



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
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July 27, 2016

Don Shandor  
Plant Manager  
Orlando P&DC

Don:

I have received some information last night that I wanted to verify with you, or at least see if this was just a rumor. We have an employee on Tour 3 who is due to retire within a week or so that occupies an AFCS200 full-time regular duty assignment. What I heard was that the Tour 3 MDO, who I also copied in this letter, is saying that his intentions are to abolish this duty assignment and place a Postal Support Employee (PSE) there instead of re-posting the position. This would hardly seem like a good business decision, so I feel confident this is merely rumor. As you know, with the arbitration award of our new Collective Bargaining Agreement, dated July 8, 2016, there will be approximately (13) additional full-time regular employees converted from the present number of PSEs in this 200 man-year installation. As you and I discussed, we will be meeting in the near future to see what types of duty assignments will be created and where they are going to be assigned. It is the position of the APWU that this AFCS200 bid be re-posted as it is presently.

On October 22, 2015, I met with the Acting Plant Manager, Earl Randel, on an array of subjects (**exhibit #1**) and I addressed the subject of the AFCS200's in one of the paragraphs, which I also placed below:

*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.*

**Exhibit #3** is a 'Union Notification' from the Senior Plant Manager of the Suncoast District, Ivonne Gonzalez, which is dated February 4, 2013, and she states:

*"Pertaining to the APWU Clerk Craft, initial operators of the AFCS200 will be PSEs and as such, no bids will be created specifically for this operation....."*

The Orlando P&DC has 6-7 full-time regular duty assignments with the PAA (Principal Assignment Area) listed as AFCS200 on the bids, and by having such defined bids, the performance of the Clerks dedicated to this operation effectively meets the needs of the USPS, and showcases the quality product of



these employees. **Exhibit #3** which is Ms. Gonzalez's letter dated February 4, 2013, referring to the understanding that 'initially' PSEs would be trained. The union's understanding is that the bids would be posted once the proverbial 'dust settled', which in fact, is what transpired.

As stated above, it is the position of the APWU that any full-time regular duty assignment that is vacated from the AFCS200 operation(s) should be re-posted as they are presently. 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 quality product that they have produced and demonstrated for quite some time.

Sincerely,

A handwritten signature in black ink that reads "Joe Paul". The signature is fluid and cursive, with the first name "Joe" and last name "Paul" clearly legible.

President  
Central Florida Area Local

Cc: Robert McSorley, Vice-President  
Paul Widows, USPS  
Greg Curtis, Tour 3 MDO  
File copy

