



**American Postal Workers Union, AFL-CIO**  
**Central Florida Area Local, #1462**  
**10501 South Orange Avenue, Suite 117**  
**Orlando, FL 32824**  
**Phone: 407-854-6396**  
**Fax: 407-854-6399**

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*Office of Joe Paul, President*  
*E-Mail: JPPaulAPWU@gmail.com*  
*Cell: 863-640-2865*

## **President's Report**

### **February 11, 2016**

Since December 2015 we have been successful in having 27 Postal Support Employees (PSEs) converted to career Full-Time Regular (FTR) employees. Approximately 15 were in the Orlando P&DC, 8 in the Seminole P&DC, and soon will be 4 in the Kissimmee Installation. This is one of our goals, the conversion of our non-career employees to career.

#### **Issues and bits of information:**

- Investigative Interviews are occurring at an alarming rate throughout our Local. Many of these are for Attendance related issues, Failure to Follow Instructions, and Express Mail failures in the Customer Service areas,
- Letters of Warnings, Suspensions, and even Removals are also on the rise,
- I have conducted 2 training classes during the last couple of weeks for Stewards and Alternate Stewards and thus far we have trained 12. You will see updated Steward's Lists posted on your APWU Bulletin Boards where many representatives are listed in numerical order to make sure an APWU representative can be seen if and when needed.

I was on the APWU National Telecom on Tuesday night, February 9, 2016, where President Mark Dimondstein spoke briefly about the state of our contract negotiations. Below are some of the items he mentioned:

- Try to wear any union gear (shirts, aprons, stickers, buttons and etc.) every Thursday in a show of solidarity. Everyone that is a member should have received a couple of stickers in the mail to wear. We also have extras here at the Union Office too.
- **The USPS wants:** (i) a lower tier group of employees with reduced wages and benefits, the APWU says **NO!** (ii) the USPS wants a higher percentage of non-career employees (it is now at 20%), the APWU says **NO!**, (iii) the USPS wants to do away with our COLAs (Cost of Living Allowances which increases your retirement) and just give lump sum payments (that does not increase your retirement), the APWU says **NO!**, (iv) the USPS wants to continue to subcontract our work (MVS Craft especially), the APWU says **NO!** (v) and the USPS wants to stop and/or alter the no layoff clause but the APWU says **NO!**
- **The APWU wants:** (i) robust and fair pay increases, job protection and we will fight vehemently for our no layoff clause, (ii) more PSE conversions to full-time career employees, (iii) decrease percentages of non-career employees and to create a well-defined path for our PSEs to obtain career status,
- The APWU has been successful in having approximately 27,000 PSEs converted to career over the past 2-3 years already,



We are headed to interest arbitration which will commence on February 17, 2016, in front of 3 Arbitrators. The neutral Arbitrator will be Arbitrator Goldberg who was the neutral Arbitrator on our 2000-2003 contract. It is anticipated that it will take 20-30 days of hearings, but those are not consecutive days, and we would like to anticipate seeing a signed agreement sometime in June or July of 2016.

In closing, it is imperative to speak to non-members and explain to them why they should become a member of the organization that fights for every aspect of their livelihood. Organizing our workplace is one of the most important goals of the APWU. We are under constant attack at every juncture and we need everyone to help in the battle for our futures!

In Solidarity,

A handwritten signature in black ink that reads "Joe Paul". The signature is fluid and cursive, with the first name "Joe" and last name "Paul" clearly legible.

President  
Central Florida Area Local

Cc: APWU Bulletin Boards

