



**American Postal Workers Union, AFL-CIO**  
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**All Central Florida Area Local APWU members**

These last few weeks have been busy as we have had a thirty day window to open and negotiate Local Memorandums of Understanding (LMOUs) in order to change items that needed to be addressed. The Lakeland and Kissimmee Installations (both Level 24 offices) have been completed and signed. The Orlando Installation (PCES office) and Seminole P&DC (Level 25 office) have been completed and are awaiting signature. For the 95 Associate Offices within our Central Florida Area Local, we will negotiate two LMOUs; one for Level 21 and 22 offices and one for Level 20 and below offices.

We cleaned up both the Orlando and Seminole LMOUs and are sending one specific item to impasse (when both sides cannot agree). This impasse requires me to submit reasoning as to why the item(s) should be changed along with documentation to support our position. The impasse item that I was trying to incorporate into both LMOUs was to include the Postal Support Employees (PSEs) into the total percentages for choice and incidental annual leave. My proposal includes 44 pages of supporting documents and will be submitted no later than December 12, 2016. I will let you know the results.

The Lakeland and Kissimmee LMOUs only needed some minor tweaking. In the Associate Office LMOUs I attempted to change one Item 12 regarding approval of incidental annual leave as the current language gives management the latitude to approve or disapprove this leave at their discretion. The proposal that I submitted was turned down by the USPS and will be sent to impasse, as follows:

*“Approval or disapproval shall be granted on a first come first serve basis for the number of leave vacancies remaining available by Item 9. If more than one request is received on the same service day for the same date(s), then seniority shall prevail as the tiebreaker. Normally, approval or disapproval will be made within two business days.”*

I want to give some recognition to our APWU team of Robert McSorley, Wanda Wroten and Benjamin Love, who worked long days with me during the LMOU negotiations. Without this dedicated core group it would have been a serious challenge to accomplish. I also want to thank their families as this work required a lot of evening and weekend hours.

In Solidarity,

Cc: APWU Bulletin Boards

