



Postal Chatter

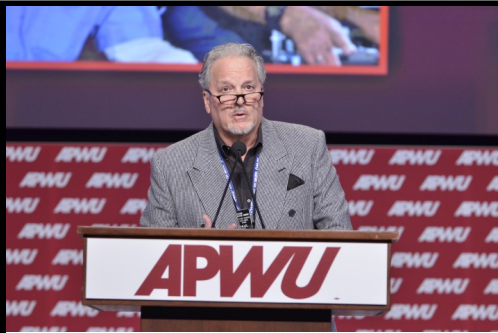
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December 2021



From the Office of the President December 2021

Firstly, I would like to wish you and your families a safe and enjoyable holiday season. Stay safe and try your best to get the much-needed rest that you will need to get through the holiday mail rush, as we all know the hours are quite demanding.

Our contract negotiations are still ongoing, and we have not seen nor heard of any updates recently. Once I receive updated information, I will send it out. The toll-free **Contract Update Hot Line** number is **866-412-8061** so make a point to call occasionally to find out the latest information as President Dimondstein normally puts out updates on Friday evenings. As of November 28, 2021, we have not settled on a new contract, and President Dimondstein stated that there has been “*slow but significant progress*”, so the negotiations are continuing. Our APWU negotiators have been meeting regularly with postal management and it seems that the differences between the USPS and APWU are narrowing, and we are ‘cautiously optimistic’ that we will come to a good and fair contract. There is an abundance of proposals from the APWU being discussed, to include: (i) protection of job security and work opportunities, (ii) work rules and working environments, (iii) increased career opportunities and enhanced conditions of work, and (iv) the monetary proposals such as Cost of Living Allowances (COLA), and wage increases. As I hear anything further, I will keep you advised.

Today, November 29, 2021, the USPS sent out a document stating that ‘Juneteenth National Independence Day’ will “*now be recognized as a holiday for full-time and part time career employees.*” That is great news, and this is the first new holiday we have seen in close to 40 years.

The 2021 ‘Penalty Overtime Exclusion’ period will begin Pay Period 26-21—Week 1 (December 4, 2021) and end Pay Period 01-22—Week 2 (December 31, 2021).

Throughout our Local, State, as well as throughout the entire country, we are experiencing short staffing in Customer Service Stations/Branches/Associate Offices, and this does not appear to be slowing down. One of the best ways to assist the union is when you witness management or other crafts performing your work is to speak to management, and then request a Steward. While we have been successful in quite a few instances by creating additional jobs, as well as PSE and PTF conversions, it is apparent that more employees are needed in both Mail Processing (Function 1) and Customer Service (Function 4). Your local Officers and Stewards put in countless hours, often behind the scenes, as well as on their own time, working on ways to rectify this.

I want to thank you for the faith you have put in me to continue to represent you as President for another 3-year term. We have come a long way here locally the last few years, but we still have many things we would like to accomplish. Locally, accomplishments we have seen these last few years have been, but not limited to:

- We have seen over 400 PSE (Postal Support Employee) converted to career as well as many PTF (Part Time Flexible) employees converted to FTR (Full Time Regular),
- We have added Stewards and Alternate Stewards and have provided training sessions,

- Continuing to keep our members informed with videos and email updates, We have budgeted our monies to increase our assets and we paid off our APWU union office's mortgage,
- We have secured life insurance (free of charge for the members of the Central Florida Area Local) through American Income Life Insurance Company,
- We have purchased updated computers and other equipment to better assist our Stewards in representing our members,
- We have successfully merged the Lady Lake Post Office into our local and now they are under our umbrella of protection,
- We have successfully secured additional jobs for our Clerk Craft on new equipment rather than seeing other crafts taking OUR work,
- We have had an array of Clerk employees utilize the In-Service Register to move into the Maintenance Craft, which in turn opened additional jobs in the Clerk Craft,
- We have secured many FTR (Full Time Regular) positions in the Motor Vehicle Craft and moved away from PSEs in that craft, and now are bringing in PTF's (career) instead,
- Keeping a better grip on our Maintenance Craft and challenging various issues as they arise,
- We have saved countless employees from Removals.

Going forward we are hopeful that we will secure a fair and good new Collective Bargaining Agreement (contract), and our APWU national negotiators are still at the bargaining tables with the USPS. Some of our local upcoming goals will be, but again not limited to:

- Continuing the fight for PSE conversions to career, as well as PTFs to full time,
- Always striving to secure additional work/jobs in the Maintenance Craft, MVS, and VMF
- Additional Steward and Alternate training, some training will be together, while other times we will be with each craft specifically, so we can all remain on the same page to better protect our members in each craft,
- Increase our representation,
- Continue to keep our Local fiscally responsible,
- Fighting to stop harassment on the workroom floor.

Of course, as with any large Local we will have challenges, especially with our local having 3 Plants and 103 Associate Offices/Stations/Branches, but I can assure you, we will work diligently to protect every member under our umbrella of representation.

On a personal note, I would like to thank the Officers, Stewards, Alternate Stewards, and the other members that have assisted us throughout these last few years. Wanda Wroten will no longer be our Clerk Craft Director but will not be gone, as we will continue to have her assist where possible. Wanda has always done a great job for our members! Wanda's replacement, Denise Larson-Fischer, will transition into that position seamlessly and will do a great job. Vice President Bob McSorley will continue to do a stellar job as you have seen, Peter Fournier will remain as the Secretary Treasurer and will continue to keep us fiscally responsible, Ben Love will also continue to keep the Maintenance department under control as he has for the last several years, Gilbert Vega still keeps his thumb on the Motor Vehicle and Vehicle Maintenance Department to ensure that all is on the 'up and up'. We still have other Officers such as Horace Nelson, Victor Sanchez, Gamal Hussein, Jose Caban, and Chris Collazo who are motivated, and eager as always to protect our members. Together as a team, you will continue to be in good hands!

Remember, it is crucial that every employee is a member of the APWU, so please make a point this week to speak to a non-member and let them know just how much we need them to assist in keeping our organization robust. Organizing our workplace is one of the most important goals of the APWU, as we are under constant attacks at every juncture, and we need everyone to assist in the battle for our futures! Stay safe!



Joe Paul
President





Greetings Brothers and Sisters, let me first say thank you for the faith you have shown in me. We still have plenty of work to do this next three years. My goal since taking office has been to make each workplace free from favoritism, bullying, and claims of hostile work environments. I am committed to providing each employee, career or non-career, the right to go to work without fear of discrimination, reprisal for past activities, and for each employee, career, or non-career, to always be treated with dignity and respect. This is outlined as a requirement in the Employee and Labor Relations Manual (ELM), but as we know, it is not always practiced. The reason that it continues is simple: the issue is hard to prove, and the postal service lacks proper accountability, as well as having many rogue managers. These elements allow for bad supervisors to continue to apply their practice to target certain employees for which they do not personally [care for](#). Today is a new beginning, a rebirth, a new chapter to take our workplace back. As a postal employee you have a right to work without fear of discrimination or reprisal of any kind.

Enjoy your holidays with your families and continue to stay safe!

Thank You,
Robert McSorley



Maintenance Update

By: Ben Love, Maintenance Craft Director

First of all I would like to wish you and your family a happy Holidays. I would also like to thank you all for the continued support that you have shown me and for the opportunity to serve as the Maintenance Craft Director for another term. Representing our members has been an honor and I look forward to continuing to do so. Our last term was very successful, and we hope to keep that momentum going and continue to improve our Local 1462. Some of the areas we intend to focus on are recruiting and training of Stewards and Alternate Stewards. It is not always easy to find Stewards, as our organization is volunteer based, but we intend to offer as much training as is necessary to make sure that our front-line representatives are prepared for the challenges they will face in the job. If you are interested in taking a more active role in your Union this next year, I encourage you to attend a meeting and find out how you can help.

In Solidarity,





I hope everyone is in a good mood this time of year. The long hours and Christmas Holiday are upon us. Another year of Covid is in the books. I am sure most of us thought Covid would be gone by now, but unfortunately it looks like it is here long term. Keep practicing social distancing and stay vigilant. We have had several of our members hospitalized due to COVID, and it is a real thing!

Our local just finished its local elections, and with the addition of a few Assistant directors, it Looks like we are all coming back for another 3 years. The only change was with the Clerk Craft Director being filled by Denise Larson -Fischer from the Orlando P&DC. Unfortunately sister Wanda Wroten had to take a step back due to her current health issues. She has served this local well for many years. Hopefully her health improves so that she may enjoy her golden years. Being a steward and officer is really a thankless job to a certain degree. So maybe give an extra thank you when you see your local stewards and officers, because without them management would run amuck!

Our local is in the best financial position it has ever been in. It is due to you the members that keep us prosperous. Thank you all for being members. If you know of someone who is not a member, talk to them and get them signed up. We need everyone's support. A few last items to mention; we are in open season to sign up for health benefits. It runs through December 13, 2021. There are many ways to compare plans and choose the right one for you and your family. Keep in mind the APWU has a great health plan and is available to APWU members. If you are invested in TSP, keep an eye on your money and which fund it is invested into. A lot of financial experts have predicted different scenarios surrounding the stock market, so keep yourself updated. Have a Merry Christmas and a prosperous New Year!

Peter Fournier



Clerk Craft Director's Report

By: Wanda Wroten

Here are some issues that are happening within our local for the Clerks in the Function 1 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, even though there have been conversions to career. Tour 3 One Man staffing is waiting on the information so we can figure the totals to be paid out for the violations. I want to thank the Stewards who put in challenging work on these grievances, and especially to the Clerks who stepped up and saw their Steward and wrote out the statements.

Overtime: LMOU Article 30-Items 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 shall be added unless it falls under the guidelines of 14.9 of this LMOU.

Continued

14.9 During each quarter, an employee who changes physical locations, bid assignments, or occupational group, 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 at both plants, and both management and Clerks should not be texting or calling other Clerks at home to let them know there is overtime.

To all employees: Please make sure your address, pay location, date of incident, date of statement, and all information relevant to your grievance is included in any statements you give to a Steward. The more information you can supply the easier it will be for your Steward to win your grievance.

Due to health issues, I am not able to continue as the Clerk Craft Director. As of January 1, 2022, Denise Larson-Fischer will be our new Clerk Craft Director. She will be great at this position and I will still be available to help her and the Seminole Stewards with issues as well.

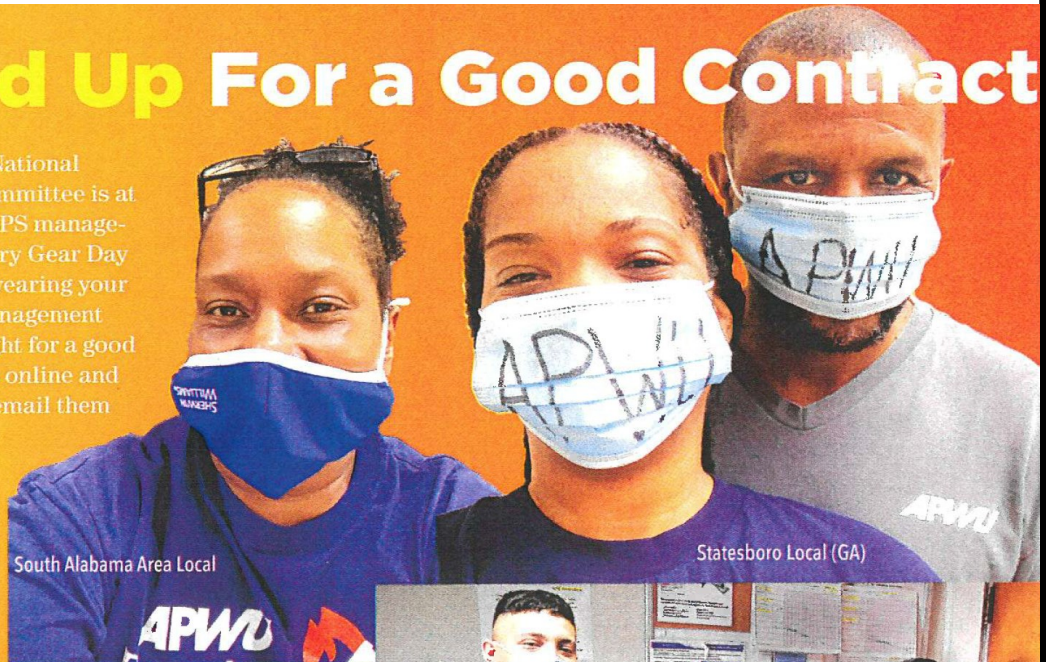
Thank you for being a union member,

Wanda Wroten



Geared Up For a Good Contract

While the APWU National Negotiations Committee is at the main table with USPS management, across the country Gear Day is going strong! Keep wearing your union gear to show management we are united in the fight for a good contract. Post pictures online and tag #APWUUnited, and email them to ncc@apwu.org.



South Alabama Area Local

Statesboro Local (GA)



Rapid City Local (SD)



Puerto Rico Area Local



Central Florida Area Local

Central Florida Area Local #1462

American Postal Workers Union, AFL-CIO

10501 South Orange Avenue, Suite 117, Orlando, Florida 32824

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November 10, 2021

The 2021 Election Committee hereby certifies the following members for their elected positions being effective on January 1, 2022.

President – Joe Paul

Vice-President – Robert “Bob” McSorely

Secretary-Treasurer – Peter Fournier

Director of Clerk Craft – Denise Larson-Fischer

Assistant Clerk Craft Director (2) – Victor Sanchez
Gamal Hussein

Director of Maintenance Craft – Ben Love

Assistant Maintenance Craft Director – Chris Collazo

Director of Motor Vehicle Craft – Gilbert Vega

Assistant Motor Vehicle Craft Director – Jose Caban

Director of Safety and Health – Horace Nelson

Legislative Rep / Sergeant-at-arms – Vacant

Communications Director – Vacant

Trustees (3) – Vacant

Congratulations to all!

The Election Committee

Roseanna Conlin -

Jeremy Armstrong -

X Jerri Anne Margrave -

Roseanna Conlin
Jeremy Armstrong
Jerri Anne Margrave

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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

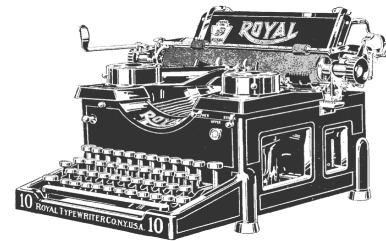
Contact Numbers

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. 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, 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

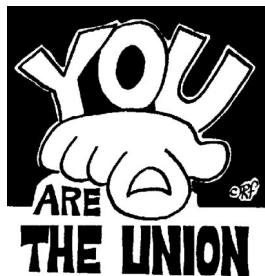
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CENTRAL FLORIDA AREA LOCAL

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Orlando, Florida

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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!!!