



American Postal Workers Union of Florida

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President's Report **June 2023**

I wanted to start off by letting you know to read our Local 'Chatter' newsletter that you should have received this week. In this edition you will find the 'Wanda Wroten Memorial Scholarship' application on page 10. Make sure you read it thoroughly and follow the directions. We passed this motion for the scholarship in Wanda's name, and if you all remember Wanda, she would be proud and humbled with this. This is our way to always remember Wanda Wroten's service to the members of our Central Florida Area Local for her close to 30 years of dedication to the membership!

There have been many Postal Support Employee (PSEs) conversions to career status due to the '24-month automatic conversion' language so far around the state, and we will be seeing a lot more in the upcoming months within our own local on the horizon. Of course, our mission will continue to be striving for PSE conversions to career, as well as Part Time Flexibles (PTFs) to full time, and this fight will never cease!

I have just returned from running the APWU Florida State Spring Seminar that was held in Orlando a couple of weeks ago. There were many APWU State Officers, Stewards, and other representatives from all over Florida in attendance for training classes. There was an array of good classes, and the representatives from our Central Florida Area Local were able to acquire a lot of valuable information to combat contractual violations. I want to thank all that attended, and the knowledge they acquired will come in handy for our membership.

An issue that has been brought to my attention lately has to do with the 'live letter' when it comes to job bidding. Below is from the Collective Bargaining Agreement (contract) under Article 37.3.F.8.(a).

*"8. a. When an employee is designated as a successful bidder and **remains a live bidder on other bids**, the employee shall notify management in writing **within ten (10) days of his/her election to remain a bidder on one (1) or more of those assignments**. The notice shall identify the assignment(s) by job and posting number. Failure to notify within ten (10) days will cancel such other bids."*

Another item that is new language in this contract has to do with Window training. Normally, in the past it 'could' take, what seemed like an eternity for management to schedule an employee for the Window training. Now under Article 37.3.F.7 it states, "*normally the employee will begin the required training **within ten (10) days after the posting of the senior bidder**, excluding December.*"

*“When the duty assignment is for a job that requires window training, **normally the employee will begin the required training within ten (10) days after the posting of the senior bidder, excluding December.** An employee who has scheduled leave of a week or longer (four (4) days during a holiday week) within the first twenty-eight (28) days, may at his/her option, begin training upon return from the scheduled leave.”*

There was a Memorandum of Understanding (MOU) regarding the annual leave carryover of what usually is 440 hours, being increased to 520 hours, which has once 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.”*

Central Florida Area Local News:

- Discipline is still on the rise. We have 3 Removals as of this writing, and of course several Suspensions, and Letters of Warning. You guessed it, most are attendance related.
- **The Vehicle Maintenance (VMF)** departments in the Orlando Plant, and the VMF is still fairly quiet, which is always an excellent sign.
- **Motor Vehicle Service (MVS/PVS).** Also, quiet here with a few monetary Step 3 resolves being paid to several grievants.
- The **Maintenance Departments** in both of our Orlando Plants have seen several grievances, but for the most part it has been quiet. One of our newest Stewards, Mark Pate, has been doing a good job for our employees there, thank you Mark!
- We are still bringing current Stewards into the office for additional ongoing training, and we are trying to plan another class for Stewards in the not-so-distant future.
- Our pursuit for PSE conversions to career, as well as PTFs to full time is our determined goal, that will never cease. Thus far we have secured over **665** during 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.

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,



President