



# Postal Chatter

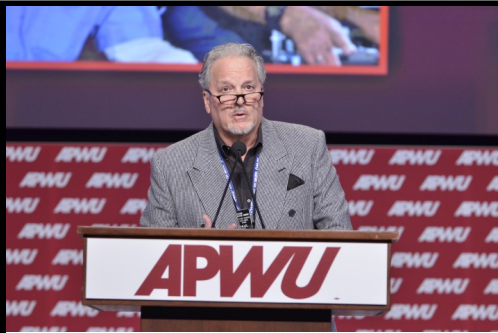
Proud Member of the Postal Press Association



Volume 62, Issue 1

Orlando, Florida

September 2021



## From the Office of the President September 2021

In the last five months we have seen 183 additional positive COVID-19 cases within 75 of our 100 plus offices throughout our local. Of course, that is not to say that these cases are all from our APWU represented crafts (Clerk-Maintenance-Motor Vehicle-Vehicle Maintenance), but they are from all employees/crafts within those offices. Any positive cases in an office affects everyone of us. As you have seen, I am continuing to send out updates giving you the most up-to-date numbers of positive COVID-19 cases in each of our offices affected. Florida 2 (previously called the Suncoast District) has telecons every week which is where I am compiling those numbers for you. We still encourage you to continue doing your best in maintaining your social distancing, washing your hands, and now the USPS has sent out a new revised mask policy where employees will have to wear masks again, so continue to remain safe. Keeping our employees safe is our highest priority! We have been pressing management to continue to provide the personal protective equipment (PPE), and to continue the proper cleaning so that our employees will remain safe!

With such a large local, as you would expect we have a lot going on. Our Central Florida Area Local (CFAL) represents close to 1500 employees within 3 crafts, 3 P&DCs, and over 100 Associate Offices, Stations, and Branches. Grievance activity is wide-ranging with all types of contractual violations. In each of our 4 crafts we are witnessing many contractual violations and/or disputes. There are issues such as Notice of Removals, Proposed Removals, Emergency Placements, 7 and 14 -Day Suspensions, Letters of Warning, Letters of Demand, rogue supervisors/managers trying to intimidate our employees, as well as a host of other items too vast to list here. We will combat these battles and we will not allow management to violate your rights without a fight!

The American Rescue Plan Act is still in effect through September 30, 2021, and I have not seen anything relating to an extension of these benefits yet, if I do, I will send you additional updates. This Act is where, due to COVID-19 concerns, employees request Emergency Federal Employee Leave (EFEL). As of this writing there is still \$363 million dollars left out of the initial \$570 million. There are 67 Federal agencies that are eligible to use this, and the US Postal Service has used the most by far, of course the USPS has the most employees as well. We are still encountering instances where employee have not received proper payment for this EFEL leave so when you submit your forms for the EFEL make sure you keep a copy, and if possible, see if the management official that you submit them to can **initial and sign** for them.

Our contract negotiations are moving along and as we receive more definitive information, I will send those updates out. What we do know as of today is, *“Beginning September 7, the National Negotiations Committee will lock down with postal management for a week of intense contract negotiations as the September 20 expiration of the current collective bargaining agreement approaches.”* What this means is that the APWU and USPS officers that are negotiating for our new Collective Bargaining Agreement will be in the same hotel, with daily meetings at the main table negotiations, craft tables, and other subcommittees, where they will be working out the various proposals. *“Each of these meetings will be conducted respecting all COVID related safety protocols including mask-wearing and social distancing.”* Our APWU negotiators have been meeting continually with the USPS and has submitted over 90 proposals. These proposals include items such as: (i) protecting job security and work opportunities, (ii) work rules and working conditions, (iii) increased career opportunities and improved conditions of work. The APWU will be submitting further proposals in the upcoming weeks including ones for ‘economic provisions’ – wage increases, COLA, step increases, and so forth. As I receive additional information, I will send those out.

**\*\***We are proud to announce that we have successfully merged the members of the Lady Lake Post Office into our CFAL family. This office previously was a Member at Large (MAL) office and often had to fend for themselves, but now they will have our local fighting with them when problems arise.

As I mentioned previously, the new Annex (the old GOYA building on Orange Avenue in Orlando), will now be a part of the Seminole Cluster as it is being leased by the USPS for 3-years. While Vice President Bob McSorley and I were already in there without management, we will be there next week to look it over with the Plant Manager. I already have many questions such as: what machines are coming (I already saw a sheet from the national APWU with 3-4 pieces of equipment coming), what about details/bids in this facility for Clerks and Expeditors, what Maintenance Occupational Groups will be required other than Custodians, and who is going to do the TME/Expeditor duties, simply to name a few.

### **Clerk Craft**

Our focus in the Clerk Craft is to constantly stay on all the issues and work diligently to convert Postal Support Employees (PSEs) to career positions, continue aggressively fighting for conversions of Part-Time Flexible Employees (PTFs) to full-time, preventing management and other crafts from performing your work, fighting discipline, and a range of other concerns. As of today, September 11, 2021, we have had **435** Postal Support Employees (PSE) and Part-Time Flexibles (PTF) converted to career/full-time over the last 3 years in the Clerk and Motor Vehicle Crafts (the Maintenance Craft does not have PSE’s). As being converted to career is one of the most, if not the most important milestone in our members lives, our goal will continue to never give up on that effort. The creation of full-time regular duty assignments is another item that is at the top of our list of concerns. With what appears to be short staffing in Customer



Service (Stations/Branches/Associate Offices), we see a need for additional jobs. In our two Mail Processing Plants (Orlando P&DC and Seminole P&DC) we were successful in seeing 50 conversions in Mail Processing and 7 more in Customer Service. In the Seminole Plant we depleted all the PSEs that were on the rolls and made a huge dent in the Orlando P&DC’s list as well. They have since hired approximately the same number of Postal Support Employees (PSE) for those installations. We have also seen many conversions outside of the Plants throughout our local as well.

## **Maintenance Craft**

In the **Maintenance Craft** we are continuing to monitor **anything** affecting our employees. Staffing within our many Occupational Groups in our Plants is something else we are constantly keeping a keen eye on, as we believe in many cases, we see a need for additional duty assignments in certain occupational groups. We challenge every reversion of duty assignments and look closely at the work and numbers. Make sure you keep your PARs (Preferred Assignment Registers) up to date so that you do not have to move to a duty assignment that you do not want. We have seen where a few of our members have accidentally forgotten to update those and were forced to move to other jobs and Tours.

## **Motor Vehicle (MVS) and Vehicle Maintenance Facility (VMF)**

The **Motor Vehicle Craft** (MVS/PVS) and the **Vehicle Maintenance Facilities** (VMF) are not without their challenges, and we are facing a few matters in these departments. The issue of Mail Handler's vanishing from the docks once the driver's show up is still occurring and it is going on in both the Orlando P&DC as well as in the Seminole P&DC. I have again spoken to the Manager there and speaking and writing to the **NEW** Orlando P&DC Plant Manager, Norris Hamm. This problem is also affecting our Clerk Expeditors/TMS's as they see this magical disappearing act of the Mail Handlers once the trucks/work arrives.

I will be meeting with the Plant Manager Norris Hamm, next week on attempting to see if we can move the MVS/PVS drivers out of the small office where the drivers report presently and take over a larger area/room/space that we have found which is only 50 or so feet away from that small space. With approximately 50 drives on a given day having to cram into that tight space presently, it is a safety hazard in our opinion. We have appealed a grievance up to Step 3 on this issue as we believe it is an OSHA concern, and during this COVID-19 pandemic it poses even greater anxieties.

As always if you move and change your mailing address let us know so we can correct your contact information at the local, state, and national levels. Remember that it is crucial that everyone is a member of the APWU, so please make a point this week to let a non-member know just how much they are needed to help keep our organization strong. This is even more evident as we are still going through this COVID-19 pandemic. We have not been laid off and are still working and receiving a paycheck which is another reason to be a part of the APWU. **We** are facing battles at every corner and need the involvement of everyone. Organizing our workplace is one of the most important goals of the APWU. We are under persistent attacks at every junction, and we need everyone to assist in the battle for our futures!

In Solidarity,



President







## Vice President's Report

By: Robert 'Bob' McSorley

Greetings brothers and sisters, it seems that almost every Sunday since August 8, 2021, management in the Orlando installation have been forcing employees on and off the overtime list to work overtime. Management refuses to follow the contractual method for selecting full time employees to work overtime on a non-scheduled day. As you may know, the union already is aggressively fighting this violation, as we do with all other contractual violations within the reach of our Central Florida Area Local. Management is simply kicking the can down the road, and whether the USPS pays the harmed employees today or tomorrow, I will not rest until the issue reaches a full resolution, and the damaged employees are made whole.

In the Plants, Stations and Associate offices, there has been a fair amount of discipline issued to employees, mostly for attendance. Normally, attendance related discipline includes at least 3 unscheduled absences during any 90-day period. I say 'normally' because that has been the norm, but the USPS can change that standard at any time, and we will have to combat the matters of the dispute in Arbitration. Make sure you review the boxes on the right that are listed as scheduled and unscheduled (absences) on the PS 3971. If a box is checked off by the supervisor and marked as 'unscheduled', and you believe it was supposed to be 'scheduled', please bring it to management's attention, and if they will not correct it, then request a Steward. It is much simpler getting an unscheduled absence changed to a scheduled absence at the time of the absence. If you wait until the discipline is issued, and the 'unscheduled' absence that was intended to be 'scheduled' is in the discipline, it is more challenging to have the scheduled or unscheduled absence determination to be reversed.

Joe and I receive many calls concerning the low staffing at most of Stations and Associate offices. The staffing in every office is dreadful, shameful, or any other unpleasant adjective that works. Unfortunately, the APWU does not have any say in the staffing of the USPS. That is a decision made by the USPS and only the USPS. Article 3 of the Collective Bargaining Agreement allows the USPS to be the sole entity responsible for staffing. Of course, we can file a grievance if the USPS fails to post a vacated bid within 28 days unless they revert it. We can also pursue issues if the USPS does not start an employee in their new bid within the contractual timeframe per the contract.

Once a residual vacancy (left over bid) goes in the e-reassign process it can take a long time to fill. Often it can take several months since there are people from all over the country applying. The MOU for filling vacancies has a checklist of up to 10 items. This system needs to be streamlined somehow. Unfortunately, that is something that is out of our control, however, one thing that we can control is our perspective. There are no minimal work standards in the USPS as outlined in Article 34 of the Collective Bargaining Agreement, but a 'fair days work for a fair day pay' is what we strive for. Every employee wishes to do the best job they can, to the best of their abilities, yet sometimes under the present conditions it may not always be possible, but you will always know in your heart that you did best that you can do.

Robert 'Bob' McSorley  
Vice President



## **DOLLARS and SENSE**

**By: Peter Fournier**

I want to start off by congratulating the last group of PSEs who became Full Time Regulars (FTR) under the terms of the June 21, 2021 agreement between the APWU and the USPS. In accordance with that agreement, the "Function" 1 mail processing staffing would be increased with 3,741 new career positions. The agreement also established the additional conversion of at least 3,641 PSEs to career. In total, the agreement resulted in 7,400 PSE conversions. Hopefully, all those converted employees understand how lucky they are to be FTR. Many PSEs waited years to be converted; and were at Management's governance, with little or no rights. The rights to choose work areas and hours of work, Holiday pay for all holidays, COLAs, and most importantly, access to the full gamut of the Collective Bargaining Agreement.

In case many of you haven't seen your upcoming paychecks, there is some good news that you may, or may not be aware. In accordance with the 2018-2021 Collective Bargaining Agreement, career employees represented by the APWU will receive a cost-of-living adjustment (COLA), effective August 28, 2021. The increase is the result of a rise in the Consumer Price Index (CPI-W). It will appear in paychecks dated September 17, 2021 (Pay Period 19-2021). The value of the COLA for career employees in each step and grade will increase by \$1,935.00 annually, and the hourly rates for part-time employees will be adjusted accordingly. The COLAs are in addition to general wage increases. This is the sixth cost-of-living increase under the 2018 contract. The COLAs received so far during the 2018 National Agreement will total \$3,349.00 per year.

In light of the fact that Postal Support Employees (PSEs) do not receive cost-of-living increases, they have received several additional increases beyond the general wage increases for all employees in the APWU bargaining unit under the 2018 contract.

Lastly, I want to take a portion of this article to inform all stewards of the proper steps for getting reimbursed for training, attending Seminars and Conferences, or any other Union activity approved by the President. There are two forms to utilize in getting paid for your time. The first is the LWOP reimbursement Form; it is used for getting paid by the local for hours taken from your normal work hours from the Postal Service. The other form is the Compensation Form, and it is used to be compensated at your regular postal rate of pay for only the hours actually spent performing Union activities. As a reminder, make sure the local has an I-9 Form and a W-2 form on file; otherwise you can't get paid for any wages.

In Solidarity,

*Peter Fournier*

Secretary Treasurer  
Central Florida Area Local



# Maintenance Update

By: Ben Love, Maintenance Craft Director

With our current Collective Bargaining Agreement (CBA) set to expire on September 20, 2021, many people are asking me when we can expect a new one. Unfortunately, the answer to that question is not readily available. What I can tell you though is that our National Officers are actively negotiating with management and trying to reach an agreement on our next CBA. At the same time, they are preparing in case we are forced to go to arbitration again. Should that happen, we will continue to be protected under the previous CBA while we wait on the arbitrator's decision, which should be around July of next year.

Additionally, I am hearing of people refusing to go to school because of COVID-19. Please be aware that as of August 9<sup>th</sup>, 2021, the temporary MOU which allowed us to decline traveling to NCED for training because of COVID-19 has expired. This means that the normal contractual rules pertaining to training and traveling apply and that we can be forced to school again as long as it is in accordance with Article 38.

## **Local news and updates:**

The prep work for the new SPSS is almost done in the Seminole P&DC. At the time of this writing, they are dropping the power cables and the machine itself is scheduled to arrive and start being installed on Monday September 20<sup>th</sup>, 2021.

Portable Air Conditioners have been ordered for the workroom floor at the Seminole Annex. They are expected to take a few weeks to arrive. In the meanwhile, management are renting some to help keep the employees there from overheating. Employees are reminded that if it gets too hot within the facility, they should address this by submitting a PS Form 1767 (Report of a Safety Hazard) to management.

Installation of the Single Induction Package System (SIPS) is schedule to start the week of September 20<sup>th</sup>, 2021, and should be fully operational by October 1<sup>st</sup>, 2021. This is a new machine and we do not yet have any documentation concerning the preventative maintenance route or operational maintenance that is required. As soon as this information is available it will be shared with the membership.

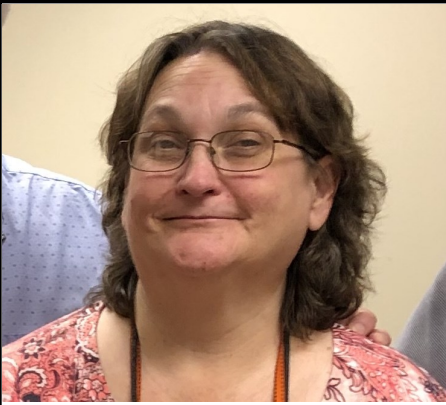
Installation of the SPIDER and the Flexible Rover Sorter (FRS) should start in October and are scheduled to be finished with both machines fully operational by October 31<sup>st</sup>, 2021. Like the SIPS, both of these are new machines and we do not yet know what is required in the way of preventative maintenance or operational maintenance.

These Postal Service Annexes as they are being called are new and there is still a lot to figure out concerning them. The Local is in regular contact with the National as we work through all the problems associated with opening up a new facility and making it work under the rules of our Collective Bargaining Agreement. Please pay attention to Joe Paul's videos and emailed reports because as more information becomes available we will be sending it out to everyone.

Thank you for being an APWU member!

In Solidarity,

*Ben Love*



## Clerk Craft Director's Report

By: Wanda Wroten

Here are some things that are happening in our Local for the Clerks in our Plants, as well as items all employees should be aware of:

**One Man Staffing Violations** are still occurring at the Orlando PDC on Tour 3, and a few on Tour 1. Your Stewards on Tour 1 are learning the ropes on how to take care of these scenarios. The Tour 3 'One Man Staffing' is waiting on the information to figure out the totals for the violations. I want to thank the Stewards who put in the hard work on these grievances, and especially to the Clerks who stepped up and saw their Stewards and wrote out the statements.

**Overtime:** LMOU Article 30 Item 14.8, 14.9 and 14.10:

14.8: After the cut-off date at the beginning of the quarter to sign the ODL, no names may be added unless it falls under the guidelines of 14.9 of this LMOU.

14.9: During the quarter, an employee who changes physical locations, bid assignments, or occupational groups, will be given an opportunity to add their name to the ODL in their new location.

14.10: An employee who changes sections as 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 ODL. The Union will receive notification of any addition.

Management is not following the overtime rotation, and both management and Clerks should not be texting or calling other Clerks at home to let them know there is overtime.

**Details:** There have been details in different Clerk positions and the Local is checking for any violations and out of schedule pay that may be due per Article 25.

**To all employees:** Please make sure your address, pay location, date of incident, date of statement and all information you submit to your Steward is correct as it is important in case further questions arise that the Steward may have for the Step 1 grievance appeal.

Thank you for being a Union member,

*Wanda Wroten*

Clerk Craft Director



**\*\*\*ELECTION & NOMINATION NOTICE\*\*\***

**APWU/CENTRAL FLORIDA AREA LOCAL 1462**

**Nominations for a three (3) year term of office 2022 to 2024 for the following positions:**

President, Vice President, Secretary-Treasurer, Director of Clerk Craft, Director of Maintenance Craft, Director of Motor Vehicle Craft, Assistant Directors of each craft (2 for Clerk, 1 for Maintenance, 1 for MVS/VMF.) Legislative representative and Sergeant-at-Arms, Director of Safety and Health, Communications Director, Trustees (three). The President and the three Craft Directors are also automatic delegates for conventions and Craft conferences.

Nominations will take place on October 14, 2021, during the 7pm General Membership Meeting.

Where: CFAL 1462 Union Hall, 10501 S. Orange Ave., Suite 117, Orlando FL 32824

1. Nominations for officers will be taken from the floor at the October 14 meeting. Nominations may also be made in writing and must be received by the Secretary-Treasurer, Peter Fournier, at the CFAL Union Hall at the same address listed above by close of nominations at the October 14, 2021 meeting.

2. A member can only accept a nomination for one (1) office. To be eligible for nomination, both the candidate and the nominator must be members in good standing with the Local. To accept a nomination, a candidate must be present at the meeting or state their acceptance of the nomination in a letter to the Secretary – Treasurer by close of nominations at the October 14, 2021 meeting.

3. Any member who voluntarily holds, accepts, or applies for any managerial, supervisory, EAS or Supervisor program position for any period of time, either detailed, acting, probationary or permanently, shall be ineligible to hold Union office or a position as steward, or be a delegate to any convention for a period of one (1) year after the termination of such assignments.

NOTE: Any candidates nominated at the meeting will meet with Election Committee members to receive the election and campaign rules, prohibitions of union and employer funds, distribution of campaign literature, inspecting the membership list, observers' rules.

The election of Officers will be conducted by referendum vote before the November 11, 2021 meeting. Additional information regarding the election and the date will be provided in a separate notice along with ballots, which will be mailed to all CFAL 1462 members at a later date.

NOTE: All election information will be mailed to each member at the current address on file with the APWU. If you have changed your mailing address recently, please notify the Union Hall in order to receive all election materials.

Election Committee



# Postal Chatter

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

## **Officers for 2019-2021**

President - Joe Paul  
JPaulAPWU@gmail.com

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

Secretary Treasurer - Peter Fournier

Maintenance Craft Director - Ben Love  
Assistant Maint. Craft Dir. - Vacant

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

Motor Vehicle Craft Director - Gilbert Vega  
Assistant MVS Craft Director - Jose Caban

Director of Safety & Health - Horace Nelson

Trustees are Roseanna Conlin, Denise Larson-Fischer

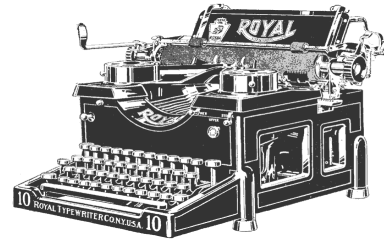
## **Contact Numbers**

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](mailto: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](mailto: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

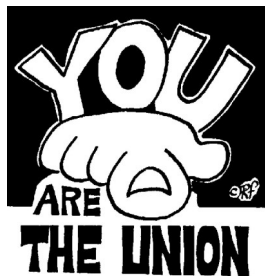
# POSTAL CHATTER

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



Union Meetings are the 2nd Thursday  
Of every month 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!!!**