



The Badger Bulletin

The American Postal Workers Union of Wisconsin

Volume 45 No. 3

2011 PPA Award Winner

May, June, July, August 2012

THE PRESIDENT'S REPORT . . . BY STEVE LORD

Notes From The 2012 APWU Of Wisconsin State Convention

Yeah! The 2012 APWU of Wisconsin State Convention is history. I would like to thank the La Crosse Local, the Auxiliary, and everyone involved for the great job done on the Convention. When I first began setting up the convention I wanted to address three things. The first was legislative issues here in Wisconsin. This was accomplished when AFL-CIO State President Phil Neunfeldt and Campaign Director Steve Kwaterski addressed the delegates about how to get involved locally during the Walker Recall and the 2012 elections. Is everyone doing their homework assignment?

The next thing I wanted discussed was the APWU Executive Board's plan to get dollars back in the hands of State and Local Organizations. The National's plan is to stop allocating money into two funds. The funds are the contingency fund and the private sector organizing fund. Both of these funds are mandated by our Constitution.

The contingency fund would be kept intact but, no more funds would be placed in it. From my understanding there is about 19 million dollars in this fund. The private sector organizing fund would be absorbed into the general treasury. The money no longer regularly allocated for these funds would be given to the local and state organizations. This would be a big help for local and state organizations struggling with less funds due to declining membership.

The national's proposal also gets rid of the requirement to fill vacant positions within 60 days and would allow positions to remain vacant until the national convention can decide if they are needed. The delegates took an advisory vote and voted in favor of the national's plan. No doubt this plan will face some opposition at the national convention in August so we will have to wait and see what happens.

The third issue that was imperative that we address at the convention in La Crosse was the state of the APWU of Wisconsin's finances. We are not so slowly going broke. Declining membership means less money coming in to run the state organization. There are two things we can do to remedy the situation. One is to raise dues. That time may come but, not without cutting expenses as much as possible first so that is what we set out to do.

Here is a list of some of the cuts that the delegates approved at the convention.

- The vacant Director of Organization

and Education position was combined with the Human Relations position. This leaves us with one less position on the board.

- Everyone on the board took a salary cut.
- The Editor took a salary cut and a 10% cut to *Badger Bulletin* operating costs.
- The Secretary Treasurer will no longer be a delegate to the national convention.
- The board will no longer be paid by the state to attend seminars.

In all the cuts will add up to a savings of over 12,000 dollars in a convention year and 10,000 dollars in a non-convention year. If the NEBs proposal passes it could mean another 4000 dollars a year for the state. Hopefully, these cuts will keep us viable for a while but, with continually declining membership more will have to be done in the future. Like I mentioned someday the time may come to talk about a dues increase if we want to keep the APWU of Wisconsin in its present form.

There were other changes at the convention in La Crosse. As previously mentioned two positions were combined. This was due to Rick Gallo deciding not to run again for Organization and Education Director. Rick was presented with a plaque in appreciation for his many years of dedicated service to the APWU of Wisconsin.

Thanks Rick your name will always be associated with members like Joyce Richards and John Akey. You will be on the short list of those who served this organization so long and so well. Also, Steve Kendall of Milwaukee became our new Secretary Treasurer. Good luck and

welcome to Steve. *A big thank you to past Secretary Treasurer Dale Anderson for his many years of dedicated service.* Lucy Hauser retained the position of Human Relations Director only now there are added duties and the position is Human Relations Organization and Education Director. Thanks for taking on the added duties Lucy.

Finally, are you aware that 35% of our members vote against their own interests? This number is way too large. I know that we cannot change everyone's minds but, how can you vote for someone who wants to take away the collective bargaining

rights of postal workers? How can you vote for someone who votes to force layoffs of retirement age workers? How can you vote for someone who votes to take away your retirement and health care?

It is mind boggling but some of our members will do it this fall. We have to educate them on how our representatives have voted. We have to be of one mindset. In fact, I think it would be a good thing to ask your members that you know vote the wrong way. How can you keep voting for these people that are working so hard to take everything away from you? I for one would like to hear the answer.

COPA Money Comes Back To Wisconsin

APWU of Wisconsin receives COPA Funds from National for distribution in upcoming elections.

La Crosse, WI - APWU of Wisconsin (APWUWI) State President Steve Lord announced at the APWUWI Executive Board meeting recently that the State has received checks from your COPA contributions for distribution to "Labor-Friendly" candidates in the upcoming elections.

Checks were received for Wisconsin Legislators as follows:

- Rob Zerban - Candidate for First District Congressional District \$1,000.00
- Gwen Moore - Congresswoman 4th District \$5,000.00
- Jamie Wall - Candidate for 8th District Congressional District \$2,500.00
- Pat Kreitlow - Candidate State Senator District #23 \$2,500.00
- Tammy Baldwin - Candidate for U.S. Senate (Herb Kohl vacant position) \$5,000.00
- AFL-CIO Recall Effort - \$10,000.00



Wisconsin AFL-CIO President Phil Neunfeldt (right) accepted a check for \$10,000.00 for the upcoming Recall Efforts in Wisconsin at the recent Convention in La Crosse. The COPA check was presented to Neunfeldt by APWUWI President Steve Lord and APWU Central Region Coordinator Sharyn M. Stone.

Photo by: John E. Durben



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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 five (5) times per year. Articles not credited are those of the editor.

DIRECTOR OF HUMAN RELATIONS, ORGANIZATION AND EDUCATION . . . BY LUCY HAUSER

State Organization Tightens Belt At Recent Convention

I would like to express my gratitude to John Shea and the LaCrosse Area Local for hosting the State Convention in beautiful La Crosse. They did an excellent job, as usual.

Constitutional amendments that were adopted at the Convention reduced salaries for all the State officers in an attempt to curb expenses. We voted to send only one delegate to the National Convention instead of two. The State Union as well as all Local unions are experiencing financial difficulties due to declining membership. Rick Gallo, former Director of Organization and Education has retired from his position, so we took advantage of the opportunity to combine my former job, Director of Human Relations, along with his. My added job duties are to

maintain and increase membership in our Union, to encourage membership recruitment programs & advise respective committees, and to coordinate educational seminars and meetings throughout the State.

I plan to work closely with our other officers to provide seminars that will help stewards and officers to do their jobs better and more effectively. One area that I would like to concentrate on is Basic Steward training. One look around a roomful of APWU officers and stewards is an indication that we need some younger people to step up and take the reins. (Sorry if I hurt anybody's feelings, but the truth is the truth!) Many of us have been intensely involved in Union membership and leadership for 20+ years,

and we are fast approaching retirement. If an agreement is reached to offer a retirement incentive I fear that more than 50% of the active leaders/stewards in our Union will retire! We have also been asked to provide educational classes on Retirement for the fall training seminar.

We are working on providing a Basic Steward training seminar this fall, so if you are interested in learning more about becoming a steward you may want to attend the seminar. I have been actively seeking PSE's who would like to become stewards because they could be actively involved in protecting and preserving their own futures. More information on the fall training seminar will be posted at a later date in this newsletter.

LEGISLATIVELY SPEAKING . . . BY JEFF WORDEN, DIRECTOR OF LEGISLATION

Remember To Vote . . . It's Important To Our Future

The 21st Biennial Wisconsin state convention was held from April 26 through April 28, 2012, in La Crosse, Wisconsin.

On April 26th the President of the AFL-CIO, Phil Neuenfeldt addressed the delegation. He stated that the RECALL here in Wisconsin was being watched and talked about all across the United States! He stated that over ONE MILLION signatures were acquired in less than 60-days, and that this was a phenomenal achievement. Brother Neuenfeldt told the delegation that his motto was **"One day longer means one day stronger"**.

There was a host of APWU national officers who spoke to the delegation. The one thing brought-up that I feel definitely has to change is the voting percentages for APWU members. It was said that APWU members vote the WRONG WAY!! What this really means is that 35% of APWU members vote **AGAINST** their own interest, their own **JOBS**, etc . . .

Just look at the voters in California (probably some of these votes were from APWU members) who voted for Darryl Issa (R-CA). I can bet right now some of those APWU members wish they could get their vote back! When APWU members vote for elected officials who are quick to close Post offices, go from 6-day delivery to 5-day delivery, and go from a "High 3" to a "High 5" for retirement, etc . . . you essentially are voting wrong!

On April 24, 2012 while the senate was in session a 'Point-of-Order' was made to scrap/throw-out Senate Bill 1789 in its entirety. Our own Wisconsin Senator-Senator Ron Johnson voted in **FAVOR to COMPLETELY SCRAP/THROW-OUT SENATE BILL 1789!** That's right, he voted to "throw-out" the entire bill, which means he has no problem with destroying delivery standards, closing hundreds of post offices,

going from 6-day delivery to 5-day delivery and of course he also agrees that the Federal Government should not pay back one penny of the **billions of dollars** the postal service paid into the pre-funding of health benefits for CSRS and FERS Retirees! But, when the vote failed (didn't go Senator Johnson's way) he (Senator R. Johnson) voted to make the bill worse by voting in favor of Amendment 2061. This bill would force postal/federal employees to retire when they reach their minimum retirement age. The good news is that Amendment 2061 did fail!

At the state convention President Steve Lord handed-out a copy of the current member list with phone numbers for all members in their respective locals'.

Between now and the **General Election of June 5th** we need APWU members, their families and friends to do **PHONE BANKING, HANDING-OUT LITERATURE, ETC . . .** to get the word out to **VOTE for a Democrat for Wisconsin Governor. Also to vote for Democrat Mahlon Mitchell for Wisconsin Lieutenant Governor who have been endorsed by the Wisconsin AFL-CIO.**

We also need to get the word out to support the following Candidates for **Wisconsin State Senator who were also endorsed by the Wisconsin AFL-CIO:**

Lori Compas SENATE DISTRICT 13
John Lehman SENATE DISTRICT 21
Kristen Dexter SENATE DISTRICT 23
Donna Seidel SENATE DISTRICT 29

Also at the convention a "WI STATE AFL-CIO SERVICE AREA ORGANIZERS" sheet was given to all in attendance. This gives the names, addresses and e-mail addresses for all AFL-CIO organizers throughout Wisconsin!

If you need a copy you can call me and I'll fax, send or e-mail you a copy. You can

also go to the AFL-CIO WEB SITE.

In closing, I want to thank the La Crosse Local for the excellent job they did in hosting this convention.

I would also like to thank the APWU Auxiliary for all of their hard work, it really is appreciated!

I would also like to give a "Thank You" to Rick Gallo for all his years and hard work on the Wisconsin State Executive Board. He will surely be missed.

I would also like to thank the delegates for their confidence and trust in voting for me for another term as APWU Wisconsin State Director of Legislation.

A total of \$3658.00 was collected for COPA at this event. Thank you to all who purchased raffle tickets and items at the auction.

Brothers and sisters, we've come this far so let's tell our members, families and friends to **REMEMBER TO VOTE ON JUNE 5, 2012.**

Take Care.

THE LIGHTER SIDE

Misunderstanding

Mrs. Green lived in two story house together with an elderly widow. After not hearing from her for a few days, she got a bit nervous. "Johnny", she called to her son "do me a favor and go find out how old Mrs. Robinson is." So six year old Johnny went down the stairs and knocked on Mrs. Robinson's door. "So how is she?" asked Mrs. Green when Johnny came back up. "How is she?" repeated Johnny "I've never seen her so mad in my life, she said it's none of your business how old she is."

BADGER BULLETIN BOARD

— Badger Bulletin Due Date —

by John E. Durben,
Editor

For those of you who are unaware, a resolution was adopted at the recent State Convention to reduce the salary of all the State Officers and the Editor. In addition, a second resolution was passed to cut the budget of the *Badger Bulletin* by 10 percent (approximately \$600.00) at the discretion of the Editor.

I've reduced the budget by over \$3,000.00 from 2010 to 2011 by reducing the number of pages from 8 pages to 4 pages. Since we all need to tighten our belts another notch, and after much thought, I've decided to publish 5 issues of the *Badger*

Bulletin per year instead of 6 issues.

In order to get to the desired frequency, the next *Badger Bulletin* due date will be September 1, 2012. The future frequency of 5 issues per year will be as follows:

- Current issue, May, June, July, August 2012
- September, October 2012
- November, December 2012
- January, February, March 2013
- April, May 2013
- June, July, August 2013
- September, October 2013
- November, December 2013

The 5 issues beginning in January 2013 will remain as the desired frequency for

future publication. It takes in to account the "Convention Call" required by the Constitution, the Convention, and fall Seminars.

There were suggestions that I change the format of the paper and lay it out in some Desktop Publisher software and present it camera ready to a local Union printer. (This work is done by a typesetter in a print shop.) I've done that in the past until we started using our current printer.

Stacy Publishing is a 100% Union printer. They offer Union Typesetters, Union Printing, Union Labeling, etc. In the current climate with all the attacks on Unions, I feel it is important that we all support one another. If our Union doesn't

support other Labor Organizations, why should they support us?

The frequency change may affect our ability to communicate important news to our membership in a timely manner. For that reason, our website (<http://apwuwi.com/>) and our Facebook page may play a larger role in communication. Why not add them to your favorites and check them out from time to time.

Final Note: It's almost been 10 weeks since I retired from the Postal Service in Green Bay. I got sick of the carrot dangling in front of my nose regarding buyouts. I've got no regrets and can't say I miss it yet.

It's A Jungle Out There!

Who is actually in charge of the US Postal Service these days? In Rudyard Kipling's original Jungle Book, the land of Bandar-log was an anarchistic community of gangly apes with no leader at all. **Is this what is going on at postal headquarters at L'Enfant Plaza?** Or is "King Louie" the jocular political primate in charge-as was the case in the 1967 Disney movie adaptation of the Jungle Book?

With \$65 billion dollars a year in revenue at stake, the **current USPS leadership is weighed in the balance and found sadly wanting-having no apparent plan for success to insure universal service to America with a continued standard of excellence.**

Perhaps if King Louie would stop the political antics in DC and get to work on a concrete plan for success, instead of lobbying Congress for permission to fail, then the Postal Service could get down to the business of delivering and providing universal mail service to the American public.

Planned failure of the USPS

What type of leadership would sign a contract at L'Enfant Plaza, and then run like a scalded chimp down Maryland Avenue to the US Capital Building, and scream like a howler monkey for Congress to nullify the agreement before the ink was even dry?

Who came up with the idea to close post offices as a solution to the USPS revenue shortfall?

Even an autistic orangutan could understand **that it is impossible to increase a business' revenue base by failing to provide a product, and alienating the customer base by lowering service standards.** Closing stores will not increase revenues either - making it more difficult for customers to buy a product is not a formula for success in any business endeavor.

Trickle down ego-nomics

The current lack of definite success-oriented leadership in the USPS is having a definite influence on postal management that trickles all the way down to the workroom floor. Managers in lower echelons are reacting to the Bandar-log primate pabulum drivel flowing out of L'Enfant Plaza **by turning on the workers in the most onerous of ways.**

It has long been understood and talked about in postal union circles that the Western

Region is probably the most antagonistic, and employee-unfriendly region in the country. **The ego-nomics of anti-employee rhetoric coming out of DC is being propagated upon craft employees there on a daily basis.**

Management is projecting displaced anger on an unprecedented scale upon postal workers. Where an official discussion would be appropriate, now, supervisors are issuing suspensions as the order of the day. It appears

that the whole mentality of management is to abuse the contract, their authority, and the employees in an all out effort **to drive postal workers into quitting their jobs-since they cannot legally lay them off, and get away with it.** King Louie needs to be impeached, and sent to the Detroit zoo!

It is time for someone to step forward and lead the US Postal Service back to its roots, and plan for the success of its original mission. This can only be achieved

by fulfilling the Postal Service's original creed:

"We are mothers and fathers. And sons and daughters. Who every day go about our lives with duty, honor and pride. And neither snow, nor rain, nor heat, nor gloom of night, nor the winds of change, nor a nation challenged, will stay us from the swift completion of our appointed rounds. Ever."

Source: Bob Dyer - Greater Seattle
APWU News

Fear Mongering, Anger And Hatred

It seems no outrageous or divisive statement is too much anymore. Politicians, mostly Republicans, seek to scare and enflame passions rather than concentrate on the issues.

Bob Morris a Republican legislator in Indiana recently said this group "Is the tactical arm of Planned Parenthood. It is a radicalized group with a homosexual agenda that promotes abortion while seeking the destruction of traditional American values." The group he was accusing and attempting to scare and raise anger about is — the Girl Scouts! I honestly have never met a 10 or 11 year old girl who advocated the destruction of traditional

American values especially by selling cookies.

Then there is wacko Limbaugh and his outrageous accusations at a woman he has never met before who spoke about birth control for medical reasons. The names he called her and the films he wanted of her would make you call him a pig or worse (much worse if it was your daughter referred to that way!).

Or Republican candidate Santorum who said he read a speech by John F. Kennedy regarding separation of church and state and wanted to "retch" and "throw up". Ohio Republican Governor Kasich refused to ask for

federal FEMA help for days for Ohio areas devastated by tornados.

His reason, he was trying to play up to the Tea Party and show how "with them" he is despite death, injury, and severe property damage to his Ohio population. People were hurt, hungry and cold for days due to his largess.

There will be much more as election season continues, so use logic when you hear the divisive issues used to cause fear and hatred. **Ignore the vitriol and vote for your job and your future.**

Source: Kevin Gallagher - 101 Facts

Gallo Receives Award



Retired Director of Organization and Education Rick Gallo was presented with an Award at the Banquet for his many years of service to APWU of Wisconsin.

Photo by: John E. Durben

In Flanders Fields

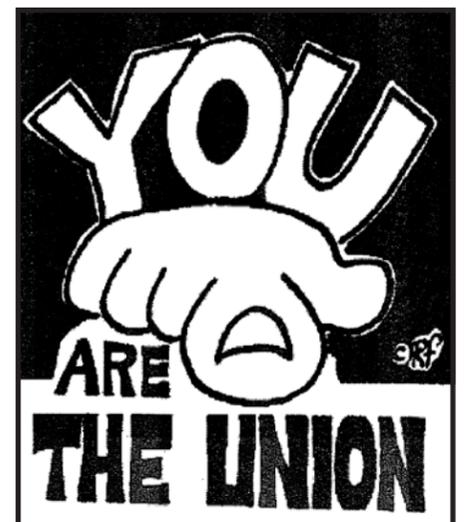
John McCrae, 1915.

In Flanders fields the poppies blow
Between the crosses, row on row
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.
We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie
In Flanders fields.

Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.

Note: Memorial Day is not just a day off for a BBQ

Congratulations to Jackie Childs on receiving the Bridge Builder Award presented by the APWU of Wisconsin Auxiliary.



Senator Shilling Speaks At Convention



State Senator Jennifer Shilling (D) from the 32nd District was on hand to address the Delegates at the recent APWU of Wisconsin Convention in La Crosse.

Photo by: John E. Durben

PSE? OIC? 204B?

There have been a number of questions from the field concerning the use of PSEs as 204bs and OICs. PSEs are defined as noncareer employee bargaining unit employees. Once again management has found another reason to abuse the new CBA. They are now detailing PSEs as OICs and 204bs. The TACS system will not allow them to pay PSEs EAS pay. The PSEs detailed as 204bs are still being paid Level 6 PSE pay. As they are being paid at the bargaining-unit rate, they must be performing bargaining unit work. We should take the position that they are being detailed per Article 25 as a Lead Clerk. Article 25 states that higher level details in the bargaining unit, the principle of preference should be given to career employees first. It also goes on to say that PSEs will not be assigned to LSSA, Bulk Mail Tech, Special Postal Clerk and Lead Clerk in Function 4, only except when no career employee is available.

Per USPS Publication 32 an OIC must be a career employee. PSEs are not career and should not be detailed as an OIC. There are two (2) national disputes pending on the creation of a new Standard position Description created for a Level 4 PSE, Case#Q11C4Q-C 11275747 & Q11C-4Q-C 11275789. Management unilaterally created this new description to be used in the Level 15 and 16 Post Offices. These PSE do not count toward the 20% cap per District. Grievances need to be filed on their hiring and the details as OIC. Source: *The Illinois Postal Worker*

Major Labor Unions Back Obama's Support For Marriage Equality

In the wake of President Barack Obama's announced public support for marriage equality, a number of major labor unions have come out in support of the president's position and equality for the LGBT community. This is a great development for a number of reasons. One, it's a clear statement from unions that they recognize that LGBT families are working families, too. Two, it gives Obama strong public support on an issue that he is certain to be attacked

on. Third, it is a good way to attract new people to the labor movement who might have otherwise not paid much attention to unions because they had other issues that were more important to them. If it is clear that unions support LGBT families -- which it is -- there is more reason for people to move out of issue silos, recognizing that they have allies they can work together with to improve everybody's situation.

Source: *Wisconsin AFL-CIO*

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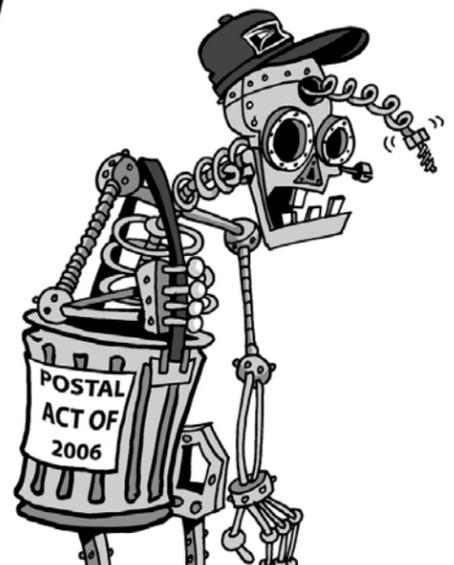
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Why are the Republicans trying to privatize it?

You're job depends on what happens in the next election!



Congressionally Manufactured Postal Service



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