



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
**10501 South Orange Avenue, Suite 117**  
**Orlando, FL 32824**  
**Phone: 407-854-6396**  
**Fax: 407-854-6399**

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*Office of Joe Paul, President*  
*E-Mail: JPPaulAPWU@gmail.com*  
*Cell: 863-640-2865*

November 12, 2017

Jeff Staker  
Postmaster  
Lakeland Installation

Re: Postal Support Employee Conversions/Residual Vacancies

Jeff:

I realize that neither the Local APWU Presidents or Local Management, nor the District APWU or the District USPS Management have any jurisdiction regarding the filling of Clerk Craft residual vacancies. According to the (i) Collective Bargaining Agreement, (ii) the Transfer Memorandum, (iii) the specific ratios for specific man-year offices, (iv) Article 12, (v) and the Memorandum of Understanding, titled *Residual Vacancies-Clerk Craft*, there are many steps to be followed when it comes to converting Postal Support Employee (PSE) to full-time regulars (FTR). I know that the Clerks that were excessed out of the installation a few years ago were offered retreat rights back to the Lakeland Installation according to Step 2 of the Residual Vacancies-Clerk Craft MOU, and three of them took those residual vacancies and are now back working in the Lakeland Installation.

I have been advised that since the beginning of 2017, the residual vacancies have been filled as follows: one filled from the regular e-Reassign list, two filled via the PSE conversion ratio, one filled from the 21 Day e-Reassign list (Step 3), and two filled by way of the regular e-Reassign from impacted full-time regular Clerks from outside the 100-mile radius. I was also advised that at the present time there are two residual vacancies posted on the 21 Day e-Reassign list, with another one due to be posted, as well as two full-time regular jobs soon to be posted within the installation, and most likely two additional jobs to either the 21 Day e-Reassign or Regular e-Reassign lists after the bidding process within the installation. That should total five additional residual vacancies.

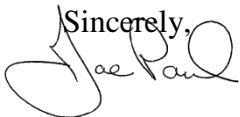
In the best interests of the members that I represent as President of the Central Florida Area Local, as well as the former two Postal Support Employees that left the Lakeland Installation back in early 2017 (Tamaria Carter and Katherine Ovadek), I am requesting the following information in order that the APWU may verify that none of the employees under its jurisdiction have been bypassed or negatively affected.



1. A list of each residual vacancy in Lakeland since the last full-time regular employee that was previously excessed accepted their retreat rights back to the Lakeland Installation, and which duty assignment he/she came to, and when that duty assignment was posted on the e-Reassign list.
2. A list of each residual vacancy to include: the date it went residual, the date it went on either the 21 Day-e-Reassign list or the regular e-Reassign list, if the residual vacancy was filled by the PSE conversion ratio, the job bid number, the specific Step per the Memorandum of Understanding that each residual vacancy was filled.
3. Where is the Lakeland Installation in regards to the 1:4 conversion ratio at the present time and a list of all of the Lakeland PSEs in relative standing order?

I would appreciate this information as expeditiously as possible. Thank you in advance.

Sincerely,



President

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