



Postal Chatter

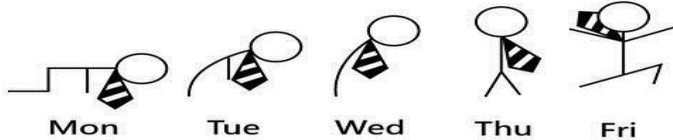
Proud Member of the Postal Press Association



Volume 56 Issue 1

Orlando, Florida

March 2015



The Corner Office

By: Steve Morris, President

In the last 2 months things have been kind of hectic. We had the massive move of bids in the Or-

lando P&DC. Management now admits that their entire network plan doesn't work but they still haven't put things back where they belong. The Maintenance on the machines in the P&DC has become a hit and miss operation because they can't get the machines on time and have to give them back asap.

We also had the removal of the Tour 2 Clerk bids from the Seminole P&DC. Again management has admitted this didn't work and has started to put people back on Tour 2 via retreat rights. We have so many issues in the Seminole P&DC that you just don't see anywhere else.

We had a Labor Management meeting last week to discuss some of the problems. We are having problems with stewards being allowed to do their job and get enough time to handle the issues. We discussed what we think is an obvious problem of perception. When a Craft employee files a Threat Assessment there seems to be no rush but when a supervisor does the same it gets investigated immediately. Management does not feel this is the case so it must be our perception.

We had 2 really good wins for the Orlando P&DC this month. The 1.5 man rotation on the DBCS grievance was won and management was ordered to cease and desist and there was also pretty good language to put the burden on management to show anytime they feel that the mail volume is irregular in order to not have it called normal. They were ordered to abide by the Step 4 resolve which stated that normal staffing is 2 people. The other grievance was for management using a PSE as a 204b for an extended time. The Union was awarded \$42,000 which will be going out as soon as we can get a listing of the proper people to pay.

As you know I am on Facebook with our Facebook page and I do try to answer things put up there even the negative but if you have a problem why not just email it to me and let me try to fix it before bashing the entire Union? There have been some cases where our own members have bashed the Local and have not even told us there was a problem.

I am also looking to see what we can do to make the Union meetings more accessible to all based on all the start times I am open to suggestions.

I am also looking for members to serve on committees. I would like to not use the same people over and over but if people don't step up then the minority will always be the ones making things happen. I am also looking for suggestions on a BBQ for either the 4th of July or Labor Day. All input accepted.

Postal Chatter

Published by the:
Central Florida Area Local
10501 South Orange Ave, Suite 117, Orlando, Florida 32824

Officers for 2013-2015

President - Steve Morris
cfalpres@gmail.com

Vice President - Robert "Bob" McSorley
cfalvp@gmail.com

Secretary Treasurer - Stephen Nelson

Clerk Craft Director - Felix Echevarria

Maintenance Craft Director - Peter Fournier

Motor Vehicle Craft Director - Gilbert Vega

Director of Safety and Health - Tom Doyle

Assistant Clerk Craft Dir. - Victor Sanchez

Assistant Clerk Craft Dir. —Joe Paul

Communications Director / Editor - Benjamin Love

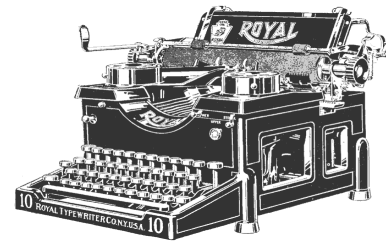
Trustees are Kathy Vazquez, Neil Hardial & Frank Marra

Contact Numbers

Union Hall: 407-854-6396

Fax Machine: 407-854-6399

President Cell: 407-286-8997



Message from the Editor...

Any members who would like to contribute articles for possible inclusion in the next issue of the Chatter are encouraged to do so. To submit your article via email please contact the Editor at bloveapwu@gmail.com. If you prefer to submit it in writing you can mail them to the Local Union Office.

All submissions will be reviewed and may be edited before inclusion in the Chatter. Please ensure that you include your full name with your submission so that we can credit the author. Anonymous submissions will not be printed for legal reasons.

Benjamin Love

Benjamin Love
Director of Communications / Editor
bloveapwu@gmail.com

The Postal Chatter is the official publication of the Central Florida Area Local. The opinions expressed in this publication are those of the individual authors and do not necessarily reflect the views of the CFAL, it's officers or it members. It is the policy of the Local to promote the "Freedom of Speech" but it reserves the right to refuse to print any article deemed improper, libelous or unfit for publication. The CFAL also reserves the right to edit any article submitted to fit the format of the letter. All persons wishing to submit an article for print in the Chatter may do so by send the article to the Union Hall, attention CFAL Chatter. All members are welcome and encouraged to submit articles, opinions or other news items of interest. The Chatter will not print birthdays, marriage, death, or other personal notices unless submitted by the party do to legal reasons. The Chatter is subject to errors such as spelling, grammatical or other things you might find that we have done wrong. Sorry! All mistakes are unintentional and when necessary, will be corrected in a future printing of the chatter. Thank you for reading and I hope you enjoy.



*Office of Benjamin Love
Communications Director*



March 3, 2015

As you all know we are undergoing many changes throughout the Postal Service. Most of these changes are beyond our control but what we can control is how well we work together to overcome them. Now more than ever, it is imperative that we look out for each other and do everything that we can to protect what is left of our jobs. We must be vigilant at work and ensure that management is following the rules of our Collective Bargaining Agreement.

While we certainly have many obstacles left to overcome, I'm happy to be able to say that we are finally starting to move in the right direction in the Seminole FL P&DC. More and more people every day are starting to ask for their stewards when they see contract violations. Please continue to stand up for our rights! Your statements and witness accounts are helping to make the difference!

It's been a busy month but with the help and support of our coworkers we've had some good wins and revisited some old problems. The following is a brief report on what has been happening since our last membership meeting:

- ◆ Management has been using a level 6 Mail Processing Clerk on detail to level 7 General Expeditor for well over a year. This issue was challenged in December 2014 and I recently signed off on a Step 2 settlement which will create a new level 7 General Expeditor bid for our clerks.
- ◆ In another very similar case management has been using a level 6 clerk on detail to level 7 at the THS facility here in Orlando. This issue was grieved in December 2014 as well and I just signed off at Step 2 to create a new level 7 Lead Clerk position to be domiciled at THS.
- ◆ Surface Visibility Scanning has been a hotly contested subject as of late. Management assigned a supervisor to walk around the docks openly threatening TMEs / Expeditors about their scanning numbers. There have been multiple II's as well as a Letter of Warning issued over "Container Load Scanning" amongst the clerks. So far we have been very successful in beating back this latest attempt to bully our members.
- ◆ Management has continued its relentless harassment of the main Clerk Steward in the Seminole FL P&DC. Because he has filed so many grievances in the last 6 months, management decided that the only way to handle him was to arbitrarily put a time limit on his Steward's Duty Time. This move is a blatant attempt to deny our members the representation they deserve and we will continue to fight it until it is overturned.
- ◆ The Scan Where You Band station at the AAA/LCTS machine is still a problem. Despite a signed step 1 agreement and many promises to the contrary, management continues to staff this clerk position with mail handlers. Our next step will be to file an Unfair Labor Practice on this since they continue to bargain in bad faith.

In closing I would like to take this time to personally thank all of our members. There are many more cases currently being fought and without your support this simply doesn't work. Remember that **YOU** are the **UNION!**

In Solidarity,

Benjamin Love

“Three Simple Words”

In past Articles I have touched on topics that are very significant to me. I have always strongly believed that our ability, as members to have some control over our own employment, is one of the most valuable benefits that we receive as a result of our Collective Bargaining Agreement.

As we all know, staffing in the US Postal Service has been reduced significantly over the past several years. The manpower simply is not adequate for the duties that we are tasked to perform on a daily basis. When we request assistance from management, more often than not, the typical management response is, *“we cannot get help because we do not earn enough hours.”*

I firmly believe that the single most important action that we can take as Officers and Stewards of this local, as well as the most important action that we can take for our members, can be summed up in three simple words, *“Create Duty Assignments”*.

On a daily basis we are faced with the challenge of inventing new and innovative ways to create duty assignments in Crafts represented by the Central Florida Area Local. There are many ways that we are trying to achieve this, and there can be many benefits we can enjoy from focusing on this vital process. Proper Staffing is essential, and without this element, job satisfaction will continue on a downward spiral. Let me share with you some issues that we receive from employees throughout our local at the Plants, Stations & Branches, and Associate Offices. These issues are related to inadequate staffing.

- Employees are being bounced from one operation to another, and treated as they themselves were machines,
- Several months ago we began investigating claims by employees that are being threatened with discipline if they do not scan the barcode at the Stations, Branches, and AO's to indicate that the box mail is completed, when it simply is not.
- We receive complaints by employees that inform us that they were not getting breaks and/or a meal break within six hours.
- In Automation at the P&DC, employees are being required to run DBCS/DOIS machines by themselves, an operation that has been historically staffed with two operators. Also at the P&DC, Mail Handlers are working in operation 117, an operation that has been historically staffed by Clerk Craft employees.
- At the Seminole P&DC management is feeling the pressure of Stewards by unfairly limiting the on the clock Stewards time, and forcing Stewards to work at home and seek compensation at a later date.
- We are currently experiencing a widespread attack of Supervisors performing Clerk Craft work.

These are just a few examples of dishonest methods used by Postal managers to meet their unrealistic goals set by the District and Headquarters level. The specific complaints have been addressed, but creating duty assignments at facilities that have demonstrated the need for additional staffing is crucial.

Once we are successful at creating additional duty assignment this will relieve the burden of individual employees doing the work of two, and may create a more satisfying work environment.

As you may be aware, the 2010-2015 Collective Bargaining Agreement converted all part time flexible employees in level 21 and 22 Post Offices to full-time. Level 20 and below offices still employ part time flexible Clerks. The 2010-2015 CBA also introduced a new APWU class of bargaining unit employees called Postal Support Employees (PSEs). These employees are a supplemental work force that is very similar to the 'old' Transitional and Casual employees with the exception that these employees have a path towards career.

Some of the evidence that we find when we are investigating whether a facility has established the need for a new duty assignment(s) are:

- **PSE hours between 30-48 hours per week** These hours can be combined with several Postal Support Employee(s) in the installation, and we are starting to demonstrate (normally) a pattern of (6) months and will be acting on that.
- **PTF hours exceed 30 hours per week** (a minimum of 30 hours is what is needed to create a full time duty assignment being demonstrated for (normally) 6 months or so). These hours can be combined with several part time flexible employee(s) in the installation (in smaller Post Offices Level 20 and below).
- **When a Duty assignment becomes vacant and the USPS fails to act within 28 days.** This is one of the easiest ways to get a duty assignment posted. Article 37 clearly spells out the USPS's responsibility when it comes to vacant duty assignments. They have 28 days after the duty assignment becomes vacant to revert or repost it. This however, seems in most cases, to be the hardest one to enforce. We at the union hall may not get notified by the USPS that the job is vacant. So we need your help.

The National APWU headquarters has introduced a software program to assist us in attempting to establish the need for duty assignments when the hours dictate such. The software is called MDAT. The MDAT program is simply named 'Max Duty Assignment Tool'. It should be able to help us reduce the amount of time for the tedious process of charting the hours at each facility. This process takes minutes compared to weeks in the past. This tool has already assisted us in many conversions in our local and will I feel confident that we will continue to yield results in the future. Please be assured that we are working tirelessly to devise new and creative ways to create duty assignment(s).

I sincerely appreciate your patience. Please be aware that we are constantly striving towards relieving the pressure on you our members, and we believe that creating new duty assignments is just one component in achieving a work environment for all members to enjoy.

Robert (Bob) McSorley
Vice-President, CFAL-APWU



American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462
PO Box 182, Lakeland, FL 33802
Phone: (863) 640-2865

Office of Joe Paul
Chief Steward/APWU Representative
Lakeland Installation

HUGE WIN FOR PROTECTING BREAKS MONETARY AWARD COMING

February 7, 2015

The Problem: Back in 2012, local USPS management reduced breaks from 15 minutes (as had been established as a past practice) to 10 minutes at the Lakeland P&DC and several Stations and Branches within the Installation. They made this change with a simple 30-day notice to the Union. At that point, I initiated a Class Action grievance which eventually went through all of the Steps under Article 15 of the Collective Bargaining Agreement and then to Arbitration. Local management denied the grievance at each step; however, we continued with our arguments until the case was finally certified for arbitration in March 2013.

Our Defense: During the grievance investigation, I gathered statements from employees in virtually every section in the Mail Processing and Customer Service operations to validate the long standing Past Practice in this Installation of 15 minute breaks. During the Step 1 and Step 2 phase of the grievance procedure, we continued to counter USPS arguments. Management maintained that they could unilaterally change this policy with a simple 30-day notice to the union. In the USPS Step 2 denial, they stated the Collective Bargaining Agreement was silent as to the duration of breaks and that the union had never attempted to negotiate them into the LMOU. My counter argument was that *"there was no need to negotiate this 'break policy' into the LMOU as management was well aware of the long standing practice of 2 separate 15 minute breaks per day in the Lakeland Installation. If management had any issue with this I feel confident that they (USPS) would have brought this issue forward in our LMOU (Local Memorandum of Understanding) negotiations, or in any Labor-Management discussions, and they did not."*

The Remedy: I believed the remedy we fashioned had to include more than just a return to the 15 minute breaks; we also wanted to include a monetary remedy to make our bargaining unit employees whole. The corrective action requested stated: *To cease and desist from changing the long-standing Past Practice of two 15-minute breaks per day and for each APWU-represented bargaining unit employee within the Lakeland Installation to be paid 10 minutes per day for each day the employee(s) work until this grievance is adjudicated, and for all things to be made whole in every way.* In October 2014, the case went to arbitration and NBA Bob Bloomer called me to testify as the sole witness and Technical Advisor for the remainder of the arbitration. On January 22, 2015, the arbitrator's decision came in and we found out that we won the case! The Arbitrator ruled that the USPS violated the National Agreement by *"unilaterally altering the existing practice of 15 minute breaks in Lakeland."* The Arbitrator also agreed with the remedy that was sought and ruled, *As compensation for time improperly worked, members*

of the (APWU) bargaining unit shall be compensated 10 minutes (per eight hour shift) at their straight-time rate for each day worked since July 2, 2012."

The Current Status: A special thank you goes out to the Clerk Craft National Business Agent Bob Bloomer for being our Advocate who believed in the merits of our case and for doing a great job in helping us win this grievance. The USPS must now provide us the information requested for Bob and me to calculate the remedy and to secure the proper payment for every Lakeland employee dating back to July 2012. While this will be an extremely tedious task, we will get it resolved as soon as possible. Please be patient as we work through this project.

This Could Happen To You: Yes this break reduction action occurred in Lakeland, but it could have happened anywhere within the CFAL. Although with this win, that is less likely now. Wins like this largely happen behind the scenes and often times go unnoticed. This is an example of a how a local win can benefit us all indirectly.

Synopsis of issues in the 338 area since the last edition of the 'Chatter':

- An employee received a Letter of Demand for \$333.50 when management improperly assigned an employee the Unit Reserve for the Installation. The F-101, 13-2.5 Unit Reserve Stock Assignment states in part that the Unit Reserve may be assigned to the Postmaster, Unit Manager, or Supervisor. An LSSA can be assigned a simple Unit Reserve if they are in a facility (building) where there is no domiciled Supervisor. I was successful in having this Letter of Demand rescinded.
- Overtime grievances where OTDL employees were by-passed improperly.
- Article 13 issues when the USPS did not notify the union of their assigning a non-APWU employee to perform Clerk Craft Duties within a particular Installation.
- The USPS is trying to change a 24 year Custodial (PTR) position from 39 hours to 24 simply because Tampa is now saying it '*isn't in the budget*'. This position has been 39 hours per week for over 24 years!
- The BEM (Building Equipment Mechanic) position in Lakeland is being re-posted due to a retirement, which will result in activating 'retreat rights' to another involuntarily excessed employee.
- I am challenging the use of Tampa full-time regular employees (Clerks) being detailed to the Lakeland P&DC in some sort of a HUB operation without maximizing the Lakeland OTDL.

The above grievances/issues have either been settled, or are still active in the grievance procedure as of this writing. I am also trying to work on additional ways to have Postal Support Employees (PSEs) converted to career status.

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 remain under constant attack and we need everyone to help in the battle for **OUR** futures!

In Solidarity,





LOOSE SCREWS

By: Peter Fournier, Maintenance Craft Director

I want to start off by wishing everyone a Happy New Year. Hopefully this will be a great year for you and your family. The first topic I want to discuss is the Preventive Maintenance work that is performed every day. I encourage all Maintenance employees to work through the scheduled PM's without pencil whipping any of the items. Also, along those same lines, please don't sign off the items with a lesser time than is given for each item. It's bad enough that many PM items are short changed as compared to the actual time it takes to properly perform the task(s) listed.

If during the course of your PM's you discover a repair that needs to be performed, please notify the appropriate supervisor and get a work order. Create the work order yourself if you need one. Just remember that any repair done outside the normal PM task(s) should have a work code of 5. This is a specific code for "Corrective Maintenance from PM". These "extra" work hours will be what can be used to help the Union fight management's attempts to reduce staffing. This work code 5 ensures we get credit for the "extra" work that is performed.

As many of you may know, Greg See; who was the Assistant Maintenance Craft Director, passed away on Nov. 4, 2014. National Business Agent (NBA) Terry Martinez was appointed to the vacant Assistant Maintenance Craft position. In Terry's NBA vacancy; Carlos Paz (MPE from Dallas, TX) was thereby appointed NBA Southern Region "B". I am confident that these appointments will strengthen the Maintenance Craft as a whole. You may have heard about several recent Million dollar awards won by the APWU. In case you weren't aware,

normally these awards are limited to those locals that filed on those violations in their offices. For instance, the December 14, 2014, AO infrastructure award was worth \$8.64 Million dollars. Many Associate Offices across the country had a subcontractor install the telephone lines and network cabling that could have been installed by Maintenance personnel. For these locals who filed grievances, a certain dollar amount will be awarded to them for distribution to their employees. It could conceivably take months to go through grievance files and see which employees should get a portion of that award. That goes for pretty much any National remedied case.

At the Seminole P&DC (formerly MP Annex) we have been successful lately in getting several thousand dollars in Out of Schedule pay for some of our Maintenance employees who were impacted by erroneous award notices that were corrected several weeks after the error. Also, we have been successful in winning some Article 32 violations; courtesy of Robert Aguiar. We were also able to get a Tour 3 Maintenance Support Clerk position in a recent grievance resolve. Hopefully everyone understands that the grievance procedure is not always the fastest remedy, but it's all we got. SO please be patient, we try our best.

At the Orlando P&DC, several issues are being investigated at the moment. Good ole' Maintenance management once again tried to stick it to the employees in the form of reduced staffing. A new staffing package from January 2015 has reduced the Orlando P&DC Maintenance staff once again. Once the local receives this staffing package, we will check it for accuracy and challenge all reduced levels and lost jobs. If nothing has diminished as far as equipment, then staffing shouldn't have diminished either. This is a perfect example of what happens when you pencil whip routes, when you don't get work orders for every repair, and when you work harder than you should. Management cuts your throat. You may not see it directly, but when you get forced in on that next holiday, or get denied that annual leave request due to staffing, you'll realize it! Just remember, "A fair day's work, for a fair day's pay"!!! Any more than that encourages management to do more with less. When was the last time management's staffing was cut? Think about it.

Pete Fournier

Bulletin Board

Milestones in Labor History --March--

1

1918 - President Wilson signs into law a Post Office appropriation increasing entrance salary to \$1,000 a year and the maximum to \$1,500.

2

1913 - Postal workers granted 8 hour day.

18

1970 - Beginning of the first postal strike in U.S. history.

21

1970 - Postal strike reaches peak involving more than 230,000 workers in 200 cities across the U.S. Back-to-work order rejected.

23

1970 - President Nixon declares national emergency, orders 30,000 troops to New York City to break postal strike.

24

1970 - Troops enter New York City post offices. Secretary of Labor advises unions negotiations will begin March 25.

1974 - Coalition of Labor Union Women (CLUW) founded at a meeting of 3,000 women trade unionists from 58 labor organizations. The coalition was formed to promote equal rights and better wages and working conditions for women workers.

25

1911 - Triangle Shirtwaist Company fire in New York City. Killed were 147 young workers, most of them Jewish and Italian immigrant women. The workers were locked in by their employer. The tragedy inspired new fire safety laws.

1970 - Postal strike ends. Tour 3 workers in New York City return to work following mass rally outside GPO after eight days on the picket lines.

Next Union Meeting

Thursday March 12, 2015 at 9:00am
& 7:00pm



Incase you hadn't heard yet the local has it's own Facebook pages. Follow us at:
Central Florida Area Local #1462 -APWU
and CFAL-APWU RETIREE'S PAGE.

Announcements

Any members who would like to post their news and announcements either here in the Chatter or on the Local's website please send them to Benjamin Love at:

bloveapwu@gmail.com

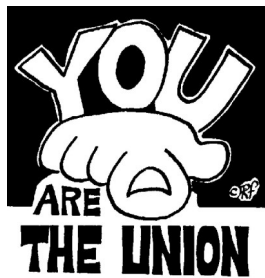
POSTAL CHATTER

CENTRAL FLORIDA AREA LOCAL

10501 S. Orange Ave, Suite 117
Orlando, Florida 32824

Non-Profit
Organization
US Postage Paid
Permit No. 3165
Orlando, Florida

ADDRESS SERVICE REQUESTED



The next Union Meeting is Thursday
March 12, 2015 at 9am & 7pm. The
Union hall is located at 10501 S Orange Ave,
Suite 117. Please mark your
calendars and attend. It is your Union.

Let your voice be heard!!!