



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
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May 2, 2016

Don Shandor  
Plant Manager  
Orlando P&DC

Don:

As President of the Central Florida Area Local, it has been brought to my attention that the APWU has been battling the Mail Handler Craft performing Clerk Craft work in Operation 117 for over a year. I have researched this issue now that it was brought to my attention, and I see that there have been numerous grievances filed by the APWU on this issue, and a lot of monies have been paid out to our craft through the grievance arbitration process due to this Article 7 violation. This violation needs to cease, and members of the Clerk Craft should be assigned to this operation as of today.

As you must know, this work is Clerk work and not Mail Handler duties. Since I wasn't aware of this problem until recently when I took over as President, apparently members of your staff are and have been content with simply settling these grievances with pay to the Clerk Craft. The payment remedies are contractual, but the real crux of this issue is that we want our **'work'** back. I was informed that Clerks worked this operation on a daily basis, and somehow when a Clerk or two retired management started having Mail Handler's migrating to this work area.

During our recent AUGER management/union training with the USPS Area Labor Relations Specialist, Lori Costa, and the APWU counterpart, we were advised to work these issues out at the lowest step possible and to settle them when they surface. We were encouraged to contact the USPS Area Labor representative if and when these issues arise if we are unable to work them out with local management. This letter is to let management know in advance that if this persists, then we will not only grieve these violations, but we will pursue other avenues to retain our Clerk Craft work. These obvious contractual violations cost the USPS literally millions of dollars per year, not to mention degrading morale, as well as hindering the good faith bargaining atmosphere that we were hoping to foster and would like to maintain.

Please see that your staff is aware that Operation 117 is indeed a Clerk Craft function, and that it is staffed properly with Clerks as opposed to members of the Mail Handler craft. If you have any questions and/or concerns please feel free to contact me.

Sincerely,

Cc: APWU Bulletin Boards  
Paul Widows, USPS

