

# Central Florida Area Local #1462

American Postal Workers Union, AFL-CIO

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## **Postal Pulse Survey by Joe Paul, President**

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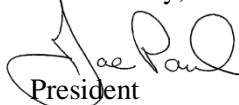
We have been informed that the USPS will once again be sending out the 'Postal Pulse' survey soon. There will likely be USPS postings on the boards attempting to persuade employees to participate. The APWU is encouraging union members to avoid participating in the USPS management's Postal Pulse survey. Our negotiations for a new Collective Bargaining Agreement commenced on June 25, and any information you provide in the survey could be used against us during negotiations and possible arbitration.

We have been advised that the USPS has made several changes to the Postal Pulse survey this time around. A new company will be conducting the survey. The scale has been changed to a 5-point scale (Strongly Agree to Strongly Disagree). New questions have been added, and some existing questions have been refreshed or rephrased. Additionally, paper surveys will no longer be sent to employees' homes; instead, they will be distributed to work locations and electronically.

Remember, the USPS sponsors these surveys, and the APWU is against our participation in them. National APWU's stance is, "*Regardless of pressure from supervisors or managers, letter correspondence, excessive emails, or other tactics, employees are not required to participate in this survey. APWU urges you not to participate in the Postal Pulse.*" There have been other such surveys in recent times, not just the Postal Pulse, which have been used against us and as an attack on our jobs and livelihoods. We do not believe that these surveys have the best interests of our membership. Together, our voices are formidable when we, as the APWU, fight for improvements in wages, benefits, safety, and overall working conditions at the United States Postal Service. Whatever type of pressure you may face from Supervisors, Managers, Postmasters/Plant Managers, letter communications, emails, or other strategies the USPS may employ, you are not obliged to take part in this survey, and the APWU encourages you not to participate. If you are forced to participate by your supervisors, let us know.

The APWU has a negotiated grievance procedure, a negotiated labor-management cooperation process, and national negotiations to address workplace issues. These are the proper channels for USPS management to obtain input from postal workers, not through a survey that lacks any input from the American Postal Workers Union or any other postal unions. As we have all seen and continue to experience, there is a systemic toxic work environment in the USPS. This is our opportunity to deny postal management the chance to present an inaccurate picture of our workplace. Let us continue to stay focused and avoid these management tactics that aim to divide us. The Postal Pulse survey has been around for many years. The APWU has **never** supported this survey, and it has not benefited our membership previously. Each employee has the right to refuse this survey, and you cannot be instructed to participate in it. The surveys benefit management, not you. Remember the APWU's motto: "**Do not let the Postal Service take your pulse!**"

In Solidarity,

  
President