



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
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*Office of Joe Paul, President*

December 7, 2018

**ATTENTION ALL CLERK CRAFT POSTAL SUPPORT EMPLOYEES**  
**(PSEs) WITHIN THE ORLANDO AND SEMINOLE P&DCS**

As you know through the many letters and videos over the last 2 plus years, as of today our Central Florida Area Local has had 154 conversions consisting of: (i) PSEs (Postal Support Employees) to PTF (career), (ii) PTFs (Part-Time Flexibles) to FTR (Full-Time Regular), and (iii) PSEs to FTR (career). We have seen many in our Plants as well as in our Associate Offices. As I have been reporting, we have 4 large grievances which are at the Step 3 level concerning the conversion of PSEs to FTRs in our 2 P&DCs. These cases have just been settled by our National Business Agents as a Pre-Arbitration Agreement, and we are proud to announce that there will be **4** PSEs converted to Full-Time Regular in the Seminole P&DC, and **18** in the Orlando Bid Cluster (installation), with an effective date of **December 22, 2018!**

Some of the language from the settlement is below:

- The PSEs will become unencumbered clerks and assigned work schedules in accordance with Article 37.4.B.
- As unencumbered employees, these newly created career clerks will be offered to opt on existing residual assignments as soon as administratively possible, but no later than 21 days from the date of conversion.
- In the unlikely event that these former PSEs remain unencumbered, duty assignments will be posted no later than 120 days from the date of conversion in accordance with Article 37.4.D.
- Any former DA 814 PSEs that are presently qualified and working the window, may continue to work their present SSDA duties for 120 days from the date of the conversion, if it is determined by management to be operationally necessary.
- This is a one-time conversion agreement to satisfy the staffing needs within the Suncoast District Plants. It is understood this agreement may place a bid cluster outside the ratio and will be required to process the appropriate number of reassignments prior to the next conversions taking place.

I have already begun discussions with both Plant Managers, and will be receiving an **updated and current** PSE relative standing list (seniority) for both installations. I did not want to send this information out until I had the settlement signed and in my hand. I will give you further updates next week as the discussions unfold. As always, we will continue our mission to monitor the PSE workhours and look for every opportunity to secure additional conversions. A special thank you to our Clerk Craft NBAs Pat Davis-Weeks, Mike ‘Sully’ Sullivan, and Jim DeMauro for all of their hard work.

In Solidarity,