

**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
**10501 South Orange Avenue, Suite 117**  
**Orlando, FL 32824**  
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**President's Report**  
**February 8, 2018**

If you do not see this President's Report posted on your APWU Bulletin Board please take a moment to **POST** it. Formal negotiations for our next Collective Bargaining Agreement between the APWU and USPS will start in June of 2018 (this year), since the contract that we have presently expires in September of 2018. The APWU is already preparing for this, and we have been for a while. As I mentioned previously, here are a few things, but not limited to these, that we are looking to do:

- Protect the COLA (Cost of Living Allowance),
- Keep the **no-layoff clause**,
- Keep our 50-mile limit on excessing,
- Keep and improve 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,
- Secure improved 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, and gain paid Holidays for them,
- Reducing the lower steps and three-tier wage and benefit structure,
- Holding abusive supervisors accountable and expanding and enhancing Postal Services, reduce the time it takes for new workers to move to the higher steps,

It is paramount that everyone is an APWU member, so that together we can **Fight the Fight!** The USPS is looking to do everything they can to cut jobs in all of our Crafts and this must stop! We are all seeing evidence of this everywhere we turn, but together we will prevail. Thank you all for being members of our Central Florida Area Local family!

**Local news and updates:**

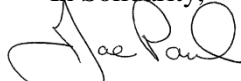
- The Seminole P&DC will **not** be excessing Clerks out of the installation or out of craft as of last week. The first 2 rounds of Closed Section bidding for Tour 1 Level 6 Clerks, due to the '*excessing out of Sections within the installation*' are over. The only Section (Tour) affected was Tour 1 and there are already Clerks being offered residual vacancies back (retreat rights) to the Tour as of this writing.
- In so far as the Maintenance Craft in the Seminole P&DC, we 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. This will be an opportunity for Clerk Craft employees to try to move over to Custodial vacancies.
- The Custodial Line H issues are being pursued in several offices, unfortunately, the USPS seems to be dragging their feet providing the information, but we are still pushing hard. We will resort to filing Unfair Labor Board charges soon if this continues!



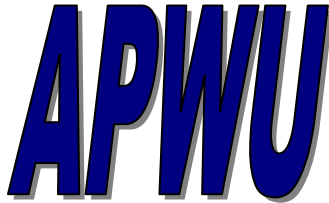
- The Orlando P&DC's Function 1 Scheduler has already gone through 2 Closed Section bidding cycles with a third on the way. This P&DC had all 3 Tours affected with the Level 6 Clerks due to the '*excessing out of a Section within the installation*'. Thus far there has not been any residual vacancies from the Closed Section bidding, due to senior Level 6 Clerks bidding to other jobs within the Section during this bidding process. I do anticipate some residual vacancies coming out and retreat rights being offered in the very near future however. As you know, there are quite a few issues that I am not in agreement with, and they are being challenged. I will continue to keep you all updated via e-mail and/or in my weekly video updates as things progress. This Function 1 Scheduler, in the APWU's opinion, is absurd and eventually will slow down the service, destroy employee morale (as if this isn't already happening), 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, and a couple of others in the system.
- The Maintenance Craft is still having issues in the Orlando P&DC, and we have grievances in the system. The reversion of jobs and Staffing Package are a few that are still being challenged.
- As of today, I have not heard anything regarding the Lakeland P&DC's 4 residual Clerk Craft vacancies that were on the 21-Day e-Reassign list. It is hoped that no Clerks from impacted installations (offices anywhere in the country that are under an excessing event) elect to come to the residuals. If they are coming from an impacted installation, they move to the top of the list and are categorized as Priority.
- The PSE and PTF (in level 20 and below offices) conversions continue to be rather slow due to the excessing throughout the District and country. The APWU and USPS at the Local and District levels do not have any power 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) within their installations.
- We have several 7 and 14 Day Suspension for Attendance and Failure to Follow Instructions, but no Removals this past month (knock on wood). **ALWAYS** request your Steward when you receive discipline as you only have **14 days to file a grievance!**
- I still believe that the **One-Person Staffing** will continue to be a problem, and I do not anticipate management doing the right thing by staffing the DBCS properly. After the many monetary settlements that were reached locally, the USPS still continues to staff improperly. 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 statements which includes all types of things, and it should make the reporting of 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. I have one for the Plants and one for the Customer Service Facilities.

If you hear of any members that are not on my e-mail distribution list and would like to be, simply tell them to send an e-mail to me at [JPaulAPWU@gmail.com](mailto:JPaulAPWU@gmail.com) and I will add them. Thank you all for being members of our Central Florida Area Local family! 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:

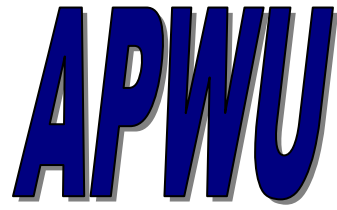
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The above information is given to the best of my knowledge this date: \_\_\_\_\_, 20 \_\_\_\_.

\_\_\_\_\_  
 Signature







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**Witness Statement**

<p><u><b>Name:</b></u></p> <p><u><b>Pay Location/Tour:</b></u></p> <p><u><b>Level:</b></u></p> <p><u><b>Date of Incident:</b></u></p> <p><u><b>Address:</b></u></p> <p><u><b>E-mail:</b></u></p>	<p><u><b>Date:</b></u></p> <p><u><b>EIN:</b></u></p> <p><u><b>Step:</b></u></p> <p><u><b>Veteran:</b> Y or N</u></p> <p><u><b>Craft:</b></u></p> <p><u><b>Work Schedule:</b></u></p>
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