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Nefty:

I have been advised within my own local, and I feel confident that this issue is not isolated to us, that something has transpired regarding members of USPS management arbitrarily altering employee work schedules. I have spoken to a few EAS employees within my area of representation and feel certain that they have been given direction from above to do this.

We are being told that management is filling out PS Form 1723s and are having employees coming in two hours earlier, and in some cases, staying two hours late at the end of their day. I am a bit perplexed as to why the PS Form 1723s are being filled out for employees to alter their work-schedules on paper, if and when the need for early overtime is required. On its face, it appears as though your staff is circumventing the proper scheduling practices with the use of a PS Form 1723. If an employee is needed for overtime pre-Tour, then he/she should be scheduled for the overtime rather than having a management directed change of schedule. It seems as though this PS Form 1723 is being utilized to circumvent overtime. I have seen on rare occasions where management changes employee's hours and paid the out of schedule premium, and if the employee is required to stay later after Tour, then overtime is paid.

This practice is not something on which we are in agreement since it does cast a shadow of suspicion. I would say that an employee should be working his/her normal work schedule and have the TACS rings to record such accurately. I do understand that a few of your offices are short-handed, but switching operation codes around simply to disguise the 053 (overtime) with 073 (out of schedule) is creating a cloud of suspicion. We will be having a Union Leadership Meeting shortly with you and your staff, as well as other APWU leaders, and this will be one of the agenda items I will be submitting. I would imagine that this scenario is occurring throughout our District.

A couple of questions:

1. Is this practice being sent down from the Suncoast District office?



2. Are all employees being compensated with out of schedule pay?
3. What is the reasoning as to why management is circumventing the early overtime and changing it around to look like the employee's regular schedule? If an employee is brought in 2 hours early and stays 10 hours, the out of schedule disappears and it just shows up as overtime at the end of the day. What is the purpose of this?

Sincerely,



President

Cc: Robert McSorley, Vice President, CFAL
Alan Powell, A/Manager Labor Relations
Pat Davis-Weeks, National Business Agent
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