



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
**10501 South Orange Avenue, Suite 117**  
**Orlando, FL 32824**  
**Phone: 407-854-6396**

---

*Office of Joe Paul, President*  
*E-Mail: JPPaulAPWU@gmail.com*  
*Cell: 863-640-2865*

**President's Report**  
**October 11, 2018**

As of today, there is no word on the progress of the negotiations for our new Collective Bargaining Agreement (CBA). As I mentioned over the last couple of weeks, there is a national extension which is set to expire on October 20, 2018, which is a 30-day extension. We, the APWU, are still bargaining around the clock in the hopes of securing a fair contract for our membership. As soon as I receive any updates I will let you know right away. The likelihood of us going to interest arbitration is always a possibility, but we would prefer not, but we will not settle for anything short of what our membership deserves!

**Local news and updates:**

- We still have four cases at the Step 3 level where I have demonstrated 12 additional duty assignments from all available work-hours, which also includes the PSE and overtime hours. Our goal is to see more PSE conversions to full-time regular/career. These cases are being held in abeyance at the national level pending the outcome of a National Dispute. In a nutshell, the USPS is arguing in Washington that the APWU cannot use PSE workhours to demonstrate full-time regular duty assignments. The APWU has been successful doing so previously, and nationally we are fighting that fight with a vengeance.
- Within the past 2 years as a local we have seen over 140 conversions within our 3 P&DCs and 102 Associate Offices. Conversion of Part-Time Flexibles (PTFs) to full-time, Postal Support Employees (PSEs) to career/full-time, and Part-Time Regulars (PTRs) to full-time is paramount for our members. We are striving to convert all of our PTFs and PSEs so that they can secure a better livelihood for their families.
- At the present time we have 2 Letters of Removal and an abundance of 7 and 14-Day Suspensions. Most are for Attendance, but there are some for Improper Conduct and Failure to Follow Instructions. We have been quite successful with these however and we will continue protecting our membership. **ALWAYS** request your Steward when you receive discipline as you only have **14 days to file a grievance!** We have had a couple of instances where Postal Inspectors have been in our building to speak with employees. **ALWAYS** request a Steward for this! It doesn't make you look guilty by requesting a Steward, it is what your **must** do. Do not go in alone!
- The **One-Person Staffing** on the DBCS machines is still an ongoing problem in the **Orlando P&DC**. Continue to file and give your Stewards written statements! We have to continue filing on this issue!
- If you see management or other Crafts performing Craft work in your facility/installation request a Steward. We **MUST** protect all of our work, not just Clerk work, but Maintenance, MVS, and VMF work as well!
- The Federal Benefits Seminar that was held at our Union Office a couple of weeks ago was a huge success, and we are receiving many requests to have another one. Remember, this is for members of all ages regardless as to how much time you have in the USPS, or how long you have to go. The instructor explained how to plan for your future with regards to your CSRS and FERS retirement systems, how to watch and understand your TSP (Thrift Savings Plan), understanding Social



Security, USPS life insurance, and Federal Employees Health Benefits. I plan on bringing them back within a month or two and will notify our members in advance so you can make plans to attend.

- The Postal Service recently notified us that the provisions of the Workforce Benefits Fund Settlement Agreement (Q10C-4Q-C15215794) pertaining to PSE overtime pay provisions were released and implemented in TACS on **Wednesday, October 3, 2018**. Postal Support Employees (PSE's) will now be eligible for FLSA Overtime (over 40 hours), Postal Overtime (after 8 hours), Penalty Overtime (after 10 hours in a day or 56 in a week), and PSE's in 200 Work-Year Offices will be entitled to Guarantee Time of 4 hours.
- I am also working on bringing in 1-2 National Maintenance Craft Business Agents to our local. Once I am able to work that out then I will send out a notice for all of our Maintenance members to attend. We will have this as a question and answer forum and there will be no questions unanswered.

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](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,

