

Central Florida Area Local #1462

American Postal Workers Union, AFL-CIO

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President's Report **November 18, 2021**

Our contract negotiations are still ongoing, and we have not seen nor heard of any updates recently. Once I receive updated information, I will send it out as soon as I hear it. The toll-free **Contract Update Hot Line** number is **866-412-8061**, and the next update will be this Friday, November 19, 2021. As of November 12, 2021, we still do not have a new contract but there has been progress, so the negotiations are continuing. Our APWU negotiators have been meeting continually with postal management and they have submitted over ninety proposals so far. These proposals include things such as: (i) safeguarding job security and work opportunities, (ii) work rules and working environments, (iii) increased career opportunities and improved conditions of work, and (iv) the economic proposals such as Cost of Living Allowances (COLA), and wage increases.

Short staffing in Customer Service Stations/Branches/Associate Offices does not seem to be slowing down any as you can all see in the Stations and Branches. This is an issue that is plaguing offices in our Local and the State of Florida, but throughout the country. Locally we are working on ways to contest this. One of the best ways to assist the union is when you see management or other crafts performing your work is to speak to management, and then request a Steward. While we have been successful locally in creating additional jobs and PSE and PTF conversions, it is apparent that additional employees are needed in both Mail Processing and Customer Service. I have put together witness statement forms listing an array of duties that other crafts and management perform in Customer Service Stations/Branches in violation of the Collective Bargaining Agreement, as well as a generic witness form to be used anytime for any of our crafts and I have attached it with this President's Report.

Local news:

- Discipline is always a hot topic in a large local such as ours, and this month is no exception. We now have 2 Removals, 2 Emergency Placements, and several 14-Day, and 7-Day Suspensions, as well as numerous Letters of Warnings this month. If you are not going to be coming to work remember to **ALWAYS** call the e-RMS system.
- **ALWAYS** provide a **written statement** to your Steward, as 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 a US Postal Inspector is interrogating you. If you need a Steward, you **MUST** request one from management, and then both you and the Steward will be on union time to discuss any matters or potential grievances.
- **Vehicle Maintenance (VMF)** department in the Plant has had limited grievance activity this past month. The Annual Bidding is now complete, and all should be good. We had a couple of hiccups in the beginning, but we worked through them.

- **Motor Vehicle Service (MVS/PVS)** seems to have had less grievance activity this past month which is a good thing. The issue of Mail Handler's disappearing from the docks once the driver's show up appears to be getting better as I have not had any complaints from the drivers lately. Of course, if this does start to drift back to those days, we need to know so we can address it. If you work on the dock at the Orlando P&DC as an Expeditor or MVS driver you have heard and seen that we now have management expanding the MVS/PVS gathering area/room. The present room is entirely too small for the number of employees assigned to that area. The USPS is in the process of expanding this area and will be knocking out walls and so forth.
- In the Orlando P&DC, as well as in the Seminole P&DC (primarily in the Orlando P&DC however), we have had complaints about the same issue as in the MVS craft, the scattering of the Mail Handlers from the docks when the work arrives. This was addressed with both Plant Managers, and if this continues, we need to know.
- The **Maintenance Departments** in both Plants have been quieter than usual this last month, but there are still grievances, nonetheless. We were able to negotiate back to the same way the overtime rotation was previously for off days in the Orlando P&DC. Although both ways were contractually correct regarding a 'rotation' we were successful, however.
- This week I, along with Vice President Bob McSorley and Maintenance Craft Director Ben Love, met with the Seminole management and a member of the USPS Labor Relations, and the Mail Handler's Union Vice President and local union official to discuss the SPSS (Small Parcel Sorting System) craft jurisdiction. It is and was our position that we (APWU) still are to have between 6-8 positions for this machine and we did not budge on this!
- I still have questions/concerns with the new Annex (the old GOYA building on Orange Avenue in Orlando) which will now be a part of the Seminole Cluster. Some of the questions surround issues such as: exactly what machines are coming (I already saw a sheet from the national APWU with 3-4 pieces of new equipment coming), questions about details/bids in this facility for Clerks and Expeditors, what Maintenance Occupational Groups will be needed other than Custodians, and who is going to do the TME/Expeditor duties simply to name a few. As we gather additional information, I will update you.
- When you change your mailing address let us know so we can get it fixed for you at the local, state, and national levels.

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 vital to help keep our organization robust. 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! Thank you all for being members of our Central Florida Area Local and proud APWU members.

In Solidarity,



President

Cc: APWU Bulletin Boards