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

You Have A Right To Union Representation



Sam Wood
President
SWFAL APWU

REQUESTS FOR UNION REPRESENTATION

I have been informed by many of you that when you ask a supervisor for a Union Steward and that you are not getting the opportunity to see your representative. Most of these times I find that the individual asking for a Steward only asks one time.

This is a problem for us as it is important that the supervisor definitely is informed.

The Department of Labor is critical of individuals who only ask once for a representative.

Supervisors may sometimes believe that employees are just blowing off steam by asking for a Union Steward. However, multiple requests to see a Steward make your intentions well known to management and it takes away their argument of saying they thought the issue was taken care of.

If after multiple requests to see your Union Steward have fallen on deaf ears, please contact the Union Office, or better yet, send us a written statement. This Statement should include the following:

- 1) What supervisor(s) you asked?
- 2) When were your requests made (dates and times)?
- 3) What was management's response (if any) to your requests?

This information will be used for us to either contact Suncoast District Management or even file Labor Charges.

RETALIATION FOR UNION ACTIVITY

The other problem we have been hearing about (especially in Naples) is the threat of retaliation for seeing a Union Steward or signing / writing statements for a grievance.

If you are ever threatened or retaliated against for any of the above, please contact us as soon as possible.

Once again, it is better if we are contacted in writing informing us:

- 1) What was the threat of retaliation?
- 2) Who was the supervisor?
- 3) When did this take place (day and time)?

Reminder, these written statements are necessary if you want to stop these types of harassment.

Supervisors sometimes need to be brought back down to earth. By documenting these issues, supervisors will be placed on notice that harassment and retaliation will not be tolerated by you, nor the APWU.

FATHER'S DAY

I want to take the opportunity to wish all APWU dads out there a Happy Father's Day. Please take the time to enjoy time with your family and make sure you contact your father on his special day.

UNION MEMBERSHIP

I am happy to announce that we continue to increase our Union membership percentage in the Southwest Florida Area Local. This is because of everyone encouraging non-members to join the APWU.

The Union is only as strong as its members and we are close to 90% organized in Southwest Florida with a total of less than 90 non-members.

As a reminder, the APWU Health Plan is virtually the same as Blue Cross Blue Shield but saves individuals and families more money out of your paycheck. Please continue to ask those non-members to join the APWU.

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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**

May 17, 2015

CALL TO ORDER:

9:30 A.M. There were 12 members in attendance.

**THE PLEDGE OF
ALLEGIANCE:**

Ashley Wisner, daughter of Scott and Melanie Wisner, led the pledge of allegiance.

**ROLL CALL
OF OFFICERS:**

Felicia Gluhareff performed the roll call of officers. Present were Sam Wood, Dan Gray, Felicia Gluhareff, Mickey Szymonik and Kathy Moyer. Dan Gray made a motion to excuse Paul McAvoy and Joe Fracek. The motion passed.

MAP:

Barbara Carr asked for a moment of silence for Anna Johnson. Sam Wood asked for a moment of silence for George Balinski's wife Maria. Both were observed.

NEW MEMBERS:

Welcome Barry Fields, Jessica Jo Grimm, Stephanie Pusey, Jonathan Roman, Digna Zorrilla and Brett Bendnar.

**EXECUTIVE BOARD
MINUTES:**

As of 4/25/2015 there were 477 SWFAL members. The dues for full time regulars are \$27.68 per pay period. For PSE's the dues are \$14.59. Sam Wood, Dan Gray and Paul McAvoy met with Keith Stanton regarding our RI-399.

**SECRETARY/
TREASURER'S REPORT:**

Dan Gray made a motion to accept the minutes as printed in last month's Eagle's Eye. The motion

passed. The audit will be delayed until June.

**REPORT / SELECTION
OF COMMITTEES:**

None

**REPORT OF
CONVENTION
COMMITTEES:**

None

REPORT OF TRUSTEES:

None

COMMUNICATIONS:

There is an all craft conference in October. Two rooms have been reserved in case we decide to send anyone from our local. Rooms sell out quickly. Letter from Harry Lockhart to meet for step 2's in Naples. Safety and health inspection report for the plant. Sam Wood sent an email to his email list with the declining EXFC scores. Received thank you note from our office secretary Karen D'Angelo for her executive assistant day gift card.

**UPDATE
OF GRIEVANCES:**

Custodial grievance updates discussed. There have been schedule changes due to service standard changes. Clerks check your LMOU regarding this, on most management can mandatorily change your hours by one hour. If you sign off on it they can voluntarily change your hours up to two. If you decide not to accept the two hour change they can repost your bid and you may end up unassigned. Any needs to change beyond two hours must be reposted. This change is per contract year meaning they cannot keep bouncing you back and forth and compounding the changes. There have been incidents where management has been

changing F T R schedules on a weekly basis. If this is the case, out of schedule must be paid. If there is a NTFT in the installation then non OTDL clerks cannot be forced to work overtime. No word on when PSE's will be converted.

OLD BUSINESS:

None

NEW BUSINESS:

None

LABOR/ MANAGEMENT:

Ongoing

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Kathy Moyer who won \$21. The total netted was \$42. The name drawn for the member's incentive award was Ronald Hentkowski. Had he been present he would have won \$50. The pot will be \$60 at the next meeting.

LEFTOVERS:

Correction from last month's minutes: Barbara Carr talked about Rose Glennon (Charles Glennon's widow) having her first great granddaughter named Sofia. Rose will be 96 on July 29.

**ROLL CALL
OF OFFICERS:**

Felicia Gluhareff performed the roll call of officers. The results were recorded.

NEXT MEETING:

Robert Nowall moved to have the next meeting on June 14, 2015 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 10:54 a.m. The motion passed.

Don't Give Up If FMLA Is Disapproved

FMLA coordinators are making things difficult for people to get FMLA. They are looking for any little thing in order to send back a disapproval for FMLA related absences.



Paul McAvoy
Clerk Craft Director
SWFAL APWU

I have firsthand knowledge of this as I have sent in my FMLA paper work 3 times now.

I have had the same condition and

have sent in the same information for last four (4) years. I have a chronic lifetime condition that requires quarterly lab work and follow ups.

The FMLA office sent back to me a disapproval asking for the dates of my treatments because I must have treatment twice a year as per FMLA guidelines.

Now, I am no genius, but isn't quarterly four (4) times a year? I informed them of this and they send back a second disapproval for not giving the dates they requested.

I sent back a third time explaining

that I don't have a specific date, just that I will be going back in July. I am currently waiting for my next disapproval. I have filed a grievance asking for all absences to be FMLA covered.

The reason the FMLA coordinators do this is to get people to give up and not have FMLA. If you have an FMLA condition and get turned down please contact your steward and file a grievance. Don't give up!!!

Management is cracking down on attendance once again. We have all written about checking 3971's before signing them. Please be sure that the information is correct

before you sign it. If it is not correct and you sign the form, you now own it.

Management will hold it against you in discipline. Dan and I have told you many times to make sure 3971's are correct yet almost every discipline package we receive has a 3971 with improper information that the grievant signed.

If you don't agree with the information on your slip change it to what you are asking for or refuse to sign. You also can fill out your own 3971. You do not have to sign the one management gives you.

Investigative Interviews: You Have A Right To Have A Union Steward Present

One of the ways to identify poor or unqualified USPS supervisors is by their abuse and misuse of the Investigative Interview (I.I.) process.



Kathy Moyer
Editor
The Eagle's Eye
SWFAL APWU

If you work at the USPS long enough, you will probably be called in for an Investigative Interview at some point.

The first thing one need do is request a Union Steward. It is the responsibility of the supervisor to contact the Union and inform them of your request. You should never participate in an Investigative Interview without a Union Steward.

I had an I.I. in which the supervisors (two were present) refused my request to have a Union Steward present. I responded, "I am requesting a Union Steward be present" to all questions, and nothing more. I also took notes on the questions and documented the number of denied requests for a Union Steward.

The supervisor asked questions and made statements which only showed the worst possible angle regarding the Union. The purpose of the I.I. was not to seek information and resolve problems. The purpose was to cover up the supervisor's inability to supervise in a workplace with an active Union presence - and attack the Union for her failings.

At some point, the supervisor had decided to use the I.I. as an act of punishment. That was the goal and purpose from the start. She believed (mistakenly) that she could misplace blame and hide her

own failings. In my particular case, the grievance procedure KO'd this supervisor's attempt at workplace injustice.

It is a sad state of affairs when an organization functions like this, but it is what it is. Employees need to understand management's punitive goals when facing an I.I.

The Supreme Court has clearly acknowledged a union representative's right to assist and counsel workers during an Investigative Interview. It is your right to request and have a union steward present for an I.I.

Medicare Turns 50: Labor's Role

“It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label.”

President Barack Obama

Cameras Still Operating At Fort Myers P&DC And How To File An EEO Complaint

Management at the Fort Myers P&DC has now installed 10 webcams at a cost of roughly \$3,000 to \$4,000 (purchase price and installation costs) for these unnecessary pieces of equipment.



Daniel M. Gray
Vice President
SWFAL APWU

Yet when the issue of why the Plant was not replacing the batteries in the AED Defibrillators at a Safety and Health Meeting, management complained of the cost.

When I went to research the cost of the Defibrillator batteries they ranged from the low end of \$100 up to a high end of \$600 each. We have 2 Defibrillators; so worst case the cost the Postal Service would only be out \$1,200.

So you can see where the priorities are for the USPS. It is not your Safety or Health, but to spy on you. At least management can watch you have a heart attack and record it since they cannot help because the Defibrillators have no batteries. Unfortunately there is no requirement to have Defibrillators.

The Union has filed numerous grievances and Labor Charges on management's improper installing of the Webcams at the Plant.

Management cannot unilaterally place webcams throughout the work room floor; this is a change of working conditions in violation of Article 5 of the National Agreement.

Management's own Headquarters Labor Representative (received from an information request) in an email stated "What is the need for them to watch 'equipment'. If the USPS thought there actually was a need for that they would include cameras as part of the equipment purchase. Other plants haven't been instructed by HQ to do that. It doesn't pass the 'smell' test. And you need to assign someone to research the issue and let's get to the bottom of it."

USPS HQ Labor themselves state that the use of webcams are not needed and improper. Management states they are only watching the "mail flow" yet in an email (received from an information request) Manager of Maintenance Steve Krankoski stated "Hey guys, Is there any issue with installing webcams on the workroom floor to monitor employees and mail flow?"

This is management's own words and intent. Plant Manager Kohlun at a service talk when asked about the webcams claimed she didn't have time to monitor them. Yet she sure finds a lot of free time to do so.

In her office right next to her computer monitor is a 4-way split screen with webcams video of the cameras. The webcams also can be monitored on smart phones that have the proper web access.

So be careful in the areas that these cameras are monitoring since eyes are watching, oh I mean watching "mail flow".

I have been asked information on how to file an EEO, the following information comes directly from USPS What you need to know about EEO Publication 133;

If you are a Postal Service employee or applicant for Postal Service employment and believe you have been discriminated against because of your race, color, religion, sex, age, national origin, physical or mental disability, or in retaliation for involvement in prior EEO activity, you have the right to file an EEO complaint with the Postal Service.

You must take part in the EEO precomplaint process before filing a formal EEO complaint. The purpose of the precomplaint process is to advise you of your rights and responsibilities under the EEO process, to identify your claims, and to try to resolve the matter informally.

To begin the precomplaint process, you must contact the Postal Service Equal Employment Opportunity office using the central toll-free telephone number within 45 calendar days of the alleged discriminatory action, or in the case of a personnel action, within 45 calendar days of the effective date of the action. See 29 CFR 1614.105.

The central telephone number is: 888-EEO-USPS (888-336-8777) Deaf and hard of hearing call: 800-877-8339.

Have your pay stub ready since you will be asked information like your finance number or employee identification number. When you call, an automated answering system will ask you to give your name, home (mailing) address, and other important information.

A packet of information that includes PS Form 2564-A, Information for Precomplaint Counseling, will be mailed to you.

Once you receive and read the information packet, you should decide if you want to move forward with the complaint process. If you decide to do so, you should send back all relevant forms within 10 calendar days after you received them to the address listed in your information packet.

After you return the forms, an EEO Alternative Dispute Resolution (ADR) Specialist will contact you and continue the precomplaint process as described in this booklet. If you fail to return the forms within 10 calendar days of receiving them, the EEO office may close the precomplaint process because the EEO ADR Specialist does not have enough information to process your counseling request.

You may designate a representative at any stage of the complaint process, including the precomplaint counseling stage. However, your designation of a specific representative may not cause undue delay to the EEO process or unwarranted expense to the Postal Service.

Further, the designation of a representative that may create a conflict of interest may not be allowed. You must designate your choice of a representative in writing.

Employee complainants and their designated representatives, if also employed by the Postal Service, may expect a reasonable amount of official time to present the complaint and to respond to agency requests for information, if they are in a duty status. The term duty status refers to an employee's normal hours of work.

What constitutes a reasonable amount of official time may vary from case to case. However, with regard to preparation time, reasonable refers to hours or portions of hours. Employees seeking official time for EEO-related matters must receive advance approval from their immediate supervisors.

If Postal Service officials or EEOC officials require their attendance, employee complainants and their designated employee representatives may attend EEO meetings or hearings on official time.

Postal Service employees seeking official time to attend an EEO meeting must present written requests to their immediate supervisors before the scheduled meeting.

You may remain anonymous during the precomplaint process. If you request anonymity, the EEO

office will honor your request. However, in some instances, such as certain harassment cases, the EEO office is required to divulge information regarding your precomplaint to human resources and/or other appropriate officials.

This is just the beginning out what can be a very long process. Remember time guidelines are very important to meet. Simply by failing to return a form within the allotted time without an extension will allow your EEO complaint to be dropped.

The Union does not represent you when you file an EEO. Occasionally Union Stewards will act as an EEO representative; but this is only as an individual, not as a representative of the Union. The National APWU discourages stewards from doing this due to the legalities that may occur from this process.

We recently had a Tour 2 female supervisor at the Plant come into the Union Office and make some bigoted comments concerning images of Muslim Temples and those of Muslim faith. Ironically, it was "Celebrate Diversity Month" and "Arab-American Heritage Month".

This obviously narrow minded and bigoted individual, lumped groups of people into the actions of a very few.

I was told by other employees that this same supervisor regularly posts her rants and raves on social media for all to see.

Everyone is entitled to their own personal beliefs, but you cannot carry them into the workplace. This is especially true of someone who directly supervises employees.

The USPS has a very diverse workforce and an individual's bigoted beliefs do carry over to decisions that these supervisors make. There are USPS rules and regulations that are supposed to not allow/tolerate this type of behavior in any fashion.

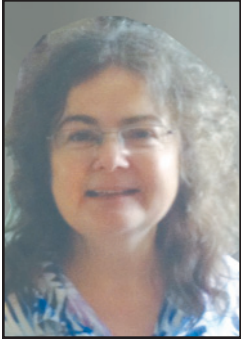
If you have issues with other employees based on narrow minded bigoted beliefs, keep your beliefs at home and to yourself.

Remember your coworker is someone else's mother, father, son or daughter. How would you like this anger directed towards your family member.

Please remember if you have any questions or concerns ask to see your Union Steward.

Union Matters

The P&DC Maintenance Department has come to the realization that, for Maintenance Mechanics (MMs), the new 5:00 am start time is not exactly working out.



Mickey Szymonik
Maintenance Craft Director
SWFAL APWU

jockeying has already begun, as Maintenance Mechanics who have no desire or aptitude to work on the building side, but would like to be able to sleep in again, try to determine if they have enough seniority to secure one of the proposed bids.

If and when these 7:00 am bids are posted, the Union will ensure that they are filled according to the contract.

MMs are support workers for both Mail Processing Equipment Mechanics and Building Equipment Mechanics. The Tour 2 MPEs were changed to the 5 o'clock start time, but the BEMs retained their 7 o'clock start.

In the past, Management used to send a BEM and an MM out on the road to perform routes and repairs at our stations and branches. They now have to send out 2 BEMs, which tends to leave the plant short-handed.

So Management is considering reposting a few MM positions with the original 7:00 am start time. The

National contract negotiations continue, and from the bits and pieces I have been picking up, it sounds as if the negotiations are just as contentious as we expected them to be.

As of May 16, the Union will have a Contract Hotline available for members to be able to stay informed of the latest developments. To listen to the message, dial 1-866-412-8061.

Notices will be posted on www.apuw.org when new updates are recorded.

Solidarity, Prosperity, Peace

Our Next Union Meeting

AMERICAN POSTAL WORKERS UNION AFL-CIO

Sunday, June 14, 2015

9:30 am

11000 Metro Parkway, Unit 8

Fort Myers, FL 33966

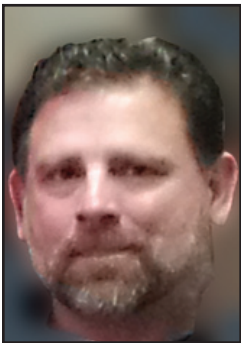


Working Toward A Healthy Workplace Environment

The Motor Vehicle Craft at the Fort Myers P&DC covers a lot of territory.

We serve areas from Port Charlotte down to Marco Island and from Sanibel to Immokalee. Sometimes, we go as far as Arcadia to serve some of the smaller AO'S out there.

We support all of the carrier's vehi-



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

cles; Caravans, LLV'S. FFV'S, in addition to the service trucks and vans from maintenance. We also support all of the vehicles that supervisors, postal inspectors and support personal staff use in their travels.

I would like to thank mechanic Jimmy Sommers for his efforts in bringing to light the use of banned chemicals here in the VMF.

Because of his efforts we have identified and removed several harmful, proven cancer causing products from the workroom floor.

Currently the USPS has a list of seventeen chemicals that have been banned from use in the VMF.

These show up in products like brake cleaners, tire cement and buffers.

Unfortunately for the workers, these harmful products find their way into the shops because they usually work the best.

However, most employees never take the time to read the MSD (the Material Safety Data) which lists the contents of these various products and how harmful they might really be to their health and a healthy working environment for employees.

The MSD also has information on flammability, handling, storage, and treatment for accidental expo-

sure, or ingestion and such. There is much good information contained in this book.

I would also like to mention the cooperation from our Manager Roger "Skip" Giovansanti, for his efforts in replacing these banned products with suitable substitutes.

When management is responsive to union requests to work together on issues affecting the workplace, and cooperation from management replaces the usual resentment and anger by management towards the union, much good can be accomplished for everyone.

Is there anyone else in management listening?

The Good, The Bad And Congress

Congressional representatives should be serving us, the American people. Some members of Congress try to make things better for seniors and working families, while others attack our benefits and resources.



Judy Beard
Retirees Director
APWU
National Officer

Every member of Congress should support budget proposals, resolutions and bills that protect America's commitment to the working class, regardless of political party or affiliation.

The good news: Senator Bernie Sanders (I-VT) introduced the Social Security Expansion Act, which would increase Social Security benefits by approximately \$65 per month by using a formula that more accurately reflects cost-of-living increases that affect seniors. The bill also would require households with income over \$250,000 to pay the 6.2 percent payroll tax required of most workers.

postal and federal workers to their retirement – without an increase in benefits.

Every member of Congress should support budget proposals, resolutions and bills that protect America's commitment to the working class, regardless of political party or affiliation.

This article first appeared in the May-June 2015 issue of *The American Postal Worker* magazine.

The bad news: The House Budget Committee introduced its proposal for Fiscal Year 2016, which contains cuts to Medicare beneficiaries. It also would privatize some aspects of the program by requiring vouchers. In addition, it would increase the contributions of

The APWU Retirees Department is the voice of retired APWU members – within the union and on Capitol Hill.

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. Shall be eligible for vote for the three (3) APWU General Officers: President, Executive Vice President, and Secretary-Treasurer, and four resident department officers: Director and Assistant Director Legislative/Political Department, Director Human Relations Department, and Director, APWU Health Plan; excluding all local, state, and national resident and craft/division officers not specifically listed herein, or in any matter pertaining to national agreement ratification, LMOU's, or proposed work stoppage.

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.

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

It Takes All of Us to Save America's Postal Service & Protect Retiree Benefits

CURRENT POSTAL WORKERS

FAMILY & FRIENDS

COMMUNITY ORGANIZATIONS

OTHER UNIONS

OFFICERS STEWARDS

NATIONAL SENIOR & RETIREE ORGANIZATIONS

RETIREE CHAPTERS APWU LOCALS & STATES

Don't be the Missing Piece

JOIN TODAY
Retiree Member

Your Elected Officials

President Barack Obama

Web Site:

www.whitehouse.gov

E-mail:

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

E-mail:

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. 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 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. We will be pleased to include as many member announcements as possible.

In Remembrance

Anna Johnson, USPS retiree and a long time advocate for the SWFAL APWU, passed away recently after fighting a long and tough battle with cancer. Anna was a loving wife, phenomenal mother and grandmother. She is survived by her devoted husband, three children and a granddaughter.

The SWFAL APWU wishes to extend our deepest sympathies to the family of Anna Johnson.

Maria Balinski, wife of retired Clerk Craft employee, **George Balinski**, passed away on Tuesday May 12 at Tampa General Hospital. The SWFAL APWU wishes to extend our deepest sympathies to the family of Maria Balinski.

Cards of condolences may be sent to: George Balinski, 1215 SW 51st Street, Cape Coral, Florida 33914.

Congratulations 2015 Graduates



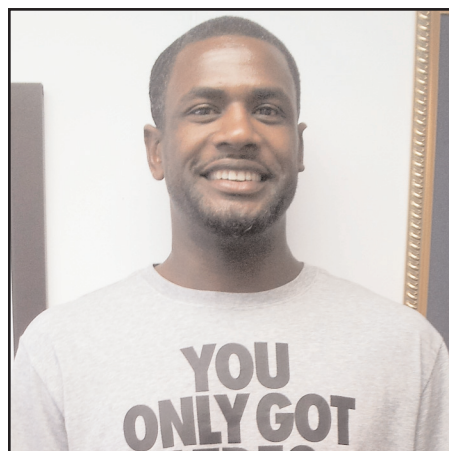
Emily Summa, is graduating from Fort Myers High School and has signed to swim with Florida Atlantic University. Emily had a successful 4 years at Fort Myers High School both in swimming and academics. She will graduate with a 5.4 GPA. She has been county, and or district, champion in the 50 and 100 freestyle in all 4 years of her swimming career. She was also a state finalist in those events as well.

Emily is the daughter of SWFAL APWU member Duane Summa and his wife, Christine. Congratulations to Emily and her family from all of your SWFAL APWU brothers and sisters.



Emily Summa at her recent signing with Florida Atlantic University

Be A Part Of Your SWFAL APWU



Guess who showed up at the union meeting? LeBron! (or is it Elyer Charley?)



SWFAL APWU General Membership Meeting faithful attendees Robert Nowall and Barbara Carr working crossword puzzles after the meeting. Their attendance and participation is always appreciated!