



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
10501 South Orange Avenue, Suite 117
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Office of Joe Paul, President

October 22, 2019

Clyde Chapelle
A/Manager Labor Relations
Suncoast District, USPS

Re: St. Cloud Post Office

Clyde:

I have held off writing you for as long as I could in the hopes that the contractual violations ceased. As you are aware, with over 100 Associate Offices and 2 Plants under the jurisdiction of the Central Florida Area Local, there are a handful of offices that we are continually having to file grievances for virtually the same violations. The St. Cloud office is one of our constant hot spots, and the USPS is literally paying out thousands of dollars in grievance remedies, which of course is harming the USPS.

Some of the issues, but they are not limited to:

- The 36 hour NTFT (Non-Traditional Full Time Regular) has a work schedule of 6 hours per day 6 days per week. This NTFT should be paid out of schedule pay for the 2 hours from 6 to 8 hours, overtime from 8 hours to 10, and Penalty Pay over 10 hours in a service day. The employee has only been paid at the straight time rate from 6 to 8 hours, and this has been explained and grieved.
- The contractual language regarding overtime work for non-OTDL employees is that they cannot be mandated if there is a NTFT in the facility, yet this is another violation that occurs here.
- There can be no PTFs (Part Time Flexibles) assigned, or working even as loaned employees in any office Level 21 and above offices, yet this occurs.
- Management is continually using CCA's, City Carriers, Rural Carriers, and RCA's performing Clerk Craft work almost daily. The hours being worked by the other crafts will be paid at the overtime and or penalty pay rate of pay.

These ongoing contractual violations are not only cumbersome, and damaging the morale in this office, but are harming the USPS financially. As you recall when we had the JCIM training for both the USPS EAS, as well as the APWU, when there are obvious contractual violations, and they are spelled out in the Collective Bargaining Agreement/Handbooks and Manuals, these violations should not occur, and if they do then the USPS was instructed to settle these at the lowest step possible. This is not occurring and we are seeking your assistance as expeditiously as possible. I look forward to your soon response.

Sincerely,

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

Cc: Robert McSorley, Vice President
Tabrina Murphy, Postmaster
George Miller, MPOO
APWU Bulletin Board
Rich Howard, USPS