



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
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*Office of Joe Paul, President*

## **President's Report**

### **January 9, 2025**

Happy New Year to all! This is my first President's Report of 2025, and I hope that this year brings even greater success and progress than the last. With the holiday season behind us, now is an excellent opportunity for everyone to recharge, reflect, and get the much-needed rest we deserve. It seems that most, if not all of us, have successfully navigated through the challenges of the holidays and are now stepping into 2025 with renewed hope for a healthy, safe, and more promising year ahead.

A number of members have inquired about the status of our ongoing negotiations for the Collective Bargaining Agreement (CBA--Contract) between the American Postal Workers Union (APWU) and the United States Postal Service (USPS). As of now, there are no updates to share. Rest assured, that I will continue to keep you informed as soon as additional information becomes available. In the meantime, I encourage everyone to stay updated by visiting the APWU's official website at [www.apwu.org](http://www.apwu.org). Let us all move forward together, united, and strong, as we face the opportunities and challenges of the year ahead.

Information regarding the Day of Remembrance for 'former' President Jimmy Carter was posted on the APWU national website and I have forwarded it below for you:

### **Eligibility and Administrative Leave**

**Full-Time Employees** not directed to work on the National Day of Observance will receive administrative leave for the day. Those required to work will be granted administrative leave on a future date.

**Part-Time Regular Employees** Scheduled to work and not directed to report will be granted administrative leave for the number of hours scheduled to work.

Scheduled to work and directed to report: Granted a day of administrative leave at a future date for the number of hours scheduled to work.

Nonscheduled (relief) workday and not directed to report: Granted administrative leave at a future date, equal to the average number of daily paid hours in their schedule for the prior service week, up to 8 hours.

Nonscheduled (relief) workday and directed to report: Will receive straight time pay (or overtime if appropriate), plus administrative leave at a future date for the number of hours worked, up to 8 hours.

**Part-Time Flexible Employees** directed to report: Granted administrative leave at a future date for the number of hours worked, up to 8 hours.

Not directed to report: Granted administrative leave at a future date, equal to the average number of daily hours during the prior service week, up to 8 hours.



### Additional Guidelines

- *Administrative leave must be used within six months or by the end of the Fiscal Year, whichever is greater.*
- *Leave must be taken at one time and can be substituted for previously scheduled but unused annual leave.*
- *Employees should apply for leave using the same procedures as annual leave.*

### Central Florida Area Local News:

- **Discipline:** Discipline has remained steady over the past month. Currently, we have only 1-2 Removals pending (knock on wood), although there are several Suspensions and the usual Letters of Warning. As expected, most of these cases are related to attendance issues, including tardiness.
- **Vehicle Maintenance Facilities (VMF):** The VMF departments at the Orlando Plant and the Mid Florida Facility (both under our jurisdiction) have been noticeably quiet recently—a wonderful sign. The challenge now is to maintain this trend.
- **Motor Vehicle Service (MVS/PVS):** Operations in this department have been running smoothly over the past month.
- **Maintenance Departments:** The Maintenance Departments at both Orlando Plants have been relatively calm in terms of grievances. However, we must remain vigilant. Our new Maintenance Craft Director, Mark Pate, has been doing an outstanding job.
- **Steward Training:** With the busy holiday rush behind us, we will be bringing our current Stewards in for additional Step 1 and Step 2 training shortly. At present, we have a strong number of trained Stewards, and we aim to maintain this trend in 2025. Plans are underway to schedule another Steward Training Class, hopefully in January.
- **Career Conversions:** Our efforts to convert PSEs to career positions and PTFs to full-time status remain a top priority. Over the past five years, we have secured more than 960 conversions, and we will continue to advocate for these improvements.
- **Address Updates:** If you change your mailing address, please inform us promptly so we can update it at the local, state, and national levels.

I am once again in discussions with a company to arrange benefits and retirement classes. Once the date is finalized, I will share that information with you. As always, these sessions will be free for our members.

It is crucial to always request a Steward during an Investigative Interview, including those conducted by the U.S. Postal Inspection Service. Unfortunately, we have encountered cases where members failed to do so, jeopardizing their right to representation. Remember, U.S. Postal Inspectors are not there to advocate for you. Their role is investigative, and anything you say can potentially be used against you. To protect your rights and interests, always make sure you have requested a Steward before proceeding with any interview.

I always stress the importance of every employee becoming a member of the APWU. Please try to set aside time this week to speak with a non-member and highlight how vital their support is to maintain the strength of our organization. Organizing our workplace is one of APWU's highest priorities. As we face ongoing challenges, it is essential for all of us to unite and secure our collective future.

In Solidarity,

