



American Postal Workers Union, AFL-CIO
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President's Report
November 8, 2018

No new updates on the progress of the negotiations for our new Collective Bargaining Agreement (CBA) as of today. We are now in our second **30-day extension**, which is due to run out on **November 20, 2018**. There is a possibility that we may enter into another extension if the APWU believes there is still positive traction towards a fair contract. We are still negotiating 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 will not settle for anything short of what our membership deserves!

Local news and updates:

- Our 4 large cases (grievances) where I have demonstrated 12 additional duty assignments in both of the Seminole and Orlando bid clusters, from all available work-hours, which includes the PSE and overtime hours, are still at Step 3 being held in abeyance pending the national level dispute on this particular issue.
- As a local we are up to 148 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 a very serious issue that we will never take lightly, and we will continue to pursue these.
- As of today, we have three Letters of Removals and approximately eight 7 and 14-Day Suspensions, as well as several Letters of Warning. The majority are attendance related.
- **ALWAYS** request your Steward when you receive discipline, as you only have **14 days to file a grievance!** Remember, management doesn't have to remind you about requesting a Steward, it is up to you to request one, so **never** hesitate to do so.
- **One-Person Staffing** on the DBCS machines continues to be a problem, as it is everywhere, but make sure your request your Steward and provide a written statement.
- Management and other Crafts performing any of our crafts work in your facility/installation is a real issue, and it takes work away from all of us. Protecting our work, whether it is Clerk, Maintenance, VMF (Vehicle Maintenance), or MVS (Motor Vehicle), it belongs to all of us, and we **MUST** file when we see that occurring.
- The **turnstile** at the Orlando P&DC is getting ready, after numerous letters contacting the District, to be temporarily fixed until the entire project of upgrading the security commences. We are told it will be started very soon.
- **Pay Error issue:** As many of you have seen in my videos, e-mails, and letters, the USPS had some sort of a mainframe computer glitch at the national level that caused close to 90,000 APWU represented employees to not receive overtime that they earned, and in some cases, other abnormalities. We pushed for pay advances and many of our members received those. We had 729 of our own local members that were affected in some fashion. The 'fix' is supposed to be completed in your November 16th pay-check, and many had the errors taken care of in the November 2 pay-check.
- The rats, mice, and ant problem in the Lakeland P&DC, along with it's Stations and Branches, should be taken care of now. I have met with management and an exterminator has taken care of



the main facility and is moving to the others. The Southside Station doors that I was informed were not operational and posed a security threat, are getting fixed, and the work orders have been submitted.

- The Seminole P&DC's Maintenance department is experiencing some issue with how the PAR and PER was NOT handled properly within the last bid cycle. We are on top of that situation and this has already been addressed to the USPS District Labor representative, as well as to the Maintenance Manager.
- If you are working in a Level 21 and above Associate Office there can be no PTFs working in that installation. In any office Level 20 and above management cannot perform any bargaining unit work! If you work in a Level 18 office there can be no PSE's in those offices, and the Postmaster can perform no more than 15 hours of bargaining-unit work. It is important to stay vigilant on these areas. Our goal is to see more conversions of Part-Time Flexibles (PTF's) and Postal Support Employees (PSE's), and by all of us staying attentive will help us in that endeavor.
- Motor Vehicle Service (MVS) has been running fairly smooth as of late and Vehicle Maintenance (VMF) the same.
- **The Penalty Pay exclusionary period this year begins pay Period 25-18, Week 2 (December 1, 2018) and ends Pay Period 01-19, Week 1 (December 28, 2018).**
- Remember, to work and stay safe as the holiday season is soon to be upon us, and as always, the long hours take its toll.

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. 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,

