

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

President's Report
March 9, 2023

I hope this article finds you and your families doing well. As a follow up to my last President's Report where I addressed the Plant Manager in the Orlando P&DC, as well as the Florida 2 (formally called the Suncoast District) Manager of Labor Relations Manager about the harassing and bullying of employees by management in the Orlando P&DC, I have heard from several employees that say it is getting better, and I have also heard that there has been no change. I, along with 10 to 15 other APWU Officers from around the country, are on the National Workplace Environment Committee, and as a committee we are attempting to end this type of treatment of our members. Our committee has another ZOOM meeting today (3-9-2023) to discuss ideas from around the country to see what we can do as a union to thwart this employee treatment. I have attached a form/survey that you can fill out and send to my email or to the local APWU office (the office address and my email is at the bottom of the form). You could hand the form to your Steward as well and he/she will make sure I receive it. The results of these surveys will be communicated to our National Committee, and of course will be addressed to the Plant Manager. If we do not see positive results from local management I will escalate to the district. If this undesirable treatment continues it will also be fast-tracked to the Industrial Relations Director at that level. Of course, this will not be corrected instantly, but we **MUST** get the word out that we all **NEED** to be treated with **DIGNITY** and **RESPECT** and we will not stop until this management treatment does! This form/survey is not limited to the Orlando P&DC, it is intended for all.

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 and cannot consent to anything other than a harassment free environment, and for the employees under our umbrella of representation to be treated with dignity and respect! I have decided that rather than selecting one person from each Tour that could monitor the workroom environment and other issues, it is my belief that providing **each member** of our local this form/survey. I also think that we will see more member responses via this forum.

Central Florida Area Local News:

- Discipline is on the rise this past month. We now have several Removals as well as many Suspensions, and as always Letters of Warnings are many. Most of these are attendance related, which also includes tardies, and the USPS is getting pretty picky as of late. We continue to battle those as we always do, and we have been successful in the majority of these but keep an eye on your attendance since the USPS is.
- **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 very quiet recently, which is always a wonderful sign.
- **Motor Vehicle Service (MVS/PVS)**. As I reported previously, the MVS employees and the others that utilize this 'new' gathering room have given us many positive responses.

Now once we are able to get management to make sure air conditioning is up to par we will be in great shape there

- The **Maintenance Departments** in both of our Orlando Plants have been somewhat calm (somewhat anyway) grievance-wise, but we have seen many monetary grievances resolved within the last month. We had an ‘alleged’ altercation in the Orlando P&DC, where an employee was issued a Removal but we prevailed with that one.
- We are still bringing current Stewards in for additional Step 1 and-2 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 have secured over **625** during the past 3 ½ years.
- We have approximately 10 or so PSEs being converted to full-time occurring out in the Associate Offices within the next 2-3 weeks (we have approximately 100 of these Level 18 through 22 offices).
- **Whenever you change your mailing address let us know so we can get it corrected for you at the local, state, and national levels.**

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".

President

Cc: APWU Bulletin Boards