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President's Report
March 8, 2018

It is crucial that everyone is an APWU member, so that together we can **Fight the Fight!** As you have been seeing, the USPS has been doing everything they can to cut jobs in all of our Crafts, and this has to cease! Everywhere we turn we can all see this, but together we will prevail.

Formal negotiations for our next Collective Bargaining Agreement between the APWU and USPS will start in June of 2018 (this year), but the APWU has already been gearing up for this. As always, if this is not posted on your APWU Bulletin Boards please do so. Communication is essential which is why you see these reports, updates, e-mails, and the weekly videos. We represent approximately 1400 employees, with 3 P&DCs and over 100 other Installations, Stations and Branches, and we are one of, if not the largest geographically spread out local in Florida. Thank you all for being members of our Central Florida Area Local family

Local news and updates:

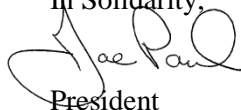
- As I reported last month, the Seminole P&DC will **not** be excessing Clerks out of the installation or out of the craft. The Seminole P&DC is in the middle of the 3rd Closed Section bidding for the Level 6 duty assignments on Tour 1, and out of the 7 Clerks that were excessed, all but 2 have been offered their retreat rights thus far. I anticipate that the Closed Section bidding will over within 1-2 more Closed Section bidding cycles.
- We are looking to create an In-Service Register for Custodians in the Seminole P&DC and the Orlando P&DC. This will be an opportunity for Clerks that are interested in going to the Maintenance Crafts and this could provide our employees many opportunities to move up into other occupational groups. When this begins APWU represented employees will be the first to be considered. If and when this starts there will be a posting for all to see. **Remember, you will drop down to a Level 4 pay grade and start a new period of seniority in that craft.
- Unfortunately, as often is the case, the USPS seems to be dragging their feet providing the information for the Custodial Line H issues in Seminole, Kissimmee, and a few other places. We are challenging this delay and we will be filing Unfair Labor Board charges soon if this continues!
- The Orlando P&DC's Function 1 Scheduler is now in the 3rd round of Closed Section bidding. The Level 6 Clerks were affected on all 3 Tours so it has made this process very tedious and slow. There have been no residual vacancies to come out of the Closed Section bidding to offer retreat rights yet, but it won't be long. Even though the USPS is using this Function 1 Scheduler all over the country, we, as well as the APWU at the National level, do NOT agree with any of it, and we are challenging it at every step. As always, I will continue to keep you all updated via e-mails and in my weekly video updates as things develop. The USPS's Function 1 Scheduler is ludicrous and will slow down the service, destroy employee morale, and the public suffers with this understaffing.
- The VMF (Vehicle Maintenance Facility) and MVS Crafts have been somewhat calm as of late. We did have several Step 3 grievance resolves come back in our favor for MVS, and a couple were retroactively converting the PTFs into full-time positions. I have actually challenged this to the National Level National Business Agent to give those affected employees a monetary resolve and am awaiting the outcome.



- The Maintenance Craft in the Orlando P&DC is having their share of grievances. There are also a couple of issues we are having with some members of supervision, and we have a plan for that as well. We will and are challenging every reversion in the Craft. Obviously, we have already put the Staffing Package grievance into the system because this is where the USPS is saying they need less duty assignments in the various occupational groups, and they (USPS) are trying to eliminate positions!
- All career APWU represented employees will be receiving a 25 cent per hour pay increase for our first COLA increase for 2018 effective **March 3, 2018**. Postal Support Employees (PSEs) will be receiving their next contractual pay raise and that will be on **May 26, 2018**
- Out of the 4-5 residual vacancies in the Lakeland P&DC, 4 Clerks came in thru the Priority e-Reassign (from impacted installations where their installations were having an excessing) and 1 PSE was converted. There are still 2 additional residuals in the regular e-Reassign posting, and we won't find out about those for another week or so.
- The PSE and PTF (in level 20 and below offices) conversions are still happening slowly due to the excessing throughout the District and country. The APWU and USPS at the Local and District levels do not have any power in the conversions however, since these come out of the Area levels and the conversion mechanisms are in the Memorandums of Understandings, as well as the Collective Bargaining Agreement. We continue to monitor the relative standing lists for the PSEs (seniority) to ensure that they are correct within their installations.
- We have several Letters of Warnings, 7 and 14 Day Suspensions, and a Removal right now. Remember to **ALWAYS** request your Steward when you receive discipline as you only have **14 days to file a grievance!**
- The **One-Person Staffing** is still an ongoing problem in the Orlando P&DC, and unfortunately, management is still staffing improperly. If you are working alone on the DBCS, request to speak to your Steward and make sure you provide a written statement to your Steward. If you see management or other Crafts performing Clerk Craft work in your facility/installation **request a Steward**. I have put together a template for you to use and your Stewards have those to make it a little easier for you.
- Last week our National Clerk Craft National Business agent came down and arbitrated the LMOU case that I appealed for Level 21-22 and Level 20 and below offices with regards to incidental leave. The present language in there states, '*incidental annual leave will be at management's discretion*'. Needless to say, that was challenged and arbitrated, and now we await the Arbitrator's decision. If we receive a negative ruling it will be pursued again!
- I am looking into the possibility of having an informational picket/rally in front of one of the Orlando Stations/Branches, possibly Downtown. A Saturday morning would probably be best since a majority of members may be able to attend. We are only thinking about an hour or so and I will try to communicate with other APWU Locals (Tampa-Mid Florida-Space Coast), as well as the Mail Handler and NALC Orlando unions to see if they want to participate. This will be to inform the public as to the lack of service and reduced delivery standards. We can and will notify the AFL-CIO to enlist their assistance as well as contacting the media. I will be conducting a 6th Stewards class in the near future.
- If you are interested let me know as we have 8 members thus far eager to attend.

If you hear of any members that are not on my e-mail distribution list 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,


President

