



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

General Membership Meeting Report **January 8, 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:

- Management decided to schedule their Managers/Supervisors 'in advance' to work in some of the Lobbies of some of our Retail Units. In one such instance there were 5 separate incidents where an EAS employee performed up to 8 hours per day of what we classified as 'Lobby Directing'. I initiated a grievance and settled this case for 40 hours of overtime pay to be divided among 6 Clerks on the Overtime Desired List.
- 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'.
- Clerks possessing 2 schemes, but within the contractual limits for scheme items, have been kept from performing both schemes, therefore we have argued for brush up time for the employees. I settled on management paying the Clerks overtime to re-learn the scheme. Hopefully this will rectify this issue.
- UBBM (Undeliverable Bulk Business Mail) was being left for 3-4 weeks without being worked. I grieved for management to offer overtime to the employees to get this mail current. USPS regulations do state that this mail should be worked daily.
- Article 1.6 (supervisors performing bargaining unit work) was also an issue where we secured language and established a paper trail so that the affected employees will be grieving for pay moving forward.
- Letter of Demand issue where management has given the Lead Clerk (Level 7) the entire office's Stamp Inventory. There is a Supervisor and Postmaster within the actual facility (building) so it is the position of the APWU that this is improper. There is also a security issue associated with this scenario, whereas management took the employee's keys to the stock while she was not present.
- Maintenance Issues: I have a live grievance on the Lakeland employees being placed on the PER (Preferred Eligibility Registers). This is not an option for management, but rather, management is supposed to notify the employee such as:

Employees shall be notified in writing within 15 calendar days of entering the Maintenance Craft in an installation, that they have 30 days in which they may request to be placed on the appropriate promotion eligibility registers.

Our National APWU leaders will begin negotiations on our new Collective Bargaining Agreement in mid-February. This will be one of the most difficult contract negotiations that we have experienced in a long time. In addition, we have many differing, intertwining Memorandums of Understanding (MOU) going on at the same time. One such MOU involves the POSTPlan where the USPS changed thousands of Level 15, 16, and 18 Post Offices into two, four and six hour per day offices. This particular MOU, and the subsequent MOU, 'Pecking Order for Newly Created Offices in POSTPlan Installations', are attempting to have PTFs (Part-Time Flexible) converted to FTR (Full-Time Regular) and have PSEs (Postal Support Employees) converted to career status.

This month's most frequently asked questions:

Question 1: I am a 25 year employee on the OTDL (Overtime Desired List). When I was asked to work my off day, a junior employee with the same job who normally works that day, performed my job and I was not permitted to bump her. Is this right?

Answer 1: An employee called in/scheduled to work his/her scheduled off day is **not** contractually guaranteed to work their normal bid job duty assignment. (This was a 1985 Step 4 decision)

Question 2: I have always been told that the 14-day time table to file a Step 1 grievance on a Letter of Warning starts the first day you get the discipline. Do you agree with that?

Answer 2: Contractually, the 14-day time-limit for a Letter of Warning counts the first day of the (14) day time-limit as the day **after** the Letter of Warning is received by the grievant. This can be found in the 2012 JCIM, Article 15.2 (page 137).

Question 3: I am a Postal Support Employee (PSE) and I am not really sure how my annual leave accrues. Please explain.

Answer 3: PSEs earn one hour of annual leave for every 20 hours of work, and up to 4 hours per pay-period.

Question 4: We have a lot of Clerk PSEs in my installation. How is seniority figured out?

Answer 4: In the 2012 JCIM, Article 37.2.D it states:

“Clerk Craft PSEs accrue Clerk Craft standing on the roll within the category of PSE from their original date of employment within the craft and installation, regardless of any break in service as a PSE (less than 1 year), including all time spent as a Clerk Craft PSE within the installation.”

Question 5: I was career employee for 14 ½ years and resigned a few years ago. I moved to Florida and became a Postal Support Employee (PSE) and am wondering if and when I am converted to full-time regular (FTR) would I have to serve a new 90-day probation period?

Answer 5: The answer is yes. *“However, any PSE who has successfully completed at least (2) successive 360-day terms will not serve a probationary period when hired for a career appointment, provided such career appointment directly follows a PSE appointment.”* (Q&A dated 4-22-2014)

Question 6: I told my Steward that I wanted to be in the Step 2 meeting that he conducted with management and he told me no. Aren't I allowed to be there if I request to?

Answer 6: The Union determines whether or not the grievant is necessary at the Step 2 meeting. (2012 JCIM, Article 15.2(c), page 139.

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,

