



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
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**President's Report**  
**December 13, 2018**

The latest news on the new contract negotiations is that there was an extension until December 7, 2018. Now that that date has come and gone, the latest information is that, “*the national union leadership will make an announcement on Friday December 21, 2018 regarding the Collective Bargaining Agreement between the APWU and the USPS.*” Many people are asking what that means, but as of today, we do not know for sure. It could be that (i) we may have another extension, (ii) have some sort of a tentative agreement, (iii) or we are headed to arbitration. Another question I receive is asking ‘if’ we get an agreement then what happens. If there is a tentative agreement then the APWU Rank and File committee will go to Washington to look over the tentative agreement. If this committee believes the tentative agreement looks good, and is in the best interests of our membership, then the APWU at the national level will send a copy to every dues paying member to be voted upon. I do not want to speculate however, as we will find out something on December 21.

**Local news and updates:**

- The 4 cases that were sent up to Step 3 revolving around conversion of PSEs in the 2 large Plants, were settled at the national level within the past week. The outcome was that there will be 18 PSEs converted in the Orlando P&DC, and 4 in the Seminole P&DC. As a local, we will continue to file on this issue by using ‘*all available work-hours*’ and demonstrating full-time regular duty assignments, and won’t stop until every PSE is converted. This particular issue is now a National Level Dispute between the APWU and USPS, so this Pre-Arbitration Settlement is a win! We are also trying to have our PTFs (Part-Time Flexibles) converted as well.
- As a local we are up to **176** conversions over the past 2 ½ years, and we will also be seeing **4** conversions in our Associate Offices within the next 10 days.
- Discipline seems to always be steady and this month is no exception. We are seeing a few PSEs being removed within their 90-day probationary period. Make sure your attendance is good as this is the main reason why we are seeing these employees being let go during their probation. It is quite difficult to prevail during employee’s the first 90-days.
- **ALWAYS** request your Steward when you receive discipline, since 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 throughout the country, so make sure you request your Steward and provide a **written statement**.



- The **Maintenance Departments** in the Seminole and Orlando P&DCs seem to be experiencing less problems this month as they have previously. In the Orlando P&DC there was discussion brought up from management in an attempt to move certain employees from certain occupational groups to other Tours, but we were able to prevent that for now. Seminole had some bid posting issues but they seem to have been worked out now. Of course, we will continue to stay diligent and keep our eyes open as always.
- **Motor Vehicle Service (MVS)** has been running fairly smooth as of late and **Vehicle Maintenance (VMF)** the same. The concerns in the VMF is that they are short 6-8 jobs, and we are told that e-reassign is pretty much exhausted, so there will probably be some external hiring.
- The Penalty Pay exclusionary period this year begins pay will continue through **December 28, 2018.**
- **Wounded Warrior Leave (WWL).** The APWU has received information from the USPS that they have revised the leave that is offered through the Wounded Warriors Leave (WWL) Act of 2015 to all eligible employees at the beginning of each leave year. This will begin effective leave year 2019 (January 5, 2019). The eligible employees will receive an allotment of 104 hours of WWL. WWL will continue to be provided to newly hired employees at the beginning of their term of employment as required by the terms of the 2015 Act. WWL is an authorized absence from work to undergo medical treatment for a service-connected disability rated 30% or more. It is a separate leave category, distinct from sick leave. Approved WWL cannot be adversely used against an eligible employee for attendance and discipline purposes. **Each January, all disabled veterans with a 30% or more disability rating will receive 104 hours of WWL to use during the calendar year.** At the end of each calendar year, any remaining WWL leave will be forfeited, but assuming the employee still has a combined disability rating of 30% or more, he/she will receive a new 104 hours at the start of the new year. Any unused WWL is not rolled over to the next year, nor will it be paid out if the employee leaves.
- **Stewards/Alternates:** I hope to be conducting another Steward's Class within a month or so. We are always looking for members that are interested. All Crafts and all Tours are always in need in the larger P&DCs, as they are in many of our Associate Offices.

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,


