



Postal Chatter

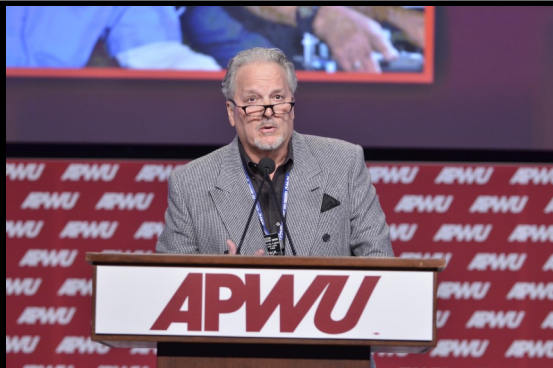
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Joe Paul—2016 National Convention

From the Desk of the President July 2018

As a large local, we stay very busy covering many issues on a daily basis. Our membership is close to 1,075 members and spans three P&DCs and approximately 100 Associate Offices, Stations, and Branches. I want to thank each of you for being a member of the American Postal Workers Union and our Central Florida Area Local family. I am proud to inform you that we have paid off the mortgage on our union building! We are planning an Open House/Mortgage Burning party for Thursday, September 13, 2018 from 5 pm until 8 pm. We will have food and refreshments for all. As the date draws near, I will send out a reminder but mark your calendar now.

Formal negotiations for our new Collective Bargaining Agreement commenced on June 26, 2018, as our present contract is set to expire in September 2018. Our national negotiators are busy putting together cases to not only to secure some of our present contractual language, but to enhance our current language and secure additional items. There have been many resolutions and new proposals sent in from across the country that will be addressed at this year's National Convention. I am honored to have once again been selected by National President, Mark Dimondstein, to represent the APWU as part of the National Clerk Craft Committee at this year's 2018 National Convention.

As I have reported throughout these past couple of months in my articles and weekly videos, below are a few of the items the APWU believes the Postal Service intends to push during these negotiations:

- Trying to secure a wage freeze
- Doing away with the COLA (Cost of Living Adjustment)
- Increasing the percentages of PSEs (Postal Support Employees) to try to slow down conversions to career appointments
- Trying to develop a lower tier employee (which would make 3 tiers)
- Cutting our health care benefits and having employees pay an increased amount towards their health care premiums
- Increasing the excessing radius from the present 50-mile limit
- Doing away with the no-layoff clause

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Member Supported

Officers for 2016-2018

President - Joe Paul
jpaulapwu@gmail.com

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

Secretary Treasurer - Peter Fournier

Maintenance Craft Director - Ben Love

Clerk Craft Director - Wanda Wroten
Assistant Clerk Craft Dir. - Victor Sanchez

Motor Vehicle Craft Director - Gilbert Vega
Assistant MVS Craft Director - Ron Hester

Director of Safety & Health - Horace Nelson

Trustees are Kathy Vazquez, Orlando Morris, Frank Marra

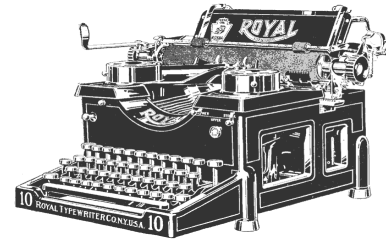
Contact Numbers

Union Hall: 407-854-6396

Fax Machine: 407-854-6399

CFAL Website

CFAL1462.org



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.



Ben 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

As you would expect, we will fight to (i) increase wages, (ii) stop a third tier of employees while working to secure a quicker mechanism to career conversions in the crafts where we have non-career employees, (iii) keep our 50-mile excessing radius secure, (iv) keep our COLA secure, (v) improve a better work-hour guarantee for part-time flexibles, and, most of all, (vi) protect our **no-layoff clause**. As we receive updates, I will keep you informed.

Over the past several months we have seen the USPS attacking the Clerk Craft with the Function 1 Scheduler. This Function 1 Scheduler program is aimed at reducing staffing in the Plants and attempting to use what they call **earned hours**. The APWU doesn't agree with that since the **earned hours** is not in the Collective Bargaining Agreement, but rather, we are using 'all available work-hours.' As of this writing I have challenged this USPS program in both the Seminole and Orlando P&DCs and have appealed these cases to the national level. I was able to demonstrate 12 additional full-time regular duty assignments in both Plants. I am hoping for a positive ruling in the coming months. We are not seeing this program in the Associate Offices, Level 22 and below, but on a daily basis see short-staffing in our crafts as well as management and other crafts performing our work. If you see this happening, you need to request your Steward so we can put an end to these types of violations.

Our Maintenance Crafts are also being attacked, mostly in the larger installations. It would appear that the USPS is trying to reduce various Occupational Groups by understaffing. If you are in the Maintenance Craft you see this occurring on a daily basis, and you can see that we are constantly fighting these issues. We intend to continue this fight to not only keep the numbers we have, but to attempt to increase this craft and to stop the ever-increasing sub-contracting!

Our VMF (Motor Vehicle Facility) is one of our crafts that has the least amount of violations during the last several months. The VMF domiciled in the Mid Florida installation also belongs to the Orlando installation, so we have both the Orlando P&DC and the Mid Florida VMF together. I am looking into a couple of issues regarding the different levels of employees and would like to have more Level 9s.

As far as our Motor Vehicle Craft, we have had a few PTFs (Part-Time Flexibles) converted to FTR (Full-time Regular) and more PSEs (Postal Support Employees) being hired. Unfortunately, we are always preparing ourselves to fight against the sub-contracting of our work.

We will continue our everyday fight to have our non-career work-force, PSEs, converted to FTR career employees, and our many PTF career employees converted to FTR. Over the past six months, we have seen approximately 40 or more conversions, and we will not stop until they are all converted!

At the time of this writing, we presently have four Notice of Removals, three 14-Day Suspensions, eight 7-Day Suspensions and over 12 Letters of Warning. Most of these elements of discipline are dealing with Attendance related issues. We are seeing a lot of AWOL (Absent without Leave), and as you can imagine, that is an area that any union will have difficulties defending, so if you are not going to be able to go to work always call the eRMS number.

Keeping you informed is one of the most important things we can do. If you would like to be added to my distribution lists, simply send an e-mail to JPPaulAPWU@gmail.com. I do not share any of your contact information and always send emails and videos in a blind copy format to protect your privacy.

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! Once again, thank you all for being loyal members of our Central Florida Area Local and I am proud to be your President!

In Solidarity,

A handwritten signature in black ink, appearing to read "Joe Paul". The signature is stylized with a large, looped "J" and a cursive "Paul".



ENOUGH APPRECIATION TO GO AROUND

By: Robert 'Bob' McSorley

Hello brothers and sisters, we have many things going on within our local this past month such as: negotiating a new collective bargaining agreement beginning on June 26, 2018, the Function One Scheduler, and of course, the constantly ever-changing landscape and working conditions in the USPS simply to name a few. If you are like me, I am sure we can all agree that we are appreciative in what employment with the Postal Service has given to us and our families. During my 32 years of service, I worked through several recessions and no less than 3 wars. I watched my friends and neighbors suffer through the frustrations of being laid off as many established companies shuttered their doors. I was blessed to know that there was always work available for me every day as an employee of the US Postal Service. That being said, appreciation for what we have, does not mean that we do not want to retain what we have, and for what union members before us have fought for. We can be happy that the Postal Service has provided us with a product and service that we can deliver to the public, but there are a lot of products and services that are being sold by our competitor's companies who pay their employees hardly enough to make a living wage. What makes us different we may ask? We cannot fool ourselves and think that the reason that the APWU has never had a layoff is because the Postal Service has a heart. That is far from the truth, the Postal Service is a business, and like every business large or small, has their eye on the bottom line, and not on whether Bob McSorley works his 40 hours this week. It was the steadfast diligence and resolve of the American Postal Workers Union that was the engine to our significance throughout all of these years. Otherwise, we would have been just another statistic and casualty of capitalism.

There are many people along the way that we can recognize and thank for the job security we have today. There is one group of people that stands out to me, because I believe that they bear the greatest responsibility for the pay and benefits that each and every Postal employee enjoys today, and that is our APWU.

On March 17, 1970, in New York City, members of National Association of Letter Carriers (NALC) Branch #36 met in Manhattan and voted to strike and picketing began just after midnight, on March 18, 1970. It was an eight-day strike by federal postal workers. The strike began in New York City and spread to some other cities in the following two weeks. This strike against the federal government, regarded as illegal, was the largest wildcat strike in U.S. history. The strike influenced the contents of the Postal Reorganization Act of 1970 and transformed the post office into the more corporate United States Postal Service and guaranteed Collective Bargaining rights (though not the right to strike.) I encourage every member to watch YouTube and search for 'Postal Strike of 1970'. I believe that after watching you may feel differently about the struggle and sacrifices that were made for you and me.

Prior to the Postal Reorganization Act of 1970, it was not unheard of for postal employees to have two or three jobs just to make ends meet. It was due to the heroic acts of all unions that joined the strike absorbing immeasurable pressure and risk for us today.

For me, my wife Venessa, and my 9-year-old twins, Aiden and Bryce, I say thank you, and my work today is in dedication to the sacrifices by our fellow brothers and sisters of the APWU that came before us.

In Solidarity,
Robert 'Bob' McSorely



Loose Screws

By: Ben Love, Maintenance Craft Director

In our Local, the Maintenance Craft has long been a closed off group with very little opportunities to join. As such, it has long been a goal of mine to open up the Craft and make it more accessible to our members who might want to transfer over from the Clerk and Motor Vehicle Crafts. That means the creation of an In-Service Register. Until recently, the last time an In-Service Register was created in one of the Central Florida Installations, was approximately 9 years ago. I'm proud to say that as of the writing of this article, we have successfully completed our third In-Service Register in the Orlando and Seminole Installations.

The creation of these Registers have opened up opportunities for our members to get on a list and have a chance at transferring into a job within the Maintenance Craft. The nice thing about this opportunity is that it is not dependent on your sick leave, your discipline records or any kind of supervisor evaluation. Another benefit to this kind of transfer is that there are no qualifying schools associated with the positions. If management go to the In-Service Register and select employees from there to come into Maintenance, those employees are officially and irrevocably part of the Maintenance Craft and can not be sent back regardless of how well they do on any training courses.

As well as this year has been for us, the Maintenance Department has also suffered a big loss recently with the passing of Brother Steve Raymer. Brother Steve served as the National Director of the Maintenance Craft for the last 17 years. Before that he served multiple terms as the President of his Local. He was a friend to this Local and always available to answers questions we had. His credits are far too long to list here but he was most recently successful in making the Maintenance Craft the first all career Craft when he got all of the former PSE's converted to career employees as part of the 2015 Collective Bargaining Agreement Interest Arbitration.

Although Steve will most definitely be missed, we do have capable National Officers in Idowu Balogun, who was just promoted to the National Director position, Jimmie Waldon who is now the Assistant "A" Director and Terry B. Martinez who remains as the Assistant "B" Director. With contract negotiations currently taking place, it is reassuring to know that Mr. Balogun has many years of experience at the highest levels of the Union and is more than able to pick up where Steve Raymer left off and continue defending our Craft from the constant attacks the USPS has launched at us throughout the years.

In Solidarity,

Benjamin Love

Maintenance Craft Director



Ben Love, Joe Paul, Steve Raymer



DOLLAR\$ and \$EN\$E

By Peter Fournier

This month's Chatter article is all about the numbers. 'One Hundred twenty-two thousand'; (\$122,000) that was the dollar amount of the mortgage when our Executive Board started our term in January 2016. 'Zero' is the current balance of our building mortgage. That's right, in case you missed the last few Union Meetings, which they take place the 2nd Thursday of every month, we have paid off our mortgage. 'Twenty-one seventy-five' (\$2,175) is the amount of the mortgage payment that we will be saving every month. 'Two' is the number of months until our mortgage burning party on September 13, 2018. Whether the membership realizes it or not, paying off this mortgage is a huge accomplishment, and something we should all be proud of. Having more money each month will give us the additional flexibility moving forward with respect to training for our Stewards and the compensation for such training

'Sixty' is the number of videos that Joe Paul has produced regarding local union and USPS current affairs. These videos contain great information regarding our local and things that are occurring all around our local's jurisdiction. Check them out when you get a chance!!! 'Sixty-nine' is the number of days, as of this writing, until our current Collective Bargaining Agreement (contract) expires. Our union officers are busy with contract negotiations, and hopefully we will receive a favorable outcome. I tend to think it is more likely that we will be awaiting an Arbitrator's decision, since the USPS seems to be going after everything, but we will see.

The new school year is fast approaching, so good luck to everyone that has children entering the new school year.

In Solidarity,

Peter Fournier

Secretary Treasurer
Central Florida Area Local



Clerk Craft Director Report

By: Wanda Wroten

Below are a few issues that are occurring within the Clerk Craft, as well as some additional items of interest.

- One Man Staffing violations are constantly occurring. Grievances are still being filed and are being addressed at Step 1 and Step 2 of the grievance procedure. As of this writing, between all three Tours in the Orlando P&DC, where the DBCS machines are located, the payouts have amounted to over \$34,500 and climbing! Even though this is occurring in all P&DCs throughout the country we **MUST** continue to file and protect our work!

I would like to thank the Stewards who put in the hard work on these grievances, and especially to the Clerks who stepped up and requested their Steward(s) and filled out the statements. The NBA's (National Business Agents) have stated that when these cases are being discussed, it is very important that the Clerks **MUST** request their Steward and fill out a statement form in detail, and especially if two Clerks are scheduled and only one Clerk is actually working on the machine. The Clerks that request their Stewards and submit their grievance statement to their Stewards are the ones that are in the payout resolves.

- Holidays: PSE Clerks are able to sign up for the holiday and should be listed on the Holiday Volunteer List. In the LMOU (Local Memorandum of Understanding),
- Article 30 –Item 4.7 states that, *“if an employee submits their leave chart during the choice vacation period to coincide with a holiday, the holiday will be granted.”*
- LMOU Article 30-Item 12.2: Request for approval of **incidental leave** in conjunction with the Holiday or designated Holiday, does **not** guarantee that the employee will be receiving the Holiday or his/her designated holiday off.
- Overtime: LMOU Article 30-Item(s) .14.8,14.9 and 14.10:
 - 14.8: After the cut-off date at the beginning of the quarter to sign the OTDL, no names may be added unless it falls under the guidelines of 14.9 of this LMOU.
 - 14.9: During each quarter, an employee who changes physical locations, bid assignments, or occupational group(s), will be given an opportunity to add their name to the ODL in their new location.
 - 14.10: An employee who changes sections per 14.9 above, is responsible for notifying their immediate supervisor and/or manager in writing **within 14 days** of their desire to be placed on the OTDL. The union will receive notification of any such addition.
- Crossing Crafts: We have Mail Handlers crossing crafts and performing our Clerk Craft work in the P&DCs. Always request to speak to your Steward and give a detailed account of; how many Mail Handlers, what time periods were the violations occurring, and in what locations, so that the Steward can determine the hours in violation for the proper Clerks, who were harmed, qualified, and available to work, are to be properly compensated, rather than the Mail Handlers crossing crafts.

It is imperative that if your address has changed during the past year that you let the Union Office know **(407-854-6396)** so that we can update our records with your new address. I have noticed that there are many employees that haven't given their addresses on the grievance form/statement. It is vital that you do so in case questions arise surrounding some of the specifics of your case during our meetings.

Thank you for being a union member,

Wanda Wroten

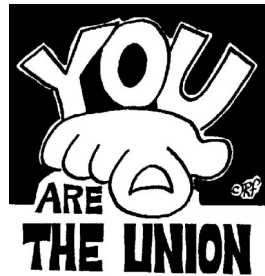
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The next Union Meeting is Thursday
August 9, 2018 at 7pm. The
Union hall is located at 10501 S Orange Ave,
Suite 117, Orlando, FL 32824. Please mark your
calendars and attend. It is your Union.

Let your voice be heard!!!