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December 13, 2015

Deborah Gornik
Plant Manager/A
Seminole P&DC

Debbie:

Thank you for arranging the Labor/Management meeting so soon after your arrival in the Seminole P&DC. I believe, as do the other APWU Officers that were in attendance, that this could pave the way towards a more positive labor/management atmosphere in the facility. Our members desperately need that and this should be the first step in that direction. I look forward to a copy of the notes that all of you took, as well as the notes Ms. Tartamella took. If at all possible, please have Ms. Tartamella list the management responses by number correlating to the numbers listed on the agenda that I submitted. Of course there were other impromptu items discussed and they could be listed separately as you choose.

I wanted to list a few from some of my understanding, and I will list them by number in correlation to the agenda items submitted below:

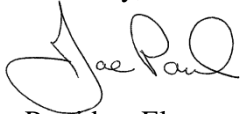
- 1) Management will start returning the requests for information timely. If there are 2nd requests then they will go to the MDO as well as to the Plant Manager,
- 2) The Plant Manager will train the supervisors in the timeliness of the grievance procedure and attempt to fix these issues at Step 1 and Step 2. It is hoped that the issues can be alleviated prior to having to generate grievances. I suggested that myself or members of the APWU (or both) will be invited to assist in this training,
- 3) We are still in need of Clerks, not Mail Handlers in this operation, and management will look into taking care of this,
- 4) This was an issue discussed by Peter and Ben directed to Mr. Roman. This will be an ongoing issue that needed to show improvement,
- 5) Mr. Roman will send something in writing to Ms. Tartamella and the APWU explaining what he intends to do in the future concerning this problem,
- 6) The Plant Manager said that this problem will be taken care of. The frequencies of the garbage pickup will increase. There are sensors on the garbage cans (outside) that alert the pickup companies that start the process in motion,
- 7) Active Shooter Stand-Up Talks have been given and will be done again. There will be a video forthcoming as well and all employees will view this. The Postal Inspectors will be involved, and the new orientation packages given to employees will include the Active Shooter information,
- 8) The Plant Manager will personally address this with all of her staff and any types of disrespectful treatment of this kind will not be tolerated,



- 9) The roles and duties and responsibilities of 204B's will start to be followed per the Collective Bargaining Agreement, the Lead Clerk Memorandum, and Position Descriptions of the Lead Clerks,
- 10) The Clerk General Expeditors will be handling the duties of their job bid, and the Mailhandlers performing the Clerk Craft work will cease. Many installations have their own RI-399 where it defines which Craft has that work jurisdictions, in this case, the Clerk Craft performs the Dock work as it relates to the General Expeditors duties and responsibilities,
- 11) Management will look into this and get back to us,
- 12) Management will look into this and get back to us,
- 13) The APWU and Management will look into this and address further,
- 14) The issue of Work/Time Standards was discussed and the APWU stressed Article 34 in that there are no set Time Standards. Apparently, a member from management was announcing the pieces per minute of individual employees over the loud system on the SPSS machine, which we (APWU) have an issue with that. Although management believes this was a 'possible' incentive to the employees, we believe it was quite the opposite, in that it pits employees' vs employees in the scenario referenced.
- 15) This machine is scheduled to be gone sometime in January 2016,
- 16) See the answer in Item #3 above,
- 17) Tabled for now,
- 18) I spoke at length on this concern. For brevity purposes, all grievance related work is to be done on-the-clock, which includes: (i) meeting with employees, (ii) investigation, (iii) submission of requests for information, (iv) Step 1-2-Additions and Corrections, Step 2 to Arbitrations, and Step 3 Appeals, and adequate time will be afforded to the APWU representatives as he/she (APWU) deems appropriate. I explained how much time is involved in this process and that the APWU should be authorized a full-time APWU representative on-the-clock for this work, due in part to large number of employees and grievance work-load. This will be discussed further as management will attempt to fix the issues where the grievances are being generated from, and the root issues of such. In the interim, the APWU will be granted the adequate time he/she requires.
- 19) Thus far there are 41 volunteers signed up for the CPR/First Responder training. There will be a minimum of 8 employees per class (each class takes 7 hours). This will all be set in motion right after the peak season. Ms. Tartamella is charged with handling this project. Ms. Tartamella provided a copy of the American Red Cross literature regarding the upcoming training.

If there are any errors in my report, please feel free to let me know. Please forward a copy of your management responses to me as expeditiously as possible so that I can disseminate to my staff, as well as to the members that we represent. Thank you again for scheduling this meeting on a rather short notice, and we would like to feel optimistic that this is the start of an improved labor/management atmosphere for all of the employees in the Seminole P&DC

Sincerely,



President Elect
Central Florida Area Local

Cc: Robert McSorley, Vice-President
Peter Fournier, Maintenance Craft Director
Benjamin Love, Maintenance Craft Director/Elect
Edward Sanchez, Clerk Craft Director
Sherry Aquino, Office Manager
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