



American Postal Workers Union, AFL-CIO
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Office of Joe Paul

General Membership Meeting Report
February 12, 2015

During this past month since our last meeting, I wanted to give you a synopsis of what types of issues have been happening in the 338 area of our Central Florida Area Local:

- ***'HUGE MONETARY AWARD FOR BREAKS BEING ALTERED IN LAKELAND'***

The next edition of 'The Chatter' will have a more in depth outline of the above '**Huge Monetary Award**' that was won in the Lakeland P&DC, Stations and Branches. The outline will have: (i) the **Problem**, (ii) our **Defense**, (iii) the **Remedy**, and (iv) **Current Status**. When I filed the case, not only did I request the breaks go back to the long-standing Past Practice of 2 separate (15) minute breaks, but I also fashioned a remedy to include 10 minutes of **PAY** to each employee per day for all days worked from July 2012 through January 2015 (2 ½ years' worth). Needless to say, this will be a substantial amount of monies being paid to each employee. I have requested a lot of information on this Arbitration Settlement, and will be working together with our National Clerk Officer, Bob Bloomer, on this. Once we have a final number placed on the monetary payout I will let you know.

- There were also a few others overtime issues where management utilized Clerks on the OTDL out of the proper rotation and the remedies settled upon were make-up overtime opportunities. If this were to occur where management uses non-OTDL Clerks as opposed to the Clerks on the OTDL then the proper contractual remedy is 'pay'.
- An employee received a Letter of Demand for \$333.50 when management improperly assigned an employee the Unit Reserve for the Installation. The F-101, 13-2.5 Unit Reserve Stock Assignment states in part that the Unit Reserve may be assigned to the Postmaster, Unit Manager, or Supervisor. An LSSA can be assigned a simple Unit Reserve if they are in a facility (building) where there is no domiciled Supervisor. I was successful in having this Letter of Demand rescinded.
- Article 13 issues when the USPS did not notify the union of their assigning a non-APWU employee to perform Clerk Craft Duties within a particular Installation.
- The USPS is trying to change a 24 year Custodial (PTR) position from 39 hours to 24 simply because Tampa is now saying it '*isn't in the budget*'. This position has been 39 hours per week for over 24 years!
- The BEM (Building Equipment Mechanic) position in Lakeland is being re-posted due to a retirement, which will result in activating 'retreat rights' to another involuntarily excessed employee.
- I am challenging the use of Tampa full-time regular employees (Clerks) being detailed to the Lakeland P&DC in some sort of a HUB operation without maximizing the Lakeland OTDL.

Remember to always speak to a non-member and explain to them why they should become a member of the organization that fights for every aspect of their livelihood. Organizing our workplace is one of the most important goals of the APWU, especially in this upcoming year. We need everyone to help in the battle for our futures! With the proposed closure and consolidations of our Mail Processing Plants, our Staples campaign, upcoming contract negotiations, and our fight to have Congress free us from the pre-funding mandate, we are embarking on a difficult year, but together, we will prevail.

In Solidarity,