



Postal Chatter

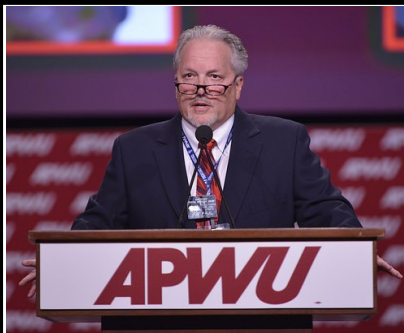
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Joe Paul—2016 National Convention

From the Desk of the President October 2016

I want to thank each of you for being members of the American Postal Workers Union and our Central Florida Area Local. As a large local, we have been very busy this calendar year. We represent over 1,040 members spanning three P&DCs and approximately 100 Associate Offices, Stations, and Branches. Recently, we were the Host Local for the 2016 National Convention at the Dolphin Hotel in Orlando; a special thank you to everyone that participated.

This year we have increased our membership by almost 50 members and have been instrumental in having over 70 former Postal Support Employees (PSEs) from the Motor Vehicle, Maintenance and Clerk Crafts converted to full-time and career. Just this month we had approximately 30 former non-career employees converted to career; conversions to career status is one of our highest priorities. Once the dust settles from the contractually mandated conversions in September, we intend to track PSE work-hours, and "all available hours" to demonstrate full-time duty assignments throughout our local. It is my goal to secure opportunities for our members to bid on desirable duty assignments. We are striving to secure quality futures for our members and their families.

Since January, we have had nine removal cases, countless 14 and 7 day suspensions, and dozens of letters of warning on which we have mostly prevailed. Those issues are just the discipline cases and do not include the variety of contractual disputes we are handling. We currently have eight Officers and approximately 23 Stewards/Alternates throughout our Local. Although those numbers look good, I am trying to have representatives for our members in every facility in our local. We have already held three Stewards classes and have another upcoming soon. We have an additional six members who are interested in becoming APWU representatives in this class. If you are interested in learning to assist your fellow brothers and sisters as a Steward or Alternate Steward, please send me an e-mail to JPaulAPWU@gmail.com and I will get back to you.

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Member Supported

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Clerk Craft Director - Wanda Wroten
Assistant Clerk Craft Dir. - Victor Sanchez
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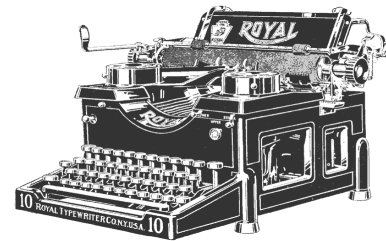
Director of Safety & Health - Stephen Nelson

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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

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, its officers or its 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.

Continued from front page:

We have been updating the APWU Bulletin Boards with new and relevant information including (i) Weingarten Rights information, (ii) President's updates and reports and (iii) letters to management on issues affecting our members. Keeping you informed of issues affecting our members is paramount. More than half of our members are on my e-mail distribution lists and receive updates and letters from me keeping you in the loop locally. If you would like to be added to my lists, simply send an e-mail to JPPaulAPWU@gmail.com. I do not share any of your contact information and always send emails in a blind copy format to protect your privacy.

Within the next two weeks we will begin negotiations on our new Local Memorandums of Understanding (LMOU). I will be leading our team in negotiating LMOUs for our large P&DCs, our Level 24 installations, our Level 21 and 22 installations and the installations at Level 20 and below. We are soliciting ideas from our members. Please email your ideas to JPPaulAPWU@gmail.com or CFAL1462@gmail.com, or leave a message by logging onto our local website at www.CFAL1462.org.

Some of our goals moving forward will be, but are not limited to:

- Establishing new career jobs
- Working to convert non-career employees (PSEs) to career status
- Providing an ongoing training program for Officers, Stewards, and Alternate Stewards
- Continuing to keep our membership informed on issues around the local
- Keeping our local fiscally responsible
- Keeping our members who file grievances apprised of the status of their cases at every step
- Protecting our members from harassment in the workplace
- Ensuring that the USPS maintains a safe working environment for our members
- Recruiting non-members to join with US so that WE can continue to be a strong local

ALWAYS request your Steward when you are having an Investigative Interview and NEVER go in alone with the Postal Inspectors or the OIG! In closing, remember to always speak to a non-member and explain to them why they should become a member of the very organization that fights for every aspect of their livelihood. Organizing our workplace should be one of the most important goals of the APWU. We are under constant attack and we need everyone to help in the battle for our futures!

In Solidarity,





DO YOUR JOB

By: Robert 'Bob' McSorley

During our Postal Career, we have seen a lot of changes. Some of the most significant changes that I can recall are that the Postal Service has changed the way that they manage. Of course, the non-communication and the disrespect that many employees feel is still evident, but the change in management is centered on the lack of supervisory personnel. There are several reasons for this, and one such reason is that the USPS is having a difficult time luring employees to be 204Bs and eventually moving to management positions. This I believe, is due to the unrealistic goals that managers are held to each and every day, and quite simply, they are not paid much more than us to jump through hoops on a daily basis, it would appear that it simply is not worth it.

Another reason is that a lot of you may remember in the mid 1990's supervisors went from non-exempt to exempt employees. What that means is they went from getting paid overtime for more than 8 hours a day and 40 hours per week, to a pay for performance system that postal management utilizes today. With mail being delivered to each associate office and station earlier, there is generally no management in sight until 7-7:30 am, and the first clerk can arrive as early as 1 or 2am. The Postal Service seemed to change overnight from a general feeling that the service didn't trust anyone, and a culture of suspicion, to an organization that seems to operate where management would spend countless hours out of the office, the phone ringing off the hook, and window clerks turning customers away because, "there are no supervisors available."

Part of this process of change that we all have experienced, is the feeling that the "it seems that no one in management cares." Managers give far less direction to employees than as in years past. This system of delegation, which can work efficiently in some offices, has torn the fabric of communication apart in other offices.

An example of this being that we have had complaints from some offices that the first supervisor does not start work until 7:30 am, which in some cases is 30 minutes after the distribution up time protocol. The distribution up time (DUT) is when the mail is supposed to be ready for the carriers. When the DUT is not up on time, management wants to know why, and then has all the employees blaming one another. The problem is that there are some strong personalities in offices, and because there is not a supervisor scheduled to report until after the mail is supposed to be completed, some conflict arises between employees. Some employees resent other employees instructing them as to what to do. As I said, some personalities may be able to work in this environment, but others cannot. This situation could easily be resolved if a supervisor would report to the office earlier, and we have suggested this to management. Also, when no supervisors are present to direct employees, it creates an uncomfortable workplace.

Another station that I visited recently had the supervisor arriving at 7:30 am, looking in the carriers parcel hampers, evaluating that amount of mail in the hampers, and then making a decision that the morning mail processing employees didn't meet their expectations. The employee believed he was doing a great job, yet in that instant the supervisor took that employee's pride away. The supervisor ridiculed the employees in a stand up talk based on her unsubstantiated opinion. Everyone should be aware that there are no work and or time standards. The employees must do their job and management must do theirs, simple.

It is easy to notice these days that the staffing in most offices is less than adequate, and when an employee were to call in sick, then it seems to turn into some sort of a 'crisis situation.' This is ridiculous. The Postal Service minimized staffing to the point that there are no extra personnel available. Management constantly performs clerical duties and assigns other crafts to cross craft lines. The USPS uses the argument that there was no one to use because every clerk was being utilized. Of course every clerk was being utilized it is just that there is an insufficient amount of staffing. The USPS seems to benefit by this because when John calls in sick, everyone has to work harder, and by doing so everyone is mad at John. I have seen it from my travels to the plants, stations and branches and associate offices. It doesn't take much to get people annoyed at one another simply because it was perceived that one is working harder than another.

The purpose of my article this month is to remind everyone that if we all just do our job and make management do theirs, it will be a much better place to work. You can only do as much as one person can do. It is my sincere belief, that every employee comes to work with the strong desire to do the best job possible. It would appear that during the last 10 or so years that the USPS doesn't seem to be the type of company anymore that gives our employees the sense of satisfaction and accomplishment that we all deserve.

Robert 'Bob' McSorley
Vice-President





The Money Pit

By Peter Fournier, Secretary Treasurer

Let me just start off by saying that from a financial standpoint, the local is in much better shape than when we started the year in January. More accurately, the balance of our 4 Chase bank accounts totaled approximately \$71,867 as of December 31, 2015. Those same four accounts; as of August 31, 2016, totaled approximately \$108,679.

There are several factors that influence the apparent discrepancy between those two numbers. Most notably; in December of 2015, \$28,000 was moved from our Chase accounts to the Postal Credit Union account to pay the monthly Mortgage payments of \$2,175. Also, the month of December has historically always been a heavy financial drain on the local. There are end of year forms for the IRS and State of Florida that are normally filed in December that have heavy payments associated with them for taxes and fringe benefits. So when you hear the financial report at the monthly meetings, you really have to get a total yearly financial picture to judge how we are doing financially. At the very least we are ahead of SPLY by about \$10,000, and that is great.

We have taken a couple of steps that will improve our financial situation moving forward. For one, Joe Paul's retirement from the USPS in July of 2016, has saved the local approximately \$450 each pay period. If you calculate that on 26 pay periods, his retirement saves the local approximately \$11,700 annually! Secondly, Joe Paul and myself have been very diligent in combing through the Dues Check-Off (DCO) and correcting incorrect local dues for transfers, reassignments, and most notably PSE conversions. We have corrected dues for over 100 employees; which will bring more revenue to the local each pay period. The departure of the former office secretary has also been a cost savings to the local. Although she did fill a void that existed concerning the Clerk craft, the void no longer exists among the current EB. Additionally, Joe has been very proactive towards signing up new members. Our membership has increased by more than 30 members; which includes the loss of several members who have either retired, died, or dropped out after losing elections. The Executive Board fully intends to organize a membership drive in the coming months and if anyone has incentive suggestions for new members and the people who sign them up, please bring those suggestions to a union meeting or email them directly to Joe or Bob.

We are only a few pay periods away from the retroactive increase that was negotiated with the last contract. We should see this as an adjustment on pay checks issued in November of this year; which should be paid retroactive to November 2015. As you may have noticed last pay check, the dues have increased for all categories of employees. This is a result of the new pay scales negotiated with the last contract. I am confident that if you take the time to compare the extra money in each pay check versus the small dues increase, you will see that we come out way ahead.

We do have some local union activities in the immediate future that will be an extra expense, but they are affordable and necessary. We have local LMOU negotiations to be handled within the next five weeks, the Fall Seminar at the end of October, and another Steward's training class for beginners. Also the Trustees will be called upon to spend a couple of back to back days and audit the local's financial records thru September. At that time they will also be removing old broken union purchased equipment off of the local's inventory. Therefore, if you know of or see non-functioning computers, monitors, printers, etc that are "owned" by the local, please make arrangements to have them brought to the Union office within the next few weeks for proper disposal. Thanks for reading and remember to always be safe!



Clerk Craft Director Report September 2016

Congratulations to all of the Postal Support Employees (PSE's) that have recently been converted to career employment! The PSE's that "have successfully completed at least two (2) successive 360-day terms will not serve a probationary period when hired for a career appointment, provided such career appointment directly follows a PSE appointment." However, according to HR Services, the PS form 50's will show a probation period expiration date. The purpose of this being that the employee is not allowed to use annual leave for the first 90 days from the date of conversion to career. There is no probation period for the newly converted PSEs. The newly converted career employees have a certain time frame to register for health and life insurance so make sure you go through the blue book you receive. Make sure you also follow up with HR services to register with everything in a timely manner.

The Orlando P&DC has started receiving all PARS flats on tour 3 and the clerks are responsible for working that mail, just as the clerks are responsible for the 329 and 347 mail in the Operation 117 areas. We are not sure how long it will be in place however. Ask your supervisor what operation you are to be clocked onto and make sure to clock over to that operational code as it may assist us in creating duty assignments. Please make your union steward aware if there is any PARS mail left over and what amount; or if there is a lot of the PARS mail staged prior to being instructed to go work in that area. If Mail Handlers are working the PARS, make sure you notify your steward of the cross craft violation. From my understanding right now, management is utilizing Tour 3 automation clerks during regular and overtime hours during Tour 3.

The one man staffing is still an issue. Management is to schedule two clerks to a machine with the only exceptions being those that the JCIM specifies. If management moves you to another machine, leaving you by yourself, please make sure you note the following information: what time you were moved, what day, what machine, the time period you worked alone, how many jams in each hour, and request to see your steward in order to report that information and write your statement. The union is still requesting an additional 50% of your hourly rate of pay for the time unassisted be paid to the clerk.

I want to thank all the stewards who are representing the employees and members for all your hard work. Thank you to all the employees stepping up and bringing violations to the union's attention, and for addressing the issues for our stewards to help ensure that all procedures and contractual articles are in place so that we can all have a safe working environment.

Wanda Wroten
Clerk Craft Director



LOOSE SCREWS

By: Benjamin Love, Maintenance Craft Director

There is perhaps no greater way to effect positive change in the lives of workers and their families than to help them obtain a secure, well-paying job by converting them from a non-career status to a career employee. With that in mind it is remarkable what the Maintenance Craft was able to accomplish during this last contract negotiation cycle. For the first time in history the Maintenance Craft is now an all career work force. As of September 3, 2016, over 2,460 PSE custodians were converted to career employees and the PSE category was eliminated from the Maintenance Craft. Congratulations to all of our newly converted employees!

Locally we are striving every day to improve our working conditions and to protect our jobs. Every time management tries to revert a duty assignment it is being challenged. We've successfully negotiated the reposting and subsequent filling of many positions throughout Central Florida and there are many more in dispute right now.

Another battle that seems never ending is the fight to stop subcontracting. Local management recently gave us notification of an upcoming project that they plan to contract out in the stations and branches. The work would entail the installation and set-up of wireless access points, which could easily be performed by our Electronic Technicians and Area Maintenance Techs. So far the Local has been able to hold management off on this subcontracting but it is just a matter of time until they move forward with it. Once they do we will be ready to file on it.

In addition to the stations and branches there is also a lot of subcontracting going on in the plants. The Seminole P&DC is just finishing up a major subcontracting violation concerning the repair of the Air Conditioners. They are also preparing to subcontract the complete remodeling of all the bathrooms within the facility. And of course forklift repairs are contracted out on a daily basis. All of these issues have been grieved and we will continue to diligently fight management giving away our bargaining unit work.

I'd also like to remind each of our custodians about how important it is to document your work activities for the day. If you are asked to do anything that is not on your assignment sheet, you need to get a work order for it. I'm not saying you should refuse to work but you must request that management document any and all jobs that you perform. This documentation in many instances is the only leverage we have as a union to challenge management's decision to revert or change jobs.

Documenting your work assignments is also very important for tracking the "Line H" custodian hours as they are called. As most of you know management is obligated to utilize a certain percentage of their allotted custodian hours each fiscal year. At the end of the fiscal year the union will receive a report from management indicating how many hours were used. The only way we can challenge management's numbers is by double checking your work assignment sheets to make sure that the work you did was in fact part of the custodian hours for your facility. By not properly filling out your paperwork you might not only be hurting your pockets, you might be helping management prove that they don't need you anymore!

In Solidarity,

Benjamin Love

2016 National Convention Photos



Wilda Caro, Wanda Wroten, Joe Paul, Denise Larson-Fischer, Mark Dimondstein



Ben Love, Mark Dimondstein



Ben Love, Joe Paul, Lorenzo Hamilton



Dorris Orr-Richardson, Richard Trumka, Joe Paul



Warren Pearlman, Wilda Caro, Joe Paul, Roseanna Conlin, Wanda Wroten, Roseanne Hudson, Allan Aglis



Ben Love, Congressman Alan Grayson, Denise Larson-Fischer, Terry White

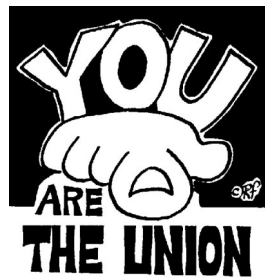
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The next Union Meeting is Thursday
October 13, 2016 at 9am & 7pm. The
Union hall is located at 10501 S Orange Ave,
Suite 117, Orlando, FL 32824. Please mark your
calendars and attend. It is your Union.

Let your voice be heard!!!