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President's Report

May 12, 2016

I have recently returned back from the Florida State Convention where we also had many National Officers in attendance. I wanted to let you all know that I was successful in being re-elected to my 4th consecutive term as Clerk Craft Director of the State of Florida as well as being elected as the Chairperson of the Florida State President's Conference. This, in of itself, will save our local a significant amount of money per year. There were quite a few bits of interesting information brought forth from some of our National Officers that I will share below. Firstly, we are hoping to secure a new Collective Bargaining Agreement (contract) within 30-60 days, and once I hear anything I will let you know.

President Dimondstein reported on the following:

- There have been over 30,000 PSEs converted to full-time career status over the past couple of years.
- The USPS wants to increase the number of non-career employees.
- The APWU brought in many members (expert witnesses) from all our crafts to testify and we believe their honest exchanges were powerful.
- It is hoped that we can have a settled contract by June or July. The APWU has already put on our case and now the USPS is doing their rebuttal.
- The APWU is pushing for Postal banking since in 38% of zip codes do not have a bank within close proximity, but they do have Post Offices.
- So far, tentative agreements have been reached and we are hoping to incorporate those agreements into the contract.

Secretary Treasurer Liz Powell stated that as of April 21, 2016, we had 138,926 actual on the clock postal employees, 14,904 Postal Support Employees (PSEs), as well as cash paying members, retirees and others, for a total membership of **247,747**. Liz's new motto is, "*We are keeping an eye on the money and we are not broke!*"

The Organizational Director Anna Smith stated that we enrolled **17,700** new members in 2015, which is up almost 6,000 more than in 2014. Year to date we have enrolled **5,600** new members in 2016. The Motor Vehicle Craft is our most organized nationally at **84%**, and between all APWU crafts, we are **82%** organized in the state of Florida.

Local news and updates:

- Since January 2016 we have increased our CFAL membership by approximately **40** members.



- We have had approximately **35** PSE conversions to Full Time Regular career status since January 2016 and we are working every day to secure more.
- I have conducted 3 separate Steward's classes since January and will continue educating our Stewards so that we can provide the quality representation you deserve.
- We have been successful in saving **4** employees jobs due to Removals over the past 6 weeks.
- Our Union Hall is open until 4 pm Monday-Fridays, and the Secretary works from 10 am-4 pm. I, as well as Bob McSorley, arrive earlier as many of you know from your visits, and we always look forward to meeting and discussing things with you. No questions will be unanswered.
- I have approximately 350 of you my CFAL e-mail distribution list and I send out updates and relevant information on a regular basis. If you are not on this list or know another member that would like to be added, simply send them my e-mail address (JPaulAPWU@gmail.com) and they will be added.
- Attendance related discipline is on the rise. This is apparently the USPS's latest hot topic.
- Be cautious while working the Window as any irregular activity is being noticed, and can and will be used for discipline, up to and including Removals.
- Failure to Follow Instructions discipline is also on the rise. If a member of management were to give you instructions, unless there are safety concerns, do as you are told first and request a Steward 'if' you question anything regarding those instructions afterwards.
- **ALWAYS** request a Steward if management wants to give you an Investigative Interview. We **must** request a Steward as management does not have to provide one unless you ask for one, do **NOT** go in there un-represented! The same goes for the Postal Inspection Service/OIG.
- As you have probably noticed, there is a 'revolving door' of countless management employees moving around the various Stations and Branches in Orlando. In the Lakeland Installation it has been kept to a minimum, but in the numerous offices in the 338 and 347 areas it is running rampant.
- Make sure you never use or touch another employee's time card as that will have some negative ramifications.
- We are attempting to revamp all of our APWU Bulletin Boards to keep information up-to-date for our members. This has always been something that I have done in the Lakeland and 338 areas, and as you can see, we are doing the same throughout our 3 P&DC's and over 105 Stations/Branches/ and Associate Offices. Whenever Vice President Bob McSorley and I go to offices to represent our members we are updating our boards so that we can keep you current.
- We are making your APWU Union Hall more member-friendly, and we are turning the front office into a library/lounge where members can come in and surf the internet, or feel comfortable reading a book. We have a refrigerator and we try to keep it stocked with soft drinks and etc.,
- We will be the Host Local for the 2016 National Convention and we are actively searching for volunteers to assist us during the week of August 22-25. This will be an amazing time for those that have never been to a National APWU Convention. We are looking into some ideas regarding shirts, and gift certificates as well for our volunteers. This event will be at the Swan and Dolphin Hotels in Orlando Florida. Stay tuned for additional information....

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. Organizing our workplace is one of the most important goals of the APWU. We will be having an organizing campaign locally in the upcoming future and I will let you all know the plan and how to get involved as that time approaches.

In Solidarity,


