

President's Report Sam Wood



2012 GRADUATES

Congratulations to those parents, family members or friends who had someone they know and love graduate from High School or College. It is always great to see those you love succeed in life and begin a new part of their life. Congratulations to the Class of 2012!

FLORIDA APWU STATE CONVENTION

Here are some of my notes from the APWU of Florida 2012 Biennial Convention which was held on May 3, 4 and 5, 2012.

MARTHA SHUNN-KING:

National Organization Director

Spoke about our Window Clerk staffing and issues with service. Spoke of signing up our PSE and career employees. PSE's are members and should be treated like the future employees that they are and not treated with disrespect. Can talk about organizing on the workroom floor. Spoke briefly on legislative issues and how are members need to tell our Congressmen that they work for us and they should be working for our issues. Spoke about having members show up for pickets where the media will be attending so that there is someone there to speak with them. Spoke about safety and how it is affecting American workers.

Rosemary Spade spoke for the host local (Mid-Florida), welcoming delegates to the State Convention.

Barbie Buggica from the Tampa Postal Credit Union spoke of the merger with the Lee County Postal Employees Credit Union (June 1, 2012). Spoke of some of the benefits of the Tampa Postal Credit Union.

APWU Health Plan had a 6.8% Increase in 2012.

97% who where enrolled in the APWU Health Plan in 2011, stayed in the plan in 2012.

Florida 809 newly enrolled in APWU Health Plan in 2011.

Florida 405 newly enrolled in APWU Health Plan in 2012.

7032 Florida APWU members are in in the APWU Health Plan.

Credentials Report - Passed (as amended)

79 Delegates 357 (358 votes)

10 State Officers Delegates (10 votes)

3 Past Presidents 3 (3 votes)

92 Delegates Total from 25 Locals (371 total votes)

Rules Committee - Rules passed (except Rule #10)

There will be 9 automatic delegates to the A P W U National Convention, one small local delegate and one additional delegate.

ROB STRUNK:

National Clerk Craft Director

All Pending National Level Cases will be arbitrated this year. Spoke of the importance of our members getting involved in legislative issues.

There is not going to be a negotiated early out by the APWU, until such time that the new jobs negotiated in the new Collective Bargaining Agreement are created. This way there would be jobs available for our new PSE's to be converted into.

President Guffey wants the PMG to be fired and not for him to just resign. He has lied to Congress and not represented the best interest of the Postal Service. Stated that Guffey knows that our membership deserves credit for the Senate bill not being as bad as it could have been.

State of Florida Election Results:

President: Doris Orr-Richardson (Unopposed)

Secretary - Treasurer:

Jeff Pearlman (Unopposed)

Education Director: Mark Teseniar (Unopposed)

Editor: Diane North (Unopposed)

Clerk Craft Director: Joe Paul (Unopposed)

Maintenance Craft Director:

Tony Neri (Unopposed)

Motor Vehicle Craft Director:

Greg Dixon (Unopposed)

Legislative Director:

David Bernstein (Unopposed)

CHANGES TO THE STATE OF FLORIDA CONSTITUTION:

1) Article 3, Section 1: Good standing shall be defined as any local of MAL not more than (strike - three (3) Months) 30 days. PASSED

2) Article 4, Section 9: In order to be seated at the State Convention, any local must (strike - have its dues paid through the month in which the convention is held) be in good standing as defined in Article 3, Section 1. PASSED

3) Article 8, Section 6.C.6 (Scholarships): The winners will be selected with a drawing by the Executive Board, (Strike - during the Biennial State Convention years, and selected during

See **PRESIDENT'S REPORT**

Continued on Page 6

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Fort Myers, FL 33966
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FLORIDA POSTAL WORKER

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Fort Lauderdale, FL 33310
www.apwuflorida.org

Secretary-Treasurer's Report Felicia Gluhareff



5/20/2012

CALL TO ORDER:

Time: 9:30 a.m. There were 23 members in attendance.

PLEDGE OF ALLEGIANCE:

Grace Baer led the pledge of allegiance.

ROLL CALL OF OFFICERS:

Felicia Gluhareff performed the roll call of officers. Present were Sam Wood, Day Gray, Felicia Gluhareff, Paul McAvoy, Mickey Szymonik and Kathy Moyer.

MAP:

Barbara Carr passed out consumer catalogs. Paul McAvoy told a joke in honor of Charles Glennon.

NEW MEMBERS:

None

**EXECUTIVE BOARD
MINUTES:**

Issues discussed were steward issues, custodial overtime issues, clerk disciplines, lead clerk issues as well as 204b's. Paul McAvoy will be granted a day of LWOP to oversee the shredding of documents at the union hall.

**SECRETARY - TREASURER'S
REPORT:**

Joyce Kelly would like make a motion to amend the secretary-treasurer's report as printed in last month's Eagle's Eye. She would like it to reflect that she was excused from the April meeting. The amendment passed. There was an issue with Quickbooks prior to the meeting causing the financial reports unable to be printed for the attending members. The issue will be fixed during normal business hours on the Monday following the meeting.

**REPORT-SELECTION OF
COMMITTEES:**

None

**REPORT OF CONVENTION
COMMITTEES:**

Sam Wood reported on the state convention. He had sent out the details of the convention to his email list. If you are not on that list and would like to be please email him at SWoodfla@aol.com and ask him to include you on his mailing list.

REPORT OF TRUSTEES:

None

COMMUNICATIONS:

Sam Wood read through this month's correspondence.

UPDATE OF GRIEVANCES:

Scott Wiser asked about a maintenance grievance that was held in abeyance. Joyce Kelly spoke about 204b issues on tour 1 and tour 3.

OLD BUSINESS:

Standby time at the plant and the stations was discussed. There is an active excessing event in our installation that includes 24 clerks. The possible delivery standard changes and congressional activity will determine whether the event will be followed through with. If management abolishes a bid and tries to place a lead clerk bid in its place they are in violation of the contract. That is not the intent on which this piece of the contract was written for.

NEW BUSINESS:

Lee Bushong spoke to our membership. Some of you may remember him from our town hall meeting. He was one of the speakers that spoke in favor of preserving our Fort Myers processing facility. He is running for Sherriff and his name will be on the ballot in November of this year. Joyce Kelly and John Stafford questioned why there wasn't a rollover of delegates when 3 of us were unable to attend the state convention. It was explained to them that the cancelations were last minute and unexpected and wouldn't have allotted enough notice for a

replacement. If a 204b is up for over 90 days after

June 1st, a grievance should be filed and a monetary remedy should be sought. In a facility with over 200 clerks there should be 5 lead clerks. Robert Nowall asked that the doors to the union hall be unlocked during the executive board meeting. The executive board agreed to his request. Joyce Kelly made a motion to excuse Lynne Cram from the meeting. The motion passed.

LABOR/ MANAGEMENT:

None

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Dave Rock who won \$61.00. The total netted was \$122. Dave Rock donated \$20 of his winnings back to COPA. The name drawn for the member's incentive award was Evan Moore. He would have won \$60 had he been present at the GMM. The pot will go up to \$70 at the next meeting.

**ELECTION OF OFFICERS AND
DELEGATES:**

None

LEFTOVERS:

Mayor Sullivan of Cape Coral was invited by Lorenzo Tindal to put in writing his position on Labor Unions. No response was received. We have agreed to send requests for all candidates wishing to speak to our members to Lorenzo to be reviewed and arranged.

ROLL CALL OF OFFICERS:

Roll call was performed and recorded.

NEXT MEETING:

Robert Nowall moved to have the next meeting on June 24th, 2012 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:

Joyce Kelly moved to adjourn at 11:05 a.m. Motion passed.

Know Your Weingarten Rights

The rights of employees to the presence of union representatives during Investigative Interviews was announced by the U.S. Supreme Court in 1975 in NLRB vs. J. Weingarten, Inc.

We have been experiencing an increase in Investigative Interviews and all employees should be aware of their "Weingarten Rights."



Daniel M. Gray
Vice President
SWFAL APWU

Management has recently taken a new spin concerning employees and the unions rights during an investigative or pre-disciplinary interview otherwise called Weingarten Rights. Management improperly told numerous union stewards in violation of the National Labor Relations Act and National Agreement to "shut up" also stating the function of a union steward was that only of a passive witnesses during the Investigative Interview. Our local will be filing appropriate grievances and labor charges on these issues.

Your Investigative Interview is your "day in court" and is suppose to allow you to tell your side of an incident. Management on the other hand utilizes them as a process to issue discipline and most of the time nothing more. Management barely goes through the motions and only because they have to, so they can issue the discipline.

An employee may be represented by the union at an Investigative Interview with his or her supervisor when the employee reasonably believes that the interview may lead to a disciplinary action. The rights of employees to the presence of union representatives during Investigative Interviews was announced by the U.S. Supreme Court in 1975 in NLRB vs. J. Weingarten, Inc. Since that case

involved a clerk being investigated by the Weingarten Company, these rights became known as Weingarten Rights.

What is an Investigative Interview?
An Investigative Interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has a right to request union representation.

Under the Supreme Court's Weingarten decision, when an Investigative Interview occurs, the following rules apply:

Rule 1:

The employee must make a clear request for union representation before or during the interview. The employees cannot be punished for making the request.

Rule 2:

After the employee makes the request, the employer must choose from among three options. The employer must:

- a. Grant the request and delay questioning until the union representation arrives and has a chance to consult privately with the employee; or
- b. Deny the request and end the Interview Immediately; or
- c. Give the employee a choice of;
 - (1) having the interview without representation; or
 - (2) ending the interview.

Rule 3:

If the supervisor denies the request for union representation and continues to ask questions, he or she commits an unfair labor practice and the employee has the right to refuse to answer. The supervisor cannot discipline the employee for such a refusal.

Supervisors often assert that the only role of a Union representative at an Investigative Interview is to observe the discussion, i.e., to be silent witness. The Supreme Court, however, clearly acknowledged a union representative's right to assist and counsel workers during the interview. Decided cases establish the following procedures:

1. When the union representative arrives, the supervisor must inform the representative of the subject matter of the interview; i.e., the type of conduct for which discipline is being considered (theft, lateness, attendance, drugs, etc.).
2. The union representative must be allowed to take the worker aside for a private pre-interview conference before questioning begins.
3. The union representative must be allowed to speak during the interview. The union representative, however, does not have the right to bargain over the purpose of the interview.
4. The union representative can request that the supervisor clarifies a question so the worker can understand what is being asked.
5. After a question is asked, the union representative can provide information to the supervisor.
6. When the questioning ends, the union representative can provide information to the supervisor.

Also remember, if you are called in by a Postal Inspector or OIG agent, even if you believe you are not guilty of wrongdoing, you should not allow yourself to be interviewed by a Postal Inspector or OIG agent without an APWU representative or a attorney being present. The Postal Inspectors and OIG agents must comply with Article 17.3 as it relates to any employee's request for a steward or Union representative during the course of an interrogation. Please protect yourself and exercise your rights.

Under the Collective Bargaining Agreement you have many rights afforded you thanks to the union that many others do not have at their jobs. Many of your friends and family have no job security or benefits as we do, which were negotiated on your behalf by the union.

There is no legitimate reason why someone refuses to join the union. It is funny how the same employees who refuse to join do not have any issues taking money from grievance settlements, their paycheck, breaks, and all of the other benefits that the union provided them.

Now more than ever with all of the changes and proposed changes occurring within the Postal Service the unions are even more important to have. Without the no lay off clause of our contract the Post Office would have simply fired the tens of thousands of employees PM Donahue claims we are over staffed with.

Hopefully by the printing of this article, management will have started utilizing Lead Clerk positions as the CBA requires. Also, the reduction in the use of 204b's should have happened June 1st, but I am confident as usual management will interpret and violate the Collective Bargaining Agreement with regards to their use of 204b's.

Remember if you have any questions or concerns please ask to see your union steward.

Greetings From Bokeelia

The Collective Bargaining Agreement (CBA) between the American Postal Workers Union, AFL-CIO and the U.S. Postal Service contains negotiated agreements that define work rights and protections for Postal Clerks, Maintenance Employees, Motor Vehicle Employees, Mail Equipment Shops Employees and Material Distribution Centers Employees.

Do not take the existence of the CBA for granted. Would you be willing to give our hard fought rights away? Without even thinking, most would say, "No." However, when we fail to file a grievance or document information for a grievance, we are letting our rights in the workplace slip away bit by bit. And we all know management is always willing to roll back the gains we have made.

Current Bokeelia management is not abiding by previously signed settlement agreements with the APWU. The current OIC at Bokeelia engages in intimidation, harassment, discrimination and favoritism. Consequently, as one can imagine, there are many grievances here that are ongoing. Step 1 settlements are rare because the OIC exercises bad faith toward the APWU and the grievance process.

At Bokeelia, we continue to move forward, in spite of management intransigence, and outright union busting activities. We have received many favorable settlements over the years, including monetary awards, for the clerk craft. However, there is still much work to be accomplished here.

Kathy Moyer
Bokeelia Steward

Lead Clerk And 204b's

On May 9, 2012 I contacted management to inform them that they needed to get started on plans to remove 204b's and Lead Clerks in order to



Paul McAvoy
Clerk Craft Director
SWFAL APWU

comply with new language in the Collective Bargaining Agreement signed on May 23, 2011. Management basically told me they were only going to create 3 of the 5 Lead Clerks required by CBA and had no intentions of removing 204b's for at least 90 days after June 1, 2012.

I will first go into the Lead Clerk position. The chart in the CBA shows that there are 5 Lead Clerk positions to be made in offices over 200 employees.

Management claims the P&DC has 201 clerks but 3 of them are in support and are different function from the other? I informed management that nowhere in the contract does it state clerks by function or section or job type. It simply says facility. Below is the definition and explanation I gave management I from the Q&A on Lead Clerks:

Question 7:

Is the ratio of Lead Clerk assignments in the clerk craft complement in a facility based on the "ENTIRE" facility or by tour?

Answer:

Facility clerk complement.

The clerks you mention are presently and physically in the P&DC. Also included in this complement should be BMEU Clerks. Including these clerks adds up to a total of approximately 210, so the amount of Lead Clerks must be FIVE (5).

As Per National APWU Assistant Clerk Craft Director Lamont Brooks:

In accordance with the USPS Publication 32, the definition of a facility is as follows:

Facility: Any physical building used by USPS primarily for accepting mail, processing and distributing mail and/or delivering mail (e.g. Post Office, MAIL PROCESSING AND DISTRIBUTION CENTER, and station or branch.

ABOLISHMENT. A MANAGEMENT DECISION TO REDUCE THE NUMBER OF OCCUPIED

DUTY ASSIGNMENTS IN AN ESTABLISHED SECTION AND/OR INSTALLATION.

After Management came back and informed there would be only 3 bids posted and they were going to abolish 3 bids, I responded with the following:

You are not reducing the number of employees you are simply adding bids. You are also precluded from abolishing if you have unassigned regulars (which you have had in violation of the contract for over a year) in the section in which you are abolishing which is the case is automation. This is the primary reason a grievance was sustained in the APWU's favor to post 4 jobs. Now you want to abolish? What are you thinking?

You also seem to have no plans on putting the 204b's back into craft as of June 1, 2012. The intent of the Lead Clerk positions were created to help eliminate the use of 204b's and return work back to the bargaining unit. You currently have 6 clerks in 204b positions. They could bid into these positions if they come down. They need to come back to craft to even have a chance to bid these jobs. As I related to Karen yesterday there Must be 5 bids posted for Lead Clerk, not 3. We currently have over 200 clerks assigned to this facility. Therefore, according to the chart for Lead Clerks, 5 positions must be posted. It is totally irrelevant what function they are.

You have had a year to prepare for this and now are making a

mad scramble and unfortunately I sense history repeating itself and this whole process will be a grievance filled cluster.

The clerks you mention are presently and physically in the P&DC. Also included in this complement should be BMEU Clerks. Including these clerks adds up to a total of approximately 210, so the amount of Lead Clerks must be FIVE (5).

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I am going to give you the same answer I have given you on numerous occasions about abolishments. All you have to do is read the contract. In Article 37.1.J under definitions:

ABOLISHMENT. A MANAGEMENT DECISION TO REDUCE THE NUMBER OF OCCUPIED DUTY ASSIGNMENTS IN AN ESTABLISHED SECTION AND/OR INSTALLATION.

I think it is quite obvious that Fort Myers P&DC is a Facility and all clerks within are part of the facility's clerk complement regardless of what function they may be.

If management decides to post only three (3) Lead Clerk positions, the APWU will have no choice but to file grievances for the other two (2) bids requesting a financial remedy. The remedy will be for the two clerks who are assigned these bids are to be paid out of schedule premium from the effective date of the awards of these Lead Clerk bids.

Thank You,
Paul

These are the battles we are fighting every day because management will NOT abide by the contract and REFUSE to deal in good faith. This past month my self and Tour 3 Steward Grace Baer were told by management that we were not allowed to ask questions or speak in Investigative Interviews (see Vice President Dan Gray's article on Page 3). I believe management and union relations have reached an all time low.

Management not only decided to only post 3 bids, they were going to abolish 3 jobs in doing so. Below is what I sent on May 9, 2012 to MIPS Karen Walker, OSS Kirk Charles and Nancy Rose in customer service:

Hello Everyone,

This is just a reminder that on the next bid posting you must post positions for at least 5 Lead Clerks at the plant. (see attachment for chart and description of Lead Clerk) Also 1 Lead Clerk should be posted for each station with 5 or more employees. Management had one year from the signing of the new CBA to create Lead Clerk jobs.

No later than June 1, 2012, 204b usage is restricted to the absence or vacancy of a supervisor for 14 days or more and this use is limited to no more than 90 days. The vacancy is limited to one 90 day period. Exceptions would be appropriate in very limited situations (e.g. supervisor on 4 months maternity leave; supervisor on 6 months military or similar situations). (See attachment for 204b)

The APWU contention is management has had ample time to fill the open supervisor vacancies. Tour 1 presently has three 204b's who will all have to be returned to craft on June 1, 2012 and in situations as listed above no longer than 90 days. In Maintenance there are currently two clerk 204b's that will also have to be returned to craft. Maintenance also has had ample time to replace their supervisor vacancies.

Please let me know how you plan to proceed.

Thank You
Paul

Stupervision

Once again management is proving how stupid they really are. As per the contract, come June 1st management will not be able to utilize APWU craft employees for the sole purpose of being 204b's whenever there are no EAS employees for said position(s). Stupervision will try and find away to finagle out of this position because they love to waste the Post Office's money.

Another brilliant step the P&DC's stupervision is trying to get around is a sign off on Custodians. At the National level we won an award that Custodians are to be manned at full augment at all times. This is amazing because the CBA states that in the MS-47 anyway.

So, our stupervision says that they will be able to take Clerks on standby time and have them perform Custodial work. The Grievance states that management can use Clerks only when there is a single Custodian working at the station.

Now I fully understand that on some tours there only is a single Custodian due to stupervision not abiding by the MS-47. I guess stupervision, stating they can use Clerks on some tours, is called selective reading.

To Custodians at stations outside the Fort Myers and Naples foot

print, please ensure that you are working your overtime if you are are the OTDL. Meaning that if you are on the OTDL, prior to your stupervision using Clerks, they should be using you. You are still able to file grievances because management tries to flex their Article 3 muscles.

To those stations that have two Custodians, but one is not performing her/his primary job, you are still able to work overtime to get the mission accomplished.

I read an article on one of the bullentin boards the other day. It was stating that certain craft employees are not performing their duties by not answering their radios and/or not being at one piece of equipment or whatever. The article also stated that management would inform the employees when they are to take breaks and such.

I fully understand that stupervision wishes to flex their single brain cell, but how do you expect an ET/BEM or whomever to say in the middle of working on something, "Oh it is umpty scratch time and I am mandated to take my break now." Operations will go along with that for about a microsecond.

Keith McGee
Maintenance Outside Steward
Fort Myers P&DC

The Bottom Of The Bottom

On May 10, 2012, a memorandum for all plant employees was issued. SUBJECT: "Chemicals on the workroom floor."



Scott J. Wisner
Tour 1 Maintenance
Steward
Fort Myers P&DC
SWFAL APWU

"This is to advise that no chemicals can be on the workroom floor without prior approval of Maintenance and an approved MSDS sheet on file. This includes hand lotions and hand sanitizers (both are available from the USPS)."

"All chemicals not approved by Maintenance will be removed from the floor by May 24, 2012. If someone wants to bring in a certain product, they must bring in an MSDS sheet and have it approved through Maintenance."

Let's think this through shall we. The USPS is about to enter into an extreme period of organizational change. Closures, RIFs,

reassignments, attrition and who knows what Congress has in store for us and yet management finds it necessary to implement what must surely be the bottom of the bottom of all possible priorities.

Don't get me wrong. It's good that we have an MSDS (Materials Safety Data Sheets) requirement but the volatility of personal skin lotions and hand sanitizers are so benign that it defies logic to even consider these products in the same categories as the industrial strength products used in the plant's factory environment.

It must be this type of management decision-making that Representative Louie Gohmert (R-TX) was referring to when he addressed the U.S. House of Representatives on April 27, 2012. He said, "It is time to get rid of top heavy management making ridiculously poor decisions."

...nuff said...

Thanks for listening.

swfloridaapwu.org

PRESIDENT'S REPORT

Continued from Page 1

- the Fall Seminar in non covention years by the Executive Board) by June 1st each year. PASSED
- 4) Article 9, Section 4: shall hold a minimum of two (2) all craft seminars per year, no more than seven (7) months apart, but may be extended by a majority of the Executive Board. PASSED
- 5) Article 9, Section 4: During a convention year the Executive Board shall have the authority to schedule pre convention and/or post-convention seminar(s). PASSED
- 6) Article 8, Section 6.C.5 added language: The responsibility for requesting and submitting an application to the scholarship program rest solely with the applicant. PASSED
- 7) Changed language in Article 5, Section 4: One delegate must be from a local having fifty (50) members or

fewer or be a Member-at Large. FAILED

8) Article 10, Section 1: Change Editor Pay from \$400 per Issue to \$300 per month. FAILED

9) Withdrawn by the Maker of the Motion.

10) Withdrawn by the Maker of the Motion.

LIZ POWELL: National Secretary Treasurer

2010 \$5.3 million surplus
2011 \$986,000 deficit due to commercials (\$6.3 million on commercials)
\$24.2 million currently in our contingency fund.
\$10+ Million Currently in our Organizing fund
168,000 dues paying members
3,000 Other non-bargaining members
200 full paying retirees
Over 200,000 total membership paying some sort of dues.

NATIONAL CONVENTION RESOLUTIONS

1) National Executive Board Resolution #216 which

revised how revenues are dispersed. It also granted more Executive Board power to fill or not fill vacated positions. PASSED

2) Investigative Interviews would be given within 14 days and within 10 days decide whether to discipline or not. FAILED

3), 4) and 5) Maintenance resolutions to grant Senior In Lieu Of (excessed) Employees retreat rights. FAILED

6) Restrictions for employees working in non-bargaining details (Article 37.3A.8) Added Sentence: Time must be feet on the floor for no less than 80 hours. PASSED

7) Withdrawn by the Maker of the Motion.

8) Added language (Article 37.3.F.7.b) An employee who is designated the senior bidder for any of the positions listed in F.7 above and who subsequently fails to satisfactorily complete the training or withdraws from the bid will be returned to his/her former

duty assignment and the next senior bidder will be placed into training, within 10 days, except during the month of December. PASSED

9) Article 9: That the pay grades of all incumbent employees who hold positions which require SOX training and compliance be upgraded by one (1) pay grade. PASSED

10) Article 37.3.f.7: Add language: puts a requirement to put employees into training within 28 days and upon qualifying, places the employee in the bid within 28 days. PASSED

HAPPY FATHER'S DAY

I would like to wish everyone a Happy Father's Day! Life is short and days set aside such as Mother's and Father's Day allows families to spend time with one another and enjoy the day. It also allows us to reflect upon the past, especially if you have lost a mother, father, or another loved one. I hope that each one of you have a great Father's Day and enjoy the beginning of the summer months ahead.

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

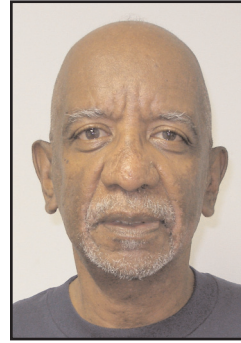
Retiree Membership of \$36 per year plus APWU full dues (National Per Capita Tax and local dues), ANNUITY DEDUCTION of retiree \$3 dues monthly. You will be billed for the National Per Capita Tax and the required local dues amount. This amount will vary from approximately \$200 to \$600 annually.* (Note: 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.

The New World Order

Recently I met with a financial planner from a local company here in Fort Myers. We met over lunch on Metro Parkway, near the union office. My reason for inviting him to meet me for lunch was a simple one.



**Lorenzo Tindal
President
Retiree's Chapter
SWFAL APWU**

The message here is that there is a new world order. Unions are under attack daily by the left and right to work states. This is nothing new. Starting with the dismantling of the International Ladies Garment Workers Union in the sixties, when we used to make about 95% of the clothes American's wore. Today we make about 7% of the clothes we wear. Today we are watching state governors like Wisconsin's Scott Walker and New Jersey's Chris Christy eliminate public sector jobs and the USPS closing plants across our nation.

Like many retired postal employees, I had invested in the Thrift Savings Plan. When I retired in 2005, I was not prepared to make a clear decision as to how to best allocate the lump sum of cash from my TSP account.

Working people are being shown the door in record numbers. Families are struggling to make ends meet; but many of the high paid postal workers continue to live life like this is not about them. Well, this is about you, me, those who are thinking about retirement and the retired.

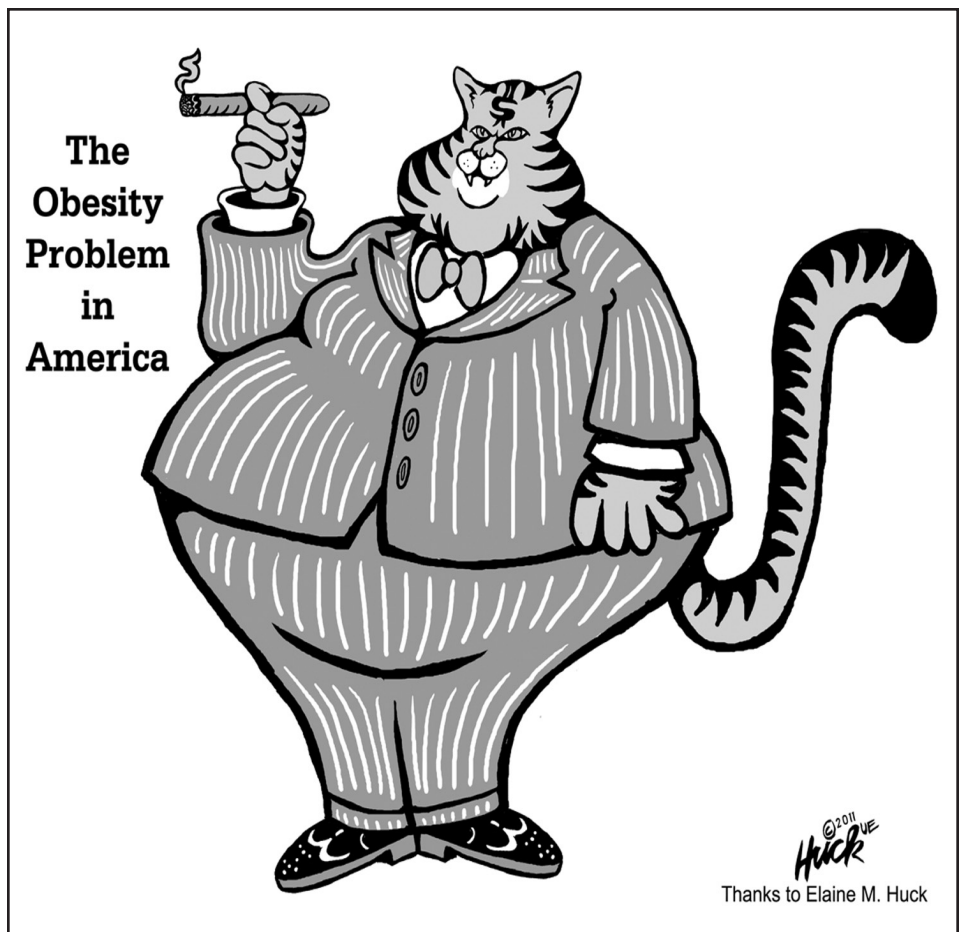
I know; you are now saying to yourself, "we get information throughout the year about the different TSP funds and about taking a lump sum or an annuity with monthly payments". This is true. But the reality is that many retirees that I have talked with around the country have told me that when the time came to make the final decision about what to do with their TSP money at retirement, that lump sum staring them in the face was too much to resist.

A good financial plan is essential for each of us. The best plan is to start early with your individual plan. After an hour and a half meeting with this financial planner, I left with the idea that the retiree's chapter of the SWFAL APWU should schedule a seminar on the topic of financial planning. This should help those of you who have mortgages under water, or those of you who have made bad investments during the boom time of the past decade. You can then stop calling your friends for advice. This will only lead to you losing a good friend, (if you lose money because you took their advice) or because the friend will not answer your calls out of frustration that you do not listen to them.

So, many just like me, took the lump sum. We each have our own different reason about taking the money and running. I was only given less than a year to live by doctors when I retired. That's my reason. It's now 2012 and I'm still here to share this retiree's experience with you. Seven years later, I now net about \$32,000 per year. When I retired gasoline was about \$2.00 a gallon. Now I pay \$4.25 a gallon and food is twice the cost it was in 2005.

The next retiree's meeting will be held on June 21, 2012, at 11:00am at the union office.

Yours in Solidarity.



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.

Southwest Florida Area Local Membership News

Congratulations to our SWFAL APWU Member's 2012 High School and College Graduates!

- Paul McAvoy and Lori Bonham's son, Alex Bonham, graduated with high honors from Fort Myers High School and will be attending FGCU majoring in Civil Engineering.
- Marty Wilder's daughter, Morgan Wilder, graduated from North Fort Myers High School.
- Jamie Robertson's daughter, Stephanie Marie Martin, graduated.
- Juliann Aguilar's grandson, Jacob Gibson, graduates in June from High School and is joining the Army.
- Wendy Skaff's son, Brandon Skaff, graduated Magna Cum Laude from North Fort Myers High School.
- Kevin McLain's son, Matthew McLain, graduated Summa Cum Laude from North Fort Myers High School.
- Marianne Eid's daughter, Angela Eid, graduated Summa Cum Laude from Bishop Verot High School.



If you have a high school or college graduate in your family that is not featured here and would like to be listed in the next issue, email information to The Eagle's Eye editor at EdSWFAL@aol.com.



National Safety Month



June is National Safety Month. The APWU Health Plan would like to remind you that proper working conditions, and safety precautions at the workplace will go a long way to prevent major accidents and injuries from occurring.

Accident reporting

Any injury at work—no matter how small—must be reported immediately to your supervisor and receive first-aid attention. Serious conditions often arise from small injuries if they are not cared for at once.

Safety checklist

It is every employee's responsibility to be on the lookout for possible hazards. If you spot one of the conditions on the following list—or any other possible hazardous situation—report it to your supervisor immediately.

- Slippery floors and walkways
- Tripping hazards, such as hose links, piping, etc.
- Missing (or inoperative) entrance and exit signs and lighting
- Poorly lighted stairs
- Loose handrails or guard rails
- Open, loose or broken windows
- Dangerously piled supplies or equipment
- Unlocked doors and gates
- Electrical equipment left operating
- Open doors on electrical panels
- Leaks of steam, water, oil, other liquids
- Blocked aisles
- Blocked fire extinguishers, hose sprinkler heads
- Blocked fire doors
- Evidence of any equipment running hot or overheating
- Oily rags
- Evidence of smoking in non-smoking areas
- Roof leaks
- Directional or warning signs not in place
- Safety devices not operating properly
- Machine, power transmission, or drive guards missing, damaged, loose, or improperly placed parts

Safety equipment

Your supervisor will see that you receive the protective clothing and equipment required for your job. Use them as instructed and take care of them. You will be charged for loss or destruction of these articles only when it occurs through negligence.

Safety shoes

The organization will designate which jobs and work areas require safety shoes. Under no circumstances will an employee be permitted to work in sandals or open-toe shoes. A reliable safety shoe vendor will visit the entity periodically. Notices will be posted prior to the visits.

Safety glasses

The wearing of safety glasses by all shop employees and volunteers is mandatory. Strict adherence to this policy can significantly reduce the risk of eye injuries.

Good housekeeping

Your work location should be kept clean and orderly. Keep machines and other objects (merchandise, boxes, shopping carts, etc.) out of the center of aisles. Clean up spills, drips, and leaks immediately to avoid slips and falls. Place trash in the proper receptacles. Stock shelves carefully so merchandise will not fall over upon contact.

www.apwuhp.com
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