

# Central Florida Area Local #1462

## American Postal Workers Union, AFL-CIO

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### President's Report

February 11, 2021

Unfortunately, the COVID-19 pandemic is still on the rise inside many of the Post Offices within our own local, as well as throughout the country. As you can see by the COVID-19 updates I send to you in separate e-mails, our local still has close to **40%** of the positive cases in the Suncoast District. We are now at **535** positive cases within our over 100 installations, and the numbers are still on the rise. We urge you to continue doing your best in maintaining your social distancing, washing your hands, and wearing your masks, as we all want each of us to stay safe! The Safety of our employees should be, and will always be, our top priority!

As I wrote in my last report, there was a new Memorandum of Understanding (MOU) signed on December 24, 2020, that will see 5500 career positions created in 192 installations around the country, which we are told is an attempt to address the persistent understaffing at mail processing facilities (Function 1) throughout the country. This MOU will also see 5524 Postal Support Employees (PSE's) converted to career no later than March 13, 2021, but we may start seeing some of these conversions sooner. As a union, we will continue our struggle to see conversions of our Postal Support Employees to career, as well as Part-Time Flexibles (PTF's) converted to full-time, in not only Function 1 (Mail Processing), but in Function 4 (Customer Service) as well throughout our local. As of today, I have been informed that there will be 14 PSE conversions in the Orlando P&DC, and an additional 23 in the Seminole P&DC.

I have already met with management at both of our P&DCs (Plants) to discuss how this 'should' be done. If you are one of the 23 senior-most PSE's in the Seminole Plant, and one of the 14 senior PSEs in the Orlando P&DC, you will be given a 'preference sheet' of unassigned full-time regular (FTR) schedules to choose from. Those will not be full-time regular duty assignments (bid jobs), they are just unassigned schedules, but you will still be full-time regulars. The next step will be the creation of 23 full-time regular jobs in Seminole and 14 in the Orlando P&DC. Those 'bids' will be posted for all of the FTR's, and when the extra jobs (residuals) come out after the bidding, those jobs will be offered to the unencumbered (unassigned) full-time regulars. As this process moves along, we will be keeping a close eye on everything to make sure it is handled correctly.

I was notified that the CPI (consumer price index) numbers were released today and our 5th of 6 COLAs (cost of living allowance) under the 2018-2021 contract has been finalized. Career Employees covered by the National Agreement will receive approximately **\$416.00** per year, which should equate to **\$16.00** per pay period, or **20** cents per hour.

Our Executive Board has voted to cancel this month's General Membership Meeting scheduled for February 11, 2021, due to the continued rising number of the positive COVID-19 cases within our local, as the safety of our membership is our chief priority. We are hopeful to have next month's meeting as normally scheduled. Since the last report I sent to you, our local as increased by 84 additional positive cases.

## Local news:

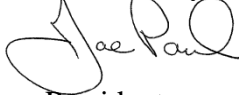
- Discipline is beginning to increase once again, but Attendance is not where most are coming from. ‘Failure to Follow Instructions’ is the latest angle the USPS is attempting regarding discipline to our members. If your absence is COVID related (COVID symptoms), there is a Memorandum of Understanding (MOU) that states that those instances should not be included in any discipline. This MOU has been extended until March 26, 2021.
- We are now at **330** conversions as a local between PSEs and PTFs over the past couple of years. We will continue to strive for PTF and PSE conversions! This number will increase dramatically after our new upcoming conversions. There will be additional conversions throughout our local as well and not just isolated to the Plants.
- **ALWAYS** request a Steward for an Investigative Interview (II). You also have the right to a Steward if you are being interrogated by a US Postal Inspector.
- **Motor Vehicle Service (MVS/PVS)** has not had an overwhelming number of grievance activity over the last month, but the grievances are starting to pick up. Our role in **every** office and **craft**, is and will always be, to **PROTECT** our members and jobs.
- **VMF (Vehicle Maintenance Facility)** has seen an uprise in management sub-contracting out our work and we are addressing those cases. Vice President Bob McSorley and I met with the Manager of the VMF here in Orlando last week, and we are endeavoring to get to the root of this issue!
- The **Maintenance Departments** in both Plants have been somewhat quiet within the last month, but we do have several grievances, however. We are staying on top of every issue to protect our jobs and work.
- **Seminole Employees:** With regards to the re-posting of the Level 7 duty assignments, we still believe that having 12-14 Level 7 Expeditors starting at 2200-2300 is too many. We still need your assistance in tracking the following: (1) how many times management moves you from the Expeditor Operation into different work areas, (2) how many Level 6 or Level 7 employees are used (non-bid holders) in your operations, (3) how many PSEs are put into those areas. We still need to keep track of this to attempt to demonstrate that there really was not a not need for such a drastic reposting.
- The below with regards to the Expeditors and Ramp Clerks, has now been implemented, but as expected, there are flaws and management still appears to not know how this works and what they need to do to get things running smoothly: *“Transfer of Supervision of Bargaining Unit Employees Assigned to Logistics Components of Dock Operations, e.g., General Expeditors and Ramp Clerks, from Mail Processing to Logistics Therefore, effective January 16, all bargaining unit employees assigned to logistics components of dock operations, e.g., general expeditors and ramp clerks, will report to a designated Logistics management official. Affected bargaining unit employees will be provided the names of their new supervisors at the conclusion of this stand-up talk.*
- I am still fielding questions concerning ‘The Families First Coronavirus Response Act’ (FFRCA), so I will explain it again. The Federal Law has expired as of December 31, 2020. The position of the USPS is, *“if an employee is identified as a **close contact** to a positive **co-worker**, and required to quarantine in accordance with CDC guidelines, they would receive Administrative Leave.”* What this means is that if a co-worker tests positive, and the Occupational Health Nurse (OHNA) contacts the co-worker, and the OHNA tells them to stay out of work and quarantine, then he/she (close contact co-worker) should be paid Administrative Leave in that instance. There are however many

Memorandums of Understanding that have been **extended until March 26, 2021**, such as the 'Liberal Changes of Schedule and Leave'. What is important to note with this MOU, is that it states in part:

*"If an employee **requests leave for reasons related to COVID-19**, such leave should be treated as scheduled (as opposed to unscheduled leave). **Leave taken for COVID-19 related reasons** between February 29, 2020, and May 17, 2020, may not be cited in discipline for failing to maintain an assigned schedule under ELM 511.43."*

Remember, it is critical that **everyone** is a member of the APWU, so please make a point this week to speak to a non-member and let them know just how much they are essential to help keep our organization robust. This is even more evident as we are going through this COVID-19 pandemic. Organizing our workplace is one of the most important goals of the APWU, as we are under relentless attacks at every juncture, and we need **everyone** to assist in the battle for **our** futures! Thank you all for being members of our Central Florida Area Local and proud APWU members.

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".

President

Cc: APWU Bulletin Boards