



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
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December 3, 2015

Debbie Gornik
Plant Manager
Seminole P&DC

Ms. Gornik:

Per Article 30 of the Collective Bargaining Agreement, I am requesting a joint Labor/Management meeting with you and your staff for Friday, December 11, 2015, preferably in the morning. Being that this will be my first such meeting as President of the Central Florida Area Local, I wanted to say thank you for agreeing in advance to grant changes of schedules for the following Officers: Peter Fournier, Benjamin Love, and Edward Sanchez to be in attendance at this meeting. I would like to discuss the items listed below, as well as any others that may come to my attention prior to our scheduled meeting.

1. Information requests are taking entirely too long being returned to our Stewards and Officers. I have attached a copy of the letter sent to all USPS Managers/Supervisors from the USPS Vice-President of Labor Relations, Doug Tulino, and highlighted within the document. The practice in Orlando, as is with most installations, the requested information is returned within 2-3 days. Delays such as these hinder the grievance process, which in turn, puts these issues into timeliness concerns. (Peter)
2. Management seems to be denying most, if not all, Step 1 grievances. This in of itself seems to demonstrate the opposite of '*bargaining in good faith*'.
3. Management is not respecting the RI-399 (Regional Instructions) or Article 7. Mailhandlers are being given Clerk work on a nightly basis, such as but not limited to: (i) Scanning at Low Cost/AAA area work done by members of the Mailhandler craft.
4. PM routes not being generated in e-CBM. Management is manipulating the e-CBM to not generate routes or so it appears.
5. Management is having employees sign off the previous day's PM route when work is done on a different day.
6. Garbage is building up in the facility. We have 2 open top dumpsters that are always full, which is resulting in containers of garbage being stored around the work room floor.
7. What is the USPS, specifically in the Seminole P&DC, doing in so far as taking precautions and establishing protocols in the event of any types of 'possible' violence



- as seen throughout the country over the past several months? Safety Talks and posted SOP/Protocols need to be established and acted upon.
8. SDO Adriene Berkowitz's conduct towards employees and members of the APWU is quite suspect and generating many complaints.
 9. Clarification on Lead Clerks/204Bs in the Seminole P&DC.
 10. Expediters needed. (SDOs, MDOs, and MHs are performing bargaining unit work)
 11. Expediters needed (Short Staffed on Tours 2 & 3).
 12. Quantem - Subcontracted Expediter's Work
 13. PSE Hours vs. FTR hours
 14. SPSS Work & Time Standards
 15. Universal Sorter Machine
 16. AAA/SWYB Clerk Position/Cross Craft
 17. Light Duty Assignment of Mail Handlers into Clerk Craft jobs.
 18. Per Article 15 and 17 of the Collective Bargaining Agreement, all grievance work to include, but not limited to: Investigations, Step 1's, Step 2's, Additions and Corrections, Step 2 to Arbitrations, and/or Step 3 appeals are to be accomplished on the clock. The Stewards are not being afforded adequate time to perform these contractually allotted duties.
 19. CPR/First Responder training. I sent the previous Plant Manager, Mike Willard, a letter requesting this, which I have attached, but as of today's date I have not heard back on this critical issue.

Please contact me expeditiously as possible so we can all schedule accordingly. Thank you and we look forward to our meeting.

Sincerely,



Joe Paul
President
Central Florida Area Local

Cc: Robert McSorley, Vice-President
Peter Fournier, Maintenance Craft Director
Benjamin Love, Maintenance Craft Director Elect
Edward Sanchez, Clerk Craft Director
File Copy
Bulletin Board





January 19, 2010

ALL MANAGERS AND SUPERVISORS

SUBJECT: Information Requests and *Weingarten* Rules

The purpose of this memo is to remind you of two extremely important responsibilities related to your position with the Postal Service – the handling of information requests and adherence to the *Weingarten* rules. As a Postal Service supervisor, you are required to:

1. **promptly provide information requested by union representatives; and**
2. **allow employees to consult with a union steward under the *Weingarten* rules.**

Responding to Information Requests:

When you receive a request for information from a union representative, you must act promptly after receiving the request. There is no specific statutory time target, but a good rule of thumb for routine requests is to respond within five days of receiving the request. Do not wait until you have all the information if some information can be supplied quickly, but other information will take much longer to provide. If you need assistance in responding to a request, immediately contact District Labor Relations for help. Do not ignore requests or assume that you can wait a week or two to work on the request before responding.

***Weingarten* Rules:**

Employees, upon request, must be given access to a steward before and during any “investigatory interview.” An investigatory interview or pre-disciplinary interview (PDI) is any conversation which the employee reasonably believes may lead to discipline. If requested, you must permit the employee and the steward to meet privately for an adequate period of time before the meeting. During the interview, you must permit the steward to participate and advise the employee.

Training:

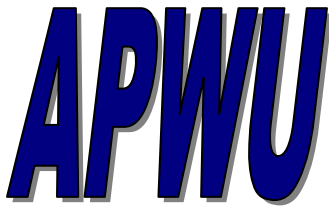
Two short videos are available to explain the duty to supply information and the *Weingarten* rules. You will find the videos on the USPS-TV On Demand webpage, <http://blue.usps.gov/pac/uspstv/vodlist.htm>. The links to the videos are located in the Employee Awareness section, under the following titles:

- **“Unions, Part 1: *Weingarten* – What You Need to Know”**
- **“Unions, Part 2: The Duty to Supply Information”**

Contact Your District Labor Relations Office:

Complying with the *Weingarten* rules and the duty to provide information can sometimes be complicated. If a question arises regarding any of the above, ask Labor Relations before denying an employee’s request for a steward or denying a request for information. When appropriate, Labor Relations will contact the Law Department for advice.


Doug A. Tulino



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Office of Joe Paul
Clerk Craft Director, CFAL #1462

November 03, 2015

Mike Willard
Plant Manager, Seminole P&DC
Orlando, FL

Re: First Responder and CPR Training

Mike:

It was a terrible tragedy that one of our employees suffered a health event at the Seminole P&DC on Sunday, November 1, 2015, and later passed away that day at the hospital. As the Chair of the Suncoast District EAP/DAC Committee, I was nearby that day and was able to come in with the EAP Counselor, Daniel Spires, to be involved in your Tour Stand-Up Talk. I listened to the concerns and questions of employees about protocols for tragedies such as this. Unfortunately, it seems that there are really no set procedures in place and this matter needs to be positively addressed.

At this point in time I would like to suggest that the USPS come up with a proposal to include things such as:

- CPR training for employees making sure to cover as many shifts and time schedules as possible,
- First Responder training to include basic responder training and,
- Purchasing portable defibrillators to be placed in strategic areas.

I would like to meet with you and your staff to discuss this issue as soon as possible so that an action plan can be developed and implemented. This action plan should also be implemented in the Orlando P&DC. I believe that the Suncoast District Safety Committee should be involved.

I look forward to speaking with you at your earliest convenience to discuss this important issue.

Best regards,

A handwritten signature in black ink that reads "Joe Paul".

Clerk Craft Director
APWU

Cc: Edward Sanchez, Steward Seminole P&DC
Robert McSorley, Vice-President
Steve Morris, President
Steve Nelson, Director of Safety and Health (APWU)
CFAL Stewards
Earl Randel, Plant Manager Orlando P&DC/A