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Postal Chatter

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Season's Greetings

*Wishing you and your family a
wonderful Holiday Season!*

Postal Chatter

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Motor Vehicle Craft Director - Gilbert Vega

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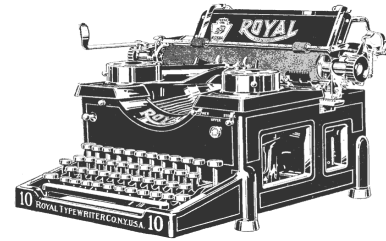
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Message from the Editor...

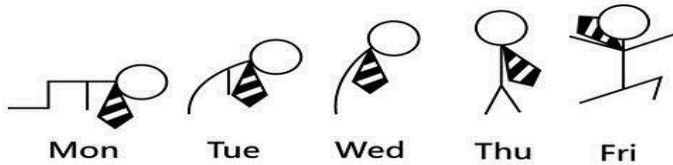
Any members who would like to contribute articles for possible inclusion in the next issue of the Chatter are encouraged to do so. To submit your article via email please contact the Editor at bloveapwu@gmail.com. If you prefer to submit it in writing you can mail them to the Local Union Office.

All submissions will be reviewed and may be edited before inclusion in the Chatter. Please ensure that you include your full name with your submission so that we can credit the author. Anonymous submissions will not be printed for legal reasons.

Benjamin Love

Benjamin Love
Director of Communications / Editor
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The Corner Office

By: Steve Morris, President

Moving forward. That is a statement that we hear to explain situations we have no control over. We say we are still moving forward. So right now we are moving forward. In the P&DC they are talking changes to the mail processing hours so they can process 20 hours a day. When they will do maintenance is anybody's guess. They will actually be creating more tour 2 bids to handle this when it does go into effect.

In the Annex they wiped out tour 2 to somehow standardize processing hours. I tried to explain to some of the 17 people excessed off the tour that the Union had no part in this except to ensure that management followed the contract. I would not allow them to take short cuts. This was strictly a management decision from high above. The bean counters are running the plants from far away and have no clue as to how they actually run. They could care less about the lives they affect.

In the city stations they are still so shorthanded that we almost feel sorry for the station managers. No, not really! I am also getting calls from AO's that positions are being excessed but have yet to receive any formal letters. Remember that if you are a clerk in the MPAnnex you cannot bid on city station jobs or bids in the P&DC. Yet the Clerks in the P&DC can bid on city station jobs due to the way the installation is set up.

Mid-Florida received their excessing notice for Maintenance and Clerks. Still a long fight there and we will help them in any way we can. We have not received any official notice from management that we are under withholding but it really is a formality now. Sometimes dealing with management is like running in place, you put a lot of work into it but you find that you get nowhere.

I got a chance to meet AFL-CIO President Trumpka. Nice guy, very down to earth. He was in town to push elections. We were the only Local in the country to have 2 officers on National Committees at the recent National Convention. The theme of the convention was cost cutting and saving money. Everybody wanted to save money but don't cut our services.

By the way it is now official; the next APWU National Convention in 2016 will be here in Orlando! We will be the host Local so if you ever wanted to see what a convention was all about you can come see. More down the road.

Starting this month, we are going to start 2 different charity drives. We will be collecting blankets for the homeless and we are going to start our toys for tots up again. We have gotten away from those and we really need to get back to doing what we can.

I set up two facebook pages for our members so check them out. Central Florida Area Local #1462 -APWU and CFAL-APWU RETIREE'S PAGE. They are there to spread info so check them out.

We are still paying you to get nonmembers to sign up. \$25.00 for every nonmember you get to join and they also get \$25.00.

I am Happy to announce that we have a new Communications Director, Ben Love. Welcome.

CFAL1462.ORG



I'm excited to announce that our Local's website has undergone major changes recently. I have spent a lot of time working on it to make sure our members have easy, one-stop access to all of the important information out there concerning their jobs. In addition to contractual information, our website also provides a convenient place for us to contact each other using the member boards.

I would like to invite all of our members to visit CFAL1462.org and register so that you can have full access to the members only sections on the website.

Benjamin Love,
bloveapwu@gmail.com

Standing Together

By Bob McSorley, Vice President

During my travels from office to office, I try to educate all of our members regarding the Collective Bargaining Agreement and why we, as the APWU, stress the importance of standing together to protect all of our jobs. We have limited Officers and Stewards that are able to police our rights, so it imperative that we all join together for the good of us all

We are faced with many challenges as the USPS changes the playing field on many issues including automation staffing. The USPS is now requiring DBCS, OCR and DOIS machines to be run with only one operator. This requirement is in direct violation of a Step 4 agreement between the USPS and APWU that states, *'Normal staffing on the DBCS, OCR and DOIS is two operators'*. Our Stewards continue to file many grievances concerning this issue and operators have written countless statements. One question I get asked a lot by operators, *'How can the USPS do this if there is a settlement already on this issue?'* Unfortunately, it is part of the process that is hard to understand. Simply stated, the USPS believes that anything is fair game, in the name of business.

There are people in the USPS that make decisions each and every day to exploit cracks and loop holes in agreements to further the companies agenda. These are people that think it is ok to violate the national agreement in the name of business. They usually are God fearing people from good families. They raise their children to be honest, trustworthy, and productive members of society, except that they go to work each day, to look for ways to violate the agreement that they have made with the unions. This has been a constant challenge for me since I have been in office. I quickly understood labor culture in the USPS to be...that the USPS and their lawyers work full time trying to exploit any loopholes in any agreements to their benefit. The USPS is a business and most of the decisions that are made are based on financial reasons and sometimes per-

sonal interests. The USPS stands to save millions of dollars by using only 1 operator per machine from now on. They are counting on employees to get used to it.

As employees there is a lot that we can do. Each and every time that an operator is required to work alone on a machine, this must be grieved. Of course, the supervisor will attempt to talk the employee out of grieving this or will not provide a steward for the grievant in hopes that they lose interest. Every grievance that is filed takes time and resources to process, not only for the APWU but for the USPS as well. There are several steps. The Steward must meet with the grievant on the issue. The grievant must be missing from his machine to speak with the Steward, and The Steward must be missing from their machine to meet with the grievant. Not to mention all of the time it takes to process the grievance locally on the USPS' dime. The USPS realizes there is a risk by changing a well-known standard of machine operation. The USPS is also aware that this issue could not only cause a huge monetary award when the grievance is heard, they also realize the daily operational impact felt by each unit from employees seeking union representation. This is a very important part of the grievance process that the USPS would love to see disappear. Often we grant their wishes. We should not be getting used to a violation of the Collective Bargaining Agreement. We cannot afford to be wish-washy. We cannot afford to stand idly by and allow the USPS to violate the contract and shorten our careers. Yes, think of the impact on operator's body now that efforts must increase by 50%. Article 34, prevents the USPS from creating work and/or time standards and this issue is a way of creating standards per machine.

In closing, Once again, with a limited number of officers and stewards, it is imperative for us as a union to stand as one and be persistent in our pursuit of upholding the Collective Bargaining Agreement and any attempt to change the written word or intent, should be challenged vigorously.



LOOSE SCREWS

By: Peter Fournier, Maintenance Craft Director

Currently the Orlando P&DC is undergoing phase 1 of the TL-5 implementation for Custodial work. This is a result of the July 9, 2014 agreement between the USPS and APWU. You can read the full award on the CFAL website or National APWU website. In a nut shell, the USPS planned to reduce staffing for Custodial employees by implementing the ISSA Standard 540; which is industry standardization for cleaning services. The Postal Service would have undoubtedly pursued and implemented the changes regardless of the APWU's objections. It was decided by National to craft language that protected the Maintenance-Custodial division. The result was the TL-5, which will be rolled out across USPS facilities throughout 2015.

As much as the TL-5 implementation will eventually reduce the number of custodians Nationwide, the ECBM system is also a detriment to the Maintenance Craft. I caution every Maintenance employee who utilizes ECBM to sign-off work assignments to ensure that they are properly following the Preventative Maintenance requirements of each task. It is very easy to casually breeze through the routes and PM tasks. The negative effect is that Maintenance employees are cutting their own throats by signing off the PM route items with less time that

the task lists. These type of counter-productive practices will reduce staffing within each facility. The MMO for each equipment is reviewed and revised on a periodic basis. Many PM tasks have been reduced by level and time due to employees consistently closing routes by assigning less time than the task(s) call for. Every Postal employee is required to perform their assigned duties by applying the standard of a Fair days work for a Fair days pay. Therefore, if you work 7.5 hours per day, you should only be signing off 7.50 hours worth of routes per day. Otherwise you are risking that weekend bid on Tour 2, or that higher level position being abolished. So please, follow the PM item to the letter and resist the temptation to "pencil whip" the route. Management has the responsibility to make sure the routes are complete, not the craft employees!

By now everyone should have received their choice vacation packets. If you have any questions about the proper application of the choice vacation provisions, consult your LMOU or shop steward.

\$\$\$ oh yeah! Money, Money, Money. Effective November 15, all APWU represented career employees will receive a 1% increase based on the pay scale in effect at the signing of the contract (Collective Bargaining Agreement). PSE's will receive a 2.5% increase, since they do not receive COLA increases. As is customary with across the board increases, the dues will also increase at the rate of \$.60 for career employees and \$.88 for PSA's; per pay period.

Lastly, the penalty overtime exclusion period this year is from December 6, 2014 thru January 2, 2015. The 2014 leave year ends January 9, 2014, with the new leave year beginning on Saturday, Jan. 10, 2015.



**American Postal Workers Union, AFL-CIO
Central Florida Area Local, #1462**

*Office of Joe Paul
Assistant Clerk Craft Director
CFAL #1462*

**Report from the Assistant Clerk Craft Director
November 2014**

In August of this year I was at the 2014 National Convention where I was honored to serve on the Clerk Craft Committee with five other officers from across the country. As I currently serve as the Clerk Craft Director for the State of Florida, as well as the Assistant Clerk Craft Director for our local, I hope my appointment reflected positively on our Central Florida Area Local, and the State of Florida.

This 2014 National Convention was a bit rowdy with many delegates looking to find ways to cut expenses. There were many resolutions put forth and discussed. Universal seniority didn't pass even though it appeared somewhat disguised in a couple of resolutions in the Clerk, MVS, and Maintenance Craft resolutions. Ed Schultz, the host of the Ed Show on MSNBC, spoke to express his dissatisfaction with how unions are being treated in our country. He was very pro-APWU and stated, *"Unions are the savior of the middle class in America and are vital to getting America back where it needs to be."* That is a quote worth remembering! Actor Danny Glover (Lethal Weapon movies and more) also gave a nice speech in support of the APWU.

On June 30, 2014 the USPS informed the APWU that they were to resume the closure and consolidation of up to 82 Mail Processing Plants beginning in January 2015. The excessing has the potential to be a very distressing and life altering situation. Although Orlando itself has not been targeted as one of these 82 installations, as a union we are bracing for the fight with the APWU's new slogan being *'Standing Up and Fighting Back'*.

Representing three Plants and approximately 80+ Stations, Branches, and Associate Offices, we have our work cut out for us. We have approximately 15-20 Clerk Craft Stewards representing approximately 1,100 members and 250+ non-members. We must all try to recruit non-members into our CFAL family! We could always use more Clerk Craft APWU members that are willing to step up into the roles as Stewards and Alternate Stewards. Our local has moved forward by implementing the EGS (Electronic Grievance System) which will have the ability to better track our grievances from the initial stages through the final disposition of each grievance. This is a positive step into the right direction and so far it appears that it is working quite well.

In mid-October I was an instructor at the 2014 Florida State Fall Seminar in Pensacola Beach. This Seminar had over 175 Officers, Stewards, and members in attendance, and there were APWU representatives there from 17 states. There were approximately 15 or so National Officers in attendance and many of them were there as instructors. Our Central Florida Area Local sent 4 Maintenance Craft Officers and Stewards to the Maintenance Craft classes, and they were given an array of information and tools to better represent our membership. They represented our Local well!

I will now highlight some of the information that was disseminated from a few of our National Officers from the Clerk Craft. National Clerk Craft Director, Clint Burleson, reiterated the importance of our upcoming contract negotiations and addressed some issues about the POSTPlan. Basically, the POSTPlan is where the USPS has taken thousands of Level 15, 16, and 18 Post Offices, many of which had Clerks working in them, and changed these offices to Level 2, Level 4 or Level 6 Remotely Managed Post Offices (RMPOs). The USPS simply removed most of the supervisory duties without returning the remaining work back to the Clerk Craft. In a nutshell, the USPS took the work and kept it as management work! The National APWU arbitrated this case and was successful in having this work returned back to the Clerk Craft. The Memorandum of Understanding (MOU) is an outline as to how this work will be returned to the Clerk Craft and filled by our Clerk Craft employees. We have also received some Questions and Answer mutual sign-offs between the USPS and APWU at the National level. These should assist not only our local, but every local throughout the country. I have been tasked by President Morris to try to establish where, we as a local, have opportunities to create additional full-time duty assignments due to the POSTPlan. Although this may be a tedious project, we will do our best to construct new duty assignments.

Lamont Brooks, Assistant National Clerk Craft Director, spoke about the MDAT (Max Duty Assignment Tool) which is a system where we can create more Clerk Craft duty assignments. He also stated that we must all get involved so that the NALC and Mailhandler's Unions do not take our work as they are eager to do. Lynn Pallas-Barber, our other Assistant National Clerk Craft Director, reported that there have been approximately 5,282 Postal Support Employees (PSEs) converted to career thus far throughout the country.

Over the past two to three months we have been inundated with an array of MOU's (Memorandums of Understandings). These MOU's are dealing with issues such as: (i) Clerk PTF conversions, (ii) Clerk PSE conversions, (iii) filling of residual vacancies, and (iv) the POSTPlan MOU regarding the pecking order for newly created Clerk Craft positions.

As a local we are still experiencing many contractual violations in both Mail Processing (Function 1) and Customer Service (Function 4). Many of these issues are redundant with issues such as improper staffing on the DBCS machines and overtime irregularities in the Plants, as well as violations with Lobby Directing (Article 1.6), craft crossing where other crafts are performing such work as boxing and spreading of the mail, and scanning issues to simply name a few. We must stay diligent and report these violations when you see them! The USPS, as you are well aware, is doing everything they can to reduce our Clerk craft numbers, and we all must take an active role in protecting not only OUR work, but OUR livelihoods!

In closing, remember to always speak to a non-member and explain to them why they should become a member of the organization that fights for every aspect of their livelihood. Organizing our workplace is one of the most important goals of the APWU. We remain under constant attack and we need everyone to help in the battle for OUR futures!

In Solidarity,

A handwritten signature in black ink, appearing to read "Joe Paul". The signature is stylized with a large, looping initial "J" and a cursive "Paul".

Together. Better Health.®

Health Plan Highlights

- Office visits (including specialists) \$18 copay* (HO)
- Urgent care centers \$40 copay (HO)
- No upfront deductible, coinsurance or copay (CDO)
- Maternity covered at 100%*
- Use LabCorp and Quest Diagnostics for 100% coverage (HO)
- Diabetes and hypertension management (HO) covered at 100%*
- Preventive care and screenings covered at 100%*
- Routine dental covered at 70% (HO)
- Secure on-line access to healthcare data
- Almost 1 million providers
- Get care nationally and abroad
- No referrals needed

High Option Highlights

- Copays*: \$18 for office visits (including specialists); \$40 for all urgent care centers; \$8 for generic drugs
- Deductible: \$275 self/\$550 self and family (in-network)
- Use LabCorp and Quest Diagnostics for 100% coverage
- 100% coverage (in-network):
 - Preventive care and screenings
 - Maternity
 - Accidental injury (within 24 hours)
 - Diabetes Management Program
 - Hypertension Management Program
 - Weight Management Program
 - Tobacco Cessation Program
- Cancer Centers of Excellence paid at 95%
- Routine dental coverage
- Discount vision program
- Extra dental discount when Health Risk Assessment is completed
- Hearing aid benefit

Consumer Driven Option Highlights

- Personal Care Account (PCA) provides 100% coverage for the first \$1,200 of your annual medical expenses for self only coverage or \$2,400 for self and family coverage
- No upfront deductible, coinsurance or copay until PCA is exhausted
- Completing Health Risk Assessment adds \$75 self/\$150 self and family to PCA
- 100% coverage (in-network):
 - Preventive care and screenings
 - Maternity
 - Diabetes Management Program
 - Tobacco Cessation Program
- Healthy Back and Pregnancy Programs
- Cancer Centers of Excellence paid at 90%
- Dental and vision coverage available under PCA
- Plan SmartChoice Winner three years running

*100% coverage for in-network providers; additional out-of-pocket costs for out-of-network providers

www.apwuhp.com



High Option Premiums 2015

Self Only (471) Self and Family (472)

APWU Career

biweekly \$42.65 \$105.20

Postal Retiree

monthly \$140.12 \$316.83

Consumer Driven Option Premiums 2015

Self Only (474) Self and Family (475)

APWU Career

biweekly \$9.26 \$20.84

APWU Career

(Less than a year in FEHB)

biweekly \$36.58 \$82.30

APWU Non-Career (PSE)

biweekly \$46.31 \$104.18

Postal Retiree

monthly \$100.34 \$225.73

Bulletin Board

Welcome New Members:

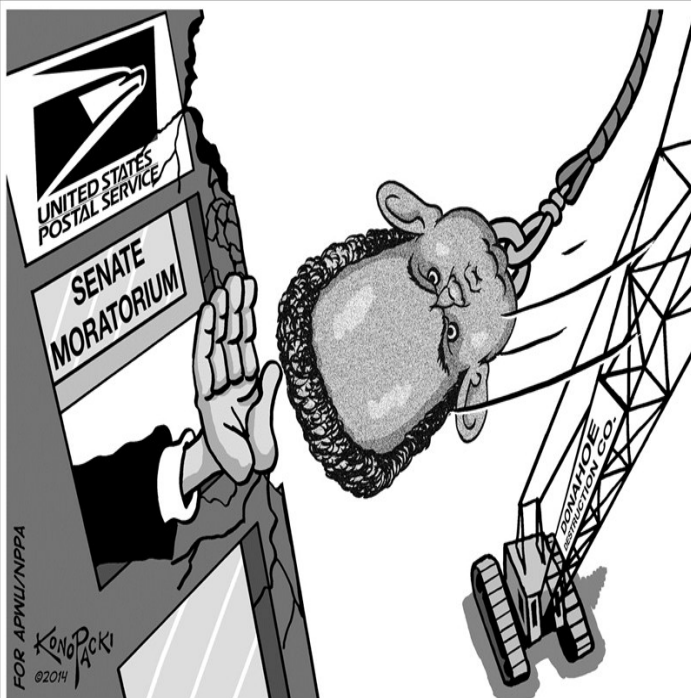
Douglas Grey (P&DC)
Joe Imperato (City Stations)
Francois Vieux (City Stations)
Maribell Puentes-Vega (L&DC Annex)

Federal Benefits Open Season



November 10, 2014 through December 8, 2014 marks the FEHB open season for 2014.

For anyone who hasn't signed up yet or has been thinking about changing plans, now is your time to enroll in the benefit options that best fits your family's needs.



Our Deepest Sympathy to Loide "Roberto" Rowland on the loss of his wife. Roberto is a Clerk at the Seminole FL P&DC.

Incase you hadn't heard yet the local has it's own Facebook pages. Follow us at:

Central Florida Area Local #1462 -APWU
and CFAL-APWU RETIREE'S PAGE.

Next Union Meeting

Saturday December 13, 2014 at 1:00pm

The December General Membership Meeting has been changed from it's regularly scheduled time. The new date and time for the meeting and Holiday Party is Saturday December 13, 2014 at 1:00pm. Food will be provided for all. Please bring your family as well!



We are asking each member to bring a toy to the Holiday Party for TOYS FOR TOTS. They will then be delivered to the TOYS FOR TOTS program here in Central Florida. Help make a child's Christmas special with a small act of giving!

Announcements

Any members who want to post their news and announcements either here in the Chat-ter or on the Local's website please send them to Benjamin Love at:

bloveapwu@gmail.com

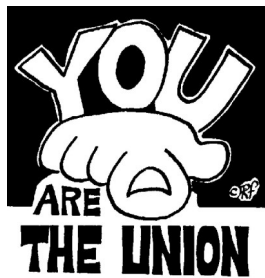
POSTAL CHATTER

CENTRAL FLORIDA AREA LOCAL

10501 S. Orange Ave, Suite 117
Orlando, Florida 32824

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The next Union Meeting is Saturday
December 13, 2014 at 1:00pm. The
Union hall is located at 10501 S Orange Ave,
Suite 117. Please mark your
calendars and attend. It is your Union.

Let your voice be heard!!!