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President's Report
November 14, 2019

Well, the National APWU elections are over, the dust has settled, and we are back to business as usual, although our APWU business has never stopped. As you all know, we are still in arbitration as of this article, and the APWU has been presenting our positions for last couple of months. The APWU's next presentation will be in mid-November, and after that we will then be awaiting the Arbitrator's final decision on our new Collective Bargaining Agreement. President Dimondstein has stated that we are on track to have some sort of an agreement by the end of this year or early in 2020. During this upcoming APWU presentation we will have our, "*well respected economic team to counter the USPS's shameful economic proposals and demands.*" Rest assured, the APWU will stay the course and put on a well-developed plan of attack against these USPS shameful demands.

I attended the National All Craft's Conference in Las Vegas a couple of weeks ago, although I was appointed as the Chairperson of the Clerk Craft Committee for this event, we only received a couple of resolutions this year, however. This is the norm considering the contract is in arbitration as we speak, and the National APWU Convention will be held nine months from now, and I suspect we will see plenty submitted at that time. President Dimondstein reported that we have 192,000 members, and out of that 92,000 have been hired since 2012. It is the goal of the APWU to see our ranks, in all crafts, to continue to rise.

Some National News:

Our new APWU National Clerk Craft Director, Lamont Brooks, spoke at length, and as usual when Lamont speaks you can barely hear a pin drop. I will give you some snippets of things he spoke about, and of course there are some items we cannot discuss due to the sensitivity of the issues, and the ongoing discussions with the USPS at the National level.

- Lead Clerks (TACS work): We want the work and not just the pay.
- It is estimated that there are 4900 hours of Clerk work that the Rural Carriers are performing per week in our Clerk Craft. We are capturing a lot of these violations, but they are still doing a lot of our work and we are constantly filing grievances on this.
- There are 8600 Level 18 Post Offices throughout the country, and we believe that many, if not most, have management improperly (falsifying) reporting their e-1260 reports. In a nutshell, this is where Postmasters can only perform 15-hours of Clerk Craft bargaining-unit work per week, yet we know and suspect that they are doing more than that.
- We are fighting reversions everywhere, and in many cases the USPS cannot justify doing away with these full-time regular duty assignments.

- The APWU is striving to obtain better guaranteed hours for PTF's (Part-Time Flexibles) and regular schedules for PTF's and PSE's (Postal Support Employees). (Our CFAL has approximately 100 Associate Offices: Level 16, Level 18, Level 20, 21, and 22's)
- Lobby Assistants/mPOS: If present, the Lead Clerks should be working the Lobby if they are not performing their other Lead Clerk duties. Management should not be using the mPOS (handheld scanners) as this is Clerk Craft work!
- We will be working on the NTFT (Non-Traditional Full Time Regular) issues.
- DBCS (Delivery Bar Code Sorters) issues and concerns seems to be a never-ending battle, not just in our local but throughout the country, where the USPS seems to always staff the machines with one person, when the national sign-off (MOU) calls for at least two per machine.
- The National APWU will be looking into ways to develop grievance 'templates' for many of the most prevalent contractual violations we see on the workroom floor. This will assist our Stewards and Officers considerably.

Local news:

- We still have not heard any updates on the Seminole and Orlando P&DC's Function 1 Scheduler, but I anticipate it coming up in the not too distant future. As soon as I hear anything on this, I will update our membership right away. We will go over everything to make sure whatever they (USPS) propose is contractual to protect our membership!
- This month is no exception when it comes to Removals and Suspensions being that we are almost 1100 members strong. We have several 7 and 14-Day Suspensions, and 3 Removals going on this month. Keep an eye on your attendance as most of the discipline we are seeing is revolving around attendance related issues.
- As a local we are still hovering at **226** conversions between PSEs and PTFs over the past 2 years, and we are optimistic that those numbers will be increasing.
- 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 obstinate 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. Apparently, in the Orlando P&DC management decided to schedule employees for schools **prior** to the Choice Vacations Packets going around, and they are denying the Choice Leave saying that they were already scheduled for upcoming schools on those dates. I believe we fixed that, but that is just one example of the ridiculous behavior we are encountering.
- The Maintenance Department in the Seminole P&DC has been smooth lately, and as always, staffing seems to be an issue.
- After contacting the Suncoast District Safety Manager, an inspection of the entire Orlando P&DC facility was performed, and we are awaiting the results of any potential 'mold' being found. Once we find out I will let you know.
- The new updated security is being worked on in the Orlando P&DC and should take approximately one month to complete.
- The Motor Vehicle Service (MVS/PVS) and the VMF (Vehicle Maintenance Facility) departments have been running smooth, and as is the same problem with our other crafts, staffing is always an issue.
- 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!

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, looping initial "J" and a distinct "P" for "Paul".