

# Central Florida Area Local #1462

## American Postal Workers Union, AFL-CIO

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February 25, 2020

Alicia Lake  
Plant Manager  
Seminole P&DC

Re: FOCUS GROUPS/SURVEYS

Alicia:

It is the position of the APWU at both the National and Local levels, that the US Postal Service cannot involve APWU represented employees, as it relates to Interviews, Surveys and/or Focus Groups. As you may or may not know, it is an Unfair Labor Practice to engage/directly or deal with APWU represented employees involving issues directly related to wages, hours, and working conditions, as the APWU is the exclusive bargaining representative of all employees in the bargaining unit represented by the American Postal Workers Union.

Prior to this issue coming up within your installation, I wanted to send you this notification 'in advance' affirming the local APWU's position. The Central Florida Area Local is not in agreement with the USPS selecting any employees to participate in Focus Groups/Surveys/ or Interviews associated with such.

In August of 2016, the USPS Officials at the Headquarters level stated the following:

- *Prior to seeking input or participation from bargaining unit employees on LSS-type projects, management must contact the appropriate local union president(s) or his/her designee, who, in turn, may select employees from his/her craft(s) to participate.*
- *Should the union official decline to select employees he/she represents to participate in the project, then no employees from the subject craft(s) may do so.*

If you have any questions and/or concerns, feel free to contact me.

Thank you,



President

Cc: APWU Bulletin Board  
Robert McSorley, Vice-President