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President's Report
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I want to start by saying Happy New Year and 2019 will be an even better year than the last! As of today, there has not been any new updates on the progress of our negotiations on the Collective Bargaining Agreement, and as I find out anything, I will let you know.

There are a couple of National Level disputes scheduled to be heard within the next 3 months.

1. One is dealing with the APWU's position that Article 37.3.A.1 is based on '*all available work-hours*' for the creation of full-time regular duty assignments. The APWU believes that the provisions of Article 37.3.A.1 places an obligation on the USPS to create newly established full-time regular Clerk Craft jobs. We also maintain that this is a requirement on the USPS to also include the hours worked by Postal Support Employees (PSEs) to establish these jobs, and this case is scheduled to be heard on February 20-21 in front of Arbitrator Shyam Das.
2. Another National Level dispute has to do with the SPSS (Small Parcel Sorter System) machine, which we have one in our Seminole P&DC. This case is scheduled to go before Arbitrator Sharnoff on March 19-20. There was some back and forth on various aspects, but this case will now be heard on its merits. The APWU's position is that the work on the SPSS belongs to the Clerk Craft! We believe that the primary sortation of small parcels is distribution and is Clerk work. So being that the primary distribution is a Clerk Craft function, our position is that the sweeping on the machine would be "*integral to the distribution work*" being done, which should belong to the Clerk Craft.

Local news and updates:

- As I reported last month, the 4 cases that were sent up to Step 3 revolving around conversion of PSEs in the 2 large Plants, were settled and the outcome was that there were 18 conversions in the Orlando Bid Cluster as well as 4 in the Seminole P&DC. We will continue to file on this issue by using '*all available work-hours*' and demonstrating full-time regular duty assignments, and won't stop until every PSE is converted in the Plants, and every PTF and PSE is converted out in the Associate Offices. This particular issue is now a National Level Dispute between the APWU and USPS (see above).



- As a local we are up to **176** conversions over the past 2 ½ years, and we are hoping to see additional conversions in the not so distant future.
- Discipline is always steady and as you would expect, this month is no exception. As I mentioned in my video, as well as in most every report I send out, make sure you do your best during your 90-day probationary period as it is quite a task defending removals during this 90-day probationary time-frame.
- There will be (5) new additional Clerk Craft full-time regular duty assignments posted within the next couple of weeks in the Seminole P&DC. There are 4-5 unencumbered FTRs presently, and those bids will be posted installation-wide first, and then once the dust settles, the unencumbered/unassigned FTRs will be assigned.
- **ALWAYS** request your Steward when you receive discipline as well as during any Investigative Interview (II). Management doesn't have to prompt you about requesting a Steward, it is up to you to request one, so **never** hesitate to do so.
- **One-Person Staffing** on the DBCS machines continues to be a problem, as it is throughout the country, so make sure you request your Steward and provide a written statement. There are many Step 2 cases being heard at the Step 2 level as we speak. The USPS seems to be 'dragging their feet' on some of these, but we are staying on top of them. There were some additional monetary settlements for employees that worked over (60) hour per week during October and November and those will be paid out in the very near future.
- The **Maintenance Departments** in the Seminole and Orlando P&DCs always seem to have some of the same issues. The USPS keeps saying they are overstaffed, when in reality it appears that they are not. Their reports and staffing packages reflect them being overstaffed, but we are monitoring every step they make to ensure we keep our Occupational Groups intact. There are still some harassment issues in the Orlando P&DC but we are working on those.
- **Motor Vehicle Service (MVS)** will be creating (2) additional runs (duty assignments) in June of this year for the St. Cloud runs. Once this occurs, and after the present full-time regulars have an opportunity to bid, the leftover bids (residuals) will have the (2) senior PTFs (Part-Time Flexibles) converted to FTR, and then the (2) senior PSEs (Postal Support Employees) should be converted to PTFs.
- **VMF (Vehicle Maintenance)** is short-handed due in part to 3-4 employees utilizing the In-Service Register to leave the craft and take Maintenance Craft positions. The USPS will be looking to hire externally since we are told that the e-Reassign list has been exhausted.
- **I wanted to add this paragraph once again since this is an awesome benefit for many of our Veterans: Wounded Warrior Leave (WWL).** The APWU has received information from the USPS that they have revised the leave that is offered through the Wounded Warriors Leave (WWL) Act of 2015 to all eligible employees at the beginning of each leave year. This will begin effective leave year 2019 (January 5, 2019). The eligible employees will receive an allotment of 104 hours of WWL. WWL will continue to be provided to newly hired employees at the beginning of their term of employment as required by the terms of the 2015 Act. WWL is an authorized absence from work to undergo medical treatment for a service-connected disability rated 30% or more. It is a separate leave category, distinct from sick leave. Approved WWL cannot be adversely



used against an eligible employee for attendance and discipline purposes. **Each January, all disabled veterans with a 30% or more disability rating will receive 104 hours of WWL to use during the calendar year.** At the end of each calendar year, any remaining WWL leave will be forfeited, but assuming the employee still has a combined disability rating of 30% or more, he/she will receive a new 104 hours at the start of the new year. Any unused WWL is not rolled over to the next year, nor will it be paid out if the employee leaves.

- **Stewards/Alternates:** I hope to be conducting another Steward/Alternate Steward Class within a month or so and are always looking for members that are interested. If you are interested just let us know and we will look those requests over and schedule some members into training. The Orlando P&DC is in need of Stewards/Alternates, as are many of the installations we represent. All Crafts and all Tours are always in need in the larger P&DCs, as they are in many of our Associate Offices as well.

If you hear of any members that are not on my e-mail and video lists and would like to be, simply tell them to send an e-mail to me at 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,

