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President's Report

January 12, 2017

Happy New Year! This year has already started off well with the Staples ruling. The USPS declared in a letter to the APWU that *"the deal between the U.S. Postal Service and Staples has ended. Staples will be removing all signage and will discontinue postal services at the national retailer's roughly 500 U.S. locations that handle postal services by the first week of March 2017."* With that announcement the APWU has notified its many supporters and allies that we are calling off the nation-wide boycott of Staples effective immediately. You can go to <http://www.apwu.org/news/web-news-article/we-won> and read all about this great news!

One of the most recent agreements reached at the national level that is quite beneficial deals with the DBCS (Delivery Bar Code Sorter) issues. The interpretation of this agreement is that: *"the settlement addresses exceptions to the two-person staffing requirement outlined in the 2012 Joint Contract Interpretation Manual (JCIM). It says, "The exceptions described in the JCIM Q&As must not be considered an alternative to the scheduling of 2 Mail Processing Clerks on the DBCS. During the periods described in the JCIM Q&As, the parties further agree the second Mail Processing Clerk may perform allied duties as assigned in the OCR-BCS-DBCS area."*

Local news and updates:

- The local CFAL video correspondence will be commencing shortly where you will be receiving up to date items of interest from all around our local, stay tuned....
- Our fight for PSE and PTF conversions is a constant fight and we will **NOT** give in!!!
- Discipline is continuing with Suspensions and Letter of Warnings for Attendance being the most prevalent locally
- **NEVER** go in an Investigative Interview without your Steward, and the same goes for the Postal Inspectors and the OIG!
- We also have a couple of Removal cases within our local at the present time and it is hoped that we can prevail and get our members back to work!
- There is a new acting Plant Manager at the Seminole P&DC, it is anticipated that the Seminole P&DC Plant Manager, Mike Willard, will be back. There has not been much movement management wise within the many installations we represent other than that what I mentioned above during the last 2-3 months.
- The Local Memorandums of Understandings (LMOUs) are completed for the Orlando, Seminole, and Lakeland P&DC's, the Kissimmee Installation, and the two LMOUs that cover the Level 20 and below Installations and the Level 21-22 Installations. I am awaiting management's signatures on the pages of those 2 LMOU's. The language of these Associate Offices LMOUs will be identical. I have sent 2 items to impasse at the National level for the several LMOU's.



The two items being challenged are item(s) 4 and 9 for the Orlando and Seminole P&DC, which deals with my wanting to incorporate the “PSEs into the compliment percentages of the category of employees for annual leave purposes.” For the Associate Installations I am challenging item 12 where the language now states that “incidental annual leave will be approved at management’s discretion.” I am attempting to have it changed to read, “Approval or disapproval will be granted on a first come first serve basis for the number of leave vacancies remaining available in item 9.....”

- We were successful in creating new Maintenance Craft full-time regular duty assignments and doing away with just about all of the part-time regular positions in the Orlando P&DC. They will be posted on the boards this week.
- Continue to check our local website as we keep it current. Our Local website is: www.cfal1462.org (it is simple to register so just follow the easy prompts and our webmaster will grant you access.)
- Our Local’s Facebook page is: <https://www.facebook.com/groups/cfal1462/?ref=bookmarks> (Central Florida Area Local #1462 –APWU). Once you request to be in this group I will accept you.

Below are a couple of questions and answers that I have been asked:

Question 1: I am a new Postal Support Employee (PSE) and am being told that I was only a holiday employee, and not a regular PSE, and I don’t receive holiday pay for Christmas. Is that correct?


Answer 2: It is the position of the APWU that all PSEs are hired for a 360-day appointment. Of course, PSEs can (as with any PSEs) be let go for lack of work but stay on the retention list for a year. All of the PSE memorandums and language relating to PSEs applies to every PSE. If you were on the rolls during the Christmas holiday then you would also be entitled to the holiday pay as this is one of the six paid holidays for PSEs.

Question 4: I filed a grievance and told the Steward that I wanted to present at the Step 2 meeting and was told no. Is that correct?

Answer 4: That is correct. The union determines whether the grievant is necessary at the Step 2 meeting.

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. Organizing our workplace is one of the most important goals of the APWU. We will be having an organizing campaign locally in the upcoming future and I will let you all know the plan and how to get involved as that time approaches.

In Solidarity,



President
Central Florida Area Local

Cc: APWU Bulletin Boards

