



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

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

December 20, 2015

Debra Gornik
Plant Manager/A
Seminole P&DC

Debra:

I have a few concerns that I need to bring to your attention today. First and foremost, Peter Fournier, Maintenance Craft Director, has just submitted a change of schedule to be involved in the “*measuring phase of the work-loading process for implementation of MS-47 TL-5 at the Seminole P&DC*”, but with such a hasty notice from management (all during the course of this weekend), Peter has Thursday as his non-scheduled day and Friday is the Holiday, which being Christmas he is off as well. I find it to be unfitting for this ‘measuring phase’ to be conducted while Mr. Fournier is not there. I would say that Tuesday and Wednesday would be appropriate to initiate this process, and then to continue the rest once Mr. Fournier returns, otherwise it tends to cast a negative light on our recent attempt at fostering our positive Labor/Management relationship in the Seminole P&DC. There should be no reason why this cannot happen in our eyes. I believe Peter will be available the following week. Please contact Peter as expeditiously as possible at pfourniercfal1462@gmail.com so that arrangements can be made.

During our recent Labor/Management meeting the issue of some of your staff not returning the Requests for Information was discussed at length. What I have found out just this morning is that a few of your staff, Tim Stack and Charlie Ketchem primarily, are still not returning these requests. Mr. Fournier has advised me that he has some that are as much as 3-4 weeks late. Peter was told to re-submit these requests more than once, and was then told that Mr. Ketchem didn’t have this information and that he (Peter) should submit these requests to yet another individual that Peter didn’t even know. It is the position of the APWU that we submit information requests to our immediate supervisors or others that we are in a mutual agreement with to do so, and it is incumbent on management to simply produce this information within a couple of days. Anything short of that time-frame is a problem and hinders the grievance process.

Another issue that is quite alarming is that it would appear that there may be some sort of ‘back-dating’ on the part of management, in so far as there have been some dates that are quite different than the dates the APWU verifies that meetings were conducted in the grievance procedure. It is hoped that this is not the case, but please be advised that ‘if’ this is found to be



accurate, this will be quite problematic. One of the results of our most recent Labor/Management meeting on December 11, 2015, was that we were and are hoping for a fresh start at developing a good relationship for all, which obviously includes the entire bargaining unit under the Central Florida Area Local's jurisdiction. It is our intent to resolve the past and current issues that we have and to move forward in a positive direction.

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, stylized initial "J".

Joe Paul
President
Central Florida Area Local

Cc: Bob McSorley, Vice-President
Peter Fournier, Maintenance Craft Director
Benjamin Love, Maintenance Craft Director Elect
File copy

