



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

**General Membership Meeting Report**  
**April 9, 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:

- As you have already read in the last edition of 'The Chatter' which came out a couple of weeks ago, I outlined a synopsis of the ***Huge Monetary Award*** that I won in the Lakeland Installation. As of this writing, I am participating with one of our National Business Agents and the USPS District Labor Relations department in our remedy discussions to ensure that **each** employee's interests are represented properly. This money will also be pro-rated to the 'former' employees that were excessed back in late 2013, as well as to the employees that have since retired, and of course the employees that have remained on the rolls. The remedy sought and awarded went back 2 ½ years. Once we receive all of the documentation from the USPS, which includes TACS rings, seniority dates, retirements dates, excessed dates and so forth, we will have a more accurate picture and I will update you once again.
- I have been successful in having another 'former' Lakeland Maintenance Craft employee brought back to the Lakeland installation via 'retreat rights'. Thus far we have retreated back approximately 6 employees (former Maintenance Mechanics (MMs), Electronic Technicians (ETs), Building Mechanics (BEMs), and Custodians. These former higher level employees will maintain their **saved grade** level and rate of pay until retirement, due in part that there will not be duty assignments posted at their former wage level to bid on
- I have a Step 2 grievance in the system concerning the USPSs use of some 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. The monetary remedy I am seeking is over **750 hours of pay** at the overtime rate to be divided between (4) full-time regular Clerks in the Section. As we progress on this I will keep you updated.
- Another grievance was just settled whereas management had attempted to move the duties of an Address Management Technician (AMS) to a City Carrier Craft (NALC). **This is Clerk work!** I settled this 'in writing' couple of days ago and have kept this work back in the Clerk Craft where it belongs!
- The Contract Drivers that are bringing the mail from the Manasota Installation have been observed staging the mail on the Dock/Platform. This is also our **Clerk** work since we were already successful in having the Mail Handlers removed from our installation. We have (4) Level 7 Clerks, that are not only up to this task, but it is their work, and as such should be compensated for this violation. This will be approximately (30) hours of overtime pay to be distributed between (2) employees in that particular Section of operation.
- I am also drafting a 'template' case for our CFAL Stewards and Officers to use so that they will be able to attempt to secure additional duty assignments by utilizing all '**available work-hours**'. It is hoped that with this template and the creation of duty assignments will give our Clerk Craft employees access to newly created assignments

which should then have a trickle-down effect in having residual vacancies available for Clerks such as: transfers, Article 12, and of course the conversion of PTFs and PSE employees to career status. These hours will be from areas such as: (i) overtime, (ii) penalty pay hours, (iii) Part-Time Flexibles (PTFs) hours, and (iv) and Postal Support Employees (PSEs) work-hours. I am working on the MDAT (Max Duty Assignment Tool) to piece these duty assignments together. This MDAT tool is just an advanced way of the old maximization process where it was quite tedious work that was done manually.

## **Questions and Answers**

**Question 1:** Can a PSE work more hours per week than a Non-Traditional Full-Time (NTFT) regular employee? The set schedule for the NTFT in question is 36 hours per week and the PSE is working more than 40 hours per week.

**Answer 1:** Employees that are working in NTFT duty assignments of less than 40 hours per week are not contractually guaranteed to work more hours per week than the Postal Support Employees (PSEs). There are, however, ways for us to use PSE work-hours, and all available work-hours to increase the weekly hours of the NTFT duty assignments, as well as creating new duty assignments.

**Question 2:** I have a member who had his father-in-law pass away and management says it doesn't include father-in-law or mother-in-law in Bereavement Leave. Are in-laws covered?

**Answer 2:** Yes, page 81 of the 2012 JCIM specifically provides for in-laws (below).

A "family member" is defined as a:

(a) Son or daughter—a biological or adopted child, stepchild, daughter-in-law or Son-in-law; (b) Spouse; (c) Parent; or (d) Sibling—brother; sister; brother-in-law; sister-in-law; or (e) Grandparent.

*For employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible.*

*Documentation evidencing the death of the employee's family member is required only when the supervisor deems documentation desirable for the protection of the interest of the Postal Service.*

*Note: As a point of clarification, the **in-laws** referenced in this MOU applies to children, including adopted children, stepchildren and spouses thereof, **spouse and parents thereof**; and brothers and sisters and spouses thereof.*

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,

