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

## Fort Myers P&DC Is #1 Again!



Sam Wood  
President  
SWFAL APWU

I know employees have heard our managers throughout Southwest Florida were sent to Orlando for an Awards Dinner (paid by the USPS), and as of the writing of this article, most employees have not yet been notified as to why they went.

Well, let me just begin by congratulating the employees at the Fort Myers P&DC for being the #1 Plant in the Suncoast District.

No, you won't get a dinner, awards, or certificates like management did, but you do deserve the same as they did.

You also deserve to be notified and congratulated timely of what you have accomplished.

Too many times, management takes all of the credit for work performed by the employees at the Fort Myers P&DC, however, the Fort Myers P&DC has always been a top performing plant regardless of who was, or is, in charge.

Congratulations to all Postal Employees in Southwest Florida as we have always been some of the best employees in the United States Postal Service.

### NAPLES LABOR CHARGES

There are times when the Union is forced to file labor charges in order to get management to abide by the contract. I am happy to see Naples employees begin to fight back against their Postmaster and any of his cronies who willfully violate the contract.

When you ask to see a Union Steward, you should expect immediate release to see them. You should NEVER have to wait days to see your Steward. I brought this issue up to the Naples Postmaster and Tampa Labor in February and they assured me that the issue was resolved. As soon as I found out that employees were forced to wait again, I immediately filed the latest charges.

Once your grievance is filed, you cannot always expect an immediate resolution. These days, management intends to fight every grievance and we must be willing to document every violation until we get the appropriate outcome.

For instance, if one week, employees document supervisors per-

forming Clerk work and then stop documenting because they don't get paid right away; Management Wins! Just because you don't win your grievance within a few months, don't give up. Eventually, you will find that more times than not, your reason for filing the grievance was justified and you will prevail.

Those of you who ask for a Union Steward and simply stop asking the next day are doing management a favor. They will act as though they simply forgot about your request. Try asking them every 15 or 20 minutes until they let you see one. Remember, you are entitled to IMMEDIATE RELEASE!

### MARCO ISLAND

I am hearing that the Naples Postmaster doesn't seem to be happy that since his Marco Postmaster denied a potential settlement offer that the Union is seeking tens of thousands of dollars for Management and Carriers performing Clerk Work.

It is my opinion that someone above the Marco Postmaster would not allow him to settle this grievance at Step 2 after being remanded from Step 3. Since management refused to settle this grievance at Step 2, I had to go through every document to prove out of the documentation provided by the Marco Island Clerks, the exact amount that is owed. Marco Island employees should continue to document this work being performed by management and letter carriers, as I believe you will be very happy when these cases are resolved.

### INFORMATION REQUEST

It seems as though the Fort Myers

**See: Fort Myers P&DC  
Is #1 Again!**

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**Southwest Florida  
Area Local, APWU**

11000 Metro Parkway, Unit 8  
Fort Myers, FL 33966  
239-275-1007  
Open 9am-3pm, Monday-Friday

**WEBSITE ADDRESS**

www.swfloridaapwu.org

**PRESIDENT**

Sam Wood  
SWoodFla@aol.com  
239-823-APWU

**VICE-PRESIDENT**

Dan Gray  
VPswfal@aol.com  
239-834-2736

**SECRETARY-TREASURER**

Felicia Gluhareff  
SecTreaSWFAL@aol.com

**CLERK CRAFT DIRECTOR**

Paul McAvoy  
ClerkCraftSWFAL@aol.com

**MAINTENANCE CRAFT  
DIRECTOR**

Mickey Szymonik  
MaintdirSWFAL@aol.com  
239-834-2900

**MOTOR VEHICLE CRAFT  
DIRECTOR**

Joe Fracek  
joefracek@yahoo.com

**EDITOR**

Kathy Moyer  
EdSWFAL@aol.com

**TRUSTEES**

Daniel Carinci  
Grace Baer  
David Grant

**SAFETY & HEALTH  
COMMITTEE**

David Grant  
Wendy Skaff

**CONSTITUTION COMMITTEE**

Dan Gray, Chairman  
Felicia Gluhareff  
Paul McAvoy  
Kathy Moyer

**NATIONAL MAILING ADDRESS**

Per Capita Section  
APWU, AFL-CIO  
1300 L Street NW  
Washington, DC 20005

**FLORIDA POSTAL WORKER**

The Florida Postal Worker  
P.O. Box 8363  
Fort Lauderdale, FL 33310  
www.apwuflorida.org

## Secretary-Treasurer's Report Felicia Gluhareff



### General Membership Meeting Minutes

**April 12, 2015**

Note: Paul McAvoy recorded the minutes on behalf of Felicia Gluhareff, who was unable to attend the meeting.

#### CALL TO ORDER:

Time: 9:30 a.m.

#### PLEDGE OF ALLEGIANCE:

Grace Baer led the pledge of allegiance

#### ROLL CALL OF OFFICERS:

Present were Sam Wood, Dan Gray, Paul McAvoy, Mickey Syzmonik and Joe Fracek. Dan Gray made a motion to excuse Felicia Gluhareff and Kathy Moyer. Motion passed.

#### MAP:

Robert Nowall told a joke in honor of Charles Glennon.

#### NEW MEMBERS:

Welcome David Costanzo.

#### EXECUTIVE BOARD MINUTES:

Discussed was whether a PSE released due to lack of work keeps their place on our rolls if they are working as a mail handler casual. Tice bid and schemes on bids were talked about. The outside light at our union hall has been out. The condo association has since fixed it. Motor vehicles has been buying inferior tools and most of them have been breaking. Some supervisors received awards called "Zippy" awards and certificates. As of the meeting it is unknown exactly what the awards were for, or no one is willing to tell the clerks. Cocoa River was best in Naples. Rumor has it that Dorinda is considering getting us cookies for the awards if they

decide to let us in on their secret. A Marco grievance was discussed. Grievance addressing drinks on the workroom floor during tour 2. Also a grievance for the union getting charged \$8 for an information request.

#### SECRETARY- TREASURER'S REPORT:

Robert Nowall made a motion to table until next meeting. The motion passed. Dan Gray made a motion to accept the minutes as printed in last month's Eagle's Eye. Motion passed.

#### REPORT/ SELECTION OF COMMITTEES:

None

#### REPORT OF CONVENTION COMMITTEES:

None

#### REPORT OF TRUSTEES:

Danny Carinci said there will be an audit on May 22, 2015.

#### COMMUNICATIONS:

Letters sent on new contract negotiations. Buttons and stickers are available at the union hall. Letter from District Manager Nancy Rettinhouse stating Keith Stanton will be the contact of the union concerning the RI-399 grievance. Sam Wood passed around the district safety meeting minutes.

#### UPDATE OF GRIEVANCES:

Sam discussed the Marco grievance and how it is almost 10 times more money than it would have been if management had settled at step 2. Julio added that the management at Marco is still allowing carriers to do clerk work. Dan spoke about scheme bids and how our national union has not agreed to this and is in negotiations. However, if

the bid is a window PAA then no scheme

is necessary to be put on bid. In other PAA circumstances it may have to be grieved. Sam said he has to meet with Eric Heneger in Tampa to get the custodial payout numbers to jive.

#### OLD BUSINESS:

None

#### NEW BUSINESS:

Web cams at the plant were discussed.

#### LABOR/ MANAGEMENT:

None

#### GOOD AND WELFARE:

Grace Baer won the member's incentive drawing for \$70 and donated it all back to COPA. The pot will start over at \$50 at next month's meeting. The winner of the COPA drawing was Julio Mayo who donated his \$21 winnings back to COPA.

#### ELECTION OF OFFICERS:

None

#### LEFTOVERS:

Barbara Carr talked about Grace Glennon having her first grandchild. A baby girl named Sophia. Grace will be 96 in July. A motion to give Karen D'Angelo the same as last year was made by Dan Gray and passed.

#### ROLL CALL OF OFFICERS:

The results were recorded.

#### NEXT MEETING:

Robert Nowall made a motion to have the next meeting on May 17, 2015 at 9:30 a.m. at the union hall. The motion passed.

#### ADJOURNMENT:

Robert Nowall moved to adjourn at 10:25 a.m. The motion passed.

## Postal Pulse Not Anonymous

For those of you who believe management's claim that the new VOE survey they now call the "Postal Pulse" is anonymous, I have a bridge to sell you.



**Paul McAvoy**  
Clerk Craft Director  
SWFAL APWU

Oh, and you won £250,000 from a contest in Nigeria. All you have to do is send me all your information and \$2,000.00 and it is yours.

Those of you who did not turn your Postal Pulse back to the union (first of all shame on you) and then filled out the survey, let it be known, it can be tracked back to you.

If you notice on the top right hand side of the survey there is a number. All the numbers are different.

On the bottom of the survey there is also a bar code that correlates with the number above. What purpose could this possibly have but to see which employee wrote what?

For those of you who did not participate, there were 13 questions on this form. These questions were to be answered with the standard strongly disagree up to strongly agree.

On top it has a box that says next

to it I do not wish to participate in the USPS Survey at this time. What many people don't realize is if your check this box, management gets credit for you participating whether you answered any questions or not.

You may also wonder why it is so important for management to coerce you into filling it out.

What many of you may not know is, when upper management receives their pay for performance bonus, part of it is employee participation in the survey. It amounts to 3.8 percent of their bonus if they reach their goal for participation.

If you are wondering why the union has come out against this survey, it has been used against us in the past during contract negotiations.

Years ago there were questions that asked: Do you feel you get paid well for the type of work that you do?

Many people agreed or strongly agreed and management used it to say, "Look, even the employees think they are paid well. They don't need a raise".

This survey has as the opening question: How satisfied are you with the postal service as a place to work?

If a large percentage of people answer satisfied or extremely satisfied management will twist it and use it against the union in our cur-

rent contract negotiations.

I can hear them now: "The employees are extremely satisfied, why should they get a raise or better benefits?"

The first 5 questions are the normal questions they ask, but after that some of them are downright absurd and have no bearing on anything that I can think of as far as work atmosphere and conditions.

Here are some of the more outlandish questions:

Number 5: My supervisor or someone at work, seems to care about me as a person.

They need to define care. Most supervisors care about themselves and not you. You are just a worker bee who gets the job done.

Number 7: At work my opinion seems to count.

Yeah - only if your opinion agrees with management's.

Number 8: The mission or purpose of my company makes me feel my job is important.

Say what? I throw paper in holes or packages in containers. It is not like I am a rocket scientist building a new space shuttle.

Number 10: (This my personal favorite) I have a best friend at work.

No lie; that is an actual question. What it has to do with anything work related, I haven't a clue. If I had to answer that question I would have to say "no" because they won't let me take my dog to work with me.

Number 12: This year I have had opportunities to learn and grow.

I would have to answer "yes" on this question. I have learned what a bunch of dumb asses run this company and have grown sick and tired of all their incompetence and blatant and intentional violations of the contract. So I did learn and grow.

This is just a sampling of the questions on this survey. Can anyone tell me one positive result of these surveys? They have been going on for years and when I ask management that question, they never have an answer.

I urge every member out there; do not fill out your survey.

Remember, it is not anonymous; your answers can be traced and recorded.

Do not let management tell you that you must fill it out or do it in front of them. This is your mail to do whatever you want with it.

If you are being forced by management to fill it out, please file a grievance.

## Management's Policies And Promises Are Made To Be Broken

It is my understanding that over the past few years, a number of new employees have come on board the United States Postal Service.



**Kathy Moyer**  
Editor  
The Eagle's Eye  
SWFAL APWU

It is important, particularly for new hires, which start working at the USPS to understand the management culture within the organization.

Management communicates many policies and statements to new hires. The problem is that there are many managers within the postal service that do not abide by them.

When I was working at Bokeelia Post Office, they made up workplace rules and policies on the

spur of the moment. And then, they would choose who would be held accountable to these rules and policies, and who would be given a free pass.

It didn't matter if these Bokeelia rules and policies clashed or contradicted official USPS statements, rules and policies, because they simply ignored anything that got in the way of whatever they wanted to do.

For instance, on one occasion while working at the Bokeelia Post Office, I was informed that management had the authority to refuse the use of the rest room facilities to clerks. Needless to say, I disagreed and filed a grievance on it.

At Step 1, wouldn't you think a manager attempting to enforce a policy as ridiculous as this would settle it, if for no other reason than to make management's stupidity disappear from the view of others?

Well, the answer to that is, "No!" The manager refused to settle at Step 1 and it had to go to Step 2 for resolution.

Just look at how many postal policies and statements this supervisor violated with her bathroom ban. Let's see, how about, "Respect and Dignity in the Workplace"? How about Equal Employment Opportunity (EEO), since this was only aimed at clerks, not rural carriers? How about OSHA? How about the Collective Bargaining Agreement (CBA)? I could name others, but you get the point.

Some postal supervisors not only act with incompetence; their conduct also exhibits a certain degree of angry, belligerent and anti-social attitudes.

I used to let these temperamental Neanderthals rage on, document it, and file appropriate paperwork. Rarely, and I mean rarely, did any

next level manager care about this kind of misconduct at the Bokeelia Post Office. But what about all of the postal policies and promises made to postal employees from on high? They meant nothing!

Had there not been the Union to provide a buffer, and a grievance procedure which could positively resolve issues in the workplace, these management loons would have totally controlled the asylum.

Many of the new hires coming to work for the USPS may not have ever experienced the kind of negative workplaces that exist at the USPS. Just remember, don't be surprised or overwhelmed if management starts playing their games and tricks on you.

Don't be afraid to stand up and fight back against abusive USPS supervisors. The Union is there to provide help and support. They have the experience to handle the situation and are glad to help.

# Issues Regarding FMLA Requests Increasing In Frequency

We are having many issues with employees and their requests for FMLA.



**Daniel M. Gray**  
Vice President  
SWFAL APWU

If you call in, or if your absence could be covered under the Family Medical Leave Act, please request FMLA and make sure your PS Form 3971 has FMLA requested noted on it.

The Union is seeing too many employees who claim that they requested FMLA, but their PS Form 3971s state Not FMLA in the comments section of the form.

After requesting the "Daily Call in Log", it shows the employee never requested FMLA, they called in regular sick leave. To make matters worse the same employees are signing the PS Form 3971s as if in agreement with the absences not being FMLA.

Noticing this incorrect information on your PS Form 3971 during an Investigative Interview for attendance is not the time to learn about this information. If you do not agree with the information on your PS Form 3971 when you receive it back from your supervisor do not sign it.

If your supervisor refuses to correct the information, politely refuse to sign the form and immediately ask to see your Union Steward.

Too many employees are just signing forms and not reading what they are signing. Please never sign a document you are unsure what it states.

Now back to FMLA and what is required. The USPS must accept an employee's medical certification in any format, provided it contains all of the information required under the law.

The APWU had argued that the Department of Labor form WH-380 solicited more information from healthcare providers than what is actually required under the Family Medical Leave Act.

The WH-380E and WH380F forms asked healthcare providers to state the diagnosis/prognosis which is private health information and not required by law.

The APWU forms are easier for healthcare providers to use, and protect against inappropriate disclosure of protected health information.

The APWU forms when filled out

correctly meet the requirements of the Family Medical Leave Act. If your FMLA certification is questioned by the FMLA coordinator please ask to see your Union Steward to determine if the request for clarification is justified.

Here are some basic rules concerning the Family Medical Leave Act taken from the APWU FMLA presentation and can be found on the Department of Labor Website.

The Family Medical Leave Act was signed into law by President Clinton in 1993. It requires employers to grant eligible employees leave for certain family and medical reasons.

Under the law, eligible employees are entitled to the following:

Up to a total of twelve (12) workweeks of leave during any twelve (12) month period for one or more of the following reasons;

the birth or placement of a child for adoption or foster care, and to care for the newborn child within one year of birth/placement;

To care for the employee's spouse, child, or parent who has a serious health conditions;

a serious health condition that makes the employee unable to perform the essential functions of his or her job;

any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military service member on "covered active duty;" or

Up to a total of 26 workweeks of leave during any twelve (12) month period to care for a covered military service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

Employee Responsibilities:

Inform supervisor within two (2) business days or sooner if required by employer work rules or policy. (CFR 825.303)

Advance notification when possible (CFR 825.305)

Provide documentation when required (CFR 825.305)

Documentation must be submitted within fifteen (15) calendar days

Participate in 2nd or 3rd doctor evaluation when required (CFR 825.307)

Supervisor Responsibilities:

Determine Eligibility (CFR 825.110)

Designate the absence as FMLA (CFR 825.301)

Documentation requirements (CFR 825.305 & 306)

Provide notification to employee in five (5) business days (CFR 825.300) if oral followed in writing by next payday

Protect records (CFR 825.500)

PS Form 3971 (CFR 825.301)

Publication WH-381 (in lieu of pub 71) (CFR 825.301)

This only covers some information available. The APWU website and the Department of Labor websites go into extensive detail to each and every facet of the rules and regulations concerning FMLA.

Please if you have a condition(s) that are covered by FMLA, have your doctor fill out the correct forms and submit them in order to

protect yourself. We are seeing a dramatic increase in attendance related discipline.

Management as stated in past articles cares little for the extenuating circumstances surrounding your absences, but is not allowed to discipline you for a FMLA protected absence.

We are also seeing where management is failing to meet their required time frames for notification as per the law. The FMLA coordinator will almost automatically close out and deny your request for FMLA if you fail to meet the required time frames for submission.

Management also has to abide by the law. I have seen an employee receive a denial for FMLA three (3) months after the fact. By law since management failed to properly notify the employee those absences must be protected and cannot be cited for discipline.

If you believe you have been disciplined and management has cited "approved FMLA" absences you can file a complaint with the Department of Labor. The Miami office handles FMLA complaints of this nature.



## FORT MYERS P&DC IS #1 AGAIN!

*Continued from Page 1*

P&DC Maintenance Managers are not thrilled by our recent information requests. They improperly charged the SWFAL-APWU approximately \$8 by combining information requests.

Now, it looks like they will not only pay back the \$8, but will also pay the SWFAL-APWU for all costs associated with paying the bill (Union travel time, work time, mileage, etc.)

This all began when the Union filed grievances on drinks on the workroom floor. In retaliation, management has started playing these types of games. It has always been past practice that employees

were allowed to bring drinks onto the workroom floor. The Union immediately filed grievances on the issue and are in the process of attempting to settle at Step 2. This issue should be resolved by the time you read this article.

## CONGRATULATIONS TO ALL GRADUATES

I want to take time to congratulate every 2015 graduate in a family of an APWU member. This year is tough for me because my daughter is graduating from High School. She has committed to begin playing basketball and studying for her degree at Ave Maria University later this year.

Congratulations once again to all of our 2015 Graduates!

## Union Matters

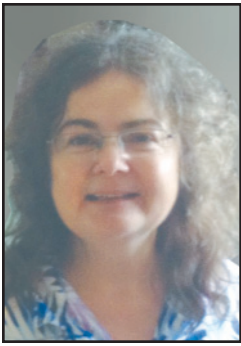
"Who initiated this witch hunt?"

That was my question to Steve Krankoski when he stopped by my desk the day after my Investigative Interview. He lightheartedly responded by calling me a "troublemaker."

"Headquarters", was his serious response. That kind of drained the "lightheartedness" out of the conversation for me.

Headquarters? The purpose of the I.I. was to determine if I had leaked unauthorized information to the Union about the installation of cameras on the workroom floor.

I had been requested by my Maintenance Support Operations Manager to purchase four more of these cameras, at the behest of Steve Krankoski.



**Mickey Szymonik**  
Maintenance Craft  
Director  
SWFAL APWU

In placing an off-catalog order for these cameras, I have to run up a chain of approvals, and I had to provide a justification for the purchase. My justification stated that Maintenance Manager Steve Krankoski requested that we purchase more of these cameras for increased surveillance capabilities on the workroom floor. The order request was denied by the Plant Manager.

The following day I received an e-mail from her requesting that I resubmit the order omitting the word "surveillance." The Plant Manager requested that I use the words "monitoring work flow or some such . . ."

Now, at this time, the Fort Myers APWU Local was already actively pursuing a grievance against installation of these cameras. Our Local had submitted an Information request for all documents related to this issue.

My manager asked me to compile all of the information I could; purchase orders, work orders, correspondences, etc. I did, and that's

when all hell broke loose. I included the e-mail from the Plant Manager forbidding the use of the word "surveillance."

During my I.I., I was asked where I got the term "surveillance."

The answer; I got it off the box.

When I have to provide a justification for buying a product, often times I rely on that product's own description. The word "Surveillance" is on the box. Specifically, "Build a flexible video surveillance solution."

So, now I'm in the hot seat for obeying a direct order and compiling information the Union had requested.

As Danny Carinci said, they wanted to know why I provided to the Union information I was instructed to provide to the Union. It's a puzzler! Did I talk about these non-surveillance cameras? Hell yes. Wasn't everyone?

Now let's refrain from calling these things "surveillance cameras."

Let's call them what they really are . . . actionable entertainment for Management to use against us.

They can monitor the workroom floor from the privacy of their own homes. Craft workers, on the other hand, are no longer afforded any small modicum of privacy at our workplace. Think twice before you pick your nose or scratch your butt.

Really, who's kidding whom? Management's request, that I replace the word "surveillance" with the phrase "monitoring workflow or some such", is an evasive misrepresentation that would amuse George Orwell.

If the USPS was really so concerned with the sanctity of the mail, they wouldn't be delaying it by farming it out to every Tom, Dick and Staples store in the first place. Make no mistake, Big Brother and his local USPS minions are watching you.

Solidarity, prosperity, peace

**Support  
Our  
Troops**



**Remember  
Those Who Serve  
And Have Served**

**Memorial Day**

**Monday May 25**

## The Cost Of Saving A Few Bucks

In an attempt to save some money, the Ft. Myers VMF figured they would circumvent the Postal Services' own mandated sources to procure tools.

The idea was to buy them from a different source, a well known store, which sells cheaper tools.

For anyone who doesn't know; this



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

particular store sells very inexpensive (cheap) tools made in China that are hardly of a quality to be used in a professional environment.

Well, the Postal Service did save money, initially, but after the tools started to break under the strain of everyday use, more money saving, inexpensive (cheap) tools had to be purchased to replace the broken ones.

Now after many trips back to the store to replace these broken tools, on the clock, and with a company vehicle, did they really save any money?

Anyone working with tools realizes

the importance of quality tools. Quality tools can provide years of service and provide safety for those workers using them on a daily basis.

Grievances have been filed to remove these inferior tools from the VMF. Let's just hope these grievances are settled quickly, because the price of these tools is rising daily, and the possibility that an injury could result from a tool's failure is ever present.

If someone were to get hurt because of a tool failure, I wonder how much an OSHA fine, a workman's comp case, or lawsuit would then cost the Postal Service . . . just to save a few bucks?



# DON'T LET THEM TAKE YOUR Postal Pulse

## USPS Tries to Undermine Bargaining

# Don't Let Them Take Your Pulse

On Feb. 19, postal management announced a new employee opinion survey, the Postal Pulse.

What's wrong with that?

The Postal Service has a history of using employees' answers against the union in negotiations, going as far back as the 1990s. Since then, the union's National Executive Board and delegates to APWU national conventions have adopted resolutions opposing employee opinion polls and urging union members to boycott them.

"The APWU vehemently opposes Postal Pulse, and any other employee opinion survey – despite management claims to the contrary," said President Mark Dimondstein. USPS notices distributed at various sites say the APWU supports the program.

The timing of management's notice to employees was especially sinister, he said, because it coincided with the opening of bargaining.

Industrial Relations Director Tony D. McKinnon Sr. broached the issue at negotiations, telling management representatives that the survey "would have a chilling effect on negotiations" and urging them to withdraw it.

"Don't let management take your pulse!" Dimondstein declared. "We are more powerful when we raise our voices together, through our union, than when we speak individually in a survey the bosses can manipulate," he said. "If management asks you to complete a survey, I urge you to decline." Vice President Debby Szeredy said, "Remember, management cannot force you to complete the survey."

The union filed an Unfair Labor Practice charge with the National Labor Relations Board (NLRB) on Feb. 25. Employees who feel they are being pressured to take the survey should contact their local union representative.

In the meantime, let's keep up the fight for Good Service! Good Jobs! Good Contract! **APWU**



# You Can't Make This Stuff Up!

I am a Lab Rat!

We, all of us at the P&DC, and others at the stations, are being used as little more than Lab Rats, as one cockamamie idea after another is implemented, modified, and frequently discarded. Things that have never worked, and will never work, are resurrected, to once again fail. And now, Lab Rat life.



**Isaac Yost**  
Mail Processing  
Clerk  
Fort Myers P&DC

## 1. The Stress Test

I was informed that my life was going to change, oh I was given a choice, but it was not even a Hobson's Choice, it was an extortion plan and simple, agree to have your hours begin two hours earlier, or have your bid abolished and face the possibility of a really horrible bid.

Now after just about 17 years of getting off work at about 0730, and making all the important appointments of life based on this time frame, say 0800 or 0830, and not having to take time off for appointments, I am now cast out into the dark at 0530.

Now, what in the world can you do at 0530? Your Dentist sure isn't going to be waiting for you, so you go to Wally World and dance around the boxes in the aisles till 0740.

Can anyone tell me why we switched a system that worked for years for one that is as messed up as a soup sandwich? Is it just our region, district, or has the entire USPS lost its mind? Or are we Lab Rats part of a test to see how much stress they can place on a unit before it cracks? But, back to Lab Rat life.

## 2. The Ever Popular Lab Rat Test, The Maze

Not your standard maze that a Lab Rat may memorize, no-no; ours is an ever changing series of zigs and zags and blocked passages.

Yesterday's passage may be today's wall of GPCs. In case of fire, forget the pattern of escape that your brain has mapped, you're on your own; at the mercy of whatever Mail Handler wanted to dump the GPC or cage they were trying to find a place for. Who needs planning?

## 3. Observation of the Subject

The Lab Rat must be observed to see its reaction to the situation, and to make sure that said Lab Rat is actually participating in the

experiment, instead of idly standing around doing nothing. How do we observe? We put in Web Cams, the unblinking eye, not to spy, but to observe the actions and interactions of the Lab Rats, and to make sure that they are beyond simply being gainfully employed; and idea which is truly outdated. And perhaps to give enjoyment to those who have no life.

Now a case in point about observations: It was said that the cameras were not to spy, but to improve overall efficiency. If they really want to improve efficiency why don't they focus the camera(s) on points where we have problems; the points were the trays or tubs keep hanging up, or say Induction Station 3, which handles the No Read Line and other operations inducting into the UTS.

Put your camera there, it hangs up, you call maintenance, or you might even find the reasons that it tends to hang up at that point. Now that could lead to efficiency in operations, instead of entertainment.

And now, a segment of Lab Rat in action. There I was, early on a Sunday morning, working the No Read Line, the Web Cam looking down on me, looking for a way to improve efficiency. Now you have to remember that the Web Cam has no audio pick, so the only way to show the observer what the problems are is through the use of hand gestures, body language, showing examples, mouthing words, generally the things that Mimes do. Well at 0020 (a bad time slot, but what could I do), here comes a Supervisor, carrying and talking into the 'RED PHONE', who proceeds to inform me that I must go somewhere else to work. It seems my on screen persona did not go over with the viewers.

Now then, look around the Plant and you can see a scene from the good old days at the Volgograd Tractor Plant Number Two.

We have banners, slogans, placards of do's and don'ts on the walls, identifiers hanging from the equipment and from the ceilings. Notices posted on the railings, at eye level for all of our 3 foot 6 inch employees (no one else can read them without sitting on the floor). The only thing really missing is a banner at the intersection of the two main aisle ways saying, "For The Motherland."

And now to make it more like the good old days of the USSR, on top of the slogans, the inspirational messages urging us to go, go, go, cameras watching over, we are now offered a chance to be a Hero of the People.

Announcing the 200 Club; run 200,000 pieces a day for a speci-

fied number of days and you can become a member of this exclusive club, your name will be enshrined and you will be given a slice of pizza.

Now that we have you all excited, a bit of a downer. How are you going to do this? Oh and by the way, have you ever heard about John Henry verses the steam drill?

Back to the 200 Club, here's a hint: ask that you only be given only 3x5 inch mail. And why you ask? Because mail piece B cannot move until mail piece A has passed a certain point, and with the wheels of the machine running at a set speed a 3x5 will take half the time of a 3x10. With the same hours in the day your final numbers will be much better than the schmuck stuck with mixed mail. You'll both have the same mail train length, but, oh how the numbers will vary, as I told Harry a number of years ago when they first started to force one operator per machine on us. But, hey, think about that slice of pizza!

Wednesday, 8 April, on the news: "A survey has shown that only 18% of managers and supervisors in the U.S. are actually qualified to handle their position." This is no surprise to most of us, hearing it makes you feel that the USPS is actually ahead of the curve.

Also on the news, Donald Trump has bought the old Postal headquarters building on Pennsylvania Avenue and is converting it into a luxury hotel. Built in 1889, it is quite a building, fit for the postmaster general, who in those days was in the succession line for the president, something like fifteenth.

Now it seems that a story is going around that in the course of the remodeling, strange sounds were

heard. Workers searched and in a far hallway heard sounds, like the pounding on a table and words that sounded like, "We have always done it this way." The workers searched the hallway and found the room where the noise was coming from, opened the door, to find a group of men setting across the table from each other. When the workers asked who they were, and informed them of the dangers since extensive construction was going on they were informed that they, the persons at the table were a dully appointed committee of the Postal Service and they were staying until the issue was resolved. The workmen gave up on them, closed the door and decided to see if they could find out who these people were. Beside the door was a placard identifying the room and the occupants, "The Committee for studying the feasibility of replacing the horse drawn wagons with those contrivances powered by the internal combustion engine".

First we had 27 tables made and delivered that were too short for their intended purpose, now we have a collection of work tables that look like something out of a middle school shop class. Sturdily build, with a nice lip to keep things from falling off, and a back board with a totally worthless cork board backing. Nice trying but here saving a buck was wasted.

The Malinda Twotrees Award goes to another of my pet peeves. That thing that they call the mezzanine is not a mezzanine, look it up in your dictionary, or your Smart Phone. It's a platform, it once actually had a purpose, now gone, gone with so many other things that worked which for one reason or another we have taken out to discard, or otherwise done away with.

## Our Next Union Meeting

**AMERICAN POSTAL**  
**WORKERS UNION AFL-CIO**

## Sunday, May 17, 2015

### 9:30 am

## 11000 Metro Parkway, Unit 8

## Fort Myers, FL 33966

## Your Elected Officials

President Barack Obama  
 Web Site:  
[www.whitehouse.gov](http://www.whitehouse.gov)  
 E-mail:  
[president@whitehouse.gov](mailto:president@whitehouse.gov)  
 Phone: 202-456-1414  
 Fax: 202-456-2461  
 Capital Address:  
 1600 Pennsylvania Ave. NW  
 Washington, DC 20500

Senator Bill Nelson  
 Web Site:  
[www.billnelson.senate.gov](http://www.billnelson.senate.gov)  
 E-mail:  
[senator@billnelson.senate.gov](mailto:senator@billnelson.senate.gov)  
 Phone: 202-224-5274  
 Fax: 202-228-2183  
 Capital Address:  
 716 Hart Senate Office  
 Building  
 Washington, DC 20510-0905  
 District Office:  
 Tallahassee, FL  
 District Phone: 850-942-8415

Senator Marco Rubio  
 Phone: 202-224-3041  
 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](http://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.

## Southwest Florida Area Local Membership News

We wish to extend our welcome to all new employees coming on board at the United States Postal Service by inviting you to our next SWFAL APWU meeting at the Union Hall located at 11000 Metro Parkway, Unit 8, in Fort Myers.

Meetings are held once a month on Sunday at 9:30am. Stand strong and be united, protect your job and discover the many benefits of becoming a member of the SWFAL APWU.

Join us at our next local meeting - united we can make a positive difference in our workplaces. We look forward to seeing you there!

For those of you that have recently retired who wish to continue receiving *The Eagle's Eye* newspaper, please email the Editor at [Edswfal@aol.com](mailto:Edswfal@aol.com) or call Karen at our SWFAL APWU office at 239-275-1007.

We encourage members to email



information to the editor regarding marriages, graduations, special events or achievements of our employees, or their families. Please email information to *The Eagle's Eye* at [Edswfal@aol.com](mailto:Edswfal@aol.com). We will be pleased to include as many member announcements as possible.

## Vincent Cesarino, III Celebrates 40th Year

SWFAL APWU member Vincent "Vinny" Cesarino, III, Bulk Mail Technician at the Fort Myers P&DC celebrated his 40th anniversary with the United States Postal Service on April 26, 2015. Vinny has provided first class service to bulk mailing customers at the Fort Myers Bulk Mailer's Entry Unit facility for many years. Congratulations to Vinny from all of the many union brothers and sisters from our local on your accomplishment.



## Congratulations 2015 Graduates



Sam and Barbie Wood's daughter, Samantha, graduates from High School this year. She has committed to begin playing basketball and studying for her degree at Ave Maria University starting later this year. Congratulations to Samantha from the SWFAL APWU.



Scott Wiser's stepdaughter, Taylor, will be graduating from the University of Miami, School of Architecture on May 8, 2015. Taylor's Mom, Melanie, is a former USPS employee at the Fort Myers P&DC. Congratulations to Taylor from the SWFAL APWU.



I to r: Daughters Ashley and Taylor celebrating Taylor's upcoming Graduation with their Mom, Melanie.