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THE OFFICIAL NEWSPAPER FOR ALL MEMBERS OF THE SOUTHWEST FLORIDA AREA LOCAL AMERICAN POSTAL WORKERS UNION

Document Carriers And Management Performing Clerk Craft Work



Sam Wood
President
SWFAL APWU

CARRIERS AND MANAGEMENT PERFORMING CLERK CRAFT WORK

I find it amazing that employees in some offices do not file grievances on management and carriers performing Clerk Craft work. Tracking the individuals, the hours worked along with what work these individuals were performing will pay our APWU represented employees at the appropriate overtime rate for all time spent performing Clerk Craft work.

Some argue that they need help from management to get the work done. Without filing grievances, we will lose Clerk Craft jobs in that office. Sitting back and allowing management and carriers to perform our duties without a challenge will eliminate jobs for Clerk Craft employees.

Julio Mayo, the Marco Island Union Steward has been filing grievances for well over a year now and has won the Marco employees well over \$50,000.00 for these violations. Clerks in Marco continue to get this free money in their bi-weekly paychecks. Congratulations to Julio and his hard work enforcing the CBA.

month Pre-Arbed those cases and management agreed that those nine (9) duty assignments will be reposted for bid.

Winning these types of grievances allow additional bid choices for employees to choose. It also increases the likelihood of PSE's being converted to career. The APWU's challenge of improper actions by management, benefit all employees in the long run. Employees in all offices should be active in challenging management whenever they believe the contract is being violated.

FORT MYERS RI-399 SETTLEMENT (\$5.2 MILLION)

It's been one (1) year since we came to an agreement with management for the RI-399 Flats Preparation settlement for \$5.2 million. It had been over 8 months since the majority of employees received their settlement checks.

Meanwhile, over 60 retirees had not received checks totaling over \$350,000.00. The SWFAL-APWU had filed grievances, dealt with management and worked with our national officers in order to get the remaining former employees paid.

With the help of APWU Industrial Relations Director Vance Zimmerman and the persistence of our local, we have now significantly reduced the number of non-paid employees.

We have confirmed checks being paid to almost every employee that had been identified to be paid by our local. Rest assured that we will continue to fight until every employee has been paid the amount owed.

Thanks to our local's members and current and former Executive Board Members for their continued support in our fight in these issues.

The new language in the 2015-2018 does not allow management to reassign any other Crafts into the Clerk Craft (even Injured Carriers). The language reads; "During the term of this agreement no reassignments in the Clerk Craft will be made within or between installations or from other craft, unless the reassignment is made based on a mutual exchange in accordance with Article 37.2.D.7, or through the Article 12 involuntary reassignment process or pursuant to this Agreement."

So the above language should be used when filing grievances on Carriers working and performing Clerk Craft duties.

NINE (9) IMPROPERLY REVERTED JOBS TO BE REPOSTED

Last summer, management at the Fort Myers P&DC improperly reverted nine (9) Mail Processing bids. Grievances were filed by Paul McAvooy and they went to Step 2 where Dan Gray argued to repost those positions. The Union eventually sent those cases to arbitration.

NBA Mike "Sully" Sullivan last

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Secretary-Treasurer's Report

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General Membership Meeting Minutes

January 22, 2017

Note: Prior to the GMM meeting All Officers and Trustees were sworn in by NBA Mike Sullivan.

CALL TO ORDER:

9:38 a.m. There were 21 members in attendance.

THE PLEDGE ALLEGIANCE:

The pledge allegiance was led by: Julio Mayo

ROLL CALL OF OFFICERS:

S. Wood, D. Gray, J. Robertson, K. Moyer, J. Fracek, G. Baer, & J. Strunk.

MAP:

Barb Carr told jokes in honor of Charles Glennon, S. Wood changed order of business and Amy Bartlemen of BJ's came and spoke on the benefits of being a member of BJ's. S. Wood thanked D. Gray, J. Robertson. He also thanked D. Carinci for getting the food and drinks for the installation. Also thanked were D. Carinci, G. Baer & D. Grant on all the work to switch our phone & internet companies to Comcast which will save \$100 a month!

NEW MEMBERS:

Denean Monteleone & Jesus Ramirez

EXECUTIVE BOARD MINUTES:

The Executive Board voted to make S. Wiser and S. Christ alternate stewards for maintenance on T-1 at the plant. Board discussions were, Q&A on one to a machine, RI-399, Arbitrations & Removals, Stewards including statements & proper documents in their grievances, Bokeelia, Maintenance bid spread sheet, importance of employee statements in grievances, spring seminar, EGS system, trustee school and signature cards.

SECRETARY/TREASURER REPORT:

Grace made motion to accept Nov & Dec minutes as reported in Eagle's Eye, M. Szymonik seconded, Motion passed. Dec & Jan very busy for me as it is tax time. I completed all W-2's, W-3's, 4 reports due to IRS, all paperwork Social Security office required. After working closely with Christine Sheehan our LM-3 and 990 EZ is almost complete. B. Carr got a rebate for our local for the closed PO Box's for the election. Special thanks to K. D'Angelo who got ahold of Keith McGee's children so we were able to send the Incentive



Jamie Robertson
Secretary-Treasurer
SWFAL APWU

award winnings to his children.

REPORT/SELECTION OF COMMITTEES:

B. Carr - 4 late ballots & junk mail were found in the PO Box before it was closed. Once closed she received a refund for our local of \$89.50. She had 17 postage stamps left which she will return to K. D'Angelo.

REPORT OF TRUSTEES:

Trustees thanked J. Robertson & K. D'Angelo for the awesome job during the audits. Also, welcomed S. Wiser as a new Trustee & having him on board will be awesome!

COMMUNICATIONS:

Steward changes, Postal Press, Sec/Treas Conference, Letter from Wayne Nichols, email correspondence to & from Vance Zimmerman on remaining RI-399 Payouts, Thank You card from K. D'Angelo, Christmas Cards from, NBA's, Kenith Beasley, Anna Smith, Miami Local, National APWU, Kathy Gorman, Darla Howard, Letter to change Executive Board, Notice of Telecon, cancellations of dues for members going into supervision, NLRB notice, Letter from National President Mark. D, Letter Voluntary Benefits Plan, Letter from AFL-CIO, email on Carrier doing light duty clerk work. NBA M. Sullivan read info from our contract on other crafts improperly working in our crafts.

OLD BUSINESS:

Issues at stations were discussed, supervisors doing clerk work, importance of clocking over to proper operations you are working in at the time, PSE percentages.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Scott Wiser who won \$28.00. The total netted was \$56.00. The name drawn for the Incentive Award was Dan Gray. He won \$50.00. The pot will go back to \$50.00 at the next meeting.

ROLL CALL OF OFFICERS:

Results were recorded.

NEXT MEETING:

Robert Nowall moved to have the meeting on February 19, 2017, he withdrew that motion and moved to change the motion to February 12, 2017, D. Grant seconded, motion passed. The next meeting is Sunday February 12, 2017.

ADJORNMENT:

Robert Nowall moved to adjourn the meeting at 10:52 a.m. D. Carinci seconded, the motion passed and the meeting adjourned.

General Membership Meeting Minutes

February 12, 2017

CALL TO ORDER:

9:32 a.m. There were 13 members in attendance.

THE PLEDGE ALLEGIANCE:

The pledge allegiance was led by Dave Grant

ROLL CALL OF OFFICERS:

S. Wood, J. Robertson, G. Baer, J. Fracek, J. Strunk, K. Moyer. J. Robertson made a motion to excuse D. Gray. J. Fracek seconded the motion, the motion passed.

MAP:

Barb Carr told jokes in honor of Charles Glennon. Barb also said Rose Glennon says to say hi to everyone.

EXECUTIVE BOARD MINUTES:

RI-399 who had not received RI-399 payout checks have finally been cut. Most if not all should have received them. 9 reverted bids to be reposted, New contract does not allow for any carriers to work in our craft, including injured carriers, Step 2 process, Post Office (AO's) contracting out work, VMF, Management trying to force standards on the PSE's at the plant.

SECRETARY/TREASURER REPORT:

I am happy to report our biggie tax items, such as the LM3 and 990 are complete and filed with the IRS. A special thanks to Danny and Dave for setting up the Union Hall with Comcast internet and phone which will save \$100 a month. Also thanks to Karen D'Angelo for being there when all needed to be installed. The plant should be set up this Tuesday. All tax liabilities are complete. State dues and AFL-CIO dues are current and up to date.

REORT OF TRUSTEES:

Trustee school discussed.

COMMUNICATIONS:

Union Leadership meeting March 23, 2017.

UPDATE OF GRIEVANCES:

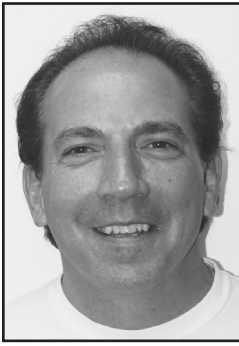
We are trying to get priority scheduling on the second part of RI-399 grievance for arbitration. 90% if not 98% of retiree payouts for the first half of the RI-399 should finally be mailed out. More than half have already received their checks. Danny Carinci made special mention that the reason the retirees are finally getting their money was because of Sam Wood giving constant pressure to the Post Office. He thanked Sam Wood for all he does. Management at the plant reverted a bunch of bids in the past and we now have a pre-arb settlement

See: Secretary-Treasurer's Report

Continued on Page 7

Formula For Disaster

Take increasing mail volume plus below minimum staffing, throw in poor to no training and more managers than you know what to do with. What do you get?



Danny Carinci
T2 & T3 Steward
Ft. Myers P&DC
SWFAL APWU

"OVERTIME!"

Now I'm no mathematician and excuse me if I seem out of place here but someone at the top must be on crack because it just doesn't add up!

There are Window Clerks, both list and non-list, working overtime daily, including days off, Mail Processing Clerks being maximized weekly and Maintenance and Custodians without enough staffing to complete routes. Yet management's solution is bid reversions and the constant threat of excessing.

Management (and I'm talking about National level) seems to be

hell bent on getting more with less, constantly spreading the workforce as thin as they can get it. Attempting to set absurd goals, coming up with new useless charts, heat maps and ridiculous plans to cut back service and work hours.

One good example would be the custodians, who will be made to wear and use vacuum packs to perform their cleaning. Once they are done with their route, they will be required to weigh the dust to show that the program is working.

No, I'm not joking (Sounds like someone up top is trying to justify making the big bucks).

The sad part is local management knows this to be true, but none dare to stand up to district and demand help.

I myself was in conversation with a supervisor who was ranting about too much overtime and the need to cut back. Then, without losing a breath, the same supervisor started carrying on about being over-staffed.

I had to stop him and say, "Wait a

Just remember, when someone else is performing your work management is recording hours you're not needed.

minute, repeat what you just said slowly and listen to yourself. How can you possibly be overstaffed when you're using too much overtime?"

But why am I wasting your time telling you all of this? I mean, you're there. You've seen and know all this.

I realize that maybe at some of the stations you may not want to say anything when a supervisor or another craft is doing your work for fear that you will just get stuck having to work more overtime. Maybe you're seeing lower level maintenance doing higher level work. Or maybe if you are on the overtime list you just want to keep a good

thing going.

Just remember, when someone else is performing your work management is recording hours you're not needed. And if you're raking in the long hours because they are short staffed and you happen to get sick or worse, injured you won't be getting a, "thank you", but you will more than likely be scrutinized on attendance or safety.

So do yourself a favor. When they do your work, see your Steward and "FILE"! And don't worry, the need for overtime will still be there but if you do nothing your job may not!

In Solidarity



Updating FMLA And Knowing Your Weingarten Rights

We are in the beginning of a new year, thus it may be time for many to update their FMLA information.



Jeremiah Strunk
Maintenance Craft
Director
SWFAL APWU

If you need to update your FMLA information and need forms make sure you see your union steward, or you can easily print them yourself from our local union web page.

For those of you who have never submitted FMLA forms, but feel you or a family member may have a medical condition that may qualify for FMLA, feel free to ask to see your union steward and they can help provide you the assistance you may need.

Next topic - your Weingarten Rights! When you are brought in by any person of authority from

supervision or the postal inspectors always be sure to enact your Weingarten Rights. These are your rights and are there for your benefit of protection.

Do not assume anything! Do not assume you are just being questioned and that everything is going to work out in your favor. Do not assume the questions are for your benefit. Do not assume the questions have a corrective rather than punitive intent behind them.

You need to remember that as soon as management asks you a question about your job in any manner during a meeting one on one it has now become an investigative interview and you must exercise your Weingarten Rights if you want representation at that point.

Weingarten Rights

IF YOU ARE BEING ASKED QUESTIONS WHICH COULD RESULT IN DISCIPLINE, BE SURE TO DO THE FOLLOWING:

1. Request the right to have your union representative with you before answering any questions, and do not volunteer information before speaking with your union representative.
2. Make sure you are ordered to answer the questions.
3. Keep your answers to the point and very accurate. Be completely truthful in your answers. Do not speculate.
4. Do not volunteer to take a polygraph examination or drug test.
5. If you are told you are facing criminal investigation, refuse to answer any questions until you have spoken with an attorney.

Finally, there are always issues which occur on a daily basis like overtime or the occasion ones such as holiday scheduling that seem to be inevitable. Please see

your tour union stewards to address these issues as they are your best immediate resource for handling many of your day to day issues.

If there are unresolved or reoccurring issues then you should work with your tour stewards to see what concepts can be developed to address these issues. If we can work using a team approach for the handling of grievances, we will be more likely to reach the desired resolution within our craft that will benefit our membership.

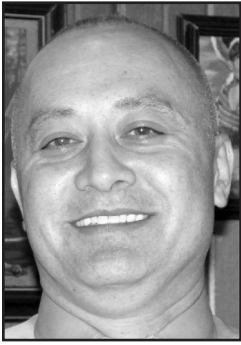
We are only as strong as we are united and the more united the stronger we are!

Feel free to stop me anytime with questions you may have and if I do not have the answers I will do my best to find them and get back to you as quickly as possible. I will try to keep you informed as to what I am finding out as we move forward in the process.

In Solidarity

Union Membership Benefits Far Greater Than Their Cost

I would like to take this time to welcome our new members of our local's Executive Board and thank the ones who have moved on.



Daniel M. Gray
Vice President
SWFAL APWU

As most of you know, Jamie Robertson was appointed by the Executive Board when Felicia resigned as Secretary/Treasurer. Jamie is doing an outstanding job and has done all this with no formal training.

Paul will be missed greatly as Clerk Craft Director. I will now be able to mispronounce people's names without being corrected, and now Paul won't miss Church due to our Sunday Union meetings. Grace Baer has stepped in to fill his boots and will be a great asset.

Mickey decided not to run again and Jeremiah Strunk has stepped in as Maintenance Craft Director and will help with any Maintenance issues.

We need more young members to become actively involved in our local. We will be seeing a big exodus of members who near retirement age. Who will step up to fill the void in the next couple of years? Who will be the future local leaders?

It amuses me every time I hear the bull#*t excuses of non-Union members and why they will not join the Union. The reality is they are nothing but selfish and cheap individuals.

The same non-members do not blink an eye when they have a problem with management and then come running to the Union for help. If the Union sucks why not solve your problems on your own?

These same non-members have their greedy little hands out for each settlement won by the Union on all members' behalf. They have no problem attempting to suck out every benefit which they fail to contribute to in any fashion. Do any of these selfish individual realize what their own work environment would be like if they did not have a Union?

Here is a list of things that Unions have made possible:

- (1) All breaks at work, including your lunch break
- (2) Paid Vacation
- (3) Family and Medical Leave Act (FMLA)
- (4) Sick leave
- (5) Minimum wage
- (6) Civil Rights Act/Title VIII (Prohibits employer discrimination)
- (7) Overtime Pay
- (8) Child Labor Laws
- (9) Occupational Safety and Health Act (OSHA)
- (10) 40-hour work week
- (11) Workers' compensation
- (12) Unemployment insurance
- (13) Pensions
- (14) Workplace Safety standards and regulations
- (15) Employer health care insurance
- (16) Collective bargaining rights for employees
- (17) Wrongful termination laws
- (18) Age Discrimination in employment Act of 1967 (ADEA)
- (19) Whistleblower protection laws
- (20) Veteran's Employment and Training Services
- (21) Raises
- (22) Sexual Harassment Laws
- (27) Americans with Disabilities Act (ADA)
- (28) Holiday Pay
- (29) Privacy rights
- (30) Equal Pay Acts of 1963 and 2011 – requires employers pay men and women equally for the same amount of work
- (31) Laws ending sweatshops in the United States

The above list is just to name a few. Do any of these non-members believe that management would pay them the wages and benefits they receive if not for the Union?

A great example of what working for an employer who does not have or want a Union would be like, just look to Wal-Mart. Wal-Mart has continually fought to keep out any Union from forming in their stores. This is so they can continue to pay low wages with little or no benefits and no job security.

The owners of Wal-Mart are some of the wealthiest people in America if not the world, yet many of their own employees have to live on food stamps and other government assistance to make ends meet.

Now what disturbs me even more is a non-member asking the Union for FMLA forms, documents or help outside the scope of what is required by law and acting like their feelings are hurt when they are told no.

Where the Union has a legal duty to represent all employees in the bargaining unit (member or non-member) the Union does not have to supply non-members with any item or information that is not part of this legal representation.

If you disagree with how the Union is operated, then join and become active in the Union. Don't just whine and complain, be proactive. Become part of the solution to what you believe the Union should be. You want to reap the benefits, but refuse to help pay the cost.

A good example of what a non-member is like imagine if you went out to dinner and everyone ate the same meal yet you (the member) were forced to pay the whole bill and they (non-member) got their meal for free. That is what the non-members are expecting of the members every day.

The cost is minimal as to the benefits gained. Union employees make an average of 30 percent more than non-union workers. 92 percent of Union workers have job-related health coverage versus 68 percent of non-union workers. Union workers are more likely to have guaranteed pensions than non-union workers.

So please don't ask for an FMLA form from the Union so you can give it to a non-member. Do not give the password to the wireless internet to the non-member. Instead ask the non-members to join and pay their fair share.

Remember, if any members have any questions or concerns ask your steward. Any non-members go ask your supervisor.

Back in the Water

PRIVATIZATION

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Pool And Relief Assignments

Pool and relief assignments are used to cover absences of full-time employees holding duty assignments at branches and stations. It is understood that



Grace Baer
Clerk Craft Director
SWFAL APWU

pool and relief assignments require a degree of flexibility and involve some uncertainty. Fortunately, contract language exists that helps diminish this uncertainty. Some of the most frequently asked questions about pool and relief assignments are printed below and are taken directly from the Article 37 JCIM Q&A's.

Please address additional questions and/or potential violations with a steward. Remember, the stewards are here to address your concerns including the improper assignment of injured carriers in the clerk craft.

No carrier should be doing eight hours of clerk work. If this is happening in your office document the work being done, ask to see a steward, and file to get paid at the overtime rate for the cross-craft violation. The duty assignment you save may be your own!

227. Can Relief and Pool Clerk Craft duty assignments be posted with a Principal Assignment Area in more than one (1) station, branch, finance unit, etc.?

Response: No. Relief and Pool Clerk Craft duty assignments can be posted with only one (1) Principal Assignment Area where they are domiciled. Relief and Pool Clerks may properly be assigned as needed to Relief and Pool assignments in other locations (e.g., stations, branches or other installations) identified in their duty assignment.

228. Can Relief and Pool Clerks be assigned in accordance with the Relief and Pool MOU from their domiciled location to any station, branch, finance unit, etc., within an installation or to other installations?

Response: Proper Relief and Pool assignments under the MOU will be to locations specifically listed on the duty assignment.

229. Can the USPS list all stations, branches, finance units, etc. on the duty assignment as potential relief and pool locations?

Response: The degree of specificity included may vary with the size of the coverage area in that in some areas with a large relief pool a particular relief assignment should be limited to a relatively small area of coverage, whereas in other offices the nature of the assignment may have to be broader.

230. Can Relief and Pool Clerks be assigned, within the Relief and Pool MOU exception, to cover the scheduled days off of another employee?

Response: No. The exceptions to out-of-schedule pay contained in the Relief and Pool MOU apply only when covering "absences and vacancies of employees holding regular bid assignments and other situations when the assignment is uncovered." Relief and Pool clerks are not normally utilized to cover scheduled days off. The exception would be in the domiciled facility and other stations or branches, if included in the employee's posted work hours and duty assignment.

231. Can Relief and Pool Clerk duties be added to (or deleted from) an existing SSA, SSDA, or LSSA duty assignment without reposting the job?

Response: No. The addition or deletion of Relief and Pool Clerk duties to or from a duty assignment constitutes a change necessitating a reposting of the duty assignment.

232. If a Relief and Pool Clerk is assigned to cover an absence of five (5) days or longer for an employee holding a full-time regular duty assignment, do they receive additional wage compensation when covering such assignment?

Response: No. Relief and Pool assignments consisting of five (5) days or more do not require payment of additional wage compensation provided the Pool and Relief Clerk receives written notice of the assignment by Wednesday of the preceding week.

233. Can a five (5) day Relief and Pool assignment be made to cover the absences of two or more clerks?

Response: No. This would

apply even though the absences covered exceed five days when combined.

234. Is the USPS required to notify Relief and Pool clerks of Relief and Pool assignments in advance?

Response: Yes. The Relief and Pool MOU requires that management notify the employee by Wednesday of the preceding service week that he/she is to cover an assignment having a schedule different from the Relief and Pool employee's regular schedule for a period of one week (five working days) or longer.

235. Do Relief and Pool Clerks receive additional compensation when performing appropriate Relief and Pool assignments?

Response: For assignments of five (5) days or more, Relief and Pool clerks do not receive additional compensation if they receive notice of the assignment by Wednesday of the preceding week. If they are not notified in writing by Wednesday of the preceding week, or if the assignment is for less than five (5) days, the Relief and Pool clerks are entitled to work their regular schedule and any additional hours are compensated at the applicable rate in accordance with ELM 434.6.

236. Can the USPS make a Relief and Pool assignment without the Wednesday prior notification?

Response: Yes. The USPS may make Relief and Pool assignments as the need arises to cover an absence of an employee holding a FTR duty assignment. However, the Relief and Pool Clerk must be compensated at the applicable rate in accordance with ELM 434.6.

237. Can the schedule of a Relief and Pool Clerk be temporarily changed because of service needs during a particular week even though they are not being assigned to an appropriate assignment provided for in the Relief and Pool MOU?

Response: Yes. However, because such assignments would not fall within the Relief and Pool exception,

the out-of-schedule or overtime and guarantee provisions of ELM 434.6 would apply.

238. Can Relief and Pool Clerks perform overtime assignments in the office/section in which they are temporarily assigned while covering an absence?

Response: Yes. However, in accordance with the JCIM, Relief and Pool Clerks are only permitted to sign the OTDL in the section where they are domiciled. Unless provided otherwise in the applicable LMOU, when Relief and Pool Clerks are assigned to locations other than where domiciled, they may be offered overtime only after all qualified and available clerks on the OTDL in that section/location have been maximized.

239. How are Relief and Pool Clerks granted incidental leave in the section/location in which they are temporarily assigned?

Response: The supervisor in the office where the employee is working is responsible for acting on incidental leave requests; however, such leave should be coordinated with the home office supervisor.

240. Are Relief and Pool Clerks scheduled for holidays in the section/location in which they are temporarily assigned?

Response: No. Unless provided otherwise in the applicable LMOU, they are scheduled in their domiciled section or facility.

241. Can Relief and Pool Clerks be utilized to cover for absences in Mail Processing plant operations (Function 1 operations)?

Response: No.

242. Can the USPS post all jobs as Relief and Pool Clerks?

Response: No. The number of Relief and Pool duty assignments should be limited to a number sufficient to cover anticipated absences and vacancies, and other situations where an assignment is uncovered, within the installation.

See: Pool And Relief Assignments

Continued on Page 6

VMF Grievances Moving Forward

Happy New Year, everyone! I hope each of you had a good holiday season, and the New Year will be full of new friends, new experiences and great memories.



Joe Fracek
Motor Vehicle
Craft Director
Ft. Myers
Lead Steward
Page Field
SWFAL APWU

I would like to welcome

Anthony B. to the VMF family as he begins his postal career. I am looking forward to many years of working together.

At the very end of this last year we almost had a first for us at the VMF: Management ALMOST settled a grievance at step 1!

We were so close, but as it stands, (for a record I believe, we are still checking on it) Management is 0 for about 200 grievances for 2016. Here is to a better 2017. We're pulling for ya.

The thing is we are winning these grievances at Step 2. The majority of the grievances denied are identical to those we won. Not only is management violating the Collective Bargaining Agreement (CBA) to begin with, now they are refusing to settle grievances at lowest possible step - another vio-

lation of the CBA.

I do like the "deer in the headlights look" they have at the step one meetings when they try to skirt around the facts. The fact that a citable sign off paying employees money for the same issue cannot be ignored. These signs offs, I'm being told by local management, are not proof that we won a grievance. So I guess management is just paying us now to lose grievances!

Good Grief, Charlie Brown. Eyes at higher levels have taken notice and this issue will be addressed.

I was told that last year management contracted out over \$760,000.00. The majority of this work was craft work. 63 engines replaced, transmissions, tire repairs, tons of tows/shuttles. How much overtime did the employees of the VMF miss out on?

Not one tech has filed a grievance to be maxed out prior to contracting out. The grievances I have been filing (and winning) are for the employees of the VMF to be paid dollar for dollar for every dollar paid to the contractors. But the settlements are a settled upon amount. If the employees fight for their overtime it will be a much larger amount than the settlements are paying. Plus they will still get paid for the contracting. Managements token 4 hours of overtime (OT) a week is nothing

compared to 10-20 hours a week that you should be getting. Many at the VMF do not know what a paycheck with 20-40 hours of OT on it looks like. I do, 5k per month take home pays a lot of bills.

Another issue here that needs addressing is, at least 4 techs leave the shop every day on the Tag/Service trucks. A grievance has been filed to make this a bid job. This same, identical grievance was won at arbitration just a few months ago, so it will be won here. (Don't let management lie to you and say since it was in Tampa it doesn't count here. It is citable. Plus - the Union's advocate for the step 2 will be the same person who won it in arbitration. YAHTZEE!) But I digress.

What the issue is, since these techs are out of the shop on a daily basis, their hours cannot count against those of the VMF. Again their daily job is outside of the VMF, not in it. So these hours should be made up by the techs that have to make up for their absence - more opportunity for overtime.

This is why management has to contract out so much work. On paper we have at least 4 more techs working in the shop, and though doing a TAG/road call is in the job description, a TAG/road call is defined as an occasional call out of the shop for a repair, not a daily scheduled routine.

I know there are some who just want to come to work, do their jobs and go home, I get it. They trust management to do the best by them. Maybe at one time it may have been that way, but not now. Management's priority is to save their own asses first.

To do this, they have to stay in the numbers and stay under the radar. They don't have a strong Union to stand up for them. When their Boss gives them numbers to reach, they have to do it, or be replaced, it's that simple.

In my opinion, very few in management have the backbone to follow the rules and are scared to do what's right. (I'll cite the 200 denied grievances). This leads to management doing whatever it takes to stay in the numbers, sadly this usually means breaking the rules and taking advantage of the employees.

If this is allowed to continue, it will become the way. Where the rules are up for interpretation, management will bend, twist or completely ignore them, unless it benefits them of course. This is why it's important to know the CBA, follow the CBA, and enforce the CBA.

The CBA benefits the employees more than it does management. Read it, learn it. Management is counting on you not to.

Pool And Relief Assignments

Continued from Page 5

243. NTFT full-time flexible assignments in the Clerk Craft may be utilized to cover Function 4 vacancies and absences. Is there any difference between these assignments and Relief and Pool Assignments?

Response: Yes. Relief and Pool Clerk schedules may be changed with Wednesday notice to cover vacancies and absences within specified stations, branches or other installations identified in their bid relief and pool assignment. NTFT Flex schedules may be changed with Wednesday notice for operational needs without requiring coverage of a specific assignment. Employees in NTFT Flex assignments are not normally available to be utilized in other installations.

244. Where will the Relief and Pool Clerk whose bid duty assignment identifies additional installations for which he/she has relief responsibilities be domiciled?

Response: The Relief and Pool Clerk will be domiciled in their home installation as designated on their PS Form 50.

245. Can Bulk Mail Clerk or Bulk Mail Technician duty assignments within a BMEU (Function 7) be posted as Relief and Pool Assignments?

Response: No. However, an SSA or SSDA who occupies a Relief and Pool assignment could be utilized to relieve a BMC or BMT within their function 4 office, so long as they possess the necessary skills and/or training and that type of relief assignment is identified on their bid duty assignment.

246. What types of absences or vacancies can Relief and Pool Clerks cover in other

installations?

Response: When the installation to be relieved has been properly identified in their bid duty assignment, Relief and Pool Clerks may be utilized to cover full-time absences and vacancies (including those of the Postmaster or Supervisor in that office) in other Post Offices, level 20 and below. When such Relief and Pool assignments are posted, notice will be given to the president(s) of the APWU local(s) representing the installation(s) for which relief will be provided, if more than one local is involved.

248. Can Relief and Pool Clerks be posted as NTFT assignments? If so, what types of vacancies or absences can they be utilized to cover?

Response: Yes. However, if the vacancy or absence being relieved is a traditional duty assignment or is another NTFT duty assignment with different daily or

weekly guarantees than that of the NTFT Relief and Pool Clerk, the R&P clerk will have the option of assuming the schedule of the duty assignment for which the relief is being provided or of assuming the core hours and off days of the single vacant duty assignment or absence being relieved while still remaining subject to their own daily and weekly work hour guarantees.

249. While a Relief and Pool clerk is working in a different installation, what determines the location of the employee's "immediate supervisor" and "certified steward" for the purposes of Article 15.2, Step 1?

Response: Normally, a Step 1 grievance will be investigated and/or discussed at the location the grievance is alleged. However, there may be circumstances where this is not feasible. In these situations a grievance may be initiated in the employee's home office.

Overtime Basics

Overtime is being handed out like candy in the stations but most of it is being done incorrectly.

Management is saying that they are not allowed to work employee's seven days a week if they are on the (OTDL) Overtime Desired List according to their higher ups (District) (Area).

The truth is they are telling them no Penalty Overtime! For any reason!

If you have employees on the Non Scheduled Day List for overtime they should be working them first before bringing in a non-list person, even if it means penalty overtime.

Same goes for the pre and post tour overtime, the list should get it before the non-list even if it's for Penalty Overtime. File your grievance on this every day, once a week or at least by the 14th day of occurrence.

Document your supervisors doing lobby work. Every clerk and custodian should document when they see this happening. Write down the time frame they are doing it and who the supervisor is that is performing our work.

There may be more than one supervisor or manager that is doing this at any given time and this includes mail pick up, working the M-POS, doing paper work for customers, plain and simple it's

not their work.

Ask to see your steward and make sure this is being taken care of. We could possibly rate another clerk in your office and maybe they will start following the contract as well once the money is being paid for them not following the contract that they signed.

David Grant
Trustee
SWFAL APWU

NLRB Rules USPS-Staples Deal Violated Federal Law

The United States Postal Service announced in a letter to American Postal Workers Union (APWU) that the deal between the USPS and Staples has



Kathy Moyer
Editor
The Eagle's Eye
SWFAL APWU

ended. Staples will be removing all signage and discontinue postal services at the retailer's approximately 500 stores by the first week of March 2017. As a result, the APWU is calling off the boycott of Staples immediately.

"The public Postal Services is a national treasure that was treated like a cheap trinket by former the Postmaster General", said APWU President Mark Dimondstein. "First, former Postmaster General Donahoe cut a dirty deal to set up post offices staffed by Staples employees in 82 stores. Then they downgraded the offerings to the 'Approved Shipper' status in hopes of ending the protests, but

expanded nationally. In each case the security and the sanctity of the mail, the training of clerks, and proper oversight were tossed out the window. This was bad for the consumer, bad for the USPS brand and an insult to our dedicated members."

"This is a big win," said President Dimondstein. "Staples is out of the mail business which they should never have gotten into."

We can often get caught up in local matters because we work with local issues every day in our workplaces. However, here is another example of how your local, and many other locals like us around the country work together and support our National APWU in efforts that greatly affect us and postal jobs.

This victory was not won overnight. It took time to build the momentum needed to overcome this attack on the postal service. Without a national effort, supported by the many locals nationwide, it would not have been possible to share this victory we are celebrating today.

On January 22, 2017, the newly elected SWFAL APWU Executive Board and Trustees were sworn in at the installation ceremony by APWU National Business Agent Michael "Sully" Sullivan.

Officers and Trustees will serve two-year terms and are as follows: Daniel Carinci, Trustee, Scott

Wiser, Trustee, Dave Grant, Trustee, Kathy Moyer, Editor, The Eagle's Eye, Grace Baer, Clerk Craft Director, Jamie Robertson, Secretary-Treasurer, Sam Wood, President, Dan Gray, Vice President, Joe Fracek, Motor Vehicle Craft Director, Jeremiah Strunk, Maintenance Craft Director.



Standing at the far left, APWU National Business Agent Michael "Sully" Sullivan officiates at the installation ceremony swearing in the newly elected SWFAL APWU Executive Board and Trustees.

From left to right: Daniel Carinci, Trustee, Scott Wiser, Trustee, Dave Grant, Trustee, Kathy Moyer, Editor, The Eagle's Eye, Grace Baer, Clerk Craft Director, Jamie Robertson, Secretary-Treasurer, Sam Wood, President, Dan Gray, Vice President, Joe Fracek, Motor Vehicle Craft Director, Jeremiah Strunk, Maintenance Craft Director

Our Next Union Meeting

AMERICAN POSTAL
WORKERS UNION AFL-CIO

Sunday, March 19, 2017
9:30 am
11000 Metro Parkway, Unit 8
Fort Myers, FL 33966

Secretary-Treasurer's Report

Continued from Page 2

stating that the plant needs to repost 9 bids. Naples custodial hours are being tracked.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Julio Mayo who won \$18.00. The total netted was \$36.00. Julio donated \$18.00 back to COPA. The name drawn for the Incentive Award was Sam Wood. He won \$50.00. The pot will be \$50.00 at the next meeting.

LEFT OVERS:

Discussion lead by North station were stations not getting steward time, non list working N/S day

overtime and penalty overtime over the overtime desired list employees.

ROLL CALL OF OFFICERS:

Results were recorded. - Dan Gray was excused.

NEXT MEETING:

Robert Nowall moved to have the meeting on March 19, 2017. Barb Carr seconded, the motion passed. The next meeting will be held Sunday, March 19, 2017 at 9:30 a.m.

ADJORNMENT:

Robert Nowall moved to adjourn the meeting at 10:08 a.m. It was seconded by Dave Grant, motion passed and the meeting adjourned.

Your Elected Officials

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Our members live in several different districts. For your representative's information, go to www.congress.org. Enter your zip code and the web site does the rest. You can e-mail most of your representatives at once with a click of your mouse at this web site. Their voting records are also available here. Check it out! Let them know how you feel, it's your DUTY!

THE EAGLE'S EYE EDITORIAL POLICY

The Eagle's Eye is the official publication of the Southwest Florida Area Local, APWU, AFL-CIO. The editor has the right to determine whether the material submitted shall be printed, and has the right to edit as needed. It is the policy of this newsletter to disallow any attacks on individuals. Opinions expressed are those of the writers, and not necessarily those of the Executive Board. The deadline for submission of all articles is the day of the monthly membership meeting. You must be an APWU member to submit an article. Name may be withheld upon request. All articles may be reprinted with proper credit given. Captions/cartoons may only be reprinted upon written permission of the editor.

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1

Check for the words "Made in Mexico"



2

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DO NOT BUY:

- MM = Monterrey, Mexico
- MS = Salinas, Mexico

DO BUY:

- AE = Chicago
- AH = Portland, Ore.
- AP = Fairlawn, N.J.
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