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President Report

December 18, 2015

As of the date I am writing this, the APWU and USPS have not come to an agreement on our new Collective Bargaining Agreement. We are still in the mediation process but could very likely be headed to interest arbitration by early 2016. This is not to say that it is not possible to come to an agreement prior to any arbitration decision and the APWU will continue to attempt to negotiate.

I was in attendance at last month's National All Craft's Conference and had the honor of being selected to Chair the Clerk Craft Resolutions Committee. There were over 2,000 Officers, Stewards and members in attendance, as well as Senator Bernie Sanders, who spoke to the APWU delegation. I wanted to give you some highlights from my notes as they were reported from our National Officers.

Below are some of the highlights:

1. As of September 18, 2015, we have 151,055 total Clerks: 99,607 Traditional FTRs, 17,024 PTFs, 8,950 Non-Traditional FTRs and 25,474 PSEs. From September 22, 2013 through September 18, 2015, we have increased our Clerk Craft numbers by 10,213.
2. The USPS is looking to add another tier to our current 3-tier pay scale. Currently, we have Career employees prior to 2010, Career employees after 2010 and the PSEs (Postal Support Employees). It was reported that the USPS wants to create another tier of employees to start out at a lower wage and reduced benefits without the future ability to make it to a higher tier.
3. The USPS wants to increase the percentages of PSEs from 20% to 25%, but the APWU wants 'an automatic PSE conversion' mechanism put in place.
4. Some of reasons we have increased our membership are: (i) the Residual Vacancy MOU, (ii) the Post Plan MOU, (iii) the Article 1.6 Global Settlement Award (where management is performing our work in small offices), (iv) Fighting Staples Campaign and (v) the Corporate Call Centers.
5. The National APWU is in the process of sending out the names of the employees that should be compensated under the \$56 million Global Settlement Award. This award was due to Postmasters and Supervisors in smaller offices performing Clerk Craft work.
6. The National is trying to eliminate the position of *Best Qualified*,
7. There have been over 25,000 PSEs converted to career employees since March of 2014.

Additional items the National brought to the negotiations are:

1. Increasing our wages, trying to go back to an all career work-force (or at least additional career employees), protecting our No Layoff Clause (which is one of the most important items we are looking to secure), trying to stop subcontracting in all crafts, improving and adding additional

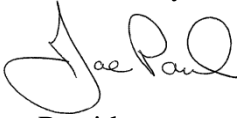


services to our Windows so we can generate more business and provide better service to the public which will produce additional jobs.

2. There was a lot of positive progress on contractual issues but when the 'money/wages' issues came up the talks seemed to break down,
3. The DBCS issue came up where the National wants two employees per machine at all times with additional employees at times. The one and two employees per machine still run the risk of injuries.
4. Trying to create a new duty assignment called *Passport Position*.
5. The APWU wants an 'automatic PSE conversion Mechanism'.
6. Preserving the COLAs (Cost of Living Allowance)

In closing, it is imperative to speak to non-members 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 are under constant attack at every juncture and we need everyone to help in the battle for our futures!

In Solidarity,



President
Central Florida Area Local

Cc; APWU Bulletin Boards

