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President's Report
January 9, 2020

As I am writing this article, we are awaiting the National Arbitrators decision on our new Collective Bargaining Agreement. We are hoping to receive a decision within the first 2-3 months of 2020. Our National APWU presented a compelling case for our membership, and we are hopeful for a positive result.

Local news:

- **NO** new updates on the Seminole and Orlando P&DC's Function 1 Scheduler, but rest assured it will probably be on the horizon. I will update our membership right away if and when I hear anything. We will make sure whatever they (USPS) propose is contractual to protect our membership!
- We have an array of Removals and Suspensions as I am writing, as well as several 7 and 14-Day Suspensions. Watch your attendance as most of the discipline we are seeing is revolving around attendance related issues.
- We are still at **226** conversions between PSEs and PTFs over the past 2 years, and we are anticipating that those numbers will increase in the very near future.
- Whenever you file a grievance **ALWAYS** provide a **written statement** to your Steward, it will assist the APWU in the grievance/arbitration process.
- The Maintenance Department in the **Orlando P&DC** continues to be problematic. With a couple of inflexible supervisors we seem to constantly be at odds. Our role is to **PROTECT** our members from reprisal and intimidation, and of course, any contractual violations. The Maintenance Department in the **Seminole P&DC** is running smoother than the Orlando Plant 'but' that is subject to change as you could probably assume.
- After contacting the Suncoast District Safety Manager, an inspection of the entire Orlando P&DC facility was performed, and we have been advised that there was **no** mold present.
- The new updated security is being worked on in the Orlando P&DC, as well as the parking lot having updated security, and we are told that it may take up to a year to complete.
- The Motor Vehicle Service (MVS/PVS) and the VMF (Vehicle Maintenance Facility) departments have been running smooth this past month.
- No employee should ever feel threatened, and if this does occur you need to request Threat Assessment (TAT) paperwork so that it can be reported!
- I was able to get the annual leave percentages fixed in the Lakeland Main Office today as I mentioned in my video, so that should be a relief as I have heard from close to 10 separate employees on the issue over the past 3 days.

- Rumors are floating around that the Seminole P&DC Plant Manager, Lisa Lake, is gone and a new guy has come in, well, Lisa Lake is not gone, and the person (Angel Ortiz) you have seen walking around was just there to assist during the holidays. As far as the Orlando P&DC, the Acting Plant Manager, Mark Belvin, is leaving and we will have another Acting Plant Manager coming in at the end of the month. I have an idea who will be coming in, but it is not official, however, I do have a rapport with this person.

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. We are a strong and vibrant local family here within the Central Florida Area Local, and together we will make a difference. 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,

A handwritten signature in black ink that reads "Joe Paul". The signature is written in a cursive style with a large, stylized initial "J" and "P".