



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

President's Report
November 12, 2020

As you continue to see, I am still sending out the COVID-19 updates. We are now at **202** positive cases within our over 100 installations, and the numbers are steadily rising, and we have increased by **56** this last month with a few 'unconfirmed' cases on the horizon as of this article. Continue to do your best in maintaining your social distancing, washing your hands, and wearing your masks as we all want each of us to stay safe!

**This month's General Membership Meeting scheduled for tonight at 7 pm, has been cancelled due to the steadily increasing number of the positive COVID-19 cases within our local. I sent that out last night in the COVID-19 update and added it to the Facebook Page as well. Thank you all for being members of our Central Florida Area Local and proud APWU members.

Local news:

- Discipline is starting to increase mostly due to attendance related issues. We also have some instances of discipline for 'Failure to Follow Instructions' this month. If the absences are COVID related however, there is a Memorandum of Understanding that states that those instances should not be included in the discipline. I just appealed another Removal case to Step 2 to Arbitration, and we are hopeful that we will prevail. We have several Letters of Warnings throughout our local right now, and we are usually successful in having most of those reduced to discussions
- I have also been asked when the **2020 Penalty Overtime Exclusion Period** is, and the dates are: **November 28, 2020 to December 25, 2020**. This year, the Penalty Pay Exclusionary Period begins Pay Period 25-20, Week 2 (November 28, 2020) and ends Pay Period 01-21, Week 1 (December 25, 2020).
- I am continuing to receive many inquiries on the annual leave carry over. There is a Memorandum of Understanding (MOU) that will let you carry **520** hours of annual leave into 2021, as opposed to the normal **440**. This is good news for employees that carry over more than the **440** and are trying to get their balances at or below the **440** hours so they do not lose annual.
- We are now at **305** conversions as a local between PSEs and PTFs over the past couple of years. We will continue to strive for PTF and PSE conversions!
- Remember to **ALWAYS** provide a **written statement** to your Steward, it will assist the APWU in the grievance/arbitration process, and **ALWAYS** request a Steward for an Investigative Interview (II). You also have the right to a Steward if you are being questioned by a US Postal Inspector.
- The Maintenance Department, Motor Vehicle Service, and Vehicle Maintenance Departments in the Plants have not had a lot of grievance activity over the last month. In the Maintenance Department within the Orlando P&DC, the USPS has sent us an Article 32 notification where they are sub-contracting out some work that we believe **can and**

should be done by our own people, even if overtime is used to do so, and we are grieving that issue. We will not want to budge on these types of issues, in any craft, since sub-contracting is taking work/jobs away from our people! Our role in every office and craft, is and will always be, to **PROTECT** our members and jobs.

- There is still no talk about the Function 1 Scheduler in either of our Plants for close to a year now, and we are hoping those are a thing of the past, but we will be ready if and when it were to arise in the future.
- **Seminole Employees:** One disturbing issue being implemented by local management is within the Clerk Craft in the Seminole P&DC. Management is re-posting several Expeditor Level 7 jobs, not causing any excessing out of a section within the installation, but re-posting nonetheless. I requested a meeting right away and had Vice-President Bob McSorley and Clerk Craft Director Wanda Wroten included in this meeting with the Plant Manager and her staff earlier this week. What we found out was that management is changing the bids as follows: 0350 am back to 2300 pm, 1150 am to 0700 am, 1800 pm to 1500, and 1250 pm to 1500 pm. When Level 7 duty assignments are re-posted due to the changing of the reporting times more than 2 hours, or changing the off days, then they must be re-posted. The contract dictates that when this occurs, and when there is no reduction of the total number of Level 7's on the Tour, then these reposted Level 7 bids are posted installation wide for closed Level 7 bidding. We believe that having 12-14 Level 7 Expeditors starting at 2200-2300 is too many. What I am working on as of this writing, is a sheet that we will give to each Expeditor so that we can track the following: (1) how many times management moves you from the Expeditor Operation into different work areas, (2) how many Level 6 or Level 7 employees are used (non-bid holders) in your operations, (3) how many PSEs are put into those areas. We will track this to attempt to demonstrate that there really is not a need for such a drastic reposting. Giving you all a form and having these forms submitted to your Steward weekly, will give us much needed information in trying to reverse these re-postings, and having some if not all re-posted as they were.

Remember, it is crucial that everyone is a member of the APWU, so please make a point this week to let a non-member know just how much they are essential to help keep our organization robust and vibrant. This is even more evident as we are going through this COVID-19 pandemic. Organizing our workplace is one of the most crucial goals of the APWU as we are under relentless attacks at every juncture, and we need everyone to help in the battle for our futures!

In Solidarity,

A handwritten signature in black ink, appearing to read "Joe Paul". The signature is stylized with a large, looping initial "J" and a distinct "P" and "L".