



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
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January 27, 2017

Brian Cox, A/Postmaster, Winter Haven, FL
Rod Adair, Postmaster, Haines City, FL
Randy Hockenberry, A/Station Manager, Winter Haven MPO, FL
Cathy Garrett, Postmaster, Sebring FL
Tonya Schmidt, A/Postmaster, Avon Park, FL
Muhammad Solomon, A/Postmaster, Lake Wales, FL
Paul Seifer, Postmaster, Auburndale, FL
Cary Newton, A/Postmaster, Bartow, FL

Re: Contractual Concerns in Level 21-22 Post Offices

As President of the Central Florida Area Local I wanted to bring a couple of issues to your attention:

- I have been advised that some of you are borrowing Part-Time Flexible (PTF) employees into your offices. As you all know, there can be **no** use of PTF's in these level Post Offices, and if and when this does occur, the contractual remedy is payment of **all** hours that the PTF worked to be paid at the overtime rate to the Clerks domiciled in that particular installation.
- The improper use of 204B's in your installations is another problem. There are contractual rules governing the use of 204Bs. The 204Bs can **only** be used 'for no less than 14 days and no more than 90' for a specific absence and/or vacancy. The PS Form 1723's **must** be provided to the union, which in your particular offices would mean to send them to me, as you all have my e-mail, office address, and phone numbers. The PS Form 1723's **must** be provided for each and every detail **in advance** showing the beginning and ending date of each detail. The remedy that the APWU will pursue in the grievance procedure, and pursue through national arbitration, will be that all hours in violation will be paid at the overtime rate to the Clerks in the office where the violation occurs.

Article 1 of the Collective Bargaining Agreement and 2012 JCIM states:

Beginning June 1, 2012, clerk craft employees will not be utilized in 204b details to supervisory positions except in situations involving an absence or vacancy of a supervisor of 14 consecutive calendar days or more. Normally, the usage of a 204b in this exception will be limited to not more than 90 days. Exceptions to this 90 day limitation would only be appropriate in very limited situations (e.g., supervisor on 4 months maternity leave; supervisor on 6 months military leave; or similar situations).



The intent of this letter is to put you all on notice that these violation should cease immediately if they are occurring. Unfortunately, I know that these violations are occurring at the present time in a few of the offices mentioned above, so this letter will also serve as a paper trail notification in the spirit and intent of 'good faith bargaining'. I look forward to hearing from you if you have questions and/or concerns, and I am also looking forward to receiving the copies of the PS Form 1723's immediately.

Sincerely,

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

President

Cc: Robert McSorley, Vice President
APWU Bulletin Boards
Keith Stanton, Manager Labor Relations

