



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
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May 18, 2016

Tim Holmes  
Postmaster  
Orlando Installation

Tim:

During our meeting this morning we discussed an array of issues relevant to the grievance arbitration process. A few of the concerns I brought forth had to deal with things such as, but not limited to: (i) requests of information either not being returned to the APWU, and/or not coming back in a timely manner, (ii) management not returning phone calls, (iii) management seemingly 'dodging' our requests to meet, (iv) and simply not abiding to grievance settlements. We also discussed what I perceive as a lack of respect for the APWU when the above issues occur.

This is not to imply that every Station Manager or Supervisor in your staff is problematic, but there are enough that it is hindering the process. As I spoke about in the meeting, I felt the professional thing to do was to address these concerns with you at this point in time. These disputes we are having have been festering for quite some time, and even prior to your arrival in Orlando. We do realize that everyone is busy, but the key word here is 'everyone'. We, the APWU, represent 3 P&DCs and approximately 105 Stations/Branches/Installations throughout Central Florida, so as you can imagine, we do not have the luxury of time to waste struggling for what we are entitled to contractually.

My interpretation of the result of our meeting was that you would meet with key members of your staff and address the APWU's concerns, and attempt to rectify the problems. You also stated that you have some management meetings where you go over things such as how to handle grievances and eliminate contractual violations. I suggested that I, Vice-President Robert McSorley, or both of us could be in attendance at one of these meetings to address specific concerns so that many of these scenarios could be alleviated going forward. I look forward to your soon response.

Sincerely,

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

Cc: Robert McSorley, Vice-President  
File copy

