Government Reform, and Rep. Dennis Ross (R-FL), Chairman of the Postal Subcommittee.

On October 13, 2011 The House Com-

mittee on **Oversight and Government Reform** approved an amended version of the "**Anti-Postal & Anti-Union**" bill (H.R. 2309) by a vote of 22-18. All of the Republicans (except one Todd Platts of Pennsylvania) voted in favor while the Democrats **stood strong** and voted **AGAINST IT!** The APWU is **against** H.R. 2309 and considers this legislation "A Reckless Assault on the Postal Service and the Postal Employees!"

At the conference APWU National President Cliff Guffey and APWU Director of Legislation Myke Reid spoke on how **elections can have consequences!** Let's face it, when the voters in the state of California voted for Republican Dorell Issa (and you know that some postal workers most likely voted for him) nobody knew that someday he was going to try and gut/destroy their collective bargaining agreements or even their jobs but, then again remember **elections can have consequences!** Also a number of the sub-committees are headed by republicans and have a "Terrible" voting record when it comes to unions! I can

almost bet that right about now some of those California post workers would like to take back their vote! But, of course it's too late! This is definitely something we ALL should keep in mind. Hint-Hint Governor of Wisconsin!

Remember, if the postal service would not have this prefunding fiasco the postal service would have shown a **PROFIT** last year alone!

Also, according to latest New York Times/CBS Poll, **Seven in ten Americans think the policies of congressional republicans favor the rich. Two-thirds object to tax cuts for corporations and a similar number prefer increasing income taxes on millionaires.**

Let's face it brothers and sisters as I have stated before the proof is in the pudding! **The republicans are NOT postal friendly or even labor friendly** for that matter. This pretty much proves just how much they care about you and your job. When it comes time to vote lets all vote like our jobs depend on it because they really do! Take Care.

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



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

DIRECTOR OF EDUCATION AND ORGANIZATION . . . BY RICK GALLO



With the unending barrage of USPS changes like DUO, DUR, excessings, new matrices, etc., employees (especially PTF's) find themselves increasingly shopping for work hours by loaning out to other offices. But in doing so, often-times employees are not receiving the pay that is actually due them. The USPS regulations are frequently misunderstood, and too many managers give out mis-information (or deliberately lie) which keeps employees from being properly paid. So, I will attempt to shed some needed light on the subject of "Travel Pay."

Travel pay is NOT the same as mileage. In most instances, employees travelling to other offices are entitled to BOTH "travel pay" and "mileage reimbursement." The USPS regulation concerning Travel Pay can be found in part 438 of the ELM. At the beginning of this regulation, you find two important definitions:

438.11 Definitions

Definitions relevant to pay during travel

Understanding Travel Pay

or training include the following:

a. *Travel time* — time spent by an employee moving from one location to another during which no productive work is performed and excluding the normal mealtime if it occurs during the period of travel.

b. *Local commuting area* — the suburban area immediately surrounding the employee's official duty station and within a radius of 50 miles.

If you read the above, and assumed that you don't qualify for pay because you travel less than 50 miles; you are completely mistaken! The local commuting area definition actually imposes two simultaneous conditions which must both be met to establish that you are within the local commuting area. Not only do you have to be within 50 miles, you must also be within the *surrounding suburban area*. If the other office you are travelling to does not lie within a suburb of your own office's city; then you are actually travelling outside the "Local commuting area," and you must be paid for travel time on-the-clock, even if travelling from your home to the other duty station, and even if it is less than 50 miles. Most employees, and certainly most managers tend to read the above language as if the connecting word between the two conditions says "OR," instead of "AND." If the word was "or" that would be a correct reading. Fortunately for us, the word is "and." This language has remained

unchanged for decades. It has also been challenged numerous times in arbitration, as well. Despite these facts, it is disheartening to see so many employees improperly denied pay that is rightfully theirs.

You will hear every excuse in the book from management. Employees have been told that they cannot be paid for commuting to work. That only applies if you are commuting to your official duty station, and does not apply to another office. Employees have been assured that they are only entitled to one or the other — either mileage or travel pay, but not both. Again, this is simply incorrect. Employees are indeed entitled to both mileage and travel pay.

About the only time a loaner would not be subject to travel pay is when that employee is employed to work on a permanent basis at more than one location in the same service day. In that instance, the time spent commuting between the locations is not compensable travel time, provided there is a break in duty status between the work performed in the different locations. In other words, you were specifically hired to work at multiple locations (i.e. you are a "Hub Clerk"). Some employees have been told that if they have a break, or a lunch, travel time is not allowed. Again, unless you were specifically hired to work at these multiple locations; travel time must be paid.

If you are loaning out to other offices, please make sure you are being paid for travel pay. If you need assistance, please contact a steward.

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

APWU Consumer Driven Insurance Plan

Many people have asked me how the Consumer Driven plan pays towards hospital and doctor bills for major surgery. Up until this point I had no first-hand experience. This past January my husband fell down a flight of stairs — he grabbed the handrail trying to break his fall, but ended up tearing his rotator cuff instead. He had surgery in June.

I must admit that I was a bit concerned over all the impending medical bills, but

I am glad to report that I am thoroughly delighted with the Consumer Driven plan.

I carried over money in my HRA from last year, which cut down on the amount I really paid out-of-pocket. Here is a synopsis of our medical bills:

- Hospital - \$19,965
- Anesthesia - \$ 2,508
- Doctor - \$15,023
- Therapy - \$4,213
- TOTAL - \$ 41,709

I used up all the money in my HRA, and then paid \$689 out of my own pocket for the medical bills. And I only paid \$17.48 per pay period for premiums! I am willing to put the APWU Consumer Driven plan up against the most expensive, Cadillac health insurance plans and I am putting my money on APWU!

If you don't have the APWU Consumer Driven plan, do yourself a favor and give it serious consideration.

Senate Bill Threatens To Strand Injured Federal Workers As They Age

WASHINGTON, DC—All federal employees who are injured on the job are at risk of losing workers' compensation protections as they age because of a provision of a bill marked up today by the Senate Homeland Security and Governmental Affairs Committee. This provision applies to all federal and postal workers but was attached to a postal reform bill being considered by the committee.

"The overall goal of the legislation was to strengthen the U.S. Postal Service — not weaken protections granted to all federal employees who are hurt while serving their country," said Joseph A. Beaudoin, president of the National Active and Retired Federal

Employees Association (NARFE). "A proposal to strand our nation's disabled federal workers when they reach retirement age does not belong in this legislation. This ill-conceived plan must not move forward when the full Senate debates the issue."

Currently, under the Federal Employees' Compensation Act (FECA), federal employees disabled by work-related injuries or illnesses receive basic compensation, along with medical benefits. Basic compensation for employees who are single or have no dependents is usually two-thirds of their monthly pay (or of the difference between their monthly pay and their monthly wage-earning capacity); employees who are

married or have dependents get three-quarters of their pay. Employees receive the benefits in lieu of a right to sue the federal government.

Under the new provision, which will next be debated on the floor of the Senate, these basic compensation benefits will decrease for all federal workers who have or will reach retirement age. In their place, disabled federal workers will receive a 25 to 33 percent reduction in their benefits once they reach retirement age.

"These workers already have made physical sacrifices for their country, and it is unfair to add this burden on them in their later years," said Beaudoin.

— Source: NARFE Website

— Employee Benefits Open Season —

SIGN UP, CHANGE OR TRY SOMETHING NEW

It's getting to look a lot like open season. In the next several weeks, employees will have opportunities to sign up, make changes to their employee benefits — or consider a new program.

Open Season for the Flexible Spending Accounts (FSA) program begins Monday, Nov. 7, while Federal Employees Health Benefits (FEHB) and the Federal Employees Dental and Vision Insurance Program (FEDVIP) begin Monday, Nov. 14.

Employees should note that the 2010 Affordable Care Act changed FEHB eligibility requirements allowing children up to age 26 as eligible dependents for Self and Family coverage (Link, 8/17/2010). Employees also

should check their insurance coverage for details that could save them money.

Employees can make FEHB and FSA selections on PostalEASE. For FEDVIP elections, go to www.benefeds.com or call 877-888-FEDS (877-888-3337) or TTY 877-889-5680.

Open Season for the Annual Leave Exchange (ALE) begins Tuesday, Nov. 15. Employees eligible to make an ALE election will receive a letter.

FEHB, FSA and FEDVIP booklets also will be arriving in the mail. Look for the information and save it when it arrives or go to the "My HR" section on LiteBlue for more details.

Employees will need their employee identification numbers (EIN) and USPS per-

2011 OPEN SEASON DEADLINES	
Federal Employees Dental and Vision Insurance Program (FEDVIP)	Begins Nov. 14 – Ends Dec. 12 (11:59 p.m. ET)
Annual Leave Exchange (ALE)	Begins Nov. 15 – Ends Dec. 15 (11:59 p.m. CT)
Federal Employee Health Benefits (FEHB)	Begins Nov. 14 – Ends Dec. 13 (5 p.m. CT)
Flexible Spending Accounts (FSA)	Begins Nov. 7 – Ends Dec. 25 (5 p.m. CT)

sonal identification numbers (PIN) to enter PostalEASE or LiteBlue.

Enrollment changes and new enrollments made during the 2011 FEHB Open Season will become effective Jan. 14, 2012 (pay pe-

riod 03-12). New premium payments will be reflected in paychecks dated Feb. 3, 2012. New enrollments made during the 2011 FEDVIP and Flexible Spending Accounts Open Season will be effective Jan. 1, 2012.

Super Committee Tries To Make November 23 Deadline

According to *The New York Times* (<http://nyti.ms/tvOoRO>), members of the "Super Committee," Congressional panel on deficit reduction "are no longer trying just to solve the nation's fiscal problems. Some are desperately trying to avoid blame for the possible collapse" of the process. Republicans, long opposed to tax increases, said on Tuesday that they might allow \$250 billion to \$300 billion of additional tax revenue as part of a deal to shave \$1.2 trillion from federal deficits over the next 10 years. Democrats were quick to dismiss the offer because,

they said, it came with a proposal that would permanently reduce individual income tax rates, including those for the most affluent Americans. Members of both parties said Tuesday that they saw a glimmer of hope that the panel could strike a deal and vote on its recommendations by the statutory deadline of Nov. 23. Democrats said they worried that the ideas floated by Republicans might be largely a public relations gesture.

The latest Republican proposal calls for a gradual increase in the age of eligibility for Medicare, to 67 from 65, and the use

of an alternative measure of inflation, the Chained CPI, that would reduce annual cost-of-living adjustments in Social Security benefits. Some of the new revenue under the Republican proposal would come from limiting tax breaks that primarily benefit upper-income households. Some would come from other sources like higher Medicare premiums for high-income people and sales of federal lands. "This plan would provide the very wealthiest Americans with one of the largest tax rate cuts ever," a Democratic aide said.

The Alliance is calling members who are represented by Super Committee members, Sens. John Kerry (D-MA), Patty Murray (D-WA), and Pat Toomey (R-PA) as well as Reps. Chris Van Hollen (D-MD) and James Clyburn (D-SC), with the opportunity to pass a call through directly to the proper elected official's office. "If you get a call, please follow the instructions and send a message to our elected officials not to balance the budget on the backs of seniors," said Ruben Burks, Secretary-Treasurer of the Alliance.

— Source: FRIDAY ALERT

Wisconsin Unions Encouraged By Ohio Vote But Face Tough Challenge In Recalling Gov. Walker

MADISON, Wis. — The resounding rejection of an anti-union law by Ohio voters provides a huge boost for Democrats and union officials preparing for their next major battle — the attempted recall of Wisconsin Republican Gov. Scott Walker — but their prospects could be clouded by the differences between the two Midwestern states and their election laws.

After the nearly 2-1 defeat of the Ohio law, union opponents of Walker are finalizing plans to gather the more than 540,000 signatures needed to put his recall on the ballot next year. The petition drive is expected to start soon.

After he assumed office this year, Walker pushed through a new law that sharply restricted the bargaining rights of most state employees. The action made him a central figure in a push by conservatives across the nation to weaken public employee unions to ease state fiscal problems. Recently, a similar law championed by Ohio Republican Gov. John Kasich was rejected by voters.

But Wisconsin law does not allow a public referendum on such a question, so opponents are hoping to use the recall mechanism to replace Walker and then repeal the law.

The Ohio vote shows that some voters believe that conservative governors have overreached, but it's not clear they would go beyond striking down a specific law to oust a governor.

"It's very difficult to extrapolate from

that simple one-issue vote to the much more complex recall process here," said Charles Franklin, a founder of pollster.com and a University of Wisconsin political science professor.

There's also the fact that politics in Ohio and Wisconsin are different. Ohio is one of the strongest union states in the nation. Unions have had a difficult time battling Walker in Wisconsin.

"What happens with politics in Ohio doesn't necessarily carry over here," Franklin said.

Recall organizers were buoyed by the rejection of the Ohio law, but cautious about how much it means for them.

"It's not apples to apples here," said Marty Beil, executive director of the 23,000-member Wisconsin State Employees Union. However, the victory did show the importance of forming coalitions including labor unions, community groups and others, Beil said.

Walker, when asked recently about the Ohio vote, said he believes Wisconsin voters may be more accustomed to his measure because, unlike Ohio's, it had taken effect.

"We've had months of people seeing . . . the reforms work," Walker said. "In Ohio, they didn't have the law in effect, they didn't see any of the benefits."

Other differences could also have an impact on voter opinions. Walker's collective bargaining limits largely exempted police and firefighters, two groups that enjoy broad public support, while Ohio's did

not. The Ohio vote shows that the public is ready to reign in conservative policies that appear to go too far, said Phil Neuenfeldt, president of the Wisconsin state AFL-CIO, which represents 250,000 workers in the state.

Voters in a recall election would also have to decide whether they want to replace Walker with a Democratic alternative, a more complicated proposition than a single-issue referendum. The state's two most prominent Democrats — former U.S. Sen. Russ Feingold and retiring U.S. Sen. Herb Kohl — have said they aren't interested.

Those considering a run include Milwaukee Mayor Tom Barrett, who lost to Walker in last year's governor's race, former U.S. Rep. Dave Obey and state Sen. Jon Erpenbach.

So far, efforts to recall legislative supporters of the anti-union law have had mixed results. Only two of six Senate Republicans targeted in recall elections this summer were ousted, leaving the GOP with a one-vote majority. Republicans hold a 59-39 majority in the Assembly.

A poll released in July showed that 59 percent of Wisconsin residents disapproved of Walker's performance at that point. A majority, 55 percent, said they disapproved of his two-year budget plan that made cuts to plug a \$3 billion budget shortfall.

Walker has defended both the collective bargaining law and his first budget, which made cuts to public education, as necessary steps to put the state in better financial

condition. He says those efforts, along with other new laws the Republican Legislature has passed with his approval, will make Wisconsin more attractive to business and lead to the creation of 250,000 jobs, his key campaign promise.

Labor unions, conservative groups and others have poured huge amounts into the Ohio vote. Heavy spending is expected by all sides in Wisconsin if the Walker recall gets on the ballot next year.

We Are Ohio, the union-backed coalition fighting the law, poured at least \$24 million into the campaign, while Building a Better Ohio, which supported the law, spent about \$8 million.

An estimated \$44 million was spent on the state Senate recall campaigns in Wisconsin.

— reprint: Ohio AFL-CIO

Please Note

Effective immediately,
the new address for
the *Badger Bulletin* is

P.O. Box 47

Cecil, WI 54111-0047

State Convention; Official Convention Call Of The APWU Of Wisconsin

by Dale Anderson,
Secretary/Treasurer

American Postal Workers of Wisconsin

Official notification is hereby given that the Convention of the APWU of Wisconsin will convene on Thursday, April 26, 2012 and continue through Saturday, April 28, 2012. It will be held at the Radisson Hotel La Crosse at 200 Harborview Plaza in La Crosse, WI. The Hotel is located on the Mississippi River in downtown La Crosse. In addition on the afternoon of Thursday, April 26, 2012 a training seminar will be held in conjunction with the convention. Costs for the seminar and room costs will be made available in January of 2012. The phone number of the hotel is 608-395-7046.

Again this year a new part of our constitution will go into effect. In past years the convention was concluded with the banquet on Saturday evening. The banquet is always a nice time to reflect on the Brotherhood and Sisterhood of our Union. Unfortunately a number of Brothers and Sisters left after the convention recessed on Saturday afternoon and missed the camaraderie of the banquet. This year the banquet will be held on Friday night and the fee for the banquet will be included with the registration fee.

Some of the governing portions of the State Constitution appear below.

NOTICE OF ELECTIONS

Nomination and election of all Officers of

the APWU of Wisconsin will take place at this convention.

On the afternoon of the opening day of the Convention, the Chairman of the nominations committee shall declare the convention open for nomination for all offices and the Convention City at which the next Convention is to be held. Article VI Section 7,(2).

The nomination shall proceed in the following order: 1; General President, 2; Secretary-Treasurer, 3; Director of Legislation, 4; Director of Human Relations, 5; Director of Education and Organization.

The election of officers shall take place on the afternoon of the second day of the convention. Article VI Section 7 (4).

CREDENTIALS

Credentials will be mailed out by the Secretary-Treasurer by February 21, 2012. They shall be properly signed, returned and in the hands of the Secretary-Treasurer by April 1, 2012 so that committee assignments can be made by the State President, and committee members can be properly notified.

REPRESENTATION

The voting power of the members of the American Postal Workers Union of Wisconsin, AFL-CIO, at State Convention shall be as follows: Article V section 1:

“EACH LOCAL UNION AND AREA LOCAL SHALL BE ENTITLED TO REPRESENTATION IN STATE CONVENTION OF

ONE (1) DELEGATE AND ONE (1) VOTE FOR EACH 25 MEMBERS OR FRACTION THEREOF.”

The convention can at its pleasure give visiting Members at Large a vote; providing not more than three Members at Large attend the Convention. If more than three attend, the Chairman of the Credentials Committee with the consent of the Convention, shall apportion one-third vote to each Member at Large. Article V Section 2.

Voting delegates shall be based on the average amount of per capital tax paid by each local/area local during the two (2) preceding calendar years of the convention year. Any local whose charter has not been in existence for this period, shall receive voting delegates based upon the average per capita one month previous to the month the convention is held. Article V Section 5.

RESOLUTIONS

All resolutions to be presented at the Convention must be in the hands of the Secretary-Treasurer at least four (4) weeks prior to the opening of the Convention in order to be printed in the Convention Book. Article VI Section 5. **ALL RESOLUTIONS MUST BE IN THE SEC/TREAS HANDS BY APRIL 1, 2012.**

All proposed Constitution changes must be in the hands of the Secretary-Treasurer at least four (4) weeks prior to the opening of the Con-

vention in order to be printed in the Convention Book. Article VI Section 8. **ALL CONSTITUTION CHANGES MUST BE IN THE SEC/TREAS HANDS BY APRIL 1, 2012.**

All Officer's reports shall be ready and in the hands of the Secretary-Treasurer four (4) weeks prior to the opening of the Convention. Article VII Section 8.

REMINDERS:

ALL LOCAL DELEGATES MUST BE ELECTED BY SECRET BALLOT VOTE OF THEIR MEMBERSHIP, UNLESS YOUR LOCAL CONSTITUTION PROVIDES FOR AUTOMATIC DELEGATE(S) TO A CONVENTION. MAL'S are to get their authorized credentials from the State Secretary-Treasurer. These procedures must be followed or delegates will not be seated.

Education classes will be held on April 26, 2012. The programs have not been confirmed at this time.

The official opening of the Convention will be at 10:00 AM on Friday, April 27, 2012, the convention will close with a the installation of officers on Saturday, April 28, 2012.

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

Please bring any COPA donations from your local to the convention.



Golden Fleece Award

The September 27 version of USPSLink reported that the “Automated Postal Center” (APC) will now be known as the “Self-Service Ship and Mail Center.” Evidently, the money we don't have was spent for “research and analysis” to find the name that “best supports the kiosk and USPS brand.”

“Along with the new name, there also will be new signage . . .” AND this is what “should persuade customers to use this shipping and mailing option . . .”

The easy to understand message to our customers is “Don't use the APC. Instead, use the SSSMC.” Once legislation is passed

to save the USPS it will be programs like this to which management will point for increasing Executive and Administrative positions and/or to bring back bonuses in line with the “run the Post Office like a business” mentality.

Meanwhile, let's ask our Postmaster General and his dozen-or-so vice-presidents and at least a few of the other layers of managers if we could please pay for some more research and analysis to change our name to the United States Postal Self-Service (USPSS).

— Source: *The Jayhawk Fed* (PPA)

Mandatory Overtime To End Soon For Many

Beginning Nov. 23, 2011, mandatory overtime will end for many APWU-represented employees.

In accordance with the 2010-2015 Collective Bargaining Agreement, full-time regular career Clerk Craft and Motor Vehicle Craft employees who work in an installation and functional area with Non-Traditional Full-Time assignments cannot be required to work overtime (except in an emergency), unless they are on the Overtime Desired List. If just one clerk in any station or branch occupies a NTFT duty assignment, clerks working in Function 4 throughout the installation cannot be required to work mandatory overtime unless they are on the OTDL. If only one clerk in mail processing occupies a NTFT duty assignment, then no non-OTDL clerks in Function 1 can be required to work mandatory overtime.

There is no “December exception” for this mandatory overtime prohibition.

“Emergencies” are defined in Article 3 as, “An unforeseen circumstance or a com-

bination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature.”

— Source: *APWU Website*

It has been reported the USPS Employees pledge an average of \$38 million annually to the Combined Federal Campaign. (CFC)

