



American Postal Workers Union of Florida

10501 South Orange Avenue, Suite 117, Orlando, Florida 32824
Cell: 863-640-2865, Office: 407-854-6396, Fax: 407-854-6399

Office of Joe Paul
President APWU of Florida

President's Report **September 14, 2023**

Once again, we are hearing a few incidents regarding management continuing not to take the Dignity and Respect issues of our members seriously. Bullying, harassment, and intimidation of our members on the workroom floor **MUST** stop! These incidents of Hostile Work Environment towards our members are intolerable, and there are several USPS Handbooks and Manuals devoted to these tactics not being acceptable, all of us, along with our APWU Officers and Stewards, are working on shifting this management culture, not just in our Central Florida Area Local, but all throughout the country. I developed a form for our Central Florida Area Local #1462 and named it 'Workplace Environment Survey' which I sent out several times already, and I have re-attached the form in this email. When you experience the above from management, simply fill it out and send it in to me at the email or office address that is listed at the bottom of the form. I will and have addressed the ones that have come in thus far.

I have sent a lot of information out over the course of the last couple of months concerning the 'PSE 24 Month Automatic Conversion to Career' and how those conversions will come into play. I also put a new video out and the link is below, and it will also be in the email where you will be reading this article.

<https://www.youtube.com/watch?v=rhPCFUaBsmk>

We will be seeing upwards of 70 new conversions to Career within the next couple of months in our Local. Approximately 23 in the Seminole P&DC, 22 in the Orlando P&DC as well as 15 or more out in the Associate Offices that we represent. That is awesome news!

The contractual language will be seeing automatic Postal Support Employees (PSE) conversions as follows, and I only cited a few paragraphs below regarding this Memorandum of Understanding (MOU), and I will address the paragraphs below each as well.

- ***The 24 months automatic conversion to career provisions below will not apply to postal support employees (PSEs) in the POSTPlan Level 4 Remotely Managed Post Offices Post Offices (RMPOs).***
- ***In Level 20 offices, automatically converted PSEs will convert to part-time flexible (PTF) positions, and slot into the new entry Step GG.***

In the Level 20 offices Part Time Flexible (PTFs) are now guaranteed a **minimum work schedule** of twenty-four (24) hours per pay period which is a significant increase.

- ***In offices Level 21 and above, automatically converted PSEs will convert to full-time flexible (FTF), and slot into the new entry Step GG.***

In Level 21 and above offices, which includes Plants, the ‘24-month automatic conversion’, PSEs will convert to Full-Time Flexible (FTF) assignments. This is a **CAREER** status, and you will have the **same contractual rights** as a regular since this **is** a regular position. A FTF can bid on posted duty assignments (jobs), earn, and receive sick and annual leave, sign up for health and life insurance, Thrift Savings Plan and many additional benefits associated with now being a **CAREER** employee. This FTF assignment, due to the ‘24-month ‘automatic conversion language’, is not a bid job duty assignment, it is an unencumbered (unassigned) assignment. When a Postal Support Employee (PSE) reaches the ‘24-month conversion’ requirement, ***“the conversion date will be the first day of the third full pay period after the 24-month requirement is reached.”*** So, it will most likely be 4 or so weeks after your two-year date. Since USPS HR often has a bit of a delay in their system, once you are converted start bidding, if the system states that you cannot bid then notify your supervisor right away so you can get this done manually during this interim period.

I am in discussion with a company that will come in and put on a Retirement Seminar soon as I did a year or so ago. Once I get a definite date and time, I will let everyone know, and I am hopeful sometime in November or early December depending on their schedule. Depending on how many we will have registered for the classes (I will send something out) we will see how many will be attending, and quite possibly we may need more than one class. This will be **free for our membership**, and we will have this class in our local CFAL office. This class is not just for the seasoned members, it is also geared to younger members and will put you on the right track for your future.

As we all know, the US Postal Service disregards the Collective Bargaining Agreement daily. Your local Officers and Stewards are having to file many grievances for our employees, and we will continue to do so. If you see members of management, Rural Carriers, City Carriers, or others doing our work, request a Steward. We all must do what we can to PROTECT our work!

We will be bringing in current Stewards and Alternate Stewards in for supplementary ongoing training, and we are in the process of putting together another class for Stewards. We are still seeking 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 additional Maintenance Craft Stewards for all Tours in the Orlando P&DC as well. If you are interested let us know. We are continually 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. As you would assume, applicants should be leaders who set good examples and are 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).

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 out newsletters and various other items so keep your address up to date with us.

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

hearing of instances where some of our members are not requesting representation. The US Postal Inspectors are **NOT** your friends! Make sure you **always** request a Steward!

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, looping initial "J" and a distinct "P" for "Paul".

President

Cc: APWU Bulletin Boards