

**Central Florida Area Local #1462**  
**American Postal Workers Union, AFL-CIO**  
10501 South Orange Avenue, Suite 117, Orlando, Florida 32824

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**President's Report**  
**February 9, 2023**

I have communicated with the USPS Florida 2 Manager of Labor Relations, Michael Suman, as well as the Labor Relations Specialist, Denise Carbone, and Plant Manager Norris Hamm, regarding issues/concerns that the employees in the Orlando Plant are experiencing on Tour 3, which I believe is occurring on all three Tours and I would imagine this is not isolated to just Tour 3. I am working with Mr. Suman and coordinating with the USPS District Labor Relations team to come into the facility to conduct Town Hall meetings with employees, and pressing for their assistance to conduct training with the MDO's and Supervisors throughout the Plant. I arranged a Town Hall Meeting on January 25, 2023 and had Vice President Robert 'Bob' McSorley in attendance, as well as our local Clerk Craft Director, Denise Larson Fischer. I was able to speak without management in there for 20 or so minutes, and then the Plant Manager came in afterwards to talk. He had a meeting (or so we were told) with all his MDO's and EAS staff on how they **NEED** to treat the employees right after this group meeting. With my roles as President of the Central Florida Area Local, as well as the APWU State of Florida President and a member of the APWU National Workplace Environment Committee, I will not accept anything other than a harassment free environment, and for the employees under our umbrella of representation to be treated with dignity and respect! I insisted on being able to select 1-2 APWU members from each Tour that could monitor the environment and other things, and bring back a report to me, and in turn I will send it to the Plant Manager. I would also like to see if we can have the members that are selected for this task also to be able to meet with the Plant Manager to have meaningful discussions. We need to stay on top of these issues.

If you are interested in being on this committee in the Orlando P&DC send me an e-mail to [JPaulAPWU@gmail.com](mailto:JPaulAPWU@gmail.com).

I have had several questions regarding this year's annual leave so below is what the National APWU sent out that explains it:

*"I have received multiple questions on the annual leave advancement for leave year 2023. People are asking about why this year's (2023) leave year was less than last year. The answer is simple: Leave year 2022 had 27 pay periods and leave year 2023 has 26 pay periods. This is for Full-time Career employees. PSEs and PTFs get 40 hours advanced no matter their leave earning category.*

*Here is the math:*

*Leave year 2022 had 27 pay periods because of the "First Full Pay Period of the Year" language. Leave year 2022 started on January 1, 2022, which was the start of pp 2-2022. Leave year 2023 started on January 24, 2023, In leave year 2022 the following would have been advanced:*

*8-hour category:  $27 \times 8 = 216$  hours*

*6-hour category:  $27 \times 6 = 162$  hours*

*4-hour category:  $27 \times 4 = 108$  hours*

*You then must subtract one pay period of "earned leave" because it was already earned, so in leave year 2022 employees in the following categories should have been advanced:*

*8-hour category: 208 hours*

*6-hour category: 156 hours*

*4-hour category: 104 hours*

*For 2023, the leave year has 26 pay periods so the advanced is:*

*8 hour category:  $(26 \times 8 = 208 \text{ hours}) - (1 \text{ pay period of "earned leave" [8 hours]}) = 200$  hours*

*6 hour category:  $(26 \times 6 = 156 \text{ hours}) - (1 \text{ pay period of "earned leave" [6 hours]}) = 150$  hours*

*4 hour category:  $(26 \times 4 = 104 \text{ hours}) - (1 \text{ pay period of "earned leave" [4 hours]}) = 100$  hours"*

### **Central Florida Area Local News:**

- As always, discipline is ever present, and it is on the rise. We have seen several Removals recently as well as 7 and 14-day Suspensions, and of course Letters of Warning. The majority of these forms of discipline revolve around Attendance (tardies and full days out). We continue to combat those as we always do, and we have been successful in most of these. Keep your eyes on your attendance as that is the one area where we see the most discipline. Discipline for tardies and unscheduled absences are not always the easiest to prevail as opposed to other forms of discipline, since tardies and unscheduled absences show up on tangible reports.
- **The Vehicle Maintenance (VMF)** departments in the Orlando Plant, and the VMF domiciled at the Mid Florida Facility (they both belong to us), have been somewhat quiet recently, which is always a great sign.
- **Motor Vehicle Service (MVS/PVS)** As I reported previously, we finally have the MVS employee room done and we have received positive responses from our membership regarding this! It took over a year, but the room is large enough to accommodate our drivers and others that go in there. We are hoping that it will be cool enough once the spring and summer temperatures start to rise...stay tuned. Remember, that in September of this year there will be the MVS bidding, it will be that time again.
- The **Maintenance Departments** in both of our Orlando Plants have been fairly quiet grievance-wise, but we have seen many monetary grievances resolved within the last 2-3 weeks. We had an 'alleged' altercation in the Orlando P&DC, but we are working on that (no Removal however) at the present time.
- We will be bringing current Stewards in for additional Step 2 training as well and ongoing training. At the present time we have quite a few trained Stewards, and we will continue that trend in 2023.
- Our pursuit for PSE conversions to career, as well as PTFs to full time, will be never ending, and we secured over **610** over the past 3 ½ 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.

- The new phone number for the Orlando P&DC workroom has changed to **407-850-6210** which replaces the old one that ended in 6215 so make sure you update that in your contact information..
- The Lakeland Installation just received a 'new' Postmaster within the last 2-3 weeks and I have spoken to him already. He sounds reasonable so we will see how that works out for the employees there.

Remember, it is imperative that **every employee** is a member of the APWU, so please make a point 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 important goals of the APWU, as we are under relentless attacks at every juncture, and we need **everyone** 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 "P".

President

Cc: APWU Bulletin Boards