

# POSTAL CHATTER

Volume 64, Issue 3

Orlando, Florida

November, 2024

## State Of The Union



**By Joe Paul,  
President**

As you read this, we are likely nearing the end of our holiday mail rush. I hope everyone is managing to get some rest — if that is even possible right now! With the national election behind us, I want to acknowledge the remarkable number of

mail-in ballots returned and commend our employees for their outstanding work in processing them. Election Ballot Monitors and Alternates were stationed at postal locations nationwide to ensure a smooth operation. As your Local APWU President, I was able to appoint two monitors from each tour at the Orlando P&DC to be on the Election Monitor Committee, and each of them performed remarkably.

We have three holidays between now and January 1, 2025, offering a welcome break and a chance to recharge. I would like to take this opportunity to wish you and your families a wonderful Christmas and New Year. I want to acknowledge all our APWU Officers and Stewards from each craft for their tireless work on behalf of our membership, with a special thank you to our Central Florida Area Local Executive Board.

I want to express my heartfelt gratitude for re-electing me as your Local APWU President for another

three-year term! I am honored to continue serving you and our membership. I also extend my congratulations to the following Executive Board members:

- Robert “Bob” McSorley, Vice President
- Benjamin Love, Industrial Relations Director
- Peter Fournier, Secretary-Treasurer
- Denise Larson Fischer, Clerk Craft Director
- Jose Caban, Motor Vehicle Director
- Mark Pate, Maintenance Craft Director

I look forward to working with this dedicated team to advance our union’s goals and uphold the values that matter most to our members. Thank you for your continued trust and support.

Open Season for the Postal Service Health Benefits (PSHB) Program will run from **November 11, 2024, through December 9, 2024**. According to posted notices and distributed materials, the Office of Personnel Management

(OPM), in collaboration with the USPS, has been working to implement this new program as mandated by recent legislation. Be sure to stay on top of any

information you receive in the mail to stay informed. I have already received numerous postcards and literature about the new plans, so be prepared when the time comes.

There are no recent updates on the Collective Bargaining Agreement (union contract) between the American Postal Workers Union (APWU) and the United States Postal Service (USPS). This agreement governs the wages, hours, and working conditions of 200,000 postal workers. The current contract was set to expire at midnight on September 20, 2024, and that

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***I want to express my heartfelt gratitude for re-electing me as your Local APWU President for another three-year term! I am honored to continue serving you and our membership.***

# State Of The Union

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deadline has now passed. However, our National Negotiations Committee (NNC) has “stopped the clock,” allowing both parties to meet at least once a week to review and evaluate progress. The APWU has stated, “It is also the position of the NNC that we will reevaluate progress regularly and invoke mediation if further negotiations are unproductive.” You may recall a comparable situation in 2021, when a tentative agreement was reached in early December and was overwhelmingly approved by our membership. I will keep you updated as added information becomes available. In the meantime, you can stay informed by visiting [www.apwu.org](http://www.apwu.org).

Last month, we organized a highly impactful “Day of Action” rally, joining efforts across ninety cities na-

tionwide to advocate for Vote-by-Mail access and to demand year-round First-Class service. These rallies, held in front of postal facilities across the country, were aimed at raising public awareness about USPS service deficiencies and their effects on communities. The event spotlighted critical issues, including the urgent need for increased staffing, improved customer service, and enhanced public input. Our Central Florida Area Local partnered with the Tampa Area Local, drawing over fifty-five committed members to show support. A highlight of the event was the strong backing and attendance of Congresswoman Kathy Castor, which added significant weight to our cause. Together, our collective presence emphasized the call for USPS to invest in its workforce by hiring and retaining dedicated employees, ensuring a stronger, more reliable postal service for all.

Never forget to request a Steward during an Investigative Interview, including those conducted by the U.S. Postal Inspection Service. Unfortunately, some members have failed to request representation in the past. It is important to remember that U.S. Postal Inspectors are not on your side. Always prioritize requesting a Steward for your protection.

In closing I always emphasize the importance of every employee becoming a member of the APWU. Please take the time this week to speak with non-members and emphasize how vital their support is in maintaining the strength of our organization. Organizing our workplace is one of APWU’s most critical priorities. We face ongoing challenges, and it is essential for everyone to unite to secure our collective future.

In Solidarity.



### Officers for 2022-2024

- President ..... Joe Paul  
JPaulAPWU@gmail.com
- Vice President ..... Robert “Bob” McSorley  
cfalvp@gmail.com
- Director of Industrial Relations..... Ben Love  
BLoveAPWU@gmail.com
- Secretary Treasurer..... Peter Fournier
- Maintenance Craft Director ..... Mark Pate
- Clerk Craft Director ..... Denise Larson-Fischer
- Assistant Clerk Craft Director ..... Victor Sanchez
- Assistant Clerk Craft Director ..... Gamal Hussein
- Motor Vehicle Craft Director..... Jose Caban
- Director of Safety & Health..... Horace Nelson

### CONTACT NUMBERS

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[CFAL1462.org](http://CFAL1462.org)



# Greetings Brothers And Sisters



**By Robert 'Bob' McSorley,  
Vice President**

Greetings Brothers and Sisters and Merry Christmas, Happy Hanuka, Feliz Navidad and happy holidays to all. As the Holiday season approaches and year 2024 is ending, there are various topics that I would like to discuss to give you the members something to be on the lookout for in the coming.

The new conservative administration in Washington comes into

effect on January 20. President Elect Trump has made several promises during his campaign that should make us all concerned. I am hoping and praying that the USPS is left alone in the next four years but hoping and praying can only get us so far. Postmaster General DeJoy certainly has a note pad of what he wants to get accomplished that was difficult under a democratic administration.

Management may feel emboldened by the business-friendly environment in the United States. There have been instances in the past where management tries to insinuate that there is a productivity goal or a quota, but According to Article 34 of the Collective Bargaining Agreement (contract), there is none. Article 34 of the Collective Bargaining Agreement ensures that there are no work and or time standards related to employees represented by the APWU. Postal employees are supposed to give a

*fair day's work for a fair day's pay.*

## **ARTICLE 34 WORK AND/OR TIME STANDARDS**

The principle of a fair day's work for a fair day's pay is recognized by all parties to this Agreement.

Many of our newer members may not know the history behind the benefits and pay we enjoy today. Let us remember the great Postal Strike of 1970. The unselfishness and solidarity shown by postal workers during that time had a profound impact. Their sacrifices paved the way for the generous benefits and wages we have now. Take a moment to look at the following link: [https://en.wikipedia.org/wiki/1970\\_United\\_States\\_postal\\_strike](https://en.wikipedia.org/wiki/1970_United_States_postal_strike).

I do not want to sound all doom and gloom, but I do want to impress about the seriousness of the next four years. The next four years have the potential to change the postal service as we know it.

In Solidarity.



## The U.S. Postal Savings System Postal Banking: Know The Facts

### PAYDAY LOANS: FAST FACTS

- Each year, 12 million borrowers spend more than \$7 billion on payday loans.
  - The typical interest rate on a payday loan is 391% APR.
  - 80% of payday loans roll over at 14 days – they are not paid off as intended by the next payday.
  - Typical fees at rollover are 15% of the loan.
  - Payday loan borrowers are in debt an average of five months/year
- See National People's Action (NPA) for more facts on payday

lending and what NPA is doing to curb the abuses.

### PAYING TO ACCESS YOUR PAY AND BENEFITS – ATMS AS ALTERNATIVE FINANCIAL SERVICES

Increasingly, employers are moving from paper check to payroll card to pay workers.

- 4.1 million workers are paid with a payroll card.
- ATM fees average \$2.77 per transaction, resulting in workers spending \$40 to \$50 a month to access their own pay.

## BANKING FOR THE PEOPLE, NOT WALL STREET

The disclosures of wrongdoing and the subsequent bailout of big banks after the 2008 financial crisis led to widespread anger at and plummeting public confidence in big banks. As a result, the interest in alternatives to traditional banks has increased. Campaigns such as “Move Our Money” encouraged people to end their financial relationships with big banks and move their money to credit unions and community banks. In October 2011 alone, credit unions gained 650,000 new customers and \$4.5 billion was move out of major banks. Postal banking can offer another non-profit option for these consumers.

### WHAT MAKES THE USPS A GOOD SOLUTION?

Consumers want and need access to affordable financial services. The US Postal Service is in a unique position to offer basic financial services for the following reasons: ✓ Already offer financial services

- ✓ Trusted and Well-Liked
- ✓ Mandate to serve the public
- ✓ Location (every community across the country)

### USPS: LOCATION

The USPS, with more than 30,000 retail locations, is the world's largest retail network. Here's how that compares with other large retail networks:

- ✓ Walmart = 5,163 stores
- ✓ Starbucks = 11,962 stores
- ✓ Payday lenders = 22,000 locations

**And many of those post offices are located in bank deserts. Fifty-nine percent of post offices are in zip codes with either zero banks (38%) or only one bank branch (21%). The Postal Service is geographically well-positioned to reach people with little-to-no access to retail banking services.**

### USPS: PUBLIC TRUST AND CONFIDENCE

- ✓ Americans rank the USPS highest among all federal agencies with more than 70% of those polled saying it does an excellent or good job.
- ✓ Millennials love the USPS the most! According to a November 2014 Gallup poll, the age group that ranks the USPS highest is 18-29 year-olds, at 81%

✓ Compare confidence in the USPS with confidence in:

- ✓ Payday lenders: 18%
- ✓ Banks: 26%
- ✓ USPS: 68%

### USPS: MANDATE FOR UNIVERSAL, AFFORDABLE SERVICE

The USPS is legally obligated to serve all Americans, regardless of geography, at uniform price and quality: “The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people . . . It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities.” The USPS is prohibited from making certain decisions based on profit, e.g. closing a post office solely for financial reasons.

The Postal Service isn't in business to make a profit. Its purpose is to serve the American people. This is in stark contrast to the predatory practices of upselling products and selling under unclear terms and conditions associated with alternative financial services such as payday lending.

— edited for space



# Where Is My Line H Money?



**By Ben Love,  
Director of  
Industrial Relations**

Having recently concluded our Local Union elections, I am proud to say that everyone on the executive board was re-elected to serve for another term. Being re-elected by the membership is the highest honor we can receive,

as it shows confidence and belief in our abilities to continue leading the Central Florida Area Local #1462 in the right direction for the years to come. Thank you all for your faith in us. Your support means a lot, and we are excited to continue working together for the betterment of our Union.

This time of year, there is one question that gets asked more than anything else in the Maintenance Craft, "Where is my Line H money?" Line H refers to the yearly review we perform for each facility that contains Postal Custodians, to verify the Custodian staffing requirements are being met. It was signed into existence back in 2014 when the United States Postal Service and the American Postal Workers Union agreed to convert every PSE Custodian in the country to regular employees and placed a requirement on management to utilize a minimum of 90% of the hours called for in each facility's Custodian staffing documents. Truly a first of its kind, the 2014 MOU also contained a built-in penalty should management fail to make their 90% threshold during the fiscal year. This penalty was never expected to be paid because it was thought that management would adhere to the staffing limits to avoid creating negative financial impacts on their budgets. As usual though, the staffing requirement has been ignored in some facilities, resulting in some of our Custodians being paid thousands of dollars for the violations.

This does not mean that every Custodian is going to get money each year for Line H though. In fact, if management follows the MOU and works the Custodian(s) sufficiently to reach the established threshold for their facility, there should be no penalties at all. In many cases management is overreacting and working the Custodians overtime the whole year, which actually earns them more than they would have gotten for a Line H violation.

There are a couple of things that you can do as a Custodian to help make sure that your office is properly staffed. First of all, make sure that you fill out a PS Form 4776 every day which explains what work you did and how much time was spent on each task. Some of you fill out the back of a 4776 and enter your total number of hours for the day, but that doesn't document any tasks you did that were not part of your route. For example, if a customer comes in your lobby and spills their coffee on the floor, you need to annotate that on your 4776 and put how much time was spent cleaning the floor. In some places, paper 4776's are being replaced with the Eagle Clean scanners, but the principle is the same. Document your work! Some of you spend significant time each week changing locks, installing mailboxes, or any number of other odd jobs. You must document that work and identify how much time was spent on those tasks so that at the year-end review we can properly add up the Line H hours.

If your Postmaster or Supervisor does not allow you to write on your PS Form 4776s, you need to request a Steward to get that taken care of immediately. While you are waiting for that issue to be resolved, keep a notepad, and write down tasks you do on a daily basis and the time spent on each. Without your input, we are forced to accept management's word at the end of the year and we all know what that is worth.

Another problem we are hearing about is Clerks, Carriers and Management performing Custodian work in the stations. If you are a Custodian and this is happening in your office, do not wait until the end of the year for the Line H review to speak up about it. This issue needs to be addressed throughout the year whenever it comes up. If there are Postal Custodians available, then other Crafts should not be cleaning your facilities.

If you have any questions about Line H or Custodial duties in general, please reach out to me as I would be happy to address them with you.

I would also like to wish everyone a Merry Christmas and a Happy New Year. I hope 2024 has been kind to you and yours and sincerely hope that 2025 will be even better for all of us! Thank you for being a member of the APWU and for supporting your Local Union Representatives. It's not an easy job they do, so take the time to thank them when you can.

In Solidarity.

# Dollars And Sen\$e



**By Peter Fournier,  
Secretary Treasurer**

Thanks everyone for taking the time to read this Postal Chatter. The local is in a great financial state due to the leadership we have installed as officers. I want to focus this article on the problems we are having at the Seminole PDC. A few months ago, the Union was sent an updated staffing package for the facility. Accordingly, we are currently only authorized 10 ET, 8 MPE, 6 MM, 4 BEM, 2MOS

clerks, and 24 Custodians. This is a problem. How in the world could any logical thinking person think this is acceptable. Right now we have 16 ET, 14 MPE, 9 MM, 5 BEM, 3 MOS clerks, and 24 custodians and with our current staffing we barely have enough people to maintain the equipment. We should all do the work of 1-2 people apparently.

How is this possible? We are all contributors to the problem. The good thing is that we can also all be part of the solution. Maybe instead of pencil whipping routes, we actually follow the eCBM routes; to the "T." I am talking about taking the time to perform EVERY action the route calls for. If you are told to sign off work that you did not perform, don't sign it off and ask for a steward immediately. If you are assigned more work than you could do in 7.5 hours, don't sign off what you didn't have time to do. If you are a tour 2 OTDL employee, I am sure

you have felt the pinch of almost no overtime. And none of you should be willing to accept that.

During the course of your PM you are supposed to report any discrepancy; not fix it on the spot. Make management do their jobs and schedule for the repair. You may not realize that our management staff does not do breakdown reports, because those reports would go out of the building and be seen by our bosses' boss. So, it looks like we complete all our routes 100%, we have no machine problems; no Breakdowns, and our machines and our maintenance department is flawless. We all need to start reporting deficiencies that we find on the machines. If they are not fixed that day or the next, I need to be notified. Rest assured I will start grieving management's negligence and reporting it to the big bosses. Enough is enough!

In Solidarity.



## NOTICE TO ALL CLERKS:

# Investigative Interviews For Missing Overtime Shifts



**By Denise Larson-Fischer,  
Clerk Craft Director**

Management is conducting investigative interviews with Clerks who did not remain for overtime after being instructed to stay. Even if you are not on the Overtime Desired List (ODL), if you are directed to stay for overtime while still on the clock, you are required to

follow that instruction.

If you are unable to stay, you must complete PS Form 3971 to document your inability to work overtime. Use the remarks section to note your reason for not staying. This step is crucial to avoid being marked AWOL (Absent Without Leave), although it will still be recorded as

an “unscheduled” absence. AWOL charges are more challenging for the Union to dispute.

For those on the ODL (Voluntary Overtime List or VOT), overtime is mandatory when assigned. If you anticipate being unable to work overtime, complete PS Form 3971 in advance, explaining your reasons. This may help exempt you from overtime if it becomes necessary.

Non-ODL (non-VOT) Clerks are required to work overtime based on juniority once all available ODL Clerks have been utilized. Follow any instructions from your supervisor. If you believe the order is incorrect, follow the instructions first, then request a Steward to investigate the matter on the clock.

Thank you for your attention to these guidelines to ensure compliance and clarity for all Clerks.

In unity.



# *Members Around Our Local*





# *Members Around Our Local*



# *Members Around Our Local*



# News From The Maintenance Craft Director



**By Mark Pate,  
Maintenance  
Craft Director**

Greetings fellow members and thank you for electing me as the new Maintenance Craft Director of our Central Florida Area Local! For those of you that do not know me, I would like to introduce myself. I am a long-time employee who started at an Associate Office in another state. Throughout my Postal career I've held many varied positions within the organization, such as: LSM operator, Flat Sorter operator, General Expeditor, Priority Mail Clerk, Speedy Driver/Collector, Registry Cage Clerk, SPBS operator, DBCS operator, General Clerk, In Plant Support, and Transportation Clerk, yet not necessarily in that order. I then transferred to the Mid-Florida P&DC. After a short time there, I came over to the Maintenance Craft as a Custodian, then promoted up to MOS Clerk, Maintenance Mechanic (MM), and finally an MPE. I subsequently transferred via e-Reassign to Orlando and started over again. I worked at six different Plants and one Station during my years of changing jobs. People ask me how did you survive all the years in the Post Office? It was easy, you just keep changing jobs or Plants and it never gets old. There is always a new face or group to meet.

I have been a Steward for a couple of years now. One of the biggest problems with being a Steward is getting adequate time to police the contract and represent the membership. This is a problem that many Stewards face around the country but rest assured that I am dedicated to doing a good job and making our working conditions as good as they can be. Another difficulty of being a Steward is getting statements from our coworkers. If you will not ask to see a Steward and

write a statement, it makes it extremely hard to hold management accountable for violating the contract. I know most people just want to be left alone while doing their jobs, but we need your participation to be able to prove violations and there is a saying that goes like this, "You can say what you will, but you must prove what you say". The first step is requesting a Steward and the next is writing a detailed statement for the grievance file. If we all work together, we can make a difference in our facilities!

If you work in the Orlando P&DC Maintenance Department like I do, I'd like to caution you about trusting management implicitly. Because Tour one management does not see eye to eye with one another, they have in-fighting. One supervisor runs the Tour one way and the other another way, which confuses the mem-

bers. I have already asked upper management to intervene, because we do not need anyone getting written up for failure to follow instructions when those instruc-

tions seem to differ every day depending on who is in charge. In the meantime, though, always remember that you have a Local Union supporting you and if you are not sure whether or not management is telling you the truth, come and ask your Union Representative.

Lastly, for all our newer MMs in the craft. Please take the time to learn what tasks are level 7 and which ones are higher level assignments. If you are told to do something that does not belong to your occupational group, you must follow instructions but should immediately ask for a Union Representative so that we can grieve the inappropriate instructions. For new employees not wanting to be seen as "complainers" I know this can be daunting, but we must all protect the separation of skill levels or before we know it all of the higher-level jobs will be gone and there will be nowhere for the MMs to promote to. Don't help management destroy your craft!

Until next time.

***"One of the biggest problems with being a Steward is getting adequate time to police the contract and represent the membership. This is a problem that many Stewards face around the country . . ."***

# News From The MVS/VMF Crafts



**By Jose Caban,  
MVS/VMF Craft Director**

Brother and Sister members of the APWU, I would like to start with some information/issues regarding our craft within the Orlando P&DC. Below are a few of the resolutions that were presented and decided upon at the 27th Biennial National Convention in Detroit, Michigan. These resolutions represent the APWU's recommendations and ideas, and we hope that both the USPS and APWU can incorporate them into the new

Collective Bargaining Agreement.

## **Article 39 OPEN SEASON TESTING INTO MECHANIC JOBS**

Whereas vehicle maintenance facility jobs are often hard to fill, and as a result management has attempted to undertake rampant subcontracting, using the lack of employees as an excuse, and

Whereas, the American Postal Workers Union (APWU) has an agreement with the Postal Service for annual in-service testing for jobs in maintenance craft, and

Whereas the disruptions brought about by management's plan to consolidate mail processing will be causing excess, and affected employees will be looking for alternatives to minimize disruption therefore be it:

***Resolved, the American Postal Workers Union (APWU) shall negotiate an annual opportunity***

***for in-service testing for qualification for Vehicle Maintenance Facility (VMF) jobs.***

## **Article 39 VEHICLE MAINTENANCE FACILITIES (VMF)**

Whereas there are numerous vacancies in the Vehicle Maintenance Facility (VMF) as it applies to staffing and facilities, and

Whereas the current wage scale does not attract and retain the talent to fill these numerous vacancies, therefore be it:

***Resolved, the national American Postal Workers Union (APWU) will negotiate with the postal service new salary level for the automotive and Lead Mechanics to the ungraded level from 10 to 11 and 11 to 12.***

I want to wish you and your loved ones a safe and special holiday season. It is hoped that 2025 will be even brighter for the American Postal Workers Union. In Unity.

# Happy Holidays

Wishing you and yours a vibrant holiday season and a new year filled with joy, peace on earth and prosperity





**LET'S MAKE OUR  
UNION STRONGER**

## **WE ALL HAVE A ROLE TO PLAY!**

**BUILDING UNION POWER MAKES US ALL STRONGER, AND EVERY NEW MEMBER OF THE APWU IS AN ADDITIONAL POSTAL WORKER'S VOICE SPEAKING UP FOR GOOD JOBS AT THE USPS.**

**OUR STRENGTH IS IN OUR NUMBERS. THAT IS HOW WE WIN BETTER PAY, BETTER BENEFITS, AND STAND UP FOR OUR RIGHTS IN THE WORKPLACE.**

**BY STEPPING UP AND COMMITTING TO ORGANIZING FOR A STRONG APWU, YOU ARE HELPING BUILD A BETTER TOMORROW FOR US ALL.**

## **BUILDING UNION POWER, WHAT CAN YOU DO TO BUILD OUR UNION?**

- TALK TO YOUR COWORKERS ABOUT WHY THEY SHOULD JOIN THE UNION, AND SIGN THEM UP!**
- ATTEND A UNION MEETING OR OTHER UNION EVENTS AND ASK YOUR COWORKERS TO JOIN YOU.**
- JOIN A COMMITTEE WITHIN YOUR LOCAL OR CONSIDER BECOMING A SHOP STEWARD.**

## **CHECK OUT OUR ONLINE JOIN PROCESS:**

**OUR ONLINE TOOL HAS MADE JOINING THE APWU EASY FOR BOTH NON-MEMBERS WHO WANT TO JOIN THE UNION, AND FOR MEMBERS LOOKING TO SIGN UP THEIR COWORKERS.**

**THE ENTIRE PROCESS TAKES JUST MINUTES TO COMPLETE. SCAN THE QR CODE WITH YOUR PHONE'S CAMERA TO JOIN ONLINE, AND SAVE A PICTURE OF THE CODE TO YOUR PHONE TO SHOW YOUR COWORKERS WHO WANT TO JOIN.**

**MAKE THE COMMITMENT TODAY AND ASK AT LEAST ONE NON-MEMBER COWORKER TO STAND WITH YOU.**



**JOIN APWU**

**Central Florida Area Local # 1462**  
**American Postal Workers Union, AFL-CIO**

10501 South Orange Avenue, Suite 117  
 Orlando, Florida 32824  
 Office: 407-854-6396 Fax: 407-854-6399

October 11, 2024

The 2024 Election Committee hereby certifies the following members for their elected positions being effective on January 1, 2025.

**President** – Joe Paul

**Vice-President** – Robert “Bob” McSorely

**Director of Industrial Relations** – Ben Love

**Secretary-Treasurer** – Peter Fournier

**Director of Clerk Craft** – Denise Larson-Fischer

**Assistant Clerk Craft Director (2)** – Victor Sanchez

Gamal Hussein

**Director of Maintenance Craft** – Mark Pate

**Director of Motor Vehicle Craft** – Jose Caban

**Director of Safety and Health** – Horace Nelson

**Legislative Rep I Sergeant-at-arms** – Jeremy Armstrong

Congratulations to all!

The Election Committee

Roseanna Conlin

Jerri Anne Margrave

Lorenzo Hamilton

Handwritten signatures of Roseanna Conlin, Jerri Anne Margrave, and Lorenzo Hamilton.

# No Stress Holiday Season Tips

Not only can the Holiday season bring on stress, but for some people, it can bring on the blues. Holiday depression is common and should pass as the stress and strain of the holiday season ends. However, experts advise getting help from a mental health professional if it does not end with the Holiday season.

- 1. Be more realistic about holiday expectations** - both yours and the ones others may have of you. Whose expectations are you trying to meet and why?
- 2. Give yourself and others a break.** Don't be overly critical if things don't go as planned.
- 3. Don't expect the holidays to solve your personal or family problems.** It might be a magical time of year, but it won't automatically make problems go away.
- 4. Manage your time wisely.** Let others know what you can and cannot do. Don't say "Yes" when it's better for you to say "No".
- 5. Create a master to-do list.** In other words, write down everything that needs to be bought, made, baked, sent, etc. Now pare down this list. What can you cut out or scale down?
- 6. Be reasonable about what you can accomplish** and limit holiday baking, decorating, and gift giving, as necessary.
- 7. Maintain your health.** Watch what you eat and drink, get enough sleep, and make time for your exercise program.
- 8. Money worries can also add to the stress of the holiday season.** Shop within your budget and plan in advance when, how, and where you will shop.
- 9. Delegate tasks to other family members.** Involve your spouse and children in holiday tasks and preparations.
- 10. Carefully choose the events you will attend** so that they will bring the most to your celebration of the holidays. Focus on what the true meaning of the holiday is – for you.
- 11. Celebrate each event along the way** and not just "the day". For example, take joy in decorating the house, baking cookies, gift-wrapping, etc.
- 12. Make time for yourself to replenish your energy.** Have a long soak in the tub or indulge in a cup of your favorite hot drink.
- 13. Acknowledge your feelings of grief and loss** and allow yourself to express these normal feelings if you are separated from family and friends, or have suffered the loss of a loved one.

AMERICAN POSTAL WORKERS UNION

# POSTAL CHATTER

Central Florida Area Local 1462  
10501 S. Orange Ave., Suite 117  
Orlando, FL 32824

ADDRESS SERVICE REQUESTED



Union Meetings are the 2nd Thursday  
of every month at 7 p.m.

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!!!



*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*