



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
10501 South Orange Avenue, Suite 117
Orlando, FL 32824
Phone: 407-854-6396

Office of Joe Paul, President
E-Mail: JPaulAPWU@gmail.com
Cell: 863-640-2865

President's Report **January 11, 2018**

Whenever you receive a copy of my President's Report, whether you pick it up at our monthly General Membership Meeting, or receive it in your e-mail, if it is not posted on your office's APWU Bulletin Board, please put it up there for all to read. Communication is a priority. If you are an APWU member and are not on my e-mail distribution list, where I send out weekly videos and updates, simply send an e-mail to me at JPaulAPWU@gmail.com and I will add you. Thank you all for being members of our Central Florida Area Local family!

The APWU is already gearing up for our next round of contract negotiations since our present Collective Bargaining Agreement is set to expire in September of 2018. Formal negotiations between the APWU and USPS will start in June of 2018 (this year). We (APWU) are already preparing for this and have been for a while. Some of the things we are looking to strengthen and secure are: the COLA, **no-layoff clause**, no more than a 50 mile limit on excessing, strong conversion language under Article 37.3.A.1, decrease the PSE percentages while looking to convert them to career, and strive to have an all career workforce, better health insurance, reduce sub-contracting everywhere in Maintenance and PVS (MVS), improvements for Part-Time Flexibles (PTFs) with a better work-hour guarantee, and at least one day off per week, reducing the lower steps and three-tier wage and benefit structure, holding abusive supervisors accountable and expanding and enhancing Postal Services and the time it takes for new workers to move to the higher steps are just some of the other things we are working to improve upon. This is why we need everyone to be an APWU member, and together we can fight the fight! The USPS is looking to shrink our workforce even further in Function 1 (Mail Processing) and in Function 4 (Customer Service), and we are all seeing (all over the country) what the USPS is doing in our Plants with this Function 1 Dashboard Scheduler!

Local news and updates:

- As of today, it appears that the Seminole P&DC will not be excessing Clerks out of the installation, but rather, there may be 1-2 Clerks volunteering in-lieu-of to go to the residual vacancies within the APWU's Custodial positions. The first round of the '*excessing out of Sections within the installation*' is over and the USPS excessed 7 FTR Level 6 Clerks from Tour 1 which is resulting in Closed Section Level 6 bidding. The Closed Section bidding will continue until all excessed Level 6 Clerks have had an opportunity to retreat back to Tour 1 residual vacancies. Tour 2 and 3 did not have an excessing out of the Sections (which means they did not reduce the Tour numbers by any FTRs) so any re-posted duty assignments were posted installation-wide, and those bids that were posted on the normal automated bid cycle were just awarded. In so far as the Maintenance Craft, I have already spoken to the Maintenance Manager, Robert Roman, and we are hoping to establish an In-Service Register for employees that may want to switch over to residual Custodial vacancies. If and when this commences APWU represented employees will be the first considered.
- The Orlando P&DC's Function 1 Scheduler is in full swing as well and there was an '*excessing out of a Section within the installation*' on all three Tours (Tour 1-2-3). Each of the Tours is now

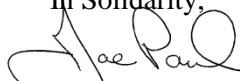


involved with Closed Section bidding and this will also continue until all excessed Clerks are given an opportunity to retreat back to residual vacancies from their former Tour. There was 1 Level 6 Clerk excessed from Tour 1, 4 from Tour 3, and 7 from Tour 1. As you would expect, there are a lot of issues that I am not in agreement with, and I am in the process of challenging many of them, and as this progresses I will update you via e-mail and/or in my weekly video updates. This Function 1 Scheduler, in the APWU's opinion, is ridiculous and ultimately slows down the service to Postal Patrons, destroys employee morale, and the public suffers with this understaffing.

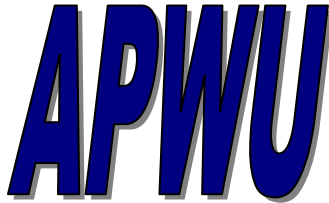
- The VMF (Vehicle Maintenance Facility) and MVS Crafts have been calm as of late, which is good news. There were a few grievances recently settled for new PSEs performing work that they contractually were not entitled to perform.
- I will be conducting an upcoming Steward's Class within 2-3 weeks, and thus far I have 5 'potential' new Stewards/Alternate Stewards lined up. We are always looking for members that are willing to step up to be a voice on their Tours and/or in Associate Offices so let me know if you are interested.
- The Maintenance Craft is still having issues in the Orlando P&DC, and we have grievances in the system on a few issues such as: (i) the MOS Clerk and the Tour 2 ET positions being taken away, and (ii) the new Staffing Package, and (iii) were just notified of another Tour 1 ET (Electronic Technician) position being reverted. We are **NOT** in agreement with the USPS doing away with these positions, nor are we in agreement with the 'new' Staffing Package that came up out of nowhere, so we continue to pursue these issues.
- The Lakeland P&DC has 4 residual Clerk craft vacancies on the 21-Day e-Reassign list as of this writing. These 4 residuals were being held for the Tampa excessing event but were just released which is why they have made their way to this posting. I am hoping to see 1-3 Postal Support Employees (PSEs) converted, but it will depend on whether or not FTRs from impacted installations outside of the 100-mile District elect to come via a Priority e-Reassign transfer. I hope to know as soon as January 24.
- Unfortunately, the PSE and PTF (in level 20 and below offices) conversions have been slower than usual, but this is due to the numerous excessing events. We are tracking the residual vacancies, but unfortunately, the APWU and USPS at the Local and District levels do not have any real jurisdiction in the conversions as the Collective Bargaining Agreement, Memorandum of Understanding on 'Filling of Clerk Craft Residual Vacancies', and Transfer ratios are done at the Headquarters level for every office from the P&DCs down to the smaller offices. However, we are making sure the relative standing (seniority) lists are current and the PSEs are converted according to their relative standing (seniority) in their installations.
- We have 1 Removal for Attendance this month, a couple of Suspensions (7 and 14 Day), as well as many Letters of Warning. You **MUST ALWAYS** request your Steward when you receive discipline and do **NOT** wait as you only have 14 days to file a grievance!
- In my opinion, the **One-Person Staffing** will continue to be a problem and I do not anticipate management doing the right thing by staffing the DBCS machines with at least 2 people. If you are working alone on the DBCS request to speak to your Steward and make sure you give the Steward a **written statement!** If you see management or other Crafts performing Clerk Craft work in your facility/installation request a Steward. I have put together a template for you to use for your statement which includes all types of things, and it should make the reporting these violations a lot easier. This form includes things such as: who, what, when, where, and many of the things that could be done in your installations. I have attached this form to my report.

In closing, remember to always speak to a non-member and explain to them why they should become a member of the organization that fights for **every** aspect of their livelihood.

In Solidarity,


President





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Witness Statement for the Stations/Branches and Associate Offices

RE: Supervisor(s), City Letter Carrier(s), RR Carrier(s) Performing CLERK work.

Name: _____ Tel. #: (Work) _____ (Home) _____

My duty assignment is at the _____ Station/Branch/Associate Office.

On _____, 20____, I observed (*circle the appropriate response(s)*) Supervisor(s), City Letter Carrier(s), RR Carrier(s) _____
 Names of individuals performing Clerk Craft bargaining unit work from approximately (time) _____ until _____.

The type of Clerk Craft bargaining unit work that I witnessed being performed was (*check the following and approximate time of violations*):

- ___ Moving Equipment. Type of Eqpt: _____ From _____ To _____
- ___ Loading/Unloading (Truck(s). Type of Truck (From/To) _____
- ___ Mail Distribution - Location: _____
- ___ Breaking down/Distributing trays of mail to Carriers: _____
- ___ Boxing Mail: _____
- ___ Collecting mail from the bins/collection boxes for dispatch _____
- ___ Check Out / Check In Carriers (Postage Due, Accountables, etc.) _____
- ___ Retrieving Mail for Customers while Lobby Directing: _____
- ___ Working on the Window: _____
- ___ Other (Describe) _____
- _____
- _____
- _____

I (did/did not) approach Supervisor _____ at the time and place I observed the above and notified him/her that this was Clerk bargaining unit work. He/she responded:

The above information is given to the best of my knowledge this date: _____, 20 ____.

 Signature



