

American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
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January 22, 2018

Don Shandor
Plant Manager
Orlando P&DC

Re: Steward Time/Article 17

Don:

As you are aware, Article 17 of the Collective Bargaining Agreement provides APWU Stewards:

- The right to investigate and adjust grievances or to investigate a specific problem to determine whether to file a grievance.
- The right to review documents, files, and other records which are necessary for processing the grievance or determining if a grievance exist.
- The right to interview the aggrieved employee, supervisors and witnesses.
- The right to represent an employee during an Inspection Service or the Office of Inspector General (OIG) interrogation, when requested by the employee (See Weingarten Rights).
- The right to reasonable time on the clock to complete grievance forms and write appeals, including Step 3 appeals and the union's additions and corrections to management's Step 2 decision.
- All of the above activities are compensable pursuant to Article 17.4.

Article 17.3 of the 2017 JCIM establishes the following rules regarding Steward Time:

- The Postal Service may not predetermine the amount of time which a Steward reasonably needs to investigate a grievance.
- Likewise, once time is granted, the Steward has an obligation to request additional time and to state reasons why this additional time is needed. Requests for additional time to process grievances should be dealt with on an individual basis and may not be unreasonably denied.
- When it is necessary for a Steward to leave his/her work area to investigate and adjust grievances or to investigate a specific problem to determine whether to file a grievance, the



Steward shall request permission from the immediate supervisor **and such request shall not be unreasonably denied.**

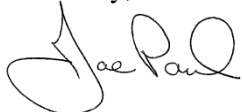
I am addressing this issue to you as the Plant Manager of the Orlando P&DC so as to see if you can assist the APWU in this matter. It has been brought to my attention that the APWU Tour 2 Steward, Denise Larson-Fischer, is not being afforded adequate time *on-the-clock* to properly investigate concerns as they relate to disputes, differences, disagreements or complaints between the parties related to wages, hours and conditions of employment. Management is required to cooperate with Stewards in various ways as they perform their grievance handling duties.

At the present time she has many issues being addressed in the grievance procedure, and a few that are being investigated to see, if in fact, there are contractual violations. Some of these issues are being addressed at Step 1 and Step 2, and the Steward is attempting to adjust these via investigation, yet adequate time is not being granted. It must also be so noted that, "*reasonable time cannot be measured by a predetermined factor.*" These duties of representation have been negotiated to be on-the-clock yet lately, the Steward has not been afforded the time to do so.

As the President of the Central Florida Area Local, I am addressing this issue with you initially, in the hopes that you and your management staff will work with the APWU representative to ensure that she receives the time she feels, is reasonable and adequate to her needs regarding the representation of the Clerk Craft bargaining unit.

In the spirit of good faith bargaining, it is hoped that we are all back on the same page as we move forward. If you have any questions and/or concerns, please feel free to contact me anytime.

Sincerely,



Joe Paul
President

Cc: Robert McSorley, Vice-President

