

American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
10501 South Orange Avenue, Suite 117
Orlando, FL 32824
Phone: 407-854-6396

Office of Joe Paul, President

October 25, 2017

Don Shandor
Plant Manager
Orlando P&DC

Re: FY-2018 F1 Scheduler Clerk Bid Times Changes

Don:

After discussing the new '**FY-2018 F1 Scheduler Clerk Bid Times Changes**' on the 2-page attached letter with the APWU at the National level, the payment of out-of-schedule premium is not really the proper way to compensate the employees that are having to continue working their schedules they have now, versus the new schedules you are changing them to effective Saturday, October 28, 2017. The APWU would need a PS Form 1723 for the management initiated change of schedule for each of the 59 employees that you are changing schedules from the 'new' reporting time, as stated in the October 19, 2017 letter, to the hours they are presently working since the last change approximately 6 weeks ago.

There is a National Level Step 4 agreement which states in part that, "*management may not schedule employees for the purpose of intentionally circumventing the overtime desired list provisions.*" The OTDL (overtime desired list) are the employees that should be working the hours outside of the new reporting time changes effective October 28, 2017.

An example of this would be:

- If employee A had his/her hours changed to 1500 hours previously, and now you are changing them to 1650, but saying that you will continue working them at the 1500 hours and paying them out-of-schedule pay from 1500-1650, then the additional ½ hour of pay in addition to the regular rate of pay he/she works is quite a bit different than the overtime rate of pay from 1500-1650.
- The OTDL should be the deciding factor as to which employees are brought in at those times (according to the OTDL rotation). By paying out-of-schedule pay for the 1½ hour (in the example above) there is a chance that the employee(s) are losing out on overtime, Penalty Pay, and the OTDL Clerks could also be losing out on the overtime from 1500-1650.

I am unsure what the reasoning is to simply change their schedules on paper and keep everything the same? Is it just to look like the Function 1 Scheduler is being followed since it may appear as such on paper, but in reality, this management decision is a contractual violation, and has the potential to cause many OTDL employees a loss of their contractual opportunities to work the overtime. This needs to be discussed as expeditiously as possible. Thank you in advance.

Sincerely,

A handwritten signature in black ink, appearing to read "Joe Paul", is written over a faint, larger version of the same signature.





DATE: October 19, 2017

MEMORANDUM FOR: Joe Paul
APWU, Orlando Area Local #1462
Orlando P & DC

SUBJECT: FY-2018 F1 Scheduler Clerk Bid Time Changes

The following is a list of the Clerk bid positions that will be changed to match the F1 Scheduler Index position assignment schedules. The effective date for the start time changes will be Saturday, October 28, 2017.

FULL NAME	JOB ID	JOB TITLE	START	DAYS OFF	Index Num	Start Time
BROWN JIMMIE R.	95071703	GENERAL EXPEDITOR	630	SATSUN	165	4:30
MARGRAVE STEPHEN L.	70374142	GENERAL EXPEDITOR	630	THUFRI	183	4:30
TICKE ROBERT C.	70268115	EXPRESS MAIL CLK	600	SUNMON	29	6:30
ALBRETTE DRITICIA A.	70982628	MP CLERK	630	SATSUN	37	6:00
BOLLIE SCOTT R.	70275954	MP CLERK	630	SATSUN	38	6:00
CARLISLE DAVID D.	70275597	MP CLERK	630	SATSUN	39	6:00
CURRY LAVERNE J.	70711140	MP CLERK	630	SATSUN	40	6:00
FONTANEZ EUGENE	70325108	MP CLERK	630	SATSUN	41	6:00
LARSON-FISCHER DENISE A.	95190042	MP CLERK	630	SATSUN	140	6:00
NEVERAS JR WILLIAM J.	70056784	MP CLERK	630	SATSUN	141	6:00
HARMON JOHN A.	70925303	MP CLERK	630	SUNMON	148	6:00
ALVAREZ JOHNNY	70925310	MP CLERK	630	MONTUE	66	6:00
BROWN DAVID T.	70925314	MP CLERK	630	MONTUE	67	6:00
COSTAGLIOLA JOSEPH R.	70417698	MP CLERK	630	MONTUE	68	6:00
LAWRENCE COLLEEN J.	71265023	MP CLERK	630	MONTUE	70	6:00
MORALES MIGUEL A.	70711136	MP CLERK	630	MONTUE	71	6:00
NUZUM MARK R.	70275674	MP CLERK	630	MONTUE	153	4:30
ROSADO JOSE M.	70925313	MP CLERK	630	MONTUE	155	6:00
SMITH SHERYL L.	71264622	MP CLERK	630	TUEWED	86	6:00
CARRION CHARLENNSSIE R.	71264624	MP CLERK	630	TUEWED	87	6:00
KOUTOUJIAN CHRISTINE	71264623	MP CLERK	630	TUEWED	88	6:00
LOWRY JACKI A.	70275701	MP CLERK	630	TUEWED	89	6:00
ALEXANDER KORY L.	70925304	MP CLERK	630	WEDTHU	95	6:00
BROWN MICHAEL G.	71265055	MP CLERK	630	THUFRI	105	6:00
ESPESO JOSE C.	71265056	MP CLERK	630	THUFRI	106	6:00
GARCIA CARMEN E.	70275708	MP CLERK	630	THUFRI	107	6:00
MALDONADO CYNTHIA J.	71265052	MP CLERK	630	SATFRI	112	6:00
GOODSON TANYA C.	70267972	EXPRESS MAIL CLK	1630	SATSUN	26	15:00

CARDWELL WILLIAM R.	70268100	EXPRESS MAIL CLK	1630	SUNMON	31	15:00
CORDLE THERESA R.	70732500	LEAD MP CLERK	1630	SATFRI	138	15:00
KNIGHT MARK S.	70268104	GENERAL EXPEDITOR	1630	SATSUN	166	15:00
IVONNET LISSETTE	71502917	GENERAL EXPEDITOR	1630	SATFRI	188	15:00
WOLFE JOYCE A.	70275966	MP CLERK - Man	1630	SATSUN	1	15:00
WARD DAVID E.	95155824	REVIEW CLK	1500	SATSUN	16	16:30
VIGLIONE PHILIP D.	70275854	MP CLERK - AFCS	1500	SATSUN	6	16:30
CEASAR ALTON P.	70275671	MP CLERK	1500	SATSUN	54	16:30
LEWIS AUDREY P.	70925308	MP CLERK	1500	SATSUN	55	16:30
DEL PRADO JESUS	70711144	MP CLERK - AFCS	1500	SATSUN	7	16:30
RODRIGUEZ JOHN	70925309	MP CLERK	1500	SATSUN	56	16:30
MEDINA LUIS A.	70925323	MP CLERK	1500	SATSUN	57	16:30
CABRERA REYNALDO	70275921	MP CLERK	1500	SATSUN	142	16:30
HOLMES KATHLEEN S.	70925318	MP CLERK - AFCS	1500	SUNMON	8	16:30
HORTON PAUL A.	70275807	MP CLERK	1500	TUEWED	90	16:30
FORNARIS NATASHA B.	71265333	MP CLERK	1500	TUEWED	91	16:30
CARACCILO AARON T.	71265285	MP CLERK	1500	TUEWED	92	16:30
DE JESUS JIMMY	70275805	MP CLERK	1500	TUEWED	93	16:30
THOMAS BRIDGET M.	70275903	MP CLERK	1500	THUFRI	162	16:30
WARD JENNIFER L.	95212912	GENERAL CLERK	2200	MONTUE	132	21:00
EARNEST MARK L.	70427501	MP CLERK	2200	SATSUN	124	21:00
RAUPP EOWYN D.	71265284	MP CLERK	2200	TUEWED	76	21:00
RIVENBARK ROBERT A.	71265012	MP CLERK	2200	TUEWED	79	21:00
MONTEIRO ALBERTO C.	95343830	MP CLERK	2200	THUFRI	102	21:00
ALEXANDER VALERIE D.	70043781	GENERAL EXPEDITOR	2230	WEDTHU	178	22:00
DE JESUS JANET	70573990	GENERAL EXPEDITOR	2100	SATFRI	186	22:00
MORA LEO R.	70325107	MP CLERK	2100	SUNMON	12	22:00
BRIEN TIMOTHY R.	71265009	MP CLERK	2100	SUNMON	17	22:00
FARIAS LADY R.	95263846	MP CLERK	2100	SUNMON	4	22:00
GRANT SHELLEY C.	95308124	MP CLERK - Man	2100	THUFRI	5	22:00
AVILA WANDA L.	70056775	MP CLERK	2100	SATFRI	22	22:00
HUNTER- FLETCHER STEPHANIE	70275596	MP CLERK	2100	WEDTHU	161	22:00

Respectfully,



Paul A Widows

CC: Plant Mgr. Orlando P&DC, Complement file, Clerk Bid Posting Board

U. S. P. S.
4751 E. P. S. SW
W. H. P. C. H. P.

Mr. Teddie F. Days
Assistant Director
Motor Vehicle Service Division
American Postal Workers
Union, AFL-CIO
1300 L Street, N.W.
Washington, DC 20005-4128

Re: HOC-3W-C 13783
HOC-3W-C 13787
HOC-3W-C 13788
Class Action
Ft. Myers FL 33913

Dear Mr. Days:

On May 27, 1993, we met to discuss the above-captioned grievances at the fourth step of our contractual grievance procedure.

The issue in these grievances is whether management violated the National Agreement in its overtime scheduling on July 14, 1992.

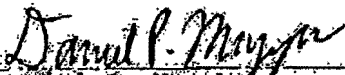
After reviewing this matter, we mutually agreed that no national interpretive issue is fairly presented in these cases. We further agreed that, while the overtime desired list provisions were not violated in this instance, management may not schedule employees for the purpose of intentionally circumventing overtime desired list provisions. The question of whether management did so in this instance is a non-interpretive factual question. The issue of simultaneous scheduling was addressed by arbitrator Mittenthal in case H4C-NA-C 30.

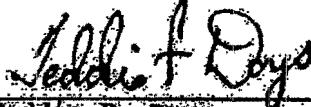
Accordingly, we agreed to remand these cases to the parties at Step 3 for further processing in accordance with the above understanding.

Please sign and return the enclosed copy of this decision as your acknowledgment of agreement to remand these cases.

Time limits at Step 4 were extended by mutual consent.

Sincerely,


Daniel P. Magaz
Grievance and Arbitration
Labor Relations


Teddie F. Days
Assistant Director
Motor Vehicle Service Division
American Postal Workers
Union, AFL-CIO

Date: June 16, 1993