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President's Report **February 9, 2017**

As always, I am sending out a monthly President's Report. I also have this posted on your APWU Bulletin Boards, and if you do not see one posted, please post it there. This month has been quite busy as usual. Remember to stop by the Union Hall someday to see what we have done to your Hall. It is neat, clean, and a comfortable place to come and you are always welcome. We are normally there from 6:30 am until 4 pm Monday-Friday.

Local news and updates:

- As members that are on my CFAL e-mail distribution list, you have seen 3 videos already and I am planning on doing them on Monday mornings going forward. I have been receiving a lot of positive feedback on these so we will continue sending them out. This is real time up-to-date information of what is going on around OUR local.
- I just conducted our fourth Steward's Training Class last week and we had 9 members in attendance.
- We are using the MDAT (Max Duty Assignment Tool) computer program to track and attempt to demonstrate full-time regular duty assignments within our local. Just yesterday I received a Step 3 decision back on a grievance that I filed for one of our Plants in the 338 zip code area (that was filed in mid-2016), and was successful in the creation of two 'new' full-time regular jobs to be posted within 45 days, which is awesome news!. We have another in the grievance procedure at the Orlando P&DC where we are requesting over 20 jobs, and the Seminole P&DC charting is in the works. We are gathering the information in many of our Associate Offices as well, and we are hoping to demonstrate additional full-time regular duty assignments all over our local. If we are successful this will have additional duty assignments posted and will create a lot of movement for our members.
- As I always stress, **NEVER** go into an Investigative Interview without your Steward, and the same goes for the Postal Inspectors and the OIG! We are still having some of our employees not requesting union representation.
- At the present time we have 4 removal cases: (i) Attendance, (ii) Crime, (iii) Falsification on an employment application, (iv) and Zero Tolerance issues.
- We have been informed that the Seminole P&DC Plant Manager, Mike Willard, will be coming back within 2-3 weeks.
- As I reported last month, during our Local Memorandum of Understanding (LMOU) negotiations I challenged the USPS on a couple of items. The two items being challenged are item(s) 4 and 9 for the Orlando and Seminole P&DCs, which deals with my wanting to incorporate the "PSEs into the compliment percentages of the category of employees for annual leave purposes." For the Associate Office Installations I am challenging item 12 where the language now states that,



“incidental annual leave will be approved at management’s discretion.” I am attempting to have it changed to read, *“Approval or disapproval will be granted on a first come first serve basis for the number of leave vacancies remaining available in item 9.....”* I am advised that there are only 5 impasse items from Florida and we submitted 2 of them. Once I hear the outcome I will let you know.

- We have agreed with the Maintenance management to create a ‘new’ additional full-time regular duty assignment in the Orlando P&DC. This will be a 40 hour per week job which will only leave that particular P&DC with one part-time regular position. We were successful in changing all of the other part-time regular jobs to full time.
- Our Local website is: www.cfal1462.org (it is simple to register so just follow the easy prompts and our webmaster will grant you access). We are striving to keep it up-to-date!
- Our Local’s Facebook page is: <https://www.facebook.com/groups/cfal1462/?ref=bookmarks> (Central Florida Area Local #1462 –APWU). Once you request to be in this group I will accept you.

Below are a few of questions and answers that I have been asked recently

Question 1: I was told that I had to exhaust my sick leave and annual leave before I can take LWOP (leave without pay) for my approved FMLA condition, is this accurate?

Answer 1: **No**, you do not have to exhaust your sick or annual leave before you request LWOP. It says that the use of leave, paid or unpaid, is subject to management's approval consistent with the handbooks, manuals, the National Agreement and the FMLA.

Question 2: As a Postal Support Employee am I entitled to Jury Duty/Court Leave?

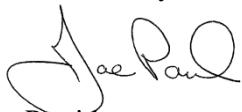
Answer 2: Unfortunately the answer is no.

Question 3: As a PSE I earn annual leave, can I not simply carry it over after my 5 day break in service so I can use it when I return?

Answer 3: The Memorandum of Understandings and Collective Bargaining Agreement mandates that the PSEs receive a terminal check for the unused portion of annual leave when the employee takes their break in service.

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. Organizing our workplace is one of the most important goals of the APWU. We will be having an organizing campaign locally in the upcoming future and I will let you all know the plan and how to get involved as that time approaches.

In Solidarity,



President
Central Florida Area Local

Cc: APWU Bulletin Boards

