



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

October 22, 2016

Tim Holmes
Postmaster
Orlando Installation

Tim:

On September 27, 2016, I sent you an inquiry regarding employees receiving invoices from Eagan for Letters of Demand, even though these disputes are in the grievance procedure. Once the grievance is in the system we advise employees that they will not be responsible for paying this debt until the grievance is adjudicated. It would appear that while this grievance is at the various steps of the grievance procedure, many employees when receiving this USPS invoice, think that they must pay it now and that the grievance procedure has run its course, when in reality, the grievance(s) are still in the system. I am asking for your assistance in preventing this. One suggestion would be that one of your staff notify the USPS Disbursing Office, Accounting Service Center, once a grievance has been placed in the system for Letters of Demand issues so that the grievant would not receive these invoices.

Article 28 states:

*A Letter of Demand must specify the options available to the employee to repay the debt or to appeal the Postal Service's determination of the debt or the proposed method of repayment. Requirements governing the collection of debts from bargaining unit employees are in ELM, Section 460. **If a grievance is filed regarding a demand for payment or a petition is filed pursuant to the Debt Collection Act, such demand is held in abeyance until final disposition of the grievance or petition regardless of the amount of the demand or type of debt.***

Exhibit #1 (2 pages) is the e-mail trail during this time-frame between you, your staff, and myself. **Exhibit #2** (3 pages) is an example of what the grievant received from the USPS Accounting Service Center on October 12, 2016. I am attaching these exhibits due to one of your staff on page one of **exhibit #1** asking for 'specifics'.

For informational purposes, this particular grievance history is: (i) Step 1 was filed on May 13, 2016, (ii) Step 2 meetings were on June 4, August 5, and August 11, 2016, and (iii) on September 8, 2016 this grievance was appealed to arbitration. As of today's date there has been



no decision rendered from the Step 3 level. I am asking that you or one of your staff will address this concern, so that not only this employee, but that no employee(s) under your area of responsibility will have to go through this. I am also asking that you would be able to remedy this particular dispute with the employee listed within these documents. I look forward to your soon response.

Sincerely,

A handwritten signature in black ink that reads "Joe Paul". The signature is written in a cursive style with a large, looping initial "J".

Cc: Robert McSorley, Vice-President
File copy

