



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

August 14, 2016

Don Shandor
Plant Manager
Orlando P&DC

Don:

Since you have been out of the office quite a bit as of late, I haven't had the opportunity to meet with you in person. I wanted to address a few matters in the hopes that you and your staff would be able to meet for discussions on these. Some of these items are as follows:

1. On October 22, 2015, I addressed the A/Plant Manager, Earl Randel, with regards to the AFCS200 duty assignments on Tour 3. At that time it was agreed to as follows:

***AFCS200:** The AFCS200 is a Clerk Craft function and has a specific Principal Assignment Area (PAA) associated with the position(s). There are approximately 6-7 (one is posted for bid right now) of these types of duty assignments and the PAAs are enumerated on the job bids. It was agreed that the Clerk Craft employees that have AFCS200 PAAs listed on the bids will be assigned to those work areas when the machine is in operation. If employees are moved out of those areas it will be done by juniority per the Mail Processing Clerk memorandum of understanding, which incidentally also applies to all Mail Processing employees*

I also sent you a letter dated July 27, 2016 (**exhibit #1**), addressing this particular subject. At that time you were unaware of this situation. On August 10, 2016, the vacated AFCS200 duty assignment was re-posted due to the retirement of a bid holder from this operation, listed as Job ID: 70275857 (**exhibit #2**). As I stated in my previous correspondence, "the employees encumbered in those bid duty assignments take pride in the operation, and it would make sense that these employees are able to be entrusted in this operation to provide the excellent product that they have produced and proven for quite some time." It is hoped that this was posted in error, as I was informed that Mr. Paul Widows was out of work, and this bid and letter dated July 27, 2016 was simply overlooked. In any case, I am requesting that you consider re-posting the bid as it was when occupied by Ms. Tina Rodgers.

2. I have had many inquiries with regards to the old Gatekeeper job(s). Where are those duty assignments? Having these Gatekeeper jobs posted would alleviate any misconceptions towards favoritism, and having full-time regular bid holders entrusted to this operation would seem to be a step in the right direction. Apparently, there have been concerns from many employees that there are newly converted full-time regular Clerks performing the duties of the Gatekeeper job, as well as the Tray Management System (TMS), yet the bid duty assignments are nowhere to be found.

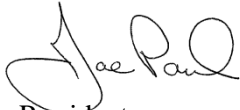


These duties being on a posted assignment would improve morale and you would have employees entrusted into these positions of responsibility.

3. With the conversion of 12-13 Postal Support Employees (PSEs) to full-time regular on September 3, 2016, this would be an ideal time for us to discuss what types of duty assignments are to be posted, and to which Tours they will be assigned. As you know, there are approximately 57 PSEs collectively between Function 1 (Mail Processing) and Function 4 (Customer Service) within the Orlando Installation. There are quite a few working Tour 2 hours and schedules in the Plant (Function 1), and historically those day time duty assignments seem to be the most desirable. It would be logical that there should be a few created there to start. Also, with these upcoming conversions there are opportunities to create duty assignments that would alleviate the one person staffing violations in the DBCS operations. I look forward to discussing these ideas and others at your earliest convenience.
4. Another issue that was brought to my attention is that of a Safety concern. I am unsure as to whether or not you are aware, but there was an accident on Sunday last week in the AMF building. The employee tried calling over to the adjacent P&DC, but the phone went unanswered. The injured employee then came over to the P&DC and searched the entire building until she found a supervisor. I realize that there is a skeleton crew on Sundays, but a suggestion would be that a hand held radio, at the very least, be dedicated and available for employees working in the AMF building. This would enable employees to be able to communicate directly with a member of your staff in case of emergencies.

I look forward to discussing these items at your earliest convenience. If at all possible, I would like to be able to have a couple of my APWU Officers/Stewards made available for this meeting so that they could also provide some valuable input. Thank you in advance.

Sincerely,



President

Cc: APWU Bulletin Boards

