



American Postal Workers Union, AFL-CIO
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March 31, 2016

Debra Gornik
Plant Manager/A
Seminole P&DC

Debbie:

I am in receipt of a letter dated March 27, 2016, that was sent to your Managers and Supervisors. Although the letter was not addressed to the APWU, nor was it addressed to all of the bargaining unit employees within the Seminole P&DC, I would still like to give you some input from the APWU. I realize that this letter apparently is to have your staff come into SOX compliance with PS Form 3971's, but I do have some concerns for the APWU represented bargaining unit employees under my jurisdiction.

In the last paragraph of your letter it is stated that, "*Also Tardy/Lateness, creeping penalty units, short units are all instances of unscheduled absences. Creeping penalty/overtime units and short rings are both instances of Improper Clock Rings and needs to be documented on a 1017 A and/or B and corrective action taken by the Supervisor.*" The F-21 Manual states:

"Although each employee is required to clock in and clock out on time, congestion at time clocks or other conditions can sometimes cause clock time to vary slightly from the established work schedule. Therefore, a deviation may be allowed from the scheduled time for each clock ring up to 0.08 hours (5 minutes). However, the sum of the deviations for the scheduled tour must not exceed 0.08 hours (5 minutes)."

It is the position of the APWU that there are some occasions where there can be instances of deviations of .08 units and still be considered within the normal limits of employees work schedules and not listed as **AWOL/LATE**. What I find to be a little disturbing are the last couple of lines in the letter where it states, "*All employees that reported for duty late are to be addressed before their regular end of tour as **AWOL/LATE**. All (AWOL) 3971's are then to be turned in daily.*"

If you have any questions or concerns regarding this please feel free to contact me at your convenience.

Sincerely,

President
Central Florida Area Local

