

American Postal Workers Union, AFL-CIO
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President's Report
June 14, 2018

As I reported last month, formal negotiations for our next Collective Bargaining Agreement between the APWU and USPS will start on June 26, 2018, and as you would expect, the APWU is ready and has been preparing for this since our last contract. I was on the National APWU Town Hall telecon today at 2 pm and I wanted to give you a quick synopsis of what the APWU already believes are some of the USPS's intentions during negotiations.

We believe the USPS will be attempting to:

- Trying to secure a wage freeze
- Do away with the COLA (Cost of Living Adjustment)
- Increase the percentages of PSE (Postal Support Employees) to try to slow down conversions to career appointments
- Trying to develop a lower tier employee (Which would make 3 tiers)
- Cut our health care benefits and have employees pay an increased amount towards their health care premiums
- Trying to increase the excessing radius from the present 50 miles limit to who knows what
- Do away with the no layoff clause

Of course, we (APWU) will fight to (i) secure increase wages, (ii) stop a third tier of employees while working to secure a quicker mechanism to career conversions in the crafts where we have non-career employees, (iii) secure our 50-mile excessing radius, (iv) and most of all to protect our **no layoff clause** simply to name a few. As we move forward in these national negotiations I will update you as always or you could go to www.apwu.org.

Local news and updates:


- We believe we have an agreement to post an In-Service Register for Custodians in the Orlando P&DC, as we were successful with the same in the Seminole P&DC. ****Remember, you will drop down to a Level 4 pay grade and start a new period of seniority in that craft.**
- The Line H (Custodial) grievances in the Seminole P&DC was denied and has been pursued to Step 3 at the National level, and there was an issue with the Line H in the Orlando P&DC and that has also been appealed.
- The VMF (Vehicle Maintenance Facility) had a couple of minor problems this past month but we were able to take care of them locally.
- We had a few problems in the MVS (Motor Vehicle Craft) where we were successful in having a PTF (Part-Time Flexible) converted to FTR (Full-Time Regular). There are some issues with the bids/run and the way the previous MVS Manger was handling them, whereas they were and are all done improperly. We are working to get this rectified so that when the bid cycle for the drivers comes around all will be good.



- The Maintenance Craft in the Orlando P&DC seems to always have their share of grievance activity. Unfortunately, we do not agree with much of what the Maintenance Craft management is doing, so as you can imagine, we challenge just about everything.
- The PSE and PTF's in our Associate Installations have had approximately 10 new conversions with more on the horizon. That is terrific news and we are constantly pushing for that!
- There were 5 PSE conversions in the Orlando P&DC into residual Customer Service positions. Due to a recently signed National agreement, 4 additional PSEs are being converted in the Orlando P&DC and 1 in the Seminole P&DC. I have some rather large grievance cases being appealed to Step 3 at the National Level where I have demonstrated 12 additional full-time duty assignments. We believe we have demonstrated a sound and contractual case, and we hope that we are successful at the next level. Of course, as I receive any information on these I will let you know as always. However, we are still actively pursuing conversion in all of the installations under our jurisdiction.
- Letters of Warnings and 7 and 14 Day Suspensions seem to be on the rise this month, and as you can imagine, they are mostly Attendance related. 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. This is a problem happening all over the country so keeping filing grievances. Request to speak to your Steward and make sure you provide a **written statement**. If you see management or other Crafts performing Clerk Craft work in your facility/installation **request a Steward**. I have just put together 4-5 templates for your Stewards to use for statement purposes, and they should make it a little easier for you. We **MUST** protect **OUR** work in all of our Crafts!
- In the Seminole P&DC we are hearing that members of the Mail Handler's Crafts are performing **OUR** Clerk Craft work! We **MUST** put an end to that, so when you observe this, request to speak to your Steward!
- I just conducted our 5th Steward's Class this week so you will see some new faces assisting our members. It is invigorating to see new members stepping up. I am always looking for additional Stewards, so let me know if you are interested. We will provide you with the knowledge, tools, and support to assist you.

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

