



The Badger Bulletin

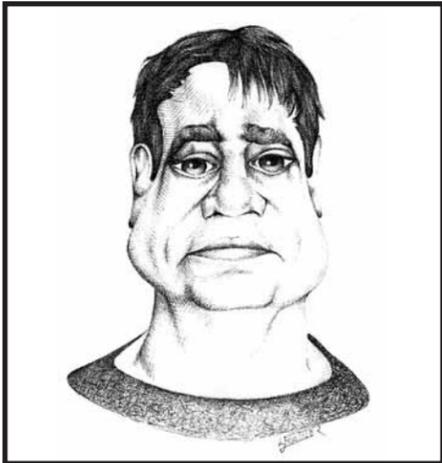
The American Postal Workers Union of Wisconsin

Volume 42 No. 6

2009 PPA Award Winner

November-December, 2009

THE PRESIDENT'S REPORT . . . BY STEVE LORD



Incentive Retirement

you should think hard about getting involved. The leaders you rely on now may not be around forever. You will need to be strong and knowledgeable to be ready to take up the continuing struggle against an employer who is ready and able to take advantage of your weakness. You can believe that certain members of management can't wait until the day some of our more experienced and qualified leaders leave. You can also believe that they have an agenda of things that they would like to see changed in work rules and LMOUs. When it comes to revenue loss and leadership loss we have to be like Boy Scouts and BE PREPARED!

APWU HEALTH PLAN

If you are not a member of the APWU Health Plan now is a good time to join. Not only will you be part of a great plan but, you will also be supporting your union. I will admit that I have been out of the plan for a while, but I am coming back. I am coming back because of the great benefits, to support my union, and the Consumer Driven Plan will save me \$185 a month. Let me repeat that. The Consumer Driven Plan will save me \$185 a month compared to what I was paying with Blue Cross/Blue Shield. I will suffer no loss of benefits. In addition to that

the APWU Health Plan High Option Plan has many new features including a diabetes program and high blood pressure program. If you or someone in your family has one of these diseases and sticks to the program all of your medical visits and medications are 100% paid for. That is an incredible benefit. I am coming back this Open Season and you should too. If you have never been part of the APWU Health Plan now is the time to join. Your local officers will have more info for you so check it out.

Thanks for listening and hang in there. I know things are tough.

Hi everyone.

Congratulations to those brothers and sisters who were able to take the retirement incentive negotiated for you by the APWU. I wish all of you a long and healthy retirement. Most of you who took the incentive were already eligible to retire. For you the incentive was a bonus in addition to being able to escape the PO. Here are some of the approximate numbers of APWU represented employees taking advantage of the incentive.

Clerks	17,646
Maintenance.....	2714
MVS.....	707
Support Services.....	65

In addition 3466 Mailhandlers also retired. So what does this mean for the National APWU and your State and Local APWU? In two words, less revenue. There are a number of things we can do to make up for this loss. First, we can sign up new members. Second, your local can look to merge with non functioning locals close to yours. Third, you can look to sign up MALs in your area. The revenue will help your local. Joining your local will surely give MALs much needed local representation. Another thing you can do is sign up members for the APWU Health Plan. I will talk more about the APWU Health Plan later, but did you know that only 8000 of our members belong to the APWU Plan. Not only is our plan a great plan but it brings in revenue to the APWU. What ever you do don't just sit there and wait for economic woes to knock on your door.

MENTORING

The retirement of so many of our members also brings to mind the loss of experienced leadership. If this loss isn't happening now, it certainly will occur in the not to distant future. I look around at union functions I attend and see an awful lot of grey haired or no haired heads. We need to get more of our younger members involved. We need to mentor these members so that when we leave we will leave the APWU in capable hands. I am sure you can remember someone who brought you along when you first started at the USPS. Its time for you to do the same. If you are one of these younger members

FERS Sick-Leave Credit Becomes Law

APWU Web News Article #134-09, Oct. 28, 2009

(10/28/09) President Obama signed legislation Oct. 28 that will allow postal and federal workers who retire under the Federal Employees Retirement System (FERS) to receive credit for sick leave when they retire. The new benefit was included among a number of pay and retirement provisions in a compromise version of the 2010 Defense Authorization bill.

The law includes a provision long sought by the APWU and other organizations representing federal employees, which allows FERS-covered workers to receive a 50 percent credit for unused sick leave until Dec. 31, 2013. Starting on Jan. 1, 2014, they will receive full credit. Employees covered by the Civil Service Retirement System (CSRS) already receive credit for sick leave when they retire.

"This is a great accomplishment for APWU and other organizations representing federal employees," said APWU Legislative and Political Director Myke Reid. "We have always believed sick-leave credit for FERS employees is a matter of basic fairness."

The FERS sick-leave provision was originally introduced in the House of Representatives as a stand-alone bill by Rep. Jim Moran (D-VA), but the bill suffered numerous setbacks.

The Defense bill — including the FERS benefit — was passed by the House on June 25, by a vote of 389-22. But a month later an amendment granting the benefit was withdrawn at the insistence of Sen. Tom Coburn (R-OK), who threatened to filibuster. "Until this amendment is withdrawn, I will stay here, or I will have a colleague stay here, and we will talk about how this country is out of control in its spending," he said. "We've institutionalized sick leave.

We've made it an entitlement."

Sen. Daniel Akaka (D-HI), the main sponsor of the amendment, agreed to withdraw it, but continued to defend the provision, saying, "This amendment will ensure that all federal employees are treated the same."

On Oct. 7, 10 weeks after he withdrew the provision, Akaka was instrumental in getting it through a House-Senate conference committee, Reid said.

The House adopted the Defense Authorization bill — including the FERS sick-leave credit on Oct. 8, and the Senate followed suit on Oct. 22.

Rep. Edolphus Towns, (D-NY), the chairman of the House Oversight and Government Reform Committee, and Rep. Stephen Lynch (D-MA), chairman of the House Oversight and Government Reform Federal Workforce Subcommittee, were also key to the effort to convince conferees to include the sick-leave credit and other workforce provisions.

The compromise legislation also includes a provision that would make it easier for federal agencies, including the Postal Service, to re-hire retirees (for a limited time) without forcing them to take a cut in their annuity checks.

"This provision will help eliminate the USPS objections to APWU's efforts to return postal retirees to employment," Burrus said. "If the bill is passed, the union will renew our discussion with management on this issue."

The bill also includes:

- A provision that would allow employees who choose to work part-time toward the end of their careers to use a higher salary figure in calculations for how the reduced work factors into their retirement benefits.
- A provision that would move workers in Hawaii, Alaska, the Virgin Islands and other U.S. territories from cost-of-living adjustments to a locality-pay system. [The territorial COLAs, as they are known, would be applied differently to postal employees than to other federal workers. The T-COLAs would not be taxed and would not be credited towards retirement; for other federal employees these earnings would be taxed and would be credited toward retirement.]
- A provision that would allow FERS employees who left and then returned to government service to redeposit savings in the retirement system and earn credit for years they had previously worked.

Open Season: Nov. 9 - Dec. 14

APWU Offers Two Great Health Insurance Plans

APWU Web News Article #138-09, Nov. 10, 2009

As the Health Plan Open Season gets underway, APWU President William Burrus urges postal and federal employees to give careful consideration to the two great healthcare options offered by the APWU.

The national debate over healthcare reform

has focused on the dilemma facing workers with pre-existing conditions, and has highlighted the need for a public option and employer mandates, Burrus notes in a new video.

"These factors, which are so important to millions of Americans, are non-factors in the APWU Health Plan. We offer two of the best health plans in the country."

EDUCATION AND ORGANIZATION . . . BY RICK GALLO, DIRECTOR

— My Frustrations —



As I sit down to write an article for this edition of the Badger Bulletin, I seem to be very preoccupied with other issues over which I am very frustrated. Is it just me, or is the Postal Service making decision after decision that simply does not make sense? I see stupid decision after stupid decision, and when you try to set things straight, you are met with argument and resistance (that part is normal) but you also find lies and vindictiveness, and disrespect and outright meanness. How did we get here, and how do we deal with it? Of course, we fight the battle; we file grievances, EEO complaints, NLRB charges, etc. etc. And in the end, we presume that justice will be done, and our arguments will win the case.

Along this path, however, we lose several things. We lose faith in the system, because we have to go to such great lengths just to prove what we knew from the very outset; that we were right. We also lose faith in those that have been entrusted to positions of authority. As we pursue our cases, we have that faith in the "goodness" of people that they will do the right thing. And we are literally

crushed when they do not.

Unfortunately, there are supervisors and managers in the USPS that are not good, are not honest, and quite frankly, that simply do not care. The level of accountability for these folks simply does not exist. So we get decisions that do not make any sense, and about which no higher authority is going to intervene and right our wrongs. And we continue to battle on. We continue to believe that justice will always ultimately prevail. Maybe it's just our nature, or maybe the other choice would make us just as bad as they are.

Personally, I believe that people become managers for different reasons. Occasionally, we find somebody who really wants to make a difference, and feels they have what it takes to be a leader. Their motivation is a noble one, and they want to do the right thing. Unfortunately, these people are rare. All too often, we have people promoted to management because they do not want to work. They have seen other poor managers do nothing all day and get paid handsomely for it, and they want a piece of that pie too.

These people don't know what the right

thing is, and they don't care. We also have a certain pool of people who get promoted because they are screw-ups! Their boss doesn't want to deal with them, and figures if they get promoted, there is less for them to screw up in their existing department. These people do not have a clue, and also do not care. It seems to me that of these three categories, the "don't want to work" and the "screw-ups" significantly outnumber the people that actually want to try to do the right thing.

That means these groups represent the majority of the people we have to deal with in getting our issues resolved. It also means that the remaining minority of good people in authority positions get worn down by having peers that are such buffoons. Is it any wonder then, why union representatives get frustrated? I have been doing this for over 37 years, and I'm not sure I have ever seen the level of incompetence currently making decisions in USPS. And the funny thing is; they (the existing managers) can't figure out why USPS is going down the tubes. These people need help, and I need a big martini! (preferably with jalapeño-stuffed olives!)



Badger Bulletin

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The APWU of Wisconsin publishes this newsletter as a means of communicating with our members. The union encourages letters to the editor; letters must be signed but name will be withheld upon request. All opinions expressed are those of the writer, and not necessarily those of the state organization or its officers. The *Badger Bulletin* is a proud member of the APWU Postal Press Association. The *Badger Bulletin* is printed six (6) times per year.

Articles not credited are those of the editor.



LEGISLATIVELY SPEAKING . . . BY JEFF WORDEN, LEGISLATIVE DIRECTOR

All Craft Conference

From September 30th through October 4th I was privileged to attend the "APWU All Craft Conference".

This is a conference where ALL of the APWU represented crafts can get together in one location and find out from the APWU national union about all the important items which affect each and every craft! There are numerous training classes for all of the APWU represented crafts and a general session in which the APWU national officers speak to the entire union body as a whole.

At this conference APWU Assistant Legislative Director Steve Albanese spoke about "Building up the COPA fund" and that most Senators are on track with the APWU but he reminded everyone that it was "most" not all! Brother Albanese also spoke on the fact that this is not the time to have the "kick-back" attitude!

On 9/30/09 a bill was passed (HR-2918) by a vote of 62-38 which will give the postal service a one year relief of 4-billion dollars for the fiscal year ending on 9/30/09.

While the postal service can say they ended 2009 showing a profit, remember this was for fiscal year 2009 which is NOW passed! 2010 will be another (new) year. Assistant Legislative Director Steve Albanese cautioned that HR-2918 was only a "temporary" fix and that S-1507 is NOT dead and that Senator Colburn and Co. will most likely be back again next year to try and get their anti-worker agenda passed.

We all need to do our part and speak to our union brothers and sisters and families and friends and have them contact their Congressional leaders and Senate leaders and tell them to STAND FIRM and continue to OPPOSE S-1507 (The Colburn Amendment). Remember even though HR-2918 was

passed this does NOT in any way, shape or form stop or even slow down attempts in the future to pass HR-22 WITH S-1507 the Colburn Amendment!

On Oct. 7th Congress approved FERS sick leave credit. This bill has been sought for a long time by federal and postal unions because it would now allow FERS employees to receive credit for their sick leave when they retire just as Federal and Postal Employees who are now under Civil Service Retirement System do. Under the current system FERS employees must "use it or lose

it". This was approved in a compromise version of the 2010 Defense Authorization Bill in the Senate by a vote of 68-29.

On Oct. 28, 2009 President Obama signed the bill into law. When employees under the FERS System Retire NOW they will receive a 50% credit for unused sick leave until December 13, 2013 and then will receive 100% credit on their sick leave starting on January 1, 2014.

I will continue to keep you updated as information becomes available.

Take Care.

Toyota to U.S.: 'We're Outta Here!'

Now that the Cash for Clunkers program has closed, Toyota Motor Corp. is bidding farewell to its Fremont, CA plant and laying off some 4,600 employees. The company says the trim is part of a worldwide cut of some 70,000 workers made necessary by the global economic downturn. By some estimates, the move will cost California between 30,000 to 50,000 jobs in a ripple effect on parts suppliers and related businesses.

Toyota says it will move part of the Fremont factory's output to San Antonio and the rest to Japan and Canada.

Toyota got an estimated 19.4 percent share in the Cash for Clunkers program—selling more units than any other manufacturer. Three Toyota models—the Corolla, Camry and Prius—placed in the top 10 sold. The Ford Focus was 4th and the Ford Escape was 10th on the list.

The Toyota Fremont plant was a joint venture with General Motors and

Top 10 Selling Models Under Cash for Clunkers*

(*As compiled by the U.S. National Highway Transportation Board)

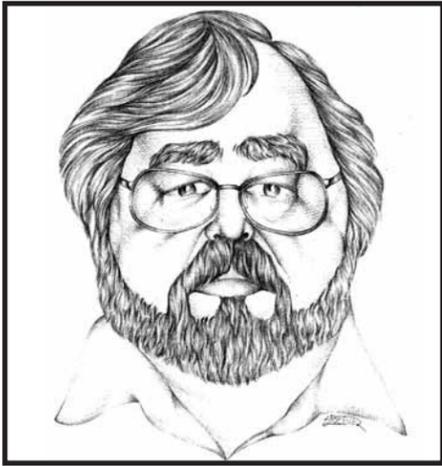
1. Toyota Corolla
2. Honda Civic
3. Toyota Camry
4. Ford Focus
5. Hyundai Elantra
6. Nissan Versa
7. Toyota Prius
8. Honda Accord
9. Honda Fit
10. Ford Escape

Toyota opened under the name of NUMMI. It was Toyota's only unionized North American plant. GM pulled out of the deal in June of this year.

Toyota will continue to operate eight other U.S. plants—all non-union—employing some 23,000 workers.

Reprint - Label Letter

BADGER BULLETIN BOARD



by John E. Durben,
Editor

Some of you may remember in one of President Lord's recent articles, he mentioned that I had been appointed to the Executive Board of the Central Wisconsin Area Labor Federation (CWALF) by Wisconsin AFL-CIO President Dave Newby. So what is that all about?

The CWALF is one of a handful or so ALF's located throughout the State of Wisconsin. We encompass nine Counties includ-

CWALF – What's It All About?

ing: Adams, Langlade, Lincoln, Marathon, Menominee, Portage, Shawano, Waupaca and Wood Counties. My duties as a part of the CWALF is to represent Unions of the lower 30 percent of the State AFL-CIO membership; basically the smaller unions.

Unions such as USW, AFSCME, IBEW, UA, IUOE, IAMAW, Sheetmetal Workers and the various Central Labor Councils each have their own representative on the Board. The largest Union being the United Steel Workers had one of their members, Sally Feistel appointed as Chair of the ALF. The second largest Union, AFSCME fills the Secretary-Treasurer position with Deb Foth.

The creation of the ALF is still in its infancy since we've only had two of our quarterly scheduled meetings so far as we lay the groundwork for the future. One of the purposes of the Area Labor Federation is for mobilization of the membership. With important issues now before us such as Health Care Reform and the Free Choice Act just to name a couple we have to be able to mobilize the membership in a short period of

time. A recent example of that is the vote on the Health Care package on a late November 7, Saturday night.

One thing that will stick in my mind as long as I might be a part of this Organization is a statement made by someone at our last meeting. The question was asked in a room of about 15 Representatives: "How many of you knew each other before the formation of the CWALF?" In reality, many of us were meeting each other for the first time which reinforces one of the main purposes of the Organization and that's Communication. The Area Labor Federation will afford the opportunity for communication among all members of the Wisconsin AFL-CIO. We will be able to learn about the wants and needs of our working brothers and sisters in other Unions. The more we learn about each other, the more we'll be able to support them in their time of need. On the other hand, we are now asking for their support as we go through the various plant closings and consolidations within the postal service.

(Note: All APWU members in Wisconsin

are members of the Wisconsin State AFL-CIO.)

The next *Badger Bulletin* due date will be on January 4, 2010 for those who wish to have material included in the Publication.

PENALTY OVERTIME EXCLUSION

As referenced in Article 8, Sections 4 and 5, of the USPS-NALC and USPS-APWU national agreements, the December period (during which penalty overtime regulations are not applicable) consists of 4 consecutive service weeks. This year, the December period begins Pay Period 26-09 — Week 1 (December 5, 2009) — and ends Pay Period 01-10 — Week 2 (January 1, 2010). — Labor Relations Policy and Programs, Labor Relations 11-5-09.

COMBINED FEDERAL CAMPAIGN

Some of us are still in the middle of this year's Combined Federal Campaign. If that is you, please consider a payroll deduction to one of your favorite charities. You'll feel better for it.

Important Dates to Remember

Flexible Spending Accounts:

November 9-December 27, 2009, 5:00pm Central Time

Enroll via PostalEASE

Health Care maximum \$5000

Dependent Care maximum \$5000

Annual Leave Exchange:

November 15- December 15, 2009, 11:59pm Central Time

Enroll via PostalEASE

Eligible employees will receive notification at your address of record

Federal Employees Dental And Vision Insurance Program:

November 9- December 14, 2009, 11:59 Eastern Time

2010 Guides will be mailed to your address of record with details and costs

Enroll via OPM's BENEFEDS portal on Internet

www.benefeds.com

Premiums withheld on pretax basis

Group Insurance with no USPS contribution

Federal Employee Health Benefits:

November 9-December 15, 2009, 5:00pm Central Time

2010 FEHB Guides will be mailed to your address of record

Enroll via PostalEASE

Postmasters League No Longer Support USPS Voice Of Employee Survey

National League of Postmasters President Charley Mapa sent the following letter to its members:

Recently your National Board met and decided that the League would no longer support the VOE survey. While the intent behind the survey may be good, the fact of the matter is that the work situation for Postmasters continues to deteriorate.

In so many districts dignity and respect for PMs have ceased to exist. The Postal Service deliberately does not staff in order to pile workhours on to Postmasters. Reports and logs continue to proliferate, thereby

stretching a long day into a longer day. Discipline for trivial reasons continues and micromanagement reduces Postmasters to mindless robots.

You may not be suffering personally from any of these situations, but thousands of Postmasters nationwide are. I urge you, in support of Postmasters everywhere, to simply not fill out the survey. This is one report that you are not required to complete.

Please spread the word; the more of us who refuse to participate, the louder our voice of the employee will be.

reprint: *Union Views*



State Convention Official Convention Call Of The APWU Of Wisconsin

by: Dale Anderson, Secretary/Treasurer

Official notification is hereby given that the Convention of the APWU of Wisconsin will convene on Thursday April 29, 2010 and continue through Saturday, May 1, 2010. It will be held at the Radisson Paper Valley in at 333 W. College Avenue in Appleton, WI. The Hotel is located in Downtown Appleton and reservations MUST be made by March 15, 2010 to reserve your room. In addition on the afternoon of Thursday, April 29, 2010 a training seminar will be held in conjunction with the convention. Please phone the hotel at 920-733-8000 to reserve your room as soon as you can.

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, 2010. They shall be properly signed, returned and in the hands of the Secretary-Treasurer by April 1, 2010 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, 2010.**

All proposed Constitution changes 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 8. **ALL CONSTITUTION CHANGES MUST BE IN THE SEC/**

TREAS HANDS BY APRIL 1, 2010.

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 29, 2010. The programs have not been confirmed at this time.

The official opening of the Convention will be at 10:00 AM on Friday, April 30, 2010, the convention will close with the installation of officers on Saturday May 1, 2010.

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.




American Postal Workers ABA ACCIDENT BENEFIT ASSOCIATION PROUD MEMBER

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

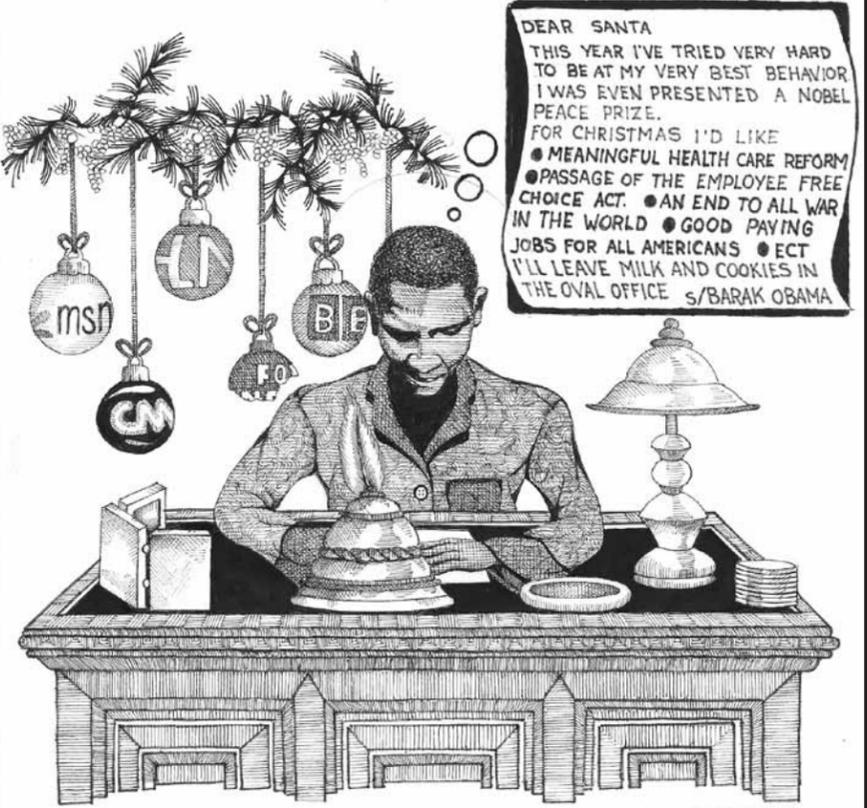
<http://www.apw-aba.org/>

APWU of Wisconsin

Check Us Out!



www.apwuwi.com



DEAR SANTA
THIS YEAR I'VE TRIED VERY HARD TO BE AT MY VERY BEST BEHAVIOR I WAS EVEN PRESENTED A NOBEL PEACE PRIZE.
FOR CHRISTMAS I'D LIKE
● MEANINGFUL HEALTH CARE REFORM
● PASSAGE OF THE EMPLOYEE FREE CHOICE ACT. ● AN END TO ALL WAR IN THE WORLD ● GOOD PAYING JOBS FOR ALL AMERICANS ● ECT
I'LL LEAVE MILK AND COOKIES IN THE OVAL OFFICE s/BARAK OBAMA

THE BADGER BULLETIN DARBEN / FOSTNER