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President's Report
April 5, 2020

Since there are no 3 pm telecons on the COVID-19 from the District (Monday-Saturdays) today (Sunday), I wanted to give you a few local updates. Our monthly General Membership Meeting scheduled for **Thursday, April 9, 2020**, will be **cancelled** due to the pandemic and social distancing that we are adhering to. Obviously, the COVID-19 pandemic has been the most pressing issue on all our minds these last few weeks, but I also continue to receive questions, as well as still running the local and addressing the many contractual concerns that arise. As you have seen during the past 2-3 weeks you have been receiving my daily mass e-mail's relating to the COVID-19, along with many of updates in attachments as they come in. So far in our local, as of today, April 5, 2020, we have had 1 positive in Winter Park, 1 in the Orlando P&DC, 1 in the Gore Street Station (Orlando Station), 1 in the Kissimmee Carrier Annex, and 1 in the Seminole P&DC. I, along with Vice-President Robert 'Bob' McSorley, went to the Winter Park Office, accompanied with Victor Sanchez, who is the Steward for that office, to talk with the employees while the Suncoast District management came in to speak. I was also in the Seminole P&DC and the Orlando P&DC for those talks as well and put management on the spot to make certain that they speak to their employees daily about this pandemic, and not just give out handouts to read. Remember to keep your 'social distancing' as much as possible. We are still pushing for gloves, masks, sanitizer, and anything else we can get to protect **OUR** employees. On each of the 3 pm telecons we are pushing for the supplies that are needed to keep our employees safe and we will continue to do so! **Safety** is the most important thing, of course we need to move the mail, but the **Safety of our employees is paramount!**

I have been in contact with the National APWU to see if they know when the employees will start to receive the 'new' contractual pay increases in their bi-weekly pay checks. As of today, I was told that, "*As for the date to be effective—we are still going back and forth with the postal service. They have to reprogram and test payroll systems, so we won't know a certain date until the testing is mostly done.*" Hopefully it won't be too much longer, but as you can imagine, the COVID-10 pandemic is probably at the forefront at this time. Once it is worked out, every employee will still receive his/her retroactive pay up through the date the new scales are in place.

Local news:

- Talks of the Function 1 Scheduler's have been non-existent, and I have not heard anything from the USPS on these in any of our Plants in quite a while.
- Discipline has been lower than usual this past month since the COVID-19 is of the highest priority. We have had Removals, Suspensions, and Letters of Warning this past month, but being that there is a 'liberal leave policy,' the Attendance related discipline

has been lower than normal. We have been successful in the grievance/arbitration procedure this last month or two with a few of our members being brought back to work!

- We are at **240** conversions as a local between PSEs and PTFs over the past 2 1/2 years. There will be several more conversions during the next 45 days or so. We are seeing many in the Associate Offices being converted lately, along with approximately 14 upcoming in the Seminole P&DC, and there are possibly 4-6 additional conversions, over the 3 that are already being converted, conceivably being converted in the Orlando P&DC within the next month or so due to several jobs that are going on the 21-Day e-reassign list (residual vacancies).
- Whenever you file a grievance **ALWAYS** provide a **written statement** to your Steward, it will assist the APWU in the grievance/arbitration process, and **ALWAYS** request a Steward for an Investigative Interview (II).
- The Maintenance Department in the **Orlando P&DC** has been a little smoother as of late. Our role is and always will be, to **PROTECT** our members. The Maintenance Department in the **Seminole P&DC** is less of a problem these last couple of months, but they have had their moments. We just saw 6 APWU represented employees use the In-Service Register in the Seminole P&DC and are now in the Custodial ranks. Remember, APWU represented employees have first crack at the In-Service Register going into the Custodial ranks.
- The new updated security is still being worked on in the Orlando P&DC, as well as the parking lot having renovated security. As you already know, we have been on management to beef up its security!
- The Motor Vehicle Service (MVS/PVS) and the VMF (Vehicle Maintenance Facility) departments are still running smooth, so we will keep our fingers crossed. We have however, been seeing grievance activity for management 'breaking up runs', and we have been quite successful in the grievance procedure on those.
- In the VMF (Vehicle Maintenance Facility) we are filing Article 32 grievances whereas the USPS is trying to contract out **OUR** work! We have the people, and our people have the skillsets to perform this work cheaper than contracting out, and we will not let this happen without a fight!
- We have been quite successful out in the Associate Offices with retrieving monetary settlements for violations of the USPS having employees from other crafts, as well as management themselves, performing **OUR** work! We appreciate your diligence to policing your offices, and we thank you for that.

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 and I will add them. We are a strong and vibrant local family here within the Central Florida Area Local, and together we will make a difference. 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,

A handwritten signature in black ink that reads "Joe Paul". The signature is written in a cursive, flowing style with a large initial "J" and "P".