



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
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July 1, 2016

Cindy Buzzard
TANS Manager
Seminole P&DC

Cindy:

According to Article 13.4.M of the Collective Bargaining Agreement, prior to any proposal to assign APWU work to employees from other crafts, the Local APWU President will be provided ‘*advance written notification*’, which gives the APWU the rights to look into this proposal and to discuss the same. I have placed the language from the contract below for you. Normally, the installation head and/or his/her designees would provide this to me ‘*in advance*’. I inadvertently found out about your assigning an employee work in the Transportation Department yesterday. Your e-mail to me today stated, “*a mailhandler has been assigned limited duty work in the transportation office within her restrictions as provided by her doctor. This is a contractual move to provide work within a fifty mile radius.*” Please contact me with more specifics such as, but not limited to: (i) what is the anticipated duration of time this Mail Handler will be performing APWU work, (ii) what attempts were made to secure work within her own craft, (iii) what efforts were made to secure work on her Tour within her installation, (iv) what, if any efforts, were made by the USPS to find medically suitable work within her limitations elsewhere, (v) was this employee injured on the job (limited duty), off the job (light duty), or simply due to a temporary medical concern, and (vi) when did this employee start working in this department?

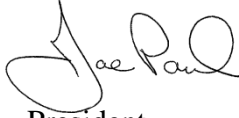
The APWU is always sympathetic to any employees, from any crafts, when it comes to injuries and/or medically necessary work due to limitations on a temporary basis, when it is proposed to grant work to said employees. As President of the Central Florida Area Local, one of my main goals is to protect duty assignments for our members and non-members alike, and keeping me apprised of anything such as this is paramount. The LMOU (Local Memorandum of Understanding) for the Seminole P&DC, under item(s) 15-16-17 specifically addresses the steps for assigning employees into light and/or limited duty, as well as outlines that the President will be notified ‘*in advance*’ of any such proposals and/or assignments. I realize that you may or may not be familiar with most of this, but it is imperative that the above concerns I have outlined be addressed as soon as possible so that I can give meaningful input into any such assignments outside of the employee’s own craft.



M. Management will give the local union president advance written notification when it is proposed to reassign an ill or injured light or limited duty employee to a cross-craft assignment into an APWU represented craft.

I look forward to your soon response. Thank you.

Sincerely,

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

President
Central Florida Area Local
APWU

Cc: Mike Willard, Plant Manager
Robert McSorley, Vice-President
Seminole APWU Stewards
Ben Martin, Mail Handler Local President

