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April 4, 2017

John Romano
Maintenance Supervisor
Orlando P&DC

John:

Pursuant to our telephone conversation earlier today, I have a few concerns with regards to the upgrading of Custodial employees to higher level Maintenance Mechanic Level 7 positions. This practice seems to be a possible Article 7.2 violation for the Level 4 Custodial Occupational Group to go to another Occupational Group, Maintenance Mechanic (MM) Level 7. Although you stated that this was brief and happened a while ago, it still was improper in my opinion.

Whether the Level 4 Custodial employee(s) were on a PER (Promotional Eligibility Register) or not is irrelevant. On the front it would look as though this practice was to avoid overtime for the Level 7 MM's. A MOU came down a couple of years ago from an arbitration, that stated in part *'that the employees in that particular Occupational Group in that Section/Tour should be maximized at (60) hours per week prior to such detail.'* Also, the Level 4 Custodial employees that performed such detail on a PS Form 1723, should also be compensated higher level and/or out-of-schedule pay for the hours of such detail. If the Occupational Group of employees are maximized at (60) hour per week in that OTDL Section/Tour, then Article 25 would come into play. By improperly assigning these Level 4 Custodial employees to the Level 7 Maintenance Mechanic positions you must realize that you will be creating a Line H deficit.

Sincerely,

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

Cc: Robert McSorley, Vice President
Benjamin Love, Maintenance Craft Director

