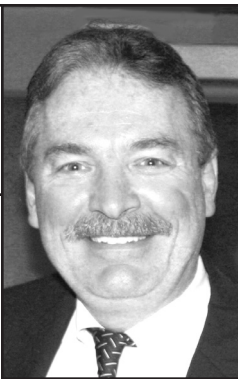


President's Report Sam Wood



SWFAL-APWU EDITOR

I am sad to announce that our Editor for many years, Lynne Cram has resigned from her position as Editor of the Southwest Florida Area Local. For years now, Lynne has done an excellent job editing, publishing and mailing out our local "Eagle's Eye" and I know of no major concerns that we have had with our newsletter during her time as Editor. I thank Lynne for her years of dedicated service to our membership and hope that she continues to be active in our local.

The SWFAL-APWU Executive Board appointed Kathy Moyer to replace Lynne as Editor for the remainder of her term. Since Kathy was an elected Trustee, the SWFAL-APWU Executive Board also appointed Dave Grant to take over Kathy's position as Trustee.

We feel that Kathy and Dave will do an excellent job in their new positions for the SWFAL-APWU.

MEETING WITH LEE COUNTY COMMISSIONER



SWFAL-APWU Legislative Director Lorenzo Tindal, SWFAL-APWU Vice President Dan Gray, Lee County Commissioner Ray Judah and SWFAL-APWU President Sam Wood met on March 22, 2012, to continue to save Southwest Florida Jobs. Commissioner Judah also wanted to congratulate our local members on a job well done on saving jobs in Southwest Florida. Judah and Lee County Commissioners went on record, opposing the Ft. Myers P&DC closure. The Southwest Florida Area Local - American Postal Workers Union appreciate all of the Lee County Commissioners' support in protecting Southwest Florida jobs and their efforts in keeping "service" in the United States Postal Service.

I would like to thank our new SWFAL-APWU Legislative Director Lorenzo Tindal for setting up this meeting with Commissioner Judah as well as Vice President Dan Gray for attending this meeting. Lorenzo

and Dan have played a major role in convincing our Southwest Florida County Commissioners to take our side of the issue by keeping Postal jobs in Southwest Florida. We are working to keep that great working relationship by meeting with City and County Leaders to address our members concerns.

BID CHANGES COMING?

By now, many of you have heard that the Fort Myers Processing & Distribution Center will remain open and bids may be changing. Our local has been getting little information on this issue. It is our belief that management has no clue as to what they want or need as far as start or end times. We believe management will make some changes but do not know at this point how minimal or drastic those changes will be. Once we have more information, it will be sent out.

DON'T STOP FIGHTING

Now that we have some of the pressures of Station and Plant Closings off of the SWFAL-APWU, we can't sit back and do nothing. I can assure everyone that as long as there are threats of consolidations and closings out there, they will surely be back unless we continue to fight.

We need to continue our efforts to support COPA and I encourage everyone to continue to give as much as they can (especially via direct deposit). This is an election year and every anti-Union candidate will be looking to take away your rights to collective bargaining. Will you be able to support your family then? COPA funds ensure that we have a voice in the political arena.

Continue to write your Congressmen, Senators and local leaders and educate them on the facts about the USPS. Your voice matters and will make a major difference as it already has in Southwest Florida.

I want to personally thank our members for an outstanding job in standing up for our jobs especially over the past 6 months. The Save The Postal Service Rallies, AMP Study Meeting, Petition Drives, and the Letter Writing Campaigns were a huge success. I am proud of our membership here in Southwest Florida!

Great Job Everyone!

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Thank You, Lynne Cram

Lynne Cram has faithfully served our Southwest Florida Area Local for many years as our Local's Editor. Lynne began working for the Postal Service in 1988. She has been a Steward for 15 years and Editor of The Eagle's Eye for almost 14 years!

There has been an evolution of technology changes over the years as Lynne prepared The Eagle's Eye. In the earlier editions, the only way for Lynne to enlarge or shrink the size of an article or clip art was to use a copy machine with that capability. She then had to cut out the articles and clip art, and paste them down with rubber cement in the correct position for printing. Finally, Lynne had to drive the "cut and paste" Eagle's Eye to the printing company. In contrast, the last Eagle's Eye Lynne prepared was completed on her computer and sent to the printing company via email. Lynne has adapted to layout and printing technology changes over the years as she prepared The Eagle's Eye for our membership.

Lynne especially wanted me to thank the membership for all of the training they have sent her to over the years as she served as Editor of The Eagle's Eye.

Lynne has been married for 30 years and has two daughters and one son. She has spent countless hours over the years, with her husband, children and other family members – and sometimes friends, helping while preparing The Eagle's Eye to be mailed. There were many hours of placing mailing labels on the each Eagle's Eye, taping and sorting (for the bulk mailing). There were countless hours of work, but also happy talk, happy times and pleasant memories for Lynne.

Lynne has been a very dedicated and knowledgeable Editor! I appreciate the time Lynne has spent training me to take over the Editor duties - both in person and in forwarding emails to me that I have needed. Lynne has been committed to making this a smooth transition and shared many tips and ideas to assist me in the future with The Eagle's Eye!

Thank you Lynne for the excellent job you have done over the years as Editor of The Eagle's Eye. Your dedication and commitment to our membership are appreciated. Thank you, Lynne Cram!

Kathy Moyer

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**Secretary-Treasurer's Report
Felicia Gluhareff**



3/25/2012

CALL TO ORDER:

Time 9:30 a.m. There were 15 members in attendance.

PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by Dave Grant.

ROLL CALL OF OFFICERS:

Present were Dan Gray, Felicia Gluhareff, Paul McAvoy, Mickey Szymonik and Kathy Moyer. Paul McAvoy made a motion to excuse Sam Wood and Mickey Szymonik made a motion to excuse Joyce Kelly. Both motions passed.

MAP:

Robert Nowall and Paul McAvoy each told a joke in honor of Charles Glennon.

NEW MEMBERS:

Catherine Brady

EXECUTIVE BOARD MINUTES:

The executive board decided to postpone the voting on the constitutional changes until the next meeting to ensure that the changes were posted for the appropriate amount of time.

Dan Gray has been researching into retreat rights for our 2 clerks who were excessed out of the tour. Other retreat rights were also discussed.

A letter will be sent to all stations to be posted letting members know that we will no longer be issuing \$5 checks for the VOE bounties but if you wish to make a \$5 donation in the form of a VOE survey to COPA in your name, we will be happy to make that happen.

Dan Gray stressed how important it is for clerks to check their 3971's before signing them to make sure they are correct. If you do not agree with the information on your 3971 please do not sign. Your shop steward will be happy to help you try to get it corrected. Clerks are getting frequencies for being as little as .5 clicks late. Please be cautious.

The executive board welcomed Kathy Moyer as our new Eagle's Eye editor, details were dis-

cussed. Lynne Cram resigned due to personal reasons and has offered to train Kathy for a smooth transition. Dave Grant has been appointed trustee and will fill Kathy Moyer's vacated position.

SECRETARY-TREASURER'S REPORT:

Paul McAvoy made a motion to accept the minutes as reported in last month's Eagle's Eye. The motion passed. Finances were discussed.

REPORT/SELECTION OF COMMITTEES:

We will be voting on the proposed constitutional changes at the April, 2012 general membership meeting.

REPORT OF CONVENTION COMMITTEES:

None

REPORT OF TRUSTEES:

The next audit will be March 29, 2012.

COMMUNICATIONS:

Dan Gray read through this month's communications and invited all to do so as well. A letter was sent to Ray Judah thanking him in supporting our fight to keep the Fort Myers plant open. Sam Wood, Dan Gray and Lorenzo Tindal also went to thank him in person and talk to him about the Postal Service's ongoing fight. A letter was also sent to Mayor Henderson thanking him for his support of the Fort Myers plant as well.

UPDATE OF GRIEVANCES:

The grievance regarding management improperly converting PTR's to FTR's is still active and at step 4. Management that has clerks that have been unassigned over 120 days is in violation of the CBA. The only exception is clerks who are training. Please notify your steward if this applies to you.

OLD BUSINESS:

None

NEW BUSINESS:

Sam Wood, Dan Gray and Lorenzo Tindal are making sure

all area supporters of keeping the Fort Myers plant open are thanked. Lorenzo is working on setting up a meeting with the Cape mayor to thank him.

If management has abolished your bid they are supposed to give you the option of training on or off the clock. The choice should be yours, make sure they are following this requirement.

LABOR/MANAGEMENT:

Sam and Dan will be meeting with Dorinda this coming Tuesday.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Pat Fraser who won \$40.50. The total netted was \$81. The name drawn for the member's incentive award was Dan Gray. He won \$50. The pot will start over at \$50 again at the next meeting. Kathy Gorman made chocolate to be drawn for with the COPA donations. The winner of the chocolate was Grace Baer. Thank you Kathy! Pat Fraser donated \$20 of her 50/50 drawing winnings back to COPA. Thanks Pat!

LEFTOVERS:

Please check your station's LMOU, some stations are required to post 2 overtime lists. One for days off and one for scheduled work days. You can find your LMOU online at swfloridaapwu.org

Lead clerks will be addressed by the CBA in June. These positions will be filled by bidding and awarded to the senior clerk who bids on them.

ROLL CALL OF OFFICERS AND DELEGATES:

Felicia Gluhareff performed and recorded the roll call.

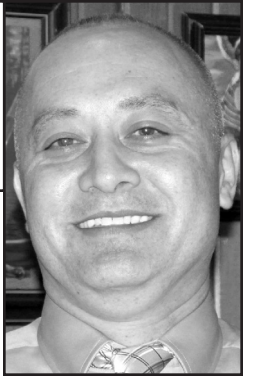
NEXT MEETING:

Robert Nowall moved to have the next meeting on April 22, 2012 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 10:30 a.m. The motion passed.

Vice President's Report Daniel M. Gray



Sam, Lorenzo and I recently visited Lee County Commissioner Ray Judah at his office to thank him for his assistance in helping stop the recent attempt by the USPS to close the Fort Myers P&DC. We as a Local must continue to actively pursue relationships with local, state and national politicians for their assistance in matters such as the possible consolidations, delivery standard changes and any issues that affect our members and livelihood. Remember when Plant Manager Kohlun read the letter stating we were not going to be consolidated into the Manasota P&DC, the phrase "for now" was used more than once. So we must stay vigilant and let everyone know we are here to stay and will not go without a fight.

For the members who do attend meetings you should be familiar with Lorenzo Tindal. For those who do not, let me give you a little background on him. Lorenzo is now our SWFAL-APWU Retiree Chapter President as reported in last months Eagle's Eye. He is also a former Business Agent from Pennsylvania. Lorenzo brings a wealth of knowledge and experience which he freely shares with everyone. Lorenzo has been a tremendous asset to our local. Lorenzo has unselfishly donated his time and energy in helping better our local and we should all

take the time to personally thank him.

An issue that seems to continually raise its ugly head, and I have regularly wrote about in my article, is failing to read your PS Form 3971 prior to signing them. If you do not agree with what is documented on your 3971 do not sign them. Have your supervisor change the information, and if they refuse, then you should refuse to sign them and ask to see a steward. We have been seeing many 3971s at Investigative Interviews that a member is stating the information is incorrect on the slip in regards to leave or being unscheduled. Please look over your slip thoroughly. If you do not understand the 3971 ask to have your Union Steward help you review it.

We are seeing a dramatic increase in attendance related discipline with management citing anything and everything. We have had employees disciplined for tardiness of less than 5 minutes. Your being late is being cited the same as if you had called in for one or more days. Management does not care what your reason for the absence happened to be.

We have had discipline issued with the supervisor writing in his supervisor summary (now this is a direct quote), "The employees only

excuse was she was taking care of her terminally ill mother." For most this is impossible to even imagine, yet this did happen. To make this one issue even more nauseating and disgusting, when the supervisor answered the Step One he denied the grievance and stated, "The employee had time to morn her mothers death." Well, the employee was disciplined by management for the absence after the death.

At least at Step Two management's Labor Representative from Tampa expunged the discipline. This Letter of Warning was also concurred by the employee's Manager. This is only one of many sick and disgusting things done by management.

Management does not care about you - only their numbers and how your absence affects their sick leave percentages. So be vigilant and protect yourself. If you qualify for FMLA, please get your absence protected.

Please, if you are asked to bring in documentation for an absence of three days or less ask to see your steward to determine if it is a legitimate request by management. Management is abusing the "deems desirable" function of eRMS and we need to get them to stop.

Principle Assignment Area, or PAA, seems also to be an issue at the Plant. The Mail Processing Clerk Position Memorandum of Understanding between the USPS and APWU is a question and answer memorandum that explains the rules when it pertains to your PAA and being moved for it. Your bid should have listed a PAA and that is where you should perform the majority of your work. When management must move an employee out of their PAA to another operation they must move all employees who do not hold a bid with that PAA first, then the junior employee with the PAA.

Now if you are brought in for overtime on your non-scheduled day or a designated holiday you do not hold entitlements to your PAA. Example, for your holiday it is done by Tour and skill for staffing and overtime is done by section So in these instances you cannot displace an employee on their normal scheduled day. Remember this MOU, as well as all handbooks, and manuals are available on the APWU National web site for you to review.

Remember if you have any questions or concerns, please ask to see your Union Steward.

Greetings From Bokeelia

MANAGEMENT VIOLATES SETTLEMENT AGREEMENT

Bokeelia's OIC has allowed violations of a previously settled and signed Grievance Settlement Agreement – and has also violated it herself.

Just because the previous Postmaster (Gomez) no longer works at the Bokeelia Post Office, it does not permit the current OIC to violate a Grievance Settlement Agreement that the APWU Steward and previous Postmaster Gomez negotiated, settled and signed prior to the OIC's arrival at Bokeelia.

OIC has said that she would not have signed the Agreement had she been at Bokeelia. However, Postmaster Gomez did sign the Agreement and it remains in full effect.

No where does the Settlement Agreement state that it becomes null and void if another OIC or Postmaster decides that they don't like the Settlement Agreement or that Management can abrogate Settlement Agreements at will.

OIC PERFORMING CLERK WORK

The Postmaster position in a Level 18 Post Office like Bokeelia, is considered to be a "working" Postmaster position, and as such, is allowed contractually to perform 15 hours of Clerk work per week. That being said, it's a given that Postmasters and OIC's should not perform Clerk work in the absence of all Clerks. At Bokeelia, the OIC is ignoring this contractual limit.

At Bokeelia, this has been a problem for several years, even when the previous contractual limit was 18 hours per week. Along with the Postmaster (or OIC), there is one Full Time Regular (FTR) Clerk and one NTFT Clerk. There is simply too much work at Bokeelia for two clerks, so previous Postmasters and OIC's have worked over the contractual limit in an effort to make up for the absence of the necessary staffing of clerks. The current OIC is now doing the same thing. The Union has previously filed grievances and been awarded monetary settlements.

The last Postmaster at Bokeelia informed me that there was still an

unfilled PTF position at Bokeelia, but that was last year. The current OIC is very secretive, so it is possible that is no longer the case.

Filling the PTF position would alleviate the necessity of Postmasters and OICs doing clerk work in

excess of the contractual limit at Bokeelia and/or in the absence of all clerks. If these issues are happening in your office, ask to see your Steward.

In Solidarity,
Kathy Moyer

Our Next Union Meeting

Sunday, April 22, 2012

9:30 AM

At the Union Hall

Management Wants To Discipline The World

Management has now gotten completely out of hand with issuing discipline. They don't care why you were out or what circumstances you may have when you call in sick but if you are out 3 or 4 times in a year's time, they will discipline you. In the last month, here are some of the things management has done in order to issue Letters of discipline to employees:



Paul McAvoy
SWFAL Clerk Craft
Director

Grievances have been filed and won on this issue because it has been accepted as a past practice for management to accept this for decades. I have filed a grievance on this matter and hopefully it will slow down or prevent the issuing of discipline to this employee.

One employee had two major surgeries. These surgeries exhausted his 480 FMLA hours. At the end of that year this employee had some issues due to complications from the previously mentioned surgeries. Management was fully aware of his condition. He could not use FMLA and management gave him an official discussion. One year later and 4 absences management issued the employee a Letter of Warning. This employee's record has immensely improved. Did this matter to management? Not at all. Once you reach a certain number of absences, usually 3 or 4 you will be pulled in for an investigative interview and disciplined.

In past issues Dan, Myself, Sam, and Joyce have all warned you about not reading 3971's before signing them. This seems to be falling on deaf ears. Here is an actual supervisor summary requesting discipline for an employee. I am not making this up and the punctuation and spelling errors are real.

Mr. (Name Withheld) states that some of his absences should have been covered by FMLA, yet he signed the 3971's when her

returned to work and never requested that they be corrected to FMLA he also states that he don't remember being late yet againg we have two 3971's signed by the employee for lates.

Mr. (Name Withheld) has been an employee for 19yrs, he knows to check anything prior to signing and to ensure it correctly relects what he requested. This Letter of Warning is both warranted and justified to impress upon her the seriousness of his actions.

This is exactly how this part of the summary was written. This supervisor claims this clerk should know to check his 3971 but he doesn't proof read or spell check.

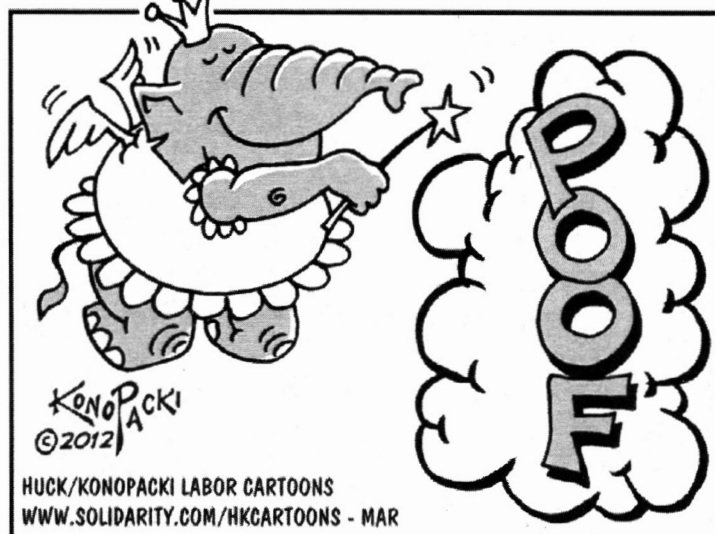
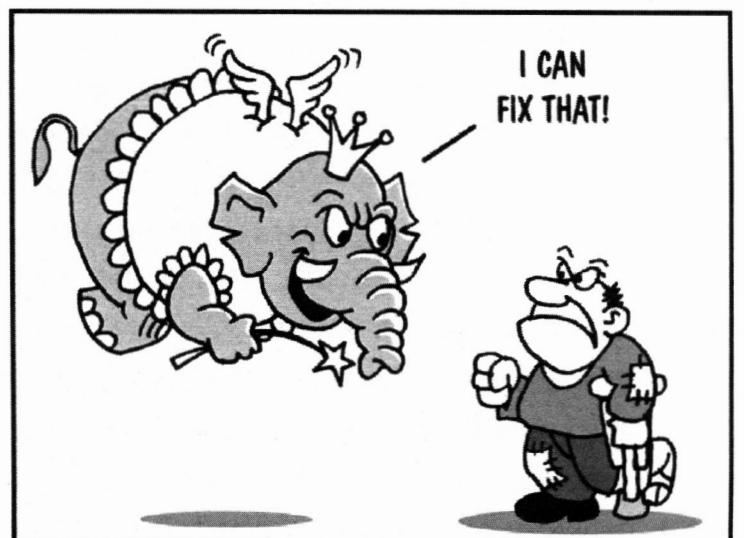
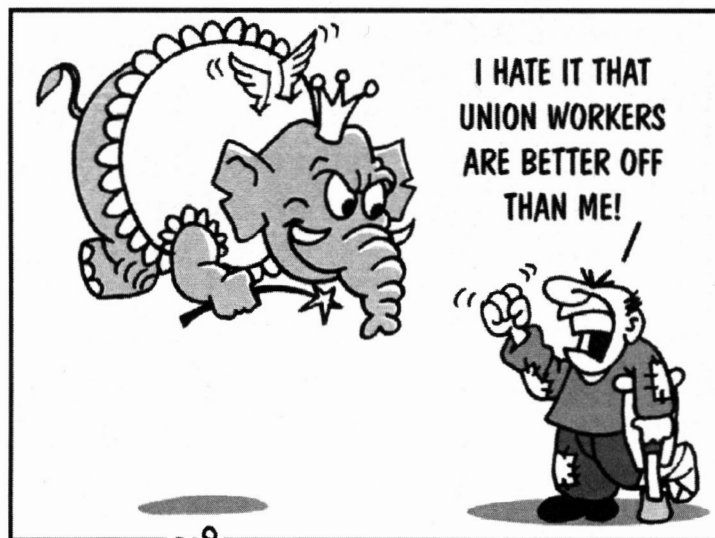
What really happened on that day is this employee was on time. Clocked in at his normal begin tour time. He asked to leave early because of low mail volume and the supervisor agreed.

Then something went terribly wrong. When looking at the clock rings for that day the supervisor, for some reason did not put in enough annual or LWOP to cover the 8 hour guarantee. Five days later this supervisor goes in and adds .35 clicks of LWOP late. He then goes to the employee who signs the 3971 without reading it. Taking all things into consideration (not to mention the typo's, bad spelling and punctuation) the document of record is the 3971 and the employee signed it. You would think management

would realize they were at fault and expunge this discipline but it was denied at step one and is at step 2 now and this employee has a Letter of Warning on his record.

Please do not let this happen to you! Read over all 3971's before signing them. YOU DO NOT HAVE TO SIGN THEIR COMPUTER GENERATED 3971'S. I get a blank 3971 and fill it out myself, that way I know what I put on there and what I requested. Remember, this is your request for leave not management's. If management tells you that you must sign their computer generated 3971, write refuse to sign and ask to see your steward.

Management is citing everything. If you are late or run into traffic or have car problems, they do not care you will be disciplined. If you call your supervisor and tell them you will be a few minutes late, they will not let you make it up on the end or give you a change a schedule. It will be considered an unscheduled absence. If you are 6 minutes late it will count the same as if you called in for 24 hours (three days). If you call in to ERMS for three days in a row and call in three separate times, you will be charged for three unscheduled absences. If you call in once for three days (if you feel better you can always come in sooner) it counts as one unscheduled absence. I am not telling you to do this but "you do the math".



KONO PACKI
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HUCK/KONOPACKI LABOR CARTOONS
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Dear Miss Management

You sure have a knack for pushing people. Last Monday, you had nobody to work the registered mail. So you take me out of my Express bid to do it. There is always tons of Express and FGCU mail on Mondays. Now, we have to create a firm sheet and give it to the driver before he can take the college mail.



Lynne Cram

We've only been doing this a couple of weeks. On this day, when we put the scanner in the cradle, the computer was extremely slow. It was uploading the data, but the Express clerk had to clock out at 8, before it was finished. So I was trying to get it to work but had to leave to fax the postage due sheet from the mdo's office. As usual, there was nobody there. The paranooids have locked me out. Nobody answered my knock, so I had to just stand there and wait for someone to show up.

Kirk happened to be walking by so I asked him to let me in. I explained that the firm sheet wasn't printing and proceeded to send the fax.

Then I went back to the cage and it still wasn't working. So Kirk got Troy to look at it. He wasn't sure what to do either. I went to the dock and told the driver he might have to scan all the pieces as delivered if they couldn't figure out how to get the firm sheet to print.

By then it was 8:20. There was nothing else I could do about it. So I went to clock out without taking my final break. A couple of days later I heard that someone complained that I had just walked away. So do I get to authorize my own overtime now? I'm on the list. Nobody told me to stay. If you have a problem, you should listen to both sides of the story.

I've been the editor of the Eagle's Eye a LONG time. My first editor's conference was in 1999. I've been to many schools, conferences and conventions. I thank the members for sending me. I've learned a lot. I will share that knowledge with our new editor, Kathy Moyer.

I've been doing this since my kids were small. They were constantly interrupting me. I remember telling them, "If you see this screen on my computer, don't interrupt me unless you're bleeding!" Of course, that didn't work. They knew I didn't mean it.

Back in the day, I actually had to cut and paste - with scissors and glue! I had to take the articles to the union hall and use the copy machine's enlarge/reduce features to make the articles fit in the allotted space. I had to drive it to and from Cape Coral - an hour each way. On more than one occasion, it wasn't done on time and I had to go back. Needless to say, we use a different printer now. The whole thing is created on the computer now.

I'd also like to thank my helpers. Minnie Pearson was there whenever I needed her help with folding, taping, and labeling 1000 papers a month. It's closer to 700 now, but still very time consuming.

Over the years, I've had help from my children - Charles, Kelly and Kathleen. Occasionally, their friends helped too. My mother worked on it whenever she was in town. My husband Tom also helped me with the mailing for our union. There were many others who volunteered. I thank you all.

Anyway, I've reached a point in my life where it's time to let someone else take over. After spending a day with Kathy, I am sure she will do an excellent job. She has done other publications. She is familiar with the printing industry. She actually knows the contact person from the printing company we use! Please welcome her and get your articles in on time!

Union Matters Mickey Szymonik



Of late there has been talk amongst the Executive Board and those members who show up at the General Meeting, as to how to cut expenses in the face of declining Union membership. Board members are, for the most part, willing to give up a day of Union LWOP each month.

I do not get any specified Union LWOP per our Constitution, so I really don't have a dog in this fight. I work untold hours off the clock, as do all stewards and E-Board members, particularly now. I don't care. I do what I do because I believe in our cause.

What concerns me more is the divisiveness that is occurring between the Executive Board, the Membership, and all the employees of the USPS. We are being pitted against one another. The Us vs. Them mentality being engendered by the USPS is detrimental to us all. Divide and Conquer has been a strategic power play since time immortal. When everybody is running for cover there is no unity or strength.

What happens in these circumstances is scatter-shot reactions. "I have to get them before they get me!" More concerning to me than who gets Union LWOP is the fact that people's lives are unraveling over all the uncertainty in our workplace, and many are hunkering down with their own bunker mentalities.

Government is to blame, management is to blame, the Union is to blame, our co-workers are to blame. Cohesiveness is already bleeding on the sidewalk and no one seems to care, as long as the chalk outline is not their own. "It's a pity, but thank God it wasn't me." One employee has been

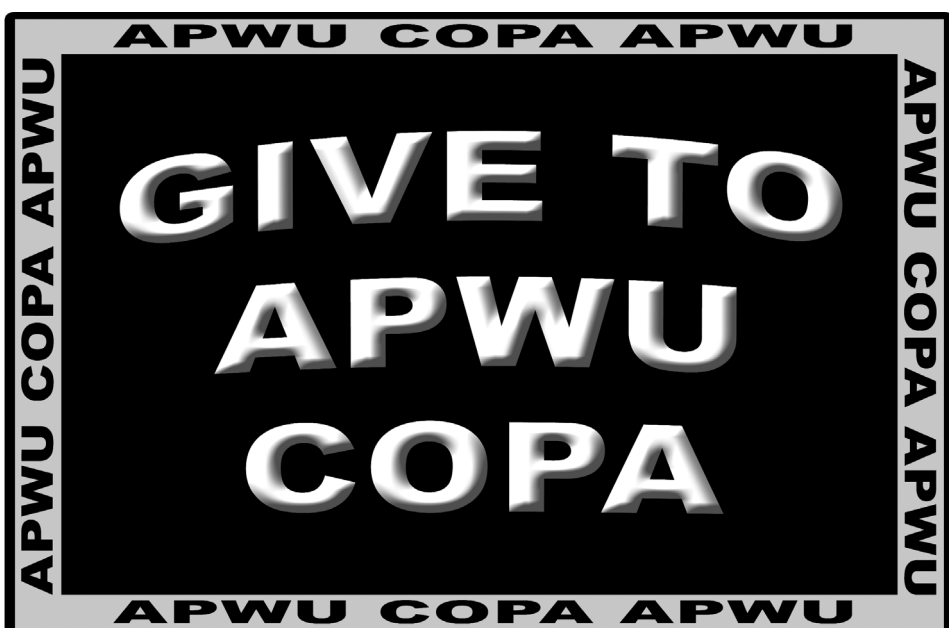
heard to bemoan the fact that the Fort Myers PD&C was spared from the chopping block, because she couldn't apply for early hardship retirement. In other words, who cares about every one else, why couldn't they have shuttered the Plant for her benefit.

When are people going to say "enough," and band together for the common good? When do we stop throwing conscience-assuaging dollars to the downtrodden and realize that there but for the grace of God, go I. What has happened to our workplace? What has happened to our Union? What has happened to America? Let us bow our heads in shame and pretend to pray for someone other than ourselves. Let us bow our heads.

This will presumably be my last submission to the Eagle's Eye Editor Lynne Cram. I have been informed that Lynne, our longtime Eagle's Eye Editor, is resigning because of personal reasons. Lynne has been Editor of the Eagle's Eye since I became an APWU member and she has helped me clarify and clean up my articles. She was well-versed in the requirements and restrictions that a Union newsletter must abide by. We owe Lynne Cram a huge debt of gratitude.

Thank you as well to Kathy Moyer, who is stepping up to fill The Eagle's Eye Editorial position. She has been a tireless and dedicated Union Steward and I have no doubt that she will be tireless and dedicated in her new position.

Solidarity, Prosperity, Peace



Retiree Benefits Lorenzo Tindal



One of the problems facing APWU members, continues to be the lack of, and or, mis-information given about the retirement process. Many are left to fend for themselves when it's time to talk to human resources about their official retirement date and their options to continue membership in the APWU.

I retired from the Philadelphia, PA Division in 2005 due to a disability. I went in person and talked to the HR representative in March, 2005, telling her that I wanted to make my official retirement date July 1, 2005. Instead, the HR Rep. entered my retirement date as May 20, 2005, causing all sorts of problems for me later. In addition, I was not given my options for continuing union membership dues.

In 2011, I contacted the National APWU and was informed that I would have to pay back dues, dating back to May 2005. Six years of dues, plus the continued bi-weekly amount, in order to be reinstated. That would have cost me more than \$3,000.

I was never given the other two options to join as a retiree, as you will see below this article. This misinformation was given to a local retiree, Barbara Carr, here in Southwest Florida just weeks ago as well.

For only \$36 a year, you can be a retired dues paying member of the APWU. If you are thinking about retiring, or already are retired, review your options, select the one that fits your budget, join and plan on coming out to our monthly retirees meeting.

The Retirees Chapter of the SWFA-APWU is now in the process of planning in-service training for our members/employees about, (preparing for retirement, everything that you need to know).

The next scheduled retirees meeting will be held at the union hall on April 19, 2012 at 11:00am. Make plans to join us!

In Solidarity.

New Work Schedules Coming To Fort Myers P&DC?

Well, it appears that the shoe is now on the other foot. With the stoppage of our Plant being closed and Manasota's Plant now on the chopping block we no longer have to figure out where we will be placed. So, now what well, the rumor mill is stating that we will have new working hours and new equipment. As I have stated a multitude of times before don't count your hens before the chickens have laid their eggs.

Let's just say that the rumor mill is true and we have new hours. From what is speculated our hours will be: Tour 1 – 7:30 PM until 4:00 AM; Tour 2 – 3:30 AM until 12:00 PM; and Tour 3 – 11:30 AM until 8:00 PM. The maintenance window is supposed to be from 4:00 AM until 8:00 AM. We also know that it doesn't make a bit of difference when our maintenance window is suppose to be our leaders will bend like a reed in the wind if Operations wishes to have a piece of equipment, they will get it.

Okay, off the band wagon and back to speculating. With the maintenance window for all equipment being in a four hour window our illustrious supervision will need to ensure that all the equipment is looked at. To perform this fete they will have to ensure a lot of individuals are working those four hours. We will probably find ourselves having Tour 1 and 3 mirror Tour 1 as it is now, once again only speculation.

Now onto the second part of the rumor, if we receive more equipment that would mean we would need more ET's and hopefully MPE's and MM's. Once again this is only speculation and we know

how management is with their battling average. Let us also speculate that Manasota closes. If Manasota closes and we receive more equipment; as per the contract (which we know management has a hard problem following) our facility would have to make billets for the new job positions. Before anyone from outside our facility can be brought into our plant, our personnel will be able to have first crack on the jobs. That would mean those personnel in the position, then anyone on the PER. Once the PER has been exhausted then management can canvas anyone outside our facility that wishes to move to our facility. I am not trying to entice anyone to move up the pecking order of technicians, but this would be an outstanding opportunity to be placed onto the PER for whatever position you want to be on. If you want to take the job you can. If you don't wish to take the job you don't have to, but you have a choice if you pass the 955.

Now then let us say that Manasota does close. Just like when it was rumored that we were closing, those people don't have to transfer down here and start working in our Plant. The Mail Handlers and supervisors will, since they don't have a mileage clause in their contract. Probably prior to June we will start to see some new faces in our hallways and also in charge. If Manasota closes their management will have the ability to take whatever bids we have open prior to any of our 204B's getting a chance to become a regular pain. Good luck in whatever endeavor you strive for.

Keith McGee

Count me in and enroll me as an APWU Retiree for only \$3 a month!

Complete details for the following are listed in APWU National Constitution and Bylaws.

OPTION 1

Retiree Membership of only \$36 per year, ANNUITY DEDUCTION of retiree \$3 dues monthly.

Privileges: The right to vote and run for office as a Retiree National Convention Delegate or National Director of the APWU Retirees Department.

OPTION 2

Retiree Membership of \$36 per year plus APWU National Per Capita Tax, ANNUITY DEDUCTION of approximately \$23 per month. *

Privileges: Same as OPTION 1 plus eligible to participate in national elections (limited to areas outlined in the election rules).

OPTION 3

Retiree Membership of \$36 per year plus APWU full dues (National Per Capita Tax and local dues), ANNUITY DEDUCTION of retiree \$3 dues monthly. You will be billed for the National Per Capita Tax and the required local dues amount. This amount will vary from approximately \$200 to \$600 annually.* (Note: Constitution or reinstatement of full dues-paying membership requires compliance with Article 3, Section 4 of the APWU National Constitution and Bylaws. This language can be reviewed on the APWU web-page, www.apwu.org, in the Secretary-Treasurer section under "Constitution and Bylaws").

Privileges: Same as OPTION 2 plus eligible for full local and national membership rights.

* For Options 2 and 3 only, contact 202-842-4288 to find out the current amount.

Did You Know?

**Your SWFAL APWU
Local 1279
has its own website!**

swfloridaapwu.org

**Visit it now to find out about
News, Information and Events.
There are links for postal and union
related websites and information.**

Proposed Constitutional Changes**Constitutional Changes As Submitted By The Constitution Committee****Article 16 SALARIES**

- Salaries
- President \$500 plus eight days authorized union leave per month
- Change to seven days authorized union leave per month

Article 16 SALARIES

- Salaries
- Vice President \$300 plus two days authorized union leave per month
- Change to one day authorized union leave per month

Article 16 SALARIES

- Salaries
- Secretary Treasurer \$150 plus three days authorized union leave per month, plus one additional day in December and January to do year end reports.
- Change to two days authorized union leave per month plus one additional day in December and January to do year end reports.

Article 16 SALARIES

- Salaries
- Editor \$150 plus two days authorized union leave per month
- Change to one day authorized union leave per month

Article 5 DUTIES OF OFFICERS**550 Editor**

Add: Shall send electronic copy of the Newsletter monthly to President as soon as it is received by members.

Your Elected Officials

President Barack Obama
 Web Site:
www.whitehouse.gov
 E-mail:
president@whitehouse.gov
 Phone: 202-456-1414
 Fax: 202-456-2461
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Senator Bill Nelson
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 Fax: 202-228-5171
 Capital Address:
 524 Hart Senate Office
 Building
 Washington, DC 20510-0903
 District Office:
 Tallahassee, FL
 District Phone: 813-207-0509

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!

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.

Trustee's Report

March 29, 2012

The semi-annual audit by the Trustees of the Southwest Florida Area Local 1279 of the American Postal Workers Union was conducted March 29, 2012. This is in accordance with Article 4, Section 710 of the Local's Constitution and By-Laws.

Present were Trustees Dave Grant, Wendy Skaff, and Helen Skinner. Also present were our Secretary-Treasurer Felicia Gluhareff, who provided the financial records, documents and files necessary for the Audit and our office secretary Karen D'Angelo assisted us as needed.

The purpose of the audit is to verify that:

1. The financial statements are substantially and materially correct and verifiable.
2. The local received and deposited all dues check off (DCO) monies received from the APWU Headquarters.
3. All disbursements have been properly authorized as required by the Labor-Management Reporting and Disclosure Act of 1958, as amended (LMRDA).
4. The Local is in compliance with the reporting and disclosure obligations under the LMRDA and the Internal Revenue Code (IRC).
5. All expenditures are supported by adequate documentation and that said expenditures are for the benefit of the Union Members as a group and do not result in any personal gain or private benefit or recognition that would be detrimental or harmful to our Union.

We reviewed bank drafts and statements for the period October, 2011 through February, 2012. We verified the copies of the quarterly and annual tax returns, payments for the Dues Check Off (DCO's) from the National APWU, the Local's fiduciary bond status, leases, mortgage records, source documents, bills, receipts, and COPA contribution logs.

We reviewed documents such as the Constitution and By-Laws, minutes of the General Membership meetings, Executive Board minutes, Labor Organization Annual Reports, and LWOP/Authorized Union Leave records, and previous Trustee Reports for notations of any recommendations made.

The quarterly and annual tax reports and Labor Reports are current as well as the annual 990 Report and the LM-3 Reports.

Proposed constitutional changes have been printed in the March and April Eagle's Eye. They have been sent to each station and the Plant and will be voted on at the April membership meeting.

A new Inventory List was printed for the Union Hall and the Union area at the P&DC.

Our Local is still faced with reducing costs where feasible. We brought up at the last Audit the possibility of doing a bi-monthly Eagle's Eye to save over \$500 per printing. We feel this needs to be voted on by the Local. This would require a constitutional change which is currently under review.

We checked with Felicia about the Property Insurance rates and telephone costs. Since the Local is in a situation where we are unsure of the changes the Postal Service is planning, we are leaving all accounts status quo.

We wish to thank Felicia Gluhareff and Karen D'Angelo for their cooperation and assistance in locating records and providing us with the necessary materials to do our audit. We also wish to thank the membership and the Executive Board for their trust in allowing us to serve as your Trustees.

Respectfully,

Dave Grant

Wendy Skaff

Helen Skinner