

Central Florida Area Local #1462

American Postal Workers Union, AFL-CIO

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President's Report

July 8, 2021

Our contract negotiations have already begun and have been going on for 2 plus weeks already, and as I mentioned previously in my last report, the present Collective Bargaining Agreement (CBA) expires on **September 20, 2021**. As these negotiations progress, and I receive additional information, I will report on them in an article and/or through e-mail and posting updates.

One of our major topics, not just within our local, but throughout the country, is short staffing, mostly occurring in Function 4 (Customer Service). This short staffing is forcing non-OTDL (Overtime Desired List) employees to work 10-12 hours per day 6 days per week in many installations on a continual basis. Here locally we are trying to put an end to that. One of the best ways to assist the union is when you see management or other crafts performing our work, is to speak to management, and then request a Steward. When management or other crafts perform our work, it appears to the district that all the work in the facility/office is being done with the correct employees, and there is no need for more employees, and we all know that is not the case!

Local news:

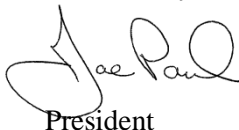
- Discipline has been increasing exponentially over the last month. We presently have 4 Removals, 3 Emergency Placements, several 14-Day, and 7-Day Suspensions, as well as many Letters of Warnings. We are seeing a spike where employees do not call in when they are not coming to work, which of course is AWOL (Absent Without Leave), along with several employees being out for months and not reporting for Investigative Interviews and so forth. You must call in to the e-RMS system when you will not be reporting to work because AWOLs are quite difficult to defend at times. We are seeing management in many of our installations starting to follow the discipline progression, so please watch your attendance, since now management apparently has decided to.
- No later than **August 14, 2021** (within the next 4-6 weeks we will see 67 conversions within the 2 Plants, as well as a few other conversions in other installations within our local), and we will be at **416** conversions as a local between PSEs and PTFs over the past couple of years. We will continue to strive for PTF and PSE conversions! The new Memorandum of Understanding (MOU) that was signed last month at the National level is having **6982** Postal Support Employees (PSEs) within **245** installations around the country, converted to full-time regular (Career). The PSEs converted will be in predominately Function 1 facilities (Plants). There will be 405 conversions throughout Florida. There will be **41** in the Orlando P&DC and **26** in the Seminole P&DC. As far as conversions in Function 4 Installations (Associate Offices outside of the Plants), those are still within the ratios of transfer vs conversions, and this MOU will not change that, so the conversions with regards to the ratios will still be in place. We are still seeing conversions in our Level 24 and below Associate Offices (non-Plant), and we are working diligently to secure many others.
- Remember to **ALWAYS** provide a **written statement** to your Steward, as it will aid the APWU in the grievance/arbitration process, and **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. If you need a Steward, you **MUST** request one from management, and then both you and the Steward will be on union time to discuss any issues or potential grievances.

- **Vehicle Maintenance (VMF)** Department in the Plant has not had much grievance activity this past month. Our role in every office and craft, is and will always be, to **PROTECT** our members and jobs.
- **Motor Vehicle Service (MVS/PVS)** seems to be a little quieter as of late. When I met with the Orlando P&DC Plant Manager regarding MVS, there were a few topics that I addressed. One such item was why were the Mail Handlers disappearing from the docks when the drivers showed up, which in turn had the drivers doing all the loading and unloading! The issue of proper training on the scanners was another such item, and this should have already been accomplished.
- In the Orlando P&DC, as well as in the Seminole P&DC (predominately in the Orlando P&DC however), we have had complaints about the same issue as in the MVS craft, the magical disappearance of the Mail Handlers from the docks when all the work arrives. The main role of the TME/Expeditors is to oversee the operation, of course they can assist with the loading and unloading of the vehicles, but **NOT** having to do all the work themselves! This was also addressed with the Plant Manager, if this continues, we need to know, and it will be addressed further.
- The **Maintenance Departments** in both Plants have been quieter than usual this last month, but of course not so quiet where we have no grievances, I just mean less activity than the norm. We still believe there are more opportunities for additional positions in some of the Occupational Groups and we are looking into that as of this writing.
- The Seminole P&DC will be receiving another SPSS machine to fill that football field size gap where one of the FSS machines was previously. We are not sure exactly when, but we are told soon.
- The USPS just signed a 3-year lease on a warehouse (the old GOYA building on Orange Avenue in Orlando), and this will be an Annex. I am planning on touring the facility next week to see what exactly is going on there. Even without seeing it I already have questions such as, but not limited to: (i) are any machines going in there, and if there are, we need Maintenance employees there, (ii) we need Custodians in there, and not just every couple of hours, (iii) will there be any dock transfers, and if so, we would need TME/Expeditors simply to name a few. The Plant Manager of the Seminole P&DC told me that her 'plan' was to use MHAs and PSEs, but even that poses issues. As this scenario unfolds, we will stay on top of this, and I will update you further.

Remember, it is crucial that everyone is a member of the APWU, so please make a point this week to let a non-member 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 crucial goals of the APWU as we are under relentless attacks at every juncture, and we need everyone to help 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