



American Postal Workers Union of Florida

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*Office of Joe Paul
President APWU of Florida*

President's Report **August 10, 2023**

At last month's General Membership Meeting the drawing for the winner of the first annual 'Wanda Wroten Memorial Scholarship' was announced. The winner was the daughter of Sharon Thomas who is a full-time regular Clerk from the Apopka Post Office! We received 11 entries for this award, and we hope we can at least double that number next year.

Since my last article it appears that the USPS is not taking the Dignity and Respect issues of our members seriously. This bullying, harassment, and intimidation of our members on the workroom floor **MUST** stop! I do realize, as do most of you, that this will not be rectified immediately, but we need to see progress from the USPS, and we will not stop until all our members are treated with the Dignity and Respect you deserve. This Hostile Work Environment is unacceptable, and the USPS even has Handbooks and Manuals dedicated to these tactics not being tolerable, and we as members, along with our APWU Officers and Stewards, are working on changing this management culture, not just in our Central Florida Area Local, but throughout the country. I have put together a Central Florida Area Local #1462 'Workplace Environment Survey' form (which I sent out 2-3 times already and it is attached on the last page of this report). Simply fill it out and send it in to me at the email or office address. So far, I only received 2 back, but I will address each and every one!

As I stated in a prior article, we are now seeing Postal Support Employee (PSEs) converted to career status due to the '24-month automatic conversion' language. There will be a lot more conversions in the upcoming months, and this new language is a positive life altering step for our non-career PSE's. We are also seeing Part Time Flexible (PTF) conversions as well.

Last month I mentioned the Memorandum of Understanding (MOU) concerning the annual leave carryover of what usually is 440 hours, being increased to 520 hours. This MOU has again been extended through December 2024, as it has been for the past couple of years. This MOU was signed on May 2, 2023, and it states in part:

*"The parties agree that for leave year 2024, regular work force career employees covered by the USPS-APWU Agreement may **carry over 520 hours of accumulated annual leave from leave year 2023 to leave year 2024.** In all other respects, the Employee and Labor Relations Manual (ELM) provisions for payment of accumulated leave are not changed because of this Memorandum. This MOU will expire December 31, 2024."*

As you all know by now, the US Postal Service violates the Collective Bargaining Agreement (contract) daily. Of course, your local Officers and Stewards are having to file many grievances for our employees, and often you will hear your supervisors and managers 'acting' like they did

not know some of these concerns were violations. Believe me, most of the violations are very basic and there should be no way management was not aware that what they are and were doing were contractual violations. To combat this, and to educate management, a few years ago the APWU and USPS had conducted Joint Contract Interpretation Manual (JCIM) training, which consisted of a National APWU Officer, as well as a USPS Labor Representative. This training was conducted with APWU and EAS (management) representatives jointly conducting the training. This training will be occurring again in the very near future. The trainers in each District/Local level will be scheduling these joint APWU/USPS training sessions and will include National Officers and will include our APWU representatives responsible for grievance handling at the local level. The intent is to see if these incessant violations can cease, or at least kept to a minimum, and educate the attendees, including management. Your Local Officers and Stewards will continue to protect the contract and our membership aggressively.

On a side note, remember to **always** request a Steward during an Investigative Interview, and the same goes if you are being interviewed by the US Postal Inspection Service, as we are noticing that many members do not request representation, hence, management doesn't have to provide representation if you do not ask. Make sure you always request a Steward!

I am also in the process of scheduling a Retirement Class with a professional retirement specialist in the very near future as I did a year or so ago. Once I get a definitive date and time, I will let everyone know. Depending on how many we will have registered for the classes (I will send something out) and once we see how many members will be attending will see if we need one or two classes. Of course, this will be **free** for our membership, and we will have this class in our local CFAL office. Stay tuned....

Central Florida Area Local News:

- Discipline has risen dramatically over this past month. We now have **6** Removals as of today, several Suspensions (7 and 14-day), and Letters of Warning. Attendance related issues are the majority. Coming to work late and unscheduled absences are mostly what these cases involve. While we do prevail in most of these grievances, management is starting to improve at documenting their cases, so just be careful. Another issue we have going on right now, that every employee should know, is you cannot swipe or scan another employee's time badge! We have several employees put out of work for this issue. We are working on their individual cases as of this writing.
- **The Vehicle Maintenance (VMF)** departments in the Orlando Plant, and the VMF are still somewhat quiet, which is always an excellent sign. The Annual Bidding process for VMF (as it is called) will be commencing shortly so make sure you follow the process so that you receive the bids that you want.
- **Motor Vehicle Service (MVS/PVS)**. Also, quiet here with several monetary Step 3 resolves being paid to numerous grievants. The Annual Bidding process for MVS (as it is called) will start shortly so make sure you follow the process and are prepared to bid.
- The **Maintenance Departments** in both of our Orlando Plants still have issues, and we are on top of those cases. We had several Pre-Arbitration cases settled locally, and we do our best to get National's approval for us to do many of our own, otherwise they would and could considerably longer being that there are 2 National Business Agents for the Maintenance Craft that handle 11 states.

- We are starting to bring in our current Stewards into the office for additional ongoing training, and we are in the process of putting together another class for Stewards soon. We are still searching for Clerk Stewards for Tour 1 in the Orlando P&DC, as well as on Tour 1 and 3 in the Seminole Plant. We could also use Maintenance Craft Stewards for all Tours in the Orlando P&DC as well. If you are interested let us know. We are always looking for dedicated members with the drive to learn and the willingness to have a voice on your Tours, in defense of the contract and your fellow coworkers. Of course, as you would expect, applicants should be a leader who sets good examples and is willing to learn. We will train you, give you the tools necessary to do the job, and as always, you will have the support of your seasoned Stewards, Officers, Vice President Bob McSorley, and myself. Let your Craft Directors know of your interest: Denise Larson Fischer (Clerk), Ben Love (Maintenance), and Gilbert Vega (MVS).
- Our push for PSE conversions to career, as well as PTFs to full time is our goal, that will never stop. Thus far we have secured over **685** during the past 4 years.
- Whenever you **change your mailing address** let us know so we can get it corrected for you at the local, state, and national levels. We send our newsletters and various other items so keep your address up to date with us.

As I always say, it is essential that **every employee** is a member of the APWU, so please try 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 vital goals of the APWU, as we are under unrelenting attacks at every juncture, and it is imperative that **everyone** joins our ranks to assist in the battle for **our** futures! Stay safe!

In Solidarity,

A handwritten signature in black ink that reads "Joe Paul". The signature is written in a cursive style with a large, stylized initial "J".

President