



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
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Office of Joe Paul

General Membership Meeting Report
May 14, 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:

- Last month I reported in ‘The Chatter’ a brief synopsis of the ***Huge Monetary Award*** that was secured in the Lakeland Installation. As of today, I am working with the USPS District Labor Relations department in our remedy discussions to ensure that **each** employee’s interests are represented properly. Unfortunately, our NBAs had to threaten Labor Relations with an Unfair Labor Charge. It has now been (90) days since the ruling and I have just now received a packet of information to go thru. I know that there will be a lot of crucial information missing so I will be staying on top of that. I am anticipating that this award will be upwards of \$200,000 thousand dollars when this is finalized.
- Management has assigned the District Labor Relations Specialist to meet with me on a Step 2 grievance 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 in the system is where management has attempted to move the duties of an Address Management Technician (AMS) to a City Carrier Craft employee (NALC). **This is Clerk work!**
- 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. I will be requesting 3 Full-Time Regular duty assignments in the grievance now that the charting is completed and I have demonstrated such.
- Out in a few Associate Offices I have grievances such as: management arbitrarily changing FTR’s consecutive off days to non-consecutive off days, and discipline for attendance related instances.
- I am also working on the re-posting of a Level 6 NTFT Clerk duty assignment to a Level 7 LSSA (Lead Sales and Associate) duty assignment in a 327 office by correlating the duties of this lone employee in the office performing the higher level core duties of the Level 7 to the duties and responsibilities of a LSSA.
- Another issue I am dealing with in an Associate Office is an improper reversion of a FTR position dating back approximately (1) year.

Questions and Answers

Question 1: I have a Postal Support Employee (PSE) in my office being converted to career who hired in December 2011. Do they have to go through the 90-day probation period?

Answer: This question has been coming up quite a bit lately since the POSTPlan Memorandum of Understanding came out and many PSEs have moved into career Full-Time Regular and Part-Time

Flexible (PTF) positions. PSEs who are converted into career positions are subject to a new 90-day probation period with the exception as follows: “Any PSE who has successfully completed at least two (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.”

Question 2: In my office we have a Bulk Mail Entry Unit (BMEU) and there are a few employees that are not on the overtime desired list (OTDL). They are being mandated to work overtime yet there are Non-Traditional Full-Time Regular (NTFT) employees in our Function 4 within the installation. I thought if there were NTFT employees within the Functional area within the installation, then non-overtime desired list Clerks would not be mandated for the overtime.

Answer 2: The understanding that you are referencing is correct. Unfortunately, Bulk Mail is a Function 7 operation and not Function 4.

Question 3: I work in a Station that is part of a large installation and we have 6 full-time regular Level 6 Clerks. Management has changed one of the Level 6 Clerk’s off days, so they are re-posting his job. Is that job just posted for us Clerks in the Station?

Answer 3: If the off days are changed then the duty assignment must be re-posted (Article 37.3.A.4.a). If there is no excessing out of the Section (same numbers of Clerk Craft duty assignments are still left in that particular Section) then that job is re-posted installation-wide.

Question 4: I am a saved grade Level 7 employee and have been for over 1 year. I know I have 2 years that I do not have to bid on Level 7 jobs, but if I bid to a Level 7 job during this 2 year period and am the successful bidder, but then decide that I do not like that particular Level 7 job and bid back to a Level 6, do I still keep my saved grade for the remainder of the 2 year period?

Answer 4: You are correct in that you do not have to bid/apply for any former Level duty assignments for the 2 year period; however, once you do and you are the successful bidder, the saved grade protection is over. If you bid back to a Level 6 during that 2 year period you are now a Level 6 without saved grade Level 7 protection.

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,

A handwritten signature in black ink that reads "Joe Paul". The signature is written in a cursive style with a large, stylized initial "J".