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

Our SWFAL APWU Is A Great Place To Be A Member – Join Us



Sam Wood
President
SWFAL APWU

**AM I OK?
"WELL, AT LEAST I'M NOT A SCAB!"**

With the job I have as a local Union President, I can't begin to tell you how many times that I am asked if I'm doing ok. Now, I know that my job can be stressful, where I am continuously dealing with issue after issue in so many different offices, and it can (if you allow it to) wear a person down. Because of that, I believe it is important to maintain a positive mental attitude and try to stay a happy person.

I am fortunate to be surrounded by so many great people that help me remain strong. I can't even begin to mention everyone on that list for the fear of forgetting someone.

Over the past few months I have noticed a correlation between being an unhappy and/or negative individual and being a non-Union member (or scab). Talking to former non-members, they have told me that some of their darkest times were at the point when they were not members of the Union.

As I look at those who remain non-members, I can see exactly what they meant. Sure, some of these individuals look happy at times around their limited friends, but if you really notice, you will find negativity and/or unhappiness in many of those people.

Just look around your workplace, identify those who are non-Union members and you will find more times than not, these individuals seem more withdrawn and negative than most Union members. It's taken a long time for me to notice this phenomenon, but now, I believe it to be true.

When you discuss a huge settlement that they are a part of you will see them disappointed in the amount they are to receive. However, they are the first ones to run to you to add their names to the list of employees to be paid. Even those who are not entitled to a particular settlement will come running to be added. This happened twice just last month.

Some of these non-Union members are causing altercations between employees in an attempt to bring negativity and unhappiness to others. What causes this to happen?

Maybe the guilt of others paying for the benefits that non-members receive leads to depression and negativity. Surely the wages the Union negotiates for employees

rival the pay of similar work where there is no Union representation. There are many other negotiated items that Union Members pay for that non-members benefit from.

Just a few of those negotiated items being:

- 1) Health Insurance Rates along with a Variety of Choices.
- 2) Cost of Living Adjustments (Normally Twice a Year)
- 3) Pay Raises
- 4) Retirement Packages (CSRS and FERS)
- 5) Contributions to Thrift Savings Plans
- 6) Annual and Sick Leave
- 7) FMLA and Dependant Care
- 8) Holiday Pay
- 9) Life Insurance
- 10) The ability to file grievances on any dispute (Contract or Discipline)
- 11) Other Services (Legal, Dental, Vision, Life, Health, etc.)
- 12) Flexible Spending Accounts
- 13) Early Out Opportunities (Negotiated Pay-outs)
- 14) A No Lay-Off Clause
- 15) Bereavement Leave
- 16) Night Differential Payment
- 17) Sunday Premium Payment
- 18) Out of Schedule Premium Payment
- 19) Bidding Rules and Requirements

See: List Of Employees
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Secretary-Treasurer's Report Felicia Gluhareff



**General Membership
Meeting Minutes**

May 22, 2016

CALL TO ORDER:

9:30 a.m. There were 19 members in attendance.

THE PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by Ken Bennett.

ROLL CALL OF OFFICERS:

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

MAP:

Paul McAvoy told a few jokes in honor of Charles Glennon. Barbara Carr told a couple jokes as well. She also reported that Rose Glennon is doing good and should be able to go home in about a month.

NEW MEMBERS:

Welcome Edmund Pedersen and Jess Pirron. Our local is over 85% organized. Please invite any non-members you may know of to join.

EXECUTIVE BOARD MINUTES:

Felicia Gluhareff resigned as Secretary-Treasurer for personal reasons and Sam Wood asked the executive board for approval to appoint Jamie Robertson to the position. The executive board approved his selection. Jamie Robertson will be the new Secretary/Treasurer starting in June.

Jeremiah Strunk was appointed lead Tour 1 maintenance steward at the plant.

Plant grievances were discussed. Sam Wood submitted the first batch of names for the RI-399 award. Recipients will receive \$112 per increment (month). The full increment, for those who were able to bid for the entire duration, will be entitled to 71 increments. There will be a second small check in the future which will be the remainder of the escrowed amount held out for those that submitted their names later.

We started the beginning stages of planning the party that MaseLara is throwing for us. We have tentatively set a date of August 6, 2016 and will confirm if this date is feasible for our lawyers. It will be a member only party and we are considering the idea of assigning a limited number of tickets per members and their families.

**SECRETARY/TREASURER
REPORT:**

Paul McAvoy mad a motion to accept the minutes as printed in last month's *The Eagle's Eye*. The motion passed. The money market (convention fund) account at

Preferred Bank was closed and the money was deposited into the union's TPCU checking account until the signature cards are updated. At that point Jamie Robertson will open a money market account at TPCU. Jamie and I have been working together over the last couple of weeks of May to get her comfortable in her new position. An audit was performed on May 20, 2016 by Dave Grant and Grace Baer. Danny Carinci was out of town.

**REPORT/SELECTION
OF COMMITTEES:**

None

**REPORT OF
CONVENTION COMMITTEES:**

None

REPORT OF TRUSTEES:

Dave Grant reported on the May 20th audit. A full report will be posted in this month's *The Eagle's Eye*.

COMMUNICATIONS:

Since it is election season for the union we received many petitions from those running for an office.

There was communications with American Income Life. They provide each member of our local with a \$4,000 accidental death insurance policy at no cost to us. Next month they will be sending out a mailing to each member inviting them to purchase additional insurance. If interested please give them a call. If not, please feel free to disregard the mailing.

An updated steward's list was included in the communications.

UPDATE OF GRIEVANCES:

One per machine grievances are being filed at the plant.

There are supervisors doing clerk work at some of the stations and the clerks have not been filing grievances. On that note, Marco is one of the stations that has been filing the supervisor doing clerk work grievances and will be receiving an \$8,000 settlement to be split amongst their eligible clerks.

When speaking to a steward about a possible grievance it is very important that you first tell your supervisor that you would like to meet with your steward. Walk by complaints rob your stewards of time that they should be allotted to work on your issue and also any statement that you may be able to provide.

OLD BUSINESS:

None

NEW BUSINESS:

The repair of the back door and surrounding wall should be repaired in a couple weeks. The total will be \$2008.00. There was a deposit of \$670 made.

Rusty Mains and Sandee Beckler discussed some problems that are going on at the stations.

Sam feels we should have some answers on the national contract in 30-60 days.

Please do not call Sam Wood to ask when you will receive your share of the RI399 settlement, he has turned the information over to the USPS and it is now in their hands. Any questions on the date of pay should be directed at the USPS. Also be aware that if the USPS drags their feet too long our lawyers will be made aware.

Staffing at the plant was discussed since we are awaiting the return of the SPBS and planning on some of our DBCS machines being lengthened, while others are removed or restructured. We are planning on fighting any staffing deficiencies that may arise from these changes. We would also like to urge all those in the bidding instillation to ask to talk to your steward about not getting the flats prep work returned to the clerks. We have won the first part of the RI399 settlement and need to continue to fight for the second part. Every day that the work is not returned to our craft is a grievable situation and we must not be complaisant.

LABOR/MANAGEMENT:

Sam Wood and Dan Gray met with the plant manager. There are six bids on tour 2 and six bids on tour 3 that will staff the SPBS. Those that are not taken by clerks with retreat rights will be posted to be bid on by all within the instillation. The SPBS will have its own OTDL and the clerks will be working Lakelands, St. Pete's and Manasota's mail as well as our own.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing of \$33.00 was Rusty Mains. He donated his winnings back to COPA which brings our total raised to \$66.00 for this meeting. The name drawn for the member's incentive award was Mickey Szymonik. She would have won \$80.00 had she been present. The pot will increase to \$90.00 at the next union meeting.

**ELECTION OF
OFFICERS AND DELEGATES:**

None

LEFTOVERS:

None

ROLL CALL OF OFFICERS:

Results were recorded.

NEXT MEETING:

Robert Nowall moved to have the next meeting on June 12, 2016 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 11:00 a.m. The motion passed.

Attendance Issues

Management is taking a hard line on employees who are not coming to work.



Paul McAvoy
Clerk Craft Director
SWFAL APWU

Currently there are 3 employees out on removal. If you are not coming to work, management is taking the fast route to termination.

The new Plant Manager has a no

nonsense approach and is not backing down for any reason. Although SWFAL has a very good record regarding removals, don't take foolish chances on the premise that the union will get your job back. You could be out of work and not receiving a paycheck for in excess of a year before your case is even heard in arbitration.

If you are having difficulties and are unable to come to work for a period of time, make sure you document your absences.

If you are out for more than 3 days you must have medical documen-

tation. In the past management has turned their heads toward receiving documentation. This is no longer the case.

Management has also been known to not accept documentation saying they don't need it. Please be sure, whether your supervisor takes your documentation or not, to write in remarks documentation provided. Management seems to amnesia you.

Please be sure your 3971s are correct before signing them. If you

disagree with something on your 3971 change it to the information you believe it to be before signing it.

The 3971 is the document of record for discipline cases. If you signed it - you own it. This is your 3971 - not management's. You have a right to get rid of the computer generated 3971 and write out your own with the information you agree to before signing.

Please do your due diligence and bring the documentation management requests to help preserve your job.

APWU State Convention

I had the privilege of attending my first State Convention this April with S W F A L President Sam Wood, SWFAL Vice President Daniel Gray and fellow Steward Danny Carinci. What an amazing experience it was for me, and I will be forever grateful to Sam, Dan & Danny for allowing me to attend the convention with them.



Jamie Robertson
Tour 1 Steward
District 8
Business Agent
SWFAL APWU

I was truly amazed to see our local fellas in action. The dedication they have for us (our union) goes far beyond our local representation and the grievance process. I can't even begin to tell you just how lucky we are to have such a strong local.

The entire SWFAL local team

across the board is a great one and I for one am grateful to each and every one of them and honored to be a part of it.

Emotions ran high after Sam Wood and our Local received recognition from the Broward County Area Local President. He spoke on the floor to congratulate our local on such a big win with our RI-399 arbitration. After his congratulatory speech we received a standing ovation. It was an awesome thing to see. Our attorney Richard Lara (of Masa/Lara) who represented us in the RI-399 case also spoke to the convention floor and again the convention floor gave a standing ovation. It was a proud moment that was enough to bring tears to your eyes.

The convention ended up being quite a productive one for me. I had the honor of serving on the Rules Committee where I had to stand up and speak to the convention floor. I was nominated and elected to be the new District 8 Business Agent. I also received

the honor of being nominated and elected to be a State Delegate at the National Convention in August. Needless to say my first Convention experience was a memorable one and I am looking forward to representing our local and the State of Florida at the National Convention.

FACEBOOK TROLLING

To our members who have Facebook accounts - please be careful of what you post and when you post it. Although, it is your personal time off the clock, it has been brought to the Union's attention that there are members of management that are trolling employee's Facebook accounts.

Management is monitoring social media applications such as Facebook, Instagram, Twitter etc. to observe what you are posting while you are out on unscheduled leave. I can't tell you what you can or cannot post or when you can post it. However, for your protection I feel I owe it to you to warn

you to please be careful of what you post when you are out on unscheduled leave. Management (especially our new Acting Plant Manager) is hot and heavy about getting rid of employees for missing work, please don't help them.

FELICIA GLUHAREFF

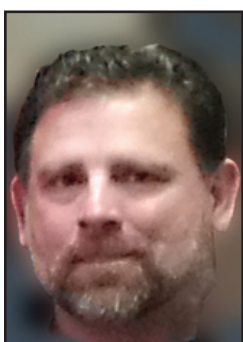
I am sad to say that long time Secretary - Treasurer Felicia Gluhareff has decided to resign for personal reasons. I would like to personally say thank you to Felicia for the wonderful job she has done for our local. I will be forever grateful to her for taking the time to work with me and train me. You will be missed. I wish you nothing but the best on your future endeavors.

I would also like to thank Sam Wood and the Executive Board for appointing me to the Secretary - Treasurer position. Felicia's shoes will be hard to fill but I will do my best and look forward to the challenge.

In solidarity

Just Be Clear

Ever wonder how, what you think is a slam dunk win on a grievance only to find it was not settled the way you had hoped?



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

One of the many contributing factors to a solid grievance is clarity.

Be clear on what you think the violation is, clear on how you document it, clear on how you write

your statement and clear on what you would like for the remedy to be.

Leave as little as possible for interpretation. The people who will be arguing for you and your grievance are not mind readers. The better your steward understands the situation, the better they can represent you. They might not be able to interpret everything as you intended if it is not clear.

Management will look for ways to undermine your grievance. When your grievance is not clear, it makes it easier for management to get away with the violation. Take the time to just be clear.

Our Next Union Meeting

AMERICAN POSTAL
APWU
WORKERS UNION AFL-CIO

Sunday, June 12, 2016

9:30 am

11000 Metro Parkway, Unit 8

Fort Myers, FL 33966

The Postal Pulse Survey Delivers A Stunning Rebuke Of USPS Management

I have heard a few complaints about the fact, that we are paying our attorneys (the membership voted to use) out of our settlement. Let me begin with, we would



Daniel M. Gray
Vice President
SWFAL APWU

have no settlement if it were not for our attorneys; that is a fact.

We had a contract and an obligation to honor our agreement with them and they deserved to be paid as we had agreed upon.

After failing to timely vacate our Arbitration Award, Management then attempted to place our Arbitration Award in limbo by sending it to Step 4 as an interpretive issue.

The USPS was attempting to bury the Arbitration as it had tried with our original grievance and never planned on abiding by the Arbitrator's decision, or pay the members of our local a single penny.

Our attorneys through the Federal Court forced management to once again negotiate our settlement. Our attorneys did exactly what they were hired to do, and did a great job of it, in my opinion.

Management was more afraid of having to deal with our attorneys than the Union at any level. I believe that the hiring of the Mase Lara Law Firm was one of the best decisions the members of our local have ever decided to do.

Attorney Richard Lara and his team should be commended for the great job they did on behalf of our members. Remember we are still fighting for the period of 2006 until present to get the work back and rest of the back pay. So our long fight is still not over yet and we still may once again need our attorneys.

When I was reviewing the list of employees who were entitled to be compensated in the recent 5.2 million dollar RI 399 settlement it really disgusted me to see all the non-members past and present that will be paid. Funny how none of these non-members will have any issues taking the money and unfortunately we have to pay them.

We have even had one overly greedy non-member submit for part of the National APWU Global Settlement of 56 million dollars for small offices in which he is not even entitled to be paid. This individual was not even in one of the

correct offices to begin with.

The form clearly stated you had to be a Part Time Flex (PTF) or Non-traditional Full Time (NTFT) employee - not a greedy scab - which was the only category he fit into. I guess his greed goggles blinded him to that part of the form. It is hard to imagine how some people literally have no shame.

Just think if we did not have a Union or a Collective Bargaining Agreement; Management could convert, un-convert or fire anyone at any time they wanted. You would have no set hours and could be required to work at management's whim.

Where we are entitled to overtime after eight hours and penalty time after ten hours in a day, management would not be required to pay you overtime until you reached forty hours in a week based on the Fair Labor Standard Act, and not the National Agreement bargained for you by the Union. Many of us take for granted what the Union has negotiated on our behalf.

Where the grievance process is not immediate and may take some time in many cases, ask any of your family or friends that do not enjoy the benefits of a Union, what recourse do they have if their employer abuses their rights; or if they have many rights at all.

Now for our non-members past and present you should be embarrassed and ashamed, but I doubt any of you are, or care. I have heard many lame reasons as to why certain individuals will not join the Union and the reality is that you are too cheap and selfish. These employees have no problems running to the Union when management disciplines them. If these non-members truly do not believe in the Union, they would not ask for the Union's help or accept any monies won for them by the Union.

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

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

In the recent Post Master General Video shown at work she mentioned the "Postal Pulse Survey", but failed to mention what the results were. The following explains why the results were not told to the employees.

New information was recently released about the "Postal Pulse Survey" that replaced the old "Voice of the Employee Survey (VOE)". Just a reminder - both of these surveys were and are being boycotted by the APWU at all levels.

Posted on a number of the Postal Web sites concerning the new "Postal Pulse Survey" and the results from the responses submitted by employees of the USPS (Posted on Postalmag and Postal Reporter). "An organizational tumor that has festered within the U.S. Postal Service for years burst into public view this week at exactly the wrong time. An employee survey that postal officials tried to keep under wraps proves what countless postal workers have been saying for years: The USPS is generally a horrible, dysfunctional place to work. What makes the Postal Pulse survey results so meaningful is that the Gallup Organization compared the USPS data to those of other client organizations.

Inside Sources, which obtained the survey results through a Freedom of Information Act request, estimates the comparison involved a pool of 400 companies. Even for those of us who've heard horror stories from hundreds of postal employees, the USPS's numbers were stunningly awful.

How low can you go? On nine of the 13 questions - from how supportive immediate supervisors are, to development opportunities, to fellow workers' commitment to quality - the USPS scored in the bottom 1 percentile. In other words, for each of those nine questions, about 396 companies scored better than the USPS and only three, at most, scored the same or worse.

On job satisfaction, postal workers were in the 2nd percentile, while on "I have the materials and equipment I need to do my work right" the USPS was in the 3rd percentile. By far, the Postal Service's best question, in just the 16th percentile, was "I know what is expected of me at work."

Having a toxic workplace wasn't so bad for the USPS a few years ago when retention and recruiting weren't issues. With shrinking mail volumes and virtually no ability to implement layoffs, the agency rarely hired new workers and encouraged long-timers to retire.

But a shift to using more non-career employees has been a major USPS cost-saving tactic the past few years. That, coupled with stabilizing mail volumes and high turnover among the non-career workers, has caused the USPS's hiring needs to explode - to the tune of 117,000 new employees last year and a projection for 125,000 newbies this year. (See Postal Service Revs Up Its Hiring). And with other big employers like Walmart and McDonald's recently boosting their minimum pay, the Postal Service faces stiffer competition for new employees willing to work for relatively low pay and limited benefits. It can't afford to have a bad reputation, backed up by data, for being a lousy employer.

A USPS spokesperson told Inside Sources that the agency has "assembled a dedicated, high-performing Employee Engagement team of employees who have begun the process of training all our postal leaders (tens of thousands) to translate" the survey's results "into a Daily Mission. We will hold postal leaders accountable for actively identifying and correcting their work environment issues in order to achieve a more satisfied and productive workforce, ultimately resulting in more satisfied customers."

The USPS didn't become such a toxic workplace solely because supervisors don't know how to lead, so training alone won't fix what ails it. A mess this big requires massive culture change, which usually means a thorough overhaul of how an organization hires, promotes, evaluates employees, and communicates with them, among other things."

If you need to call in for an absence that was not already scheduled, do not contact your Union Steward and ask them to contact management in your behalf, please follow these rules:

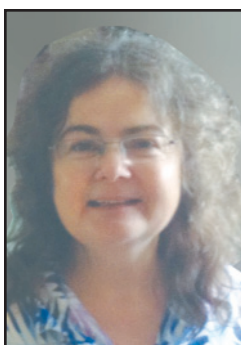
"Where the need for leave is not foreseeable, notice should also be given as soon as practicable, i.e., the same day, at least, before the start of one's tour. Where Integrated Voice Response System (IVR) is operational, employees are required to call in their unscheduled absences through that system and to use their FMLA case numbers (if they already have a certified FMLA Case number). Where IVR is not operational, employees should report absences to their supervisor. If an employee fails to provide timely notice of the need for FMLA protected leave, and no unusual

See: Stunning Rebuke Of USPS Management

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Union Matters

The fiasco that resulted from the Maintenance bid cycle to fill the Tour 2 MPE position vacated by Mark Hamilton, underscores the importance of reviewing and revising your PAR and PER.



Mickey Szymonik
Maintenance Craft
Director
SWFAL APWU

notice will be posted to fill the vacancy and all residual vacancies using the PAR and/or PER registers as necessary.”

The latest bid cycle involved a lateral move by an employee from one occupational group to another occupational group at the same level: Specifically, a Level 9 MPE laterally promoted to a Level 9 BEM position. Per Article 38.5.B.3, “Lateral transfers, that is transfers in the same level, but to a different occupational group shall be determined in the same manner as promotions.”

The contractual language is clear in 38.5.A.1. “The Employer will maintain and/or establish preferred assignment selection registers. During the first 14 days in January of each year, a notice advising the employees of the opportunity to submit changes in preferred assignment selections shall be posted on all official bulletin boards at the installation, including stations and branches, to

assure that it comes to the attention of all employees eligible to submit forms.”

Additionally, in 38.5.A.5, “Where a vacant or newly established duty assignment cannot be filled from an established preferred assignment register, and the assignment is to be filled by means of a promotion, selection shall be made from the appropriate promotion eligibility register.”

Furthermore, Article 38.5.A.11 states, “An employee who is listed on the appropriate register for a vacant assignment shall have the right to withdraw a preferred assignment or promotion selection, in writing, at any time, but not later than the closing time (hour and date) for the posting of the notice of intent. Such withdrawal, to be effective, should be back-stamped.”

While it is incumbent on the employee to review and revise, if need be, his/her PAR and PER

forms, it has been past practice at the Fort Myers installation for Management to alert employees of the importance of maintaining these forms to correctly reflect their desired choices. In this instance, some employees were warned to review their selections, while others were not.

The Union has filed grievances regarding this disparity and hopes to have this issue resolved quickly. None-the-less, please be aware that however this situation plays out, in the future, management will undoubtedly say, “They should have known.”

Ask to review your PAR and/or PER anytime a job posting goes up. If you are happy right where you are, make sure your paperwork reflects that. If you would prefer another duty assignment, or promotion opportunity, make sure your PAR/PER reflects that, as well.

Solidarity, Prosperity, Peace

The Preferred Assignment Register (PAR), is your dream sheet for selecting your most desired duty assignment in your current Occupational Group. The Promotion Eligibility Register (PER), is the roster of employees eligible for promotion based on the successful completion of the Maintenance Selection System tests and interview process.

According to Article 38.5.B.5, “To fill a vacant duty assignment a

Work Assignments And PAA

Clerks holding bids can be assigned to any or all of the job duties within their principal assignment area (PAA).



Grace Baer
T2 & T3 Steward
Ft. Myers P&DC
SWFAL APWU

tion PAA include spreading mail in the bullpen, inducting mail into the Universal Tray System, and operating a DBCS or other mail processing machine. Job duties included in the manual letters PAA include verifying waste mail and casing letter mail.

Management has the right to move clerks to any or all assignments within their PAA without regard to seniority. So, yes, senior automation clerks can be assigned to run SCF and induct or spread mail while junior clerks are assigned to the PARS machines. Likewise, senior manual letters clerks can be assigned to verify waste mail while junior clerks case mail. Seniority rights only come into play for bid-

ding purposes and when management determines the need to move employees out of their PAA.

Per the Mail Processing MOU, employees have day-to-day seniority rights and are to be moved out of their principal assignment area by juniority. Conversely, employees are returned to their principal assignment area by seniority.

Article 3 of the National Agreement affirms management’s right to “manage” the Postal Service within the parameters of negotiated contract provisions and applicable laws.

Work assignments are the sole

responsibility of management and union representatives cannot tell the supervisors how to staff operations. Furthermore, employees are required to follow their supervisors’ instructions unless doing so would place them or their coworkers in imminent danger of harm, or they have been instructed to perform an illegal task.

Remember, you are not being punished or tortured if you are assigned a duty within your PAA; it’s part of your job!

Ask to see a steward and file on the violation if you have been improperly displaced from your PAA.

Principal assignment area is defined in Article 37 of the National Agreement as the location where the greater portion of a bid assignment will be performed in any given pay period.

Job duties included in the automa-

Thank You SWFAL APWU

After 10 years as a Tour 1 Maintenance Steward, it becomes necessary for me to step down.



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

Life happens and priorities change. Sometimes when we least expect it.

Unfortunately, at this time nobody from Maintenance has stepped up to take up the slack on Tour 1 as

well as Tour 3.

As we know maintenance has a unique set of contractual considerations as described in Article 38 and who better to know and represent these considerations than someone who works under them on a daily basis.

Fortunately, Tour 1 Clerk Steward and Clerk Craft Director Paul McAvoy, Jaime Robertson and Tour 3 Clerk/Vice President Dan Grey will be handling any Tour 1 maintenance grievances that come up. You can’t ask for any better representation than that.

I want to thank Dan Grey for show-

ing me how to be a steward. I want to thank Sam Wood for showing me how to approach problems with a different perspective. I want to thank Paul McAvoy for putting up with my thousands of questions and for sharing his unique approach to fighting the good fight. I want to thank Mickey Szymonik, for her support and for being the Maintenance Director all these years.

It has been my privilege to serve the brothers and sisters of this great local and I will continue to support our union in any way that I can.



USPS Management – We Tried To Tell You

So, The Postal Pulse survey comes back to management, and what do they do? Try to bury it.

This was almost always management's approach when I was at the Bokeelia Post Office. You have to admit one thing - management

dysfunction runs from top to bottom - they are consistently - dysfunctional.

Rather than cooperate with the Union, management's go-it-alone approach with their survey provided results perfectly in line with

what many of us have stated for years about the dysfunctional management culture at the USPS. Way to go, USPS management - how much money did you waste ignoring the Union (again)?

I want to thank Felicia Gluhareff

and Scott Wiser for their many years of service to our local as Secretary-Treasurer and Tour 1 Maintenance Steward at the Ft. Myers P&DC respectively. You will be missed.

Kathy Moyer, Editor

Stunning Rebuke Of USPS Management

Continued from Page 4

circumstances justify the delay, the FMLA protection may be delayed or denied.

During an absence, the employee must keep his or her supervisor informed of intentions to return to work and of status changes that could affect his or her ability to return to work". Your Union Steward is not the call in line (IVR)

nor are they your supervisor; so please do as stated above.

We need to see an increase of younger members who want to become active in the Union at all levels. Typically, at most meetings we see the same people. They are dedicated members who for the majority of them only have about five years or less until they can retire and even a few who have already retired, but still choose to attend.

I noticed this fact also at the recent Florida State Union Convention

that the majority of active and involved members are well over forty years of age. What is important for the younger members is that you need to get involved and help shape your own future if you plan on making the USPS a career.

I became a Union Steward over twenty-five years ago when I got tired of being screwed over by management and lied to about what my contractual rights actually were. Within my first year of employment and as a Part Time Flexible employee I started to

become active in our local Union and a steward. You can become proactive and volunteer to become a Union Steward in your office.

I constantly hear employees gripe, but refuse to step up. It is easy to ask what has the Union done for me, but the reality is - what have you done for yourself? The Union is you and all members - not a small handful who step up to be Union Stewards - that actively make a difference. It is easy to sit back and bitch, playing arm chair quarterback instead of becoming proactive.

LIST OF EMPLOYEES

Continued from Page 1

20) Seniority Rights

21) On the Job Training

22) Promotions Rights and Rules

Let's face it, even though we have staffing issues in virtually every office and there is definitely more stress added to our jobs, we are fortunate to be represented by a Union. Our jobs and the pay and benefits we receive are good in relation to non-Union jobs. We have access to other avenues outside the grievance procedure such as MSPB, EEO, EAP, OSHA and the NLRB (if needed) that further protect us.

Fortunately, our local is over 85% organized, meaning just over 10% of the employees the SWFAL-APWU represents are SCABS. It would be nice to have that number below 10%, but we need everyone's help in doing this. First, attempt to reach out to those non-members. Ask them to join. Sure, every one of them will have an excuse as to why they are not a member. One thing is very clear however, the benefits of being a member will clearly outweigh any negatives. Once they become members, you will see a change in those individuals. You will see less negativity and/or unhappiness from them. They will find that they are paying for the benefits that they actually receive. They become a part of the solution and not the problem.

I feel honored and proud to be able to represent the SWFAL-APWU Membership. I know as hard and

stressful as my job can get sometimes, I won't ever forget; "At Least I'm Not a SCAB!"

RI-399 FLATS PREPARATION PAYOUT

Last month, I submitted the names of the employees and amounts to be paid to management. I submitted this information more than two weeks prior than we anticipated. Since we understood management may delay the pay outs, we wanted to submit the information a little earlier. I understand that some of you may be anxious to receive this settlement but please understand that if we know when you would be paid, we would have already informed you. Please try to refrain from contacting us for this information.

UPDATED RI-399 PAYOUT LIST

NAME

Allman, Jean
Almas Lewis, Debra
Anderson, Larry
Anderson, Nancy
Androsko-Ballard, Anita
Arrebola, Luis
Baer, Grace
Bailey, Silvia
Baisden Smith, Tammy
Baldwin, Keith
Balinski, George
Bard, Peggy L.
Barmasse, Richard
Barnes, Deborah
Barton, Jacquelyn
Bartrem, Mark
Battle, Senoritta
Beatty Kirkland, Elaine
Beckler Cornell, Sandra
Beeler White, Staci
Beeler, Boneda
Bell, Joyce
Belloa, Rene

Benson, Carl
Bergman, Jolene
Bielecki, JoAnn
Billups, Randall
Black, Janice
Bohall, Sharinda
Bonham, Lori
Bowen, Lyle
Bowman, Julie
Boyle, John
Brandich, John
Brazzel, Robert
Brent, Dorothy
Brocius, Robin
Brooks - Stewart, Marina
Brown, Corey
Brown, Sophia
Brown, Thomas
Bryan, Kenneth
Burke, Mary Ann
Burney, Donna
Burrell, John
Busscher, Della
Calhoun, Cyrus
Campbell, Tammy
Cannon, Angelia
Carinci Karmeris, Janna
Carinci, Daniel
Carlson, Roger
Carpus, Donald
Carr, Jamie
Carr, Barbara
Carroll, Diana
Carson, Judy
Carwile, Lisa
Cash, Gail
Cates Parbs, Karen
Cerin, Linda
Cesarino, Vincent
Cespedes, David
Cespedes, Kathleen
Childs, Crystal
Clark, Barney
Cleaver, Kathryn
Clinton, Samuel
Cobb, Cathy
Coello, Cecilia
Coleman Corcoran, Karen
Coleman Hedges, Betsy
Collins, Roger
Condon, Janet
Connor, Lori
Cook, Kathleen
Cooper, Scott

Coover, Carol
Corrado, Diane
Crabill, Joyce
Cram, Lynne
Crews, Della
Crouse III, Clyde
Cruz, Rufina
Currier Brock, Margaret
Curtis, Tameka
Daniels, Brenda
Daniels, Richard
Davis, Clarice
Davis, Daisy
Davis, Gina
Davis, Tawana
Deguzman, Jr. Benjamin
Delpi, Colin
Depasquale, DeAnna
Devarona, Stephen
Diamond, Cathy
Diamond, Jane
Diaz Williams, Kathie
DiBenedetto, Laura
Dimase, Eileen
Dinkins, Jaudon
Dinschel, Michael
Druzisky, David
Dulal-Whiteway, Louis
Dunna, Robert
Eagan, Mary
Eben, Joan
Edwards, Elsadie
Edwards, James
Eid, Marianne
Elek, Diane
Eliopoulos, Jeanette
Ellis-Ortiz, Chris
Embury Witt,
English, Gale
English, Penni
Ennis, Julia
Erickson, Richard
Espinosa, Ricky
Eyzaguirre, Aldo
Fair Wilkinson, Lorraine
Farano, Paul
Farris, Linda
Faulkner, William
Favata George, Heather
Feldmaier, Richard

See: List Of Employees
Continued on Page 7

LIST OF EMPLOYEES*Continued from Page 6*

Fenicle, James
 Ferguson, Sandra
 Fermin, Josefina
 Finley, Vivianne
 Fitzpatrick, Crystal
 Flores, Joan
 Flores-Staniec, Dina
 Flynn Burns, Linda
 Fracek, Joseph
 Franks, Dora
 Fraser Sr., Paul
 Fraser, Patricia
 Gahafer, Laura
 Gale, David A.
 Garcia-Irene, Heriberto
 Garvis, Vincent
 Gaunt, Margaret
 Gendron, Patrick
 George, Donna
 Getman-Gradwell, Leslie
 Gibbs, Dwayne
 Gilkeson, Tamara
 Gilvey, Thomas
 Girard, Christine
 Gleason, Rodney
 Gluhareff, Felicia
 Gobeil, Denise
 Gobeil, Martin
 Goff Thomas, Brenda
 Gonzalez, Luis
 Gorman, Kathleen
 Gradwell, Doug
 Graf, Donna
 Granderson, Linda
 Grant, David
 Gray, Daniel
 Grebey III, Alvin
 Grebey, Kay
 Green, Barbara
 Greenberg, Richard
 Griggs, Anthony
 Griswold, Lisa
 Grout, William
 Guerra, Richard
 Hagie, Pamela
 Halko, Linda
 Hamilton, Ana
 Hamilton, Mark
 Hamilton, Phillis
 Husebye, Stephanie
 Handy, Robert
 Hanisch, Steven
 Hanners, Michael
 Hansen, Mary
 Hardiman, Patrick
 Harkcom, Richard
 Harmon, Annette
 Harper, Kip
 Hartley, Sr., James
 Hartman, Kathy
 Hartwig, Glenn
 Harwig, Rhonda
 Heese, Richard
 Heinrich, Lynn
 Hentkowski, Bonnie
 Herlovich, Michelle
 Hernandez, Jose
 Hervey Nunn, Virginia
 Hill, Patricia
 Hillabrant, Stephen
 Hines, Catherine
 Hoerner, John
 Hofer, Dawn
 Hofer, Jr., Robert
 Hogrefe, Cassie
 Honchar, Rosalie
 Hoover Smilovitz, Helen
 Hoppe, Penny
 Howard, Darla
 Howard, Lagonda
 Hunt, Dennis
 Huston, Robert
 Huston, Steven
 Husz, Devant
 Hutton, Douglas
 Hyatt, Margaret
 Ireland, Ralph
 Jackson, Vicky
 Jacobs Rotolo, Michelle
 Jacobsen, Norman
 James, Barbara
 Johnson Leos, Susan
 Johnson, Anna
 Johnson, Deidre
 Johnson, June
 Johnson, Martha
 Johnson, Oscar
 Johnson, Stephen
 Jones, Gwendolyn
 Julien, Arnold
 Kantaris, Dorothy
 Kantaris, John
 Karch, Susan
 Karmeris Bodensky, Linda
 Keister, Merri
 Kelberer, Alex
 Keller, Karen
 Kelly, Joyce
 Kelmar, Douglas
 Kendera Yeugelowitz, Ann
 Kennington, Deborah K.
 Kersey, Alice
 Ketchmark, David
 King, David
 Kirkwood, David
 Koebel, Terry
 Koerner Nelson, Nancy
 Kolar, Lawrence
 Krampen, Joyce
 Kuhn, Peggy
 Kylllo, Mark
 Lacy Jr., James
 Lafountain, Gary
 Lampitt, Kathleen
 Landis, Michael
 Lane, Patricia
 Lang, Eugene
 Larson, Debra
 Larue, Mark
 Lawhon, Stella
 Leavor, Phyllis
 Lee II, James
 Lee, Beom Hyun
 Lee, Kum
 Lee, Maria
 Leobrera, Joselyn
 Leobrera, Leo
 Ley, Glenn
 Linger, Virginia
 LoBianco, Andrea
 Loewel, Charlene
 London, Sharlene
 Loyola, Carlos
 Luttrell, Mary
 Lynch, Deborah
 Ma, Betty
 Maier, Fred
 Malavenda, David
 Manning, Laura
 Marino, James
 Marlet, Carol
 Maros, Debra
 Massolio, James
 Mattice, Kathy
 Mault, James
 Maxilom, Elaine
 Mayer, Sharlene
 McAvoy, Paul
 McClaskey, Lori
 McFarland, Harold
 McGowan, Brian
 McGurk, Hope
 McLain, Kevin
 McLoughlin, Kimberly
 Medina, Glenn
 Mefford, Wanda
 Melcer, Carol
 Melvin, Gary
 Mey, Michelle
 Meyering, Kurt
 Meyers, Timothy
 Michalski, Carl
 Mikovich, Kathleen
 Mikusek, Ronelle
 Miller, Debbie
 Miller, Lenna
 Mitchell, Jennifer
 Montgomery, Don
 Morang, Joanne
 Moreno, Kathy
 Morin, Claude
 Morin, Linda
 Mosely, Vicky
 Moser, Donald
 Moyer II, Chris
 Mozdzonek, Agnes
 Mueller Bezdek, Dianne
 Neraal, Nils
 Newman, Linda
 Newton, William
 Nicely, Armida
 Nichols, Wayne
 North Perkins, Debra
 Nowall, Robert
 Nowlan, Janice
 Nunez-Lopez, Angel
 Nurse, Devorah
 Nutting Jr., Raymond
 Oler, Danette
 Oliver, Peggy
 O'Neal, Coyle
 O'Neill, Deborah
 Osman, Margaret
 O'Toole, Patricia
 O'Toole, Suzi
 Overhultz, James
 Pajares, Patricia
 Parker, Carolina
 Parker, Michael
 Parkhurst, Pamela
 Paschal Murray, Carla
 Pavichevich, Bronko
 Payne, William
 Pendarvis, Patricia
 Petrick, Linda
 Petrie, Robert
 Petrillo Jr., George
 Philipovich, Connie
 Pigott, Pamela
 Pique, Cynthia
 Pique-D'Auria, Priscilla
 Pitasi, Felicia
 Pointer, Gregory
 Popkey Spice, Donna
 Prawl, Angela
 Pritchard, Charles
 Quigley, Andrew
 Quigley, Steven
 Quinones, Frank
 Quintana, Manuel
 Rakocinski, Charles
 Ratliff, Candace
 Ravellette, Chrystell
 Raybourn, Angela
 Reaville, Carol
 Redavid, Mathew
 Reilly, Sandra
 Rice, Wayne
 Rickman, Gary
 Rickman, Lori
 Rico, Jamie
 Ringsmuth, Jean
 Rivers, James D.
 Robertson O'Neill, Jamie
 Robertson, Judith
 Rock, David
 Rock, Karen
 Roe-Elliott, Tina
 Rolland, Peggy
 Rucker, Charles
 Rydecki, Diane
 Sacco, Lucille
 Salters, Dewitt
 Sandt Stevens, Rosemary
 Sandt, Timothy
 Sass, John
 Sasso, Dominick
 Sasso, Doreen
 Scott, Wardell
 Scurry Wilson, Deborah
 Sears, Al
 Selph, Amy
 Shelor, Diane
 Sheppard, Michael
 Sherman, Angela
 Shorter, Melanie
 Shultes, Candace
 Siemers, Jessica
 Siggs, Brenda
 Simmons-Moore, Amethyst
 Skaff, Wendy
 Skeen, David
 Skeen, Laura
 Skinner, Helen
 Slattery, David
 Smith, David
 Smith, George
 Smith, Warren
 Snell, Warren
 Snyder, Mary
 Soto, Oliver
 Sparks, Tracy
 Spicer, Clyde
 St Cyr, Arthur
 Staeb, Richard
 Stafford, John
 Stella, Nicholas
 Stella, Victoria
 Stoner, Robert
 Strunk, Jeremiah
 Strunk-Fuller, Diana
 Stuckert, Pamela
 Summa, Duane
 Swindler, Barbara
 Terrell, Brenda
 Theriault, Jeffrey
 Thomas, David
 Thomas, Marilyn
 Thompson, Deborah
 Thompson, Diana
 Thompson, Gary
 Thompson, Michael
 Tidmore, Steve
 Traylor, Laura
 Tripp, Kathleen
 Ujlaky - Kriz, Elizabeth
 Urbina, Joeseeph
 Valentine, Robert
 Vanduzer, Richard
 VanHall, Timothy
 Vivona, Annette
 Vogel, Paul
 Vozzella, Karen
 Walcott, Samantha
 Wallace, David
 Walthall, William
 Warecke, Patricia
 Warren-McNeal, Clara
 Watson, Diane
 Weaver, James
 Weaver, Kimberly
 Welch, Michael
 Wells, Terry
 White, Ann
 White, Jean
 White, Lisa
 White, Tina
 Wiatr, Kamil
 Wilder, Marty
 Wilkinson, Maureen
 Williams, Daniel
 Williams, Joseph
 Williamson, Daniel
 Wilson, Cheryl
 Wilt, Walter
 Winn, Mark
 Wiser Scott, Melanie
 Wiser, Scott
 Withstandley-Loyola, Dawn
 Wojtecki, Marion
 Wolfe, Kimberly
 Wolff, Sherri
 Wood, Joseph
 Wood, Julian
 Wood, Samuel
 Woodbury, Ellen
 Wooten, Darrell
 Wright, Teri
 Yacca, Kenneth
 Yeomans, Marvin
 Yost Jr, Isaac
 Younger II, Robert
 Zbieranowski, Mark
 Zengel, Erin
 Zengel, Nicholas
 Zeske, Judith
 Zorrilla, Digna

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

THE EAGLE'S EYE EDITORIAL POLICY

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

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.

TRUSTEE REPORT May 20, 2016

The semi-annual audit by the Trustees of the Southwest Florida Area Local 1279 of the American Postal Workers Union was conducted May 20, 2016. This is in accordance with Article 4, Section 710 of the Local Constitution and By-Laws.

Present were Trustees Dave Grant and Grace Baer. Also present were our Secretary-Treasurer Felicia Gluhareff and incoming Secretary-Treasurer Jamie Robertson who provided the financial records, documents and files necessary for the audit. Office secretary Karen D'Angelo assisted us as needed.

The purpose of the audit is to verify that:

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

We reviewed bank drafts and statements for the period of November 2015 through April 2016. We verified the copies of the quarterly and annual tax returns, payments for the Dues Check Off (DCO's) from the National APWU, the Local's fiduciary bond status, leases, mortgage records, source documents, bills, receipts, and COPA contribution logs.

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

In reviewing the Local Constitution, the most current is dated 2008 and is still valid. We recommend that the Constitution Committee meet to review any necessary changes to our constitution and by-laws.

The quarterly and annual tax reports and Labor Reports are current as well as the annual 990 report and the LM-3 Reports. Due to the complexity of the tax forms, a local CPA firm is preparing some of the reports.

All LWOP that is being reimbursed to members has been documented and properly logged on reimbursement forms.

Our money market account has been transferred from Reliance Bank to Tampa Postal Credit Union. Available convention funds are currently \$16,346. The current balance on the legal defense fund CD is \$21,317. The CD will be transferred to TPCU upon reaching maturity in December.

The trustees ask for the membership's consideration in making upgrades and needed improvements to the Union hall.

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

Respectfully,

Dave Grant

Grace Baer