

President's Report



GOOD-BYE, LINDA MUNGIN

The Fort Myers P&DC has their plant manager back. Dorinda Kohlun has returned to her position after more than a year of travel. It is hoped that her second stint will be better than the first. Linda Mungin was actually a disappointment as she acted just as the title she was given (Acting Plant Manager).

A plant manager must be one who communicates, leads and makes the decisions. Clearly, the acting plant manager was not doing this and was allowing others to perform these duties which affected the morale of supervisors and employees alike.

Linda Mungin was a nice person and did have some good ideas. She did some good things while here, but she will do better in returning to her position in St. Petersburg and not stay here in Southwest Florida.

DON'T BE FOOLED

Postmasters are telling APWU craft employees that as per this arbitration or that arbitration that they can perform or have carriers perform work in stations that has historically been APWU craft work in those stations and branches.

They make comments like:

- 1) National level arbitration and supercedes what happens locally.
- 2) The local APWU has agreed to allow the work to be performed by supervisors or carriers.
- 3) You don't have a grievance.

Do not let management deceive you. Ask for a steward if you do not think something is being done incorrectly. Have them file a grievance for you. All over Southwest Florida management is taking action to eliminate clerk craft jobs and our members are allowing them to do this without a challenge. Employees at the Naples Main Office and Bonita Springs have been very active lately in giving statements for grievances.

Remember, if employees do not write statements for grievances, the union cannot bring employees to testify at the

arbitration. Management can bring anyone they want to arbitration. That is why it is important for our members to write statements.

Statements should include:



- 1) Who is doing the work (names)?
- 2) What work was being performed?
- 3) How much time (when to when) was the work being done?
- 4) Who has historically performed this work?

It is amazing to hear employees blaming the union for their own inaction. It is the employees in each office who ensure that the work stays in their craft and the working conditions are in good shape. Many employees feel that the deals they cut with management may be affected if they file a grievance. Those employees must realize that their jobs are in jeopardy. There are already rules that govern how things are done in each office. The contract and the LMOUs address most issues affecting employees.

Employees at the plant saw 56 employees last year either not replaced or excessed. Management is currently going after an additional 27 employees to be excessed. In stations and branches, you have seen employees who have retired, resigned or been fired who have not been replaced. Who is doing their work now? It is not the fault of the union steward or the union itself. It is EVERYONE'S fault.

Management's Labor Relations staff in Tampa are a very inexperienced group and are taking drastic and even radical methods to attempt to steal clerk craft jobs and eliminate positions. With your help, this can be stopped. We can force management to staff our offices better. Without your help, things will get much worse.

If you drive around your community, you will see many fake post offices (Contract Postal Units) popping up. These fake post offices are providing poor service, lack of security, and poorly trained staff for our customers. They do not have to ask the same questions our window clerks are required to. Nor are they required to be held to the same revenue generating standards that USPS

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employees are.

These fake post offices have the general public believing that they are actually a real post office. In South Fort Myers, there is a CPU called "Goin' Postal" that provides the same postal services.

We have two choices:

- 1) Do nothing and continue our demise.
- 2) Begin doing something to help, such as writing statements and filing grievances.

When we all begin working together, we can do great things.

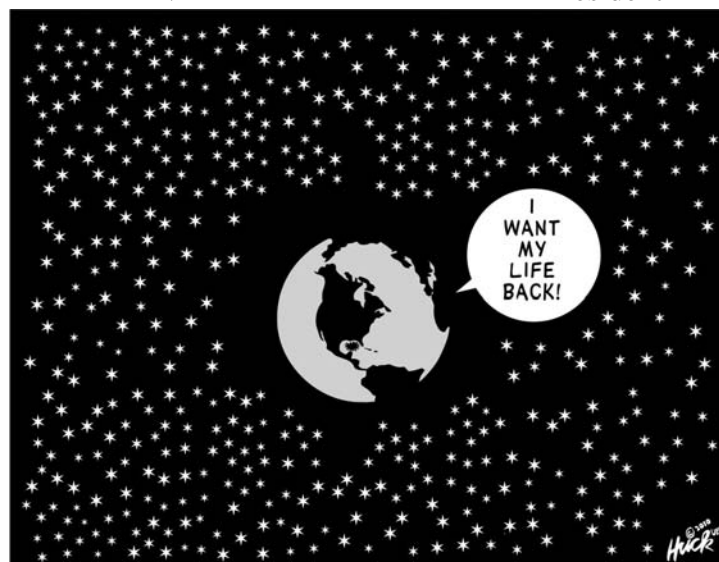
EXCESSING UPDATE

As more information becomes available, it will be

distributed. We are attempting to have a town hall meeting in early August. We will have a National Business Agent or our Regional Coordinator at those meetings. It is hard to deal with this issue when management fails to provide timely information.

In their defense as I stated above, they are inexperienced and play things by ear at the last possible moment. Remember last year when they excessed employees around Christmas? But I am sure that most everyone believes that management only has their bonus checks and the ability to make more money on their minds. Stay tuned!

Sam Wood
President



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Secretary-Treasurer's Report
by
Felicia Gluhareff

6/27/2010

CALL TO ORDER:

Time: 9:30 a.m.
There were 17 members in attendance.

PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by Lynne Cram.

ROLL CALL OF OFFICERS:

Felicia Gluhareff performed the roll call of officers. Felicia made a motion to excuse Sam Wood due to annual leave, Dan Gray due to bereavement and Keith McGee who was unable to be excused from work. The motion passed. Officers present were Joyce Kelly, Felicia Gluhareff and Lynne Cram.

MAP REPORT:

None.

NEW MEMBERS:

Kimberly Wildrout

EXECUTIVE BOARD REPORT:

Felicia Gluhareff read the executive board minutes.

SECRETARY – TREASURE'S REPORT:

Paul McAvoy made a motion to accept the secretary-treasurer's report as printed in the Eagle's Eye. The motion passed.

REPORT / SELECTION OF COMMITTEES:

None.

REPORT OF CONVENTION DELEGATES:

None.

REPORT OF TRUSTEES:

Helen Skinner set a tentative date of July 15th and 16th to do an audit on the union books.

COMMUNICATIONS:

Joyce Kelly read through this month's correspondence. All are invited to do so as well.

UPDATE OF GRIEVANCES:

Excessing grievances were discussed as well as Cape overtime grievances.

OLD BUSINESS:

None.

NEW BUSINESS:

Deanna Casalino (R) who is running for state representative for district 73 came in to speak to the membership and ask for their support. She is the only candidate running who is a long time card carrying member of the AFL-CIO. Helen Skinner made a motion to endorse Deanna Casalino in the upcoming election. The motion passed.

LABOR – MANAGEMENT:

None.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Lisa Griswold who won \$32. The total netted was \$64. The winner of the attendance award of \$20 was Scott Cooper. The name drawn for the member's incentive award was Helen Skinner. She won \$50. The pot for the drawing will start over at \$50 at next month's GMM. Robert Nowall won the drawing for the \$10 Office Max gift card. \$16 was raised for Lee Cancer Care.

ELECTION OF OFFICERS – DELEGATES:

None.

LEFTOVERS:

None.

ROLL CALL OF OFFICERS:

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

NEXT MEETING:

Robert Nowall moved to have the next meeting on July 25th at the union at 9:30 a.m. He then modified his motion to hold the next meeting on July 18th. The motion as amended passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 10:26 a.m.



Maintenance News

As those custodians in Naples realize, patience prevails. In the near future, so will the custodians of Fort Myers. The custodians won a grievance about working. Those custodians of Naples should see the money within the next couple of pay periods. For those custodians at the plant, as soon as we figure out how the money will be distributed, you will see it in your pay checks.

We have a lot of issues going on around the area, from us winning awards to more excessing of clerks, to us coming up on resolving a new contract with management this year. I know that our delegates will have their hands full when they go off to Detroit for the National Convention. Good luck to all of them.

It appears that my little blurbs in the paper pay off at least for the plant. I have noticed that some of the custodians there are actually performing high dusting again. It has only been approximately five years since it was last performed.

The next shocker will probably be the custodians going outside to pressure wash the outside of the building. The only thing that I request from management is for them to wait until the cooler months so we won't have anyone collapsing from heat exhaustion.

Since I decided to put some information in the paper last month about hurricane preparedness, people have told me that they enjoy the knowledge. Let me give you another little tidbit. Have at least two gallons of water stored per person in case we lose our water supply.

You should also have a couple of gallons of water for your animals. Most people forget about their animals when preparing their hurricane survival kit. Make sure that you have nonperishable food in your house also, i.e.; tuna, chili, pop-tarts, canned fruit and canned vegetables.

Keith McGee
Maintenance Craft Director

Next Union Meeting

**Sunday,
July 18, 2010
9:30 a.m.
At the Union Hall**

Dear Miss Management

You sure know how to plan for a holiday. When I signed up to work July 3, I had no idea what I was in for. I'm not sure you did either.

I realize the contract says you should let as many people off as you can for holidays. So of course you forced in clerks who have 20 years on the rolls, and everyone below them in seniority. Even that didn't put a dent in the disaster that followed.

Working as expeditor isn't too bad if you (Miss Management) manage to get the mail to the dock on time. When you don't, it simply is not possible for one person to do it all.

On this day, I had to write late slips for 14 different trucks. Since some of them make multiple stops, there were more than 25 stations involved. More often than not, the automation supervisor refuses to answer me on the radio when I ask what zones are clear. Because of that, I wrote late slips for drivers who had all their mail long before dispatch of value time.

So while I'm trying to get them written, I was interrupted at least 10 times by supervisors asking what bay doors certain

zones go to. Plus, two different managers were interrupting me to ask how many trucks are late. All the mail wasn't even on the dock yet!

What kind of genius would demand that a late truck report be completed before all the scheduled dispatches are made? Even if they're all on time, 12 trucks are supposed to leave at 7 and one leaves at 7:10. Yet the report has to be submitted at 7.

I don't know how to get the point across to Miss Management. They claim we have 27 too many clerks. We're so short staffed as it is, we can't even get the mail out when it isn't tourist season. Stop the madness. If we lose any more clerks, you'll be paying a lot of carriers to stand around waiting for their mail. You'll spend more money on them than you ever did on clerks on idle (340) time.

At a recent town hall meeting, I asked Harry how they plan on staffing with 27 people gone when they couldn't even give up ONE person from automation to work the dock. He said we'd have to change our attitudes. NOW I get it. All it'll take is a

smile to prevent the chaos that has already begun. He didn't come close to answering my question, but it was about what I expected.

Don't Feed The Animals

There was a notice posted on the time clocks telling people not to feed the animals in the parking lot. Let me quote. "People are still feeding the cats, raccoons etc which is attracting mice, rats and other undesirable animals into our parking lot and eventually into our building. These undesirable animals may carry diseases and pose other health and safety risks." (sic)

This kind of thing cracks me up, especially since the last time I posted a bake sale sign, some clerks told me the supervisors wanted all postings to go through the office. Maybe they should proofread their own postings!

I don't know whose idea this was, but last time I checked, mice and rats are NOT attracted by cats. They are REMOVED by cats! Plus, the only animals I know who spread disease at the P&DC are the human kind.

Lynne Cram
Editor

PRC Affirms USPS Overpaid \$50 Billion to Retirement Fund OPM Must Reconsider Calculations

APWU Web News Article 064-2010, July 2, 2010

The Postal Regulatory Commission (PRC) released an independent actuarial report on June 30 which confirms that the Postal Service was overcharged \$50-\$55 billion for payments to the Civil Service Retirement System (CSRS) between 1972 and 2009. The report recommended an "adjustment" of \$50-\$55 billion in favor of the Postal Service.

The PRC has submitted the report to Congress and the Office of Personnel Management (OPM), which administers the fund. By law, OPM must reconsider its calculation of the Postal Service's pension assets in light of the report; make any appropriate adjustments, and submit the results of its reconsideration to the Commission, the Postal Service, and Congress.

"There seems to be agreement that an updated recognition and disposition of any surplus, if it is to take place promptly, will require Congressional action," the report noted.

The Postal Service is facing severe budget deficits due to a requirement of the 2006 Postal Accountability and Enhancement Act (PAEA) that the USPS must "pre-fund" future retiree healthcare benefits at a cost of more than \$5 billion a year for 10 years. To help restore the Postal Service to financial health, postal unions and other "stakeholders" have been urging Congress to relieve the USPS of the pre-funding obligation – a burden that no other government agency or private business bears.

"The APWU has opposed the elimination of Saturday mail delivery and other cutbacks," said APWU President William Burrus. "This finding denies the Postal Service any excuse for refusing to provide the American people the service they have received for more than 200 years."

The PRC study, Civil Service Retirement System Cost and Benefit Allocation Principles, was commissioned by the PRC in response to a request by the USPS. It followed a Jan. 20, 2010, report by the USPS Inspector General which concluded that the Postal Service had overpaid CSRS obligations by \$75 billion.

Editor's note: The Postmaster General has already testified that there would be no reason to go to five day delivery for at least 10 years if we were to get that money back. The PRC said \$50 billion was overpaid. The OIG (Office of the Inspector General) report said \$78 billion was overpaid. Either way, if congress wants to pass a bill mandating arbitrators to take into account the financial state of the USPS before deciding the terms of our new contract, go for it! (see page 8) That little stunt will backfire when we prove we're billions in the black. Time to share the bonuses, boys!

Changes of Schedules

I recently received several step 3 decisions and pre-arb awards as a result of grievances I filed in December. Thanks to NBA Bob Bloomer who settled many of our cases. Several employees on tour 3 were awarded make-up overtime for the bypasses that occurred during December. There were monetary awards for employees working outside their PAA in violation of the Mail Processing MOU, overtime bypasses, etc. As usual, Bob Bloomer did an excellent job. Our members have benefitted by these expeditious settlements.

We are still having problems with employees clocking on the correct operation numbers. Folks, in order to be successful in winning monetary awards when you are displaced, you must be on the proper operation. Please make sure you are on the proper operation number.

There are still many questions regarding changes of schedule and why one person is given a change of schedule and not another. Keep in mind some of these changes of schedules are mandated by management. In the case of management giving the change of schedule, employees are entitled to out of schedule premium as described below.

Changes of schedule:
There are two types of changes of schedule: a management change of schedule and a personal change of schedule. With a management change of schedule, the employee is compensated an additional 50% of the straight time rate for the hours worked outside the employee's normal hours, provided they are notified by Wednesday of the preceding service week of the change.
JCIM, Article 8: Payment of out-of-schedule premium is dependent on timely notice being given by management of the temporary schedule change, as follows:

a. If notice of a temporary change is given to an employee by Wednesday of the preceding service week, even if this change is revised later, then employee's time can be limited to the hours of the revised schedule, and out-of-schedule premium is paid for those hours worked outside of and instead of his or her regular schedule.

schedule. Therefore, any hours worked in addition to the employee's regular schedule are not worked "instead of" his or her regular schedule.

The additional hours worked are not considered as out-of-schedule premium hours. Instead, they are paid as overtime hours worked in excess of 8 hours per service day or 40 hours per service week.

A personal change of schedule is one that the employee requests for their personal convenience. There is no additional compensation and it must be agreed upon by the local union. There is a change of schedule policy which was mandated by the membership that the union has to follow.

This policy is there to protect the seniority rights of its members as well as to protect employees from management manipulating the contract for their advantage. Management is notorious for offering a junior employee a preferred assignment to accommodate mail processing needs and then having them request a personal change of schedule to avoid the payment of out of schedule premium.

Management has offered junior employees the opportunity for weekends off. Of course, this is inviting and would suit the individual's needs as well, but the union is mandated not to sign this type of change of schedule.

I will summarize the change of schedule policy mandated by the membership. This should answer your questions regarding the action your steward took when addressing your request for a change of schedule.

Stewards and alternate stewards are only permitted to sign changes of schedule for employees in their assigned section. The steward is not permitted to sign the change of schedule if it can be determined to be initiated in any way by management. The word "personal" is not an acceptable excuse to sign a change of schedule. The union rep is required to ascertain the reasoning behind the change of schedule so as to ensure that the reason is not motivated or initiated by management.

Normally, one COS will be permitted each month, with duration not to exceed two hours per day or 7 consecutive days. Other requests must be discussed with the union president or an e-board member. Don't get mad at your steward if they tell you they have to check with

the president or the e-board prior to signing your request. Keep in mind that the president and e-board are mandated to follow the change of schedule policy as well.

Exceptions can be made but they cannot violate the policy. The change of schedule policy was implemented to protect everyone's interests and to ensure that seniority rights are preserved. Don't get mad at your union rep if they do not sign your COS. They are mandated to follow the COS policy mandated by the membership.

A copy of the COS policy is posted in the union office at the plant. If you would like a copy, ask your steward or contact the union hall. We will be happy to provide you with a copy.

If someone has requested annual leave and been denied, then management cannot approve a change of schedule for another employee. If management has already determined they could not afford to allow an employee to have the day off, then they cannot allow an employee to change their schedule.

Annual leave is a contractual right while changes of schedule are not. The only exception is for jury duty.

Employees are entitled to a change of schedule for jury duty as provided in the ELM:

ELM 516.33: Accommodation of Employees Called for Court Service
The following provisions concern accommodation of employees called for court service:

a. Employee Options. Employees who are eligible for court leave and who have a conflict with court duty and work schedules have the following options:

(1) Work their postal tours of duty in addition to performing court service.

(2) Have their work schedules changed temporarily to conform to the hours of court service.

(Employees who do not choose this option may not have their work schedule changed and are expected to report for postal duty upon completion of their court service.)

b. Performance of Postal Tour of Duty in Addition to Court Service. If employees work their full postal tours of duty in addition to performing court service, their court service is not charged to court leave as the court service is performed outside of their postal tours of duty.

Accordingly, employees may retain any fees or payment received incident to such court service. If employees choose to work their full postal tours of duty in

addition to performing court service, but are required to be in court beyond the starting time of their scheduled tours, they report for postal duty as soon as possible after completion of court service and work the remaining hours of their scheduled tours.

The hours of court service that overlap the employees' scheduled tours of duty are charged to court leave and the employees remit to the Postal Service that portion of court fees received for the hours charged to court leave. The combined court leave and postal work hours may not exceed 8 hours.

c. Temporary Change in Schedule. Employees who choose to have their work schedules changed temporarily to conform to court service hours submit PS Form 3189, Request for Temporary Schedule Change for Personal Convenience, as soon as possible, together with PS Form 3971, requesting such schedule change to the appropriate postal official at their installation (see Handbook F-21, Time and Attendance, 232.23).

Such request states that the schedule change is for the employee's personal convenience and is agreed to by the local union. Employees who exercise this option receive full compensation for the period of court service including any applicable night differential for the revised schedule.

If the employee elects to have their work schedule changed temporarily to conform to the hours of court service and is excused from court duty prior to the end of their tour, said employee would report to the post office for the balance of the postal tour of duty. If you elect to have your work schedule changed temporarily to conform to the hours of court service you need to do the following:

1. Bring in your jury duty summons.
2. Complete PS Form 3189 (Personal change of schedule)
3. Complete PS form 3971.

Management in turn will copy your jury duty summons and provide you a PS Form 1224. You will be instructed to have the clerk of courts complete the PS Form 1224. This will provide the time that you served. Be sure to have the clerk of court complete the form before leaving the court house.

Return the completed PS Form 1224 upon your return to duty. Keep a copy for your records. It is entirely the employee's choice of whether to accept a temporary change in schedule or work in addition to court service. If you have

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Changes of Schedules

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any questions or concerns, ask to see your steward or you can always call on me.

ELM 516.31: Employee on Annual Leave

If an eligible employee while on annual leave is summoned for court service that qualifies for court leave or official duty (see 516.11), the employee's annual leave is canceled and the employee is placed on court leave or official duty for the duration of such court service. Employees who are not entitled to court leave or official duty must use annual leave or LWOP for the period of absence from duty for such court service. MOU Re: PTF Court Leave

1. Effective September 26, 1987, part-time flexible employees who have completed their probationary period shall be eligible for court leave as defined in Employee and Labor Relations Manual Part 516.1 and Part 516.31.

2. Appropriate provisions of the applicable handbooks and manuals shall be amended to carry out these changes consistent with the principles expressed in paragraphs 3, 4, and 5 below. The handbooks and manuals, including Part 516 of the Employee and Labor Relations Manual, shall be amended pursuant to Article 19, except that the sixty (60) day notice of such changes shall be waived.

3. A part-time flexible employee will be eligible for court leave if the employee would otherwise have been in a work status or annual leave status. If there is a question concerning the status, the part-time flexible employee will be eligible if the employee was in work status or annual leave status on any day during the pay period immediately preceding the period of court leave.

4. If eligibility is established under paragraph 3, the specific amount of court leave for an eligible part-time flexible employee shall be determined on a daily basis as set forth below:

- a. If previously scheduled, the number of straight-time hours the Employer scheduled the part-time flexible employee to work;
- b. If not previously scheduled, the number of hours the part-time flexible employee worked on the same service day during the service week immediately preceding the period of court leave;
- c. If not previously scheduled and if no work was performed on the same day in the service week immediately preceding the period of court leave, the guarantee as

provided in Article 8, Section 8, of the National Agreement, provided the part-time flexible would otherwise have been requested or scheduled to work on the day for which court leave is requested.

5. The amount of court leave for part-time flexible employees shall not exceed 8 hours in a service day or 40 hours in a service week. If there are any questions or concerns about court duty leave, ask to see your steward or you can call me.

Attendance related discipline is on the rise. I cannot stress enough how important it is that you be regular in attendance. If you have a qualifying FMLA condition, get your absence protected. Make sure that once you submit your FMLA certification that you follow through and make sure it is accepted and approved.

Once your FMLA is approved, make sure management has annotated on your 3971 that your absence is approved FMLA. If management fails to return your 3971s or fails to annotate FMLA approved on your 3971, ask to see your steward. If management delays in notifying you that your absence was protected under FMLA, file a grievance.

Management is required to notify you in a timely manner that your FMLA has been approved. Your supervisor can look in TACS to determine if your FMLA has been approved. If management requests additional information, provide the information in a timely manner.

You have 15 days to provide documentation for FMLA. If you need additional time to get documentation, notify your supervisor. Management cannot unreasonably deny your request for additional time. If you have any questions, ask to see your steward.

Management can cite lateness in attendance related discipline. Employees are required to clock in and out on time.

Employees who have a pattern of lateness can be disciplined even if they have no other absences. The common misconception employees have is that the 5 minute leeway rule allows for them to be up to 5 minutes late. This is simply not true.

The 5 minute leeway rule is not a blanket protection which allows you to be late up to 5 minutes a day. Employees are required to clock in and out at their scheduled times. If you don't, you can be disciplined. I have attached the language from the ELM regarding

the 5 minute leeway rule for your convenience.

432.46 Five-Minute Leeway Rule

432.461 Explanation
Although each employee at installations with time recording devices is required to clock in and clock out on time, congestion at time clocks or other conditions can sometimes cause clock time to vary slightly from the established work schedule. Therefore, a deviation may be allowed from the scheduled time for each clock ring up to 0.08 hour (5 minutes). However, the sum of the deviations for the scheduled tour must not exceed 0.08 hour (5 minutes).

432.462 Applicability

This 5-minute leeway rule applies only to full-time and part-time regular schedule employees. Part-time flexible, casual, transitional, and temporary employees are allowed the 5-minute privilege for clocking purposes, subject to ELM 432.464b, but are paid on the basis of their actual clock rings.

The 5-minute leeway rule applies only to the scheduled tour of duty. If an employee works in an overtime status that is contiguous with the scheduled tour, the 5-minute leeway rule does not apply to any clock rings for the entire tour. Employees in this situation are paid for their actual clock time (unless the time is disallowed as described in 432.711). However, the 5-minute leeway rule does apply to temporary schedules including any out-of-schedule overtime hours outside of and instead of the employee's regular schedule.

432.463 Adjustment

After extending clock rings, if (in the case of a full-time regular schedule employee) the clock ring totals for the tour are between 7.92 and 8.08 hours, the time should be adjusted to 8.00 hours. If a part-time regular schedule employee's clock time is between 0.08 hours less than or greater than his or her established schedule, then the time should be adjusted to the employee's scheduled tour.

432.464 Special Cases

The 5-minute leeway rule for night differential and Sunday premium hours is peculiar and requires special attention:

- a. In the case of night differential, eligible employees are to be paid night differential for the exact amount of time they work between 6:00 p.m. and 6:00 a.m. However, in no case can the total night differential hours for bargaining unit employees exceed the total hours for the tour. If the only reason that part of an

employee's clock time falls between 6:00 p.m. and 6:00 a.m. is that the employee clocked in 0.08 hour or less before 6:00 a.m. or clocked out 0.08 hour or less after 6:00 p.m., then the employee is not eligible to be paid night differential.

b. Eligible bargaining unit employees receive Sunday premium for all hours worked during a scheduled tour any part of which falls on Sunday. The amount of Sunday premium cannot exceed the hours worked, nor can it exceed 8.00 hours per tour. If the only reason that part of an employee's clock time falls on Sunday is that the employee clocked in 0.08 hour or less before the scheduled tour started or 0.08 hour or less after the scheduled tour ended, then the employee is not eligible for any Sunday premium.

432.465 Exception: On some occasions, an employee may have a combination of work and paid leave. In such cases, the 5-minute leeway rule does not apply, and the employee is credited with the actual hours worked. The balance of the employee's scheduled tour is charged to sufficient leave to give the employee credit for the total scheduled tour.

Another common misconception involves changes of schedule for lateness. Management has the option of allowing you to request a change of schedule instead of taking LWOP or annual for lateness. This does not alleviate the employee's requirement to be to work on time. These changes of schedule are not always considered scheduled absences and can be counted against the employee and used in disciplinary actions.

Just because management approved your change of schedule doesn't mean that they did not count it as an unscheduled absence. Check your 3971 to see if the absence was scheduled or unscheduled.

Everyone is late from time to time. There are many reasons for this. Perhaps there was an accident on the way to work and you were forced to take a detour, or you were stuck in traffic, got a flat tire. These types of things are beyond the control of the employee and are rare and management should not count these type of incidents as unscheduled.

Usually, if you inform your supervisor of the extenuating circumstances that made you late, they will allow you to take scheduled leave or allow you to change your schedule. Again, these situations should be rare and because of such management will normally work

COS

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with you.

If you are habitually late, management may not accept your excuse. If you think you have a qualifying excuse for being late and management unreasonably charged you with an unscheduled absence, ask to see your steward and file a grievance. Protect yourselves and report for duty on time.

At the plant, management is offering proffered LWOP. Rather than calling RMD and being charged with an unscheduled absence, you can call your supervisor and ask for proffered LWOP or scheduled annual. If they can spare you, it will protect you from an unscheduled absence.

Of course if management denied your request, you will have to make the decision of whether to call the RMD or come in as scheduled. If you report to work and you are sick, immediately inform your supervisor of such. Let management send you home.

If management sends you home, they cannot charge you with an unscheduled absence. Make every effort to protect yourself. Whenever possible, schedule your leave in advance. If you have a qualifying FMLA condition, protect your absence with FMLA certification. Management cannot discipline you for an absence protected by FMLA.

Always keep a copy of anything you submit to management including FMLA certification. If you have any questions, ask to see your steward or as always call on me: 239-464-0080.

Yours in solidarity

Joyce Kelly
Vice President

Reducing Revenue, Mail Volume & Customer Service

Bokeelia is a small, rural community. There are many sand/dirt streets in Bokeelia. Some are passable year round, but others go underwater in heavy rain and, when it's dry, turn into sugar sand. Your vehicle risks getting stuck if you drive through the water or sugar sand.

As a result, we have some customers who receive their mail in P.O. boxes and do not have a mail box at their residence so that they may have reliable, daily mail delivery. (There are other customers who also rent P.O. boxes, which is additional revenue for the USPS. This is great. We should encourage customers to rent P.O. boxes!)

Mail is often received for customers' street addresses where there is no mail box. Past practice over the years at Bokeelia has been to deliver all Bokeelia mail. If a mail piece came addressed to an undeliverable street address and the customer had a P.O. box at Bokeelia - it was delivered to the P.O. box. Clerks and rural carriers worked together to serve our customers and get each mail piece delivered, each day.

When customers make an internet purchase (for example) and live on a sand/dirt street and do not have a mail box but do have a P.O. box, they are sometimes required to give their street address, in addition to their P.O. box address, to the company where they are making their purchase.

However, the product they have purchased is often shipped via USPS (or another company that utilizes the USPS to actually deliver their parcel) to the customer's "undeliverable" street address. This is where teamwork is important to get each parcel delivered and Bokeelia clerks and carriers have worked together to make this happen!

Historically, we have delivered standard mail to customers who have Bokeelia P.O. boxes that do not have deliverable street addresses. Catalogs to these customers ultimately produce additional revenue for the USPS when these customers place additional orders - and the cycle repeats over and over.

Postmaster Southwick has a new procedure on delivery of mail at Bokeelia. The MOST AMAZING aspect of it is, that if a piece of standard mail comes directly to the rural carrier through their DPS and contains BOTH the street address AND the P.O. box address, Postmaster Southwick's instructions are that it can't be delivered to the P.O. box address because "It had its chance" (on the street) and now becomes UBBM - even though the mail piece contains a deliverable P.O. box address.

In times of financial hardship for the USPS when our revenue and mail volume is down, Postmaster Southwick's new procedure works to FURTHER REDUCE our revenue, mail volume and customer service!

Kathy Moyer
Bokeelia Steward

Excessing Meetings

Management has decided to have another excessing event. It is amazing how they downplay everything. When management (Harry Lockhart, Linda Mungin, Kirk Charles and Jennifer Clavell) had meetings with Tour 1 employees concerning this event, we were told in no uncertain terms that this was not a "Major Excessing Event." When we asked Ms. Clavell what constitutes a major event, she said that only happens when an installation is closed.

To me, any time someone is excessed out of a building it is major; whether it is 1 or 100. I would give them excessing within an installation from one section to another, but if there is potential to send someone 150 miles away, that is major.

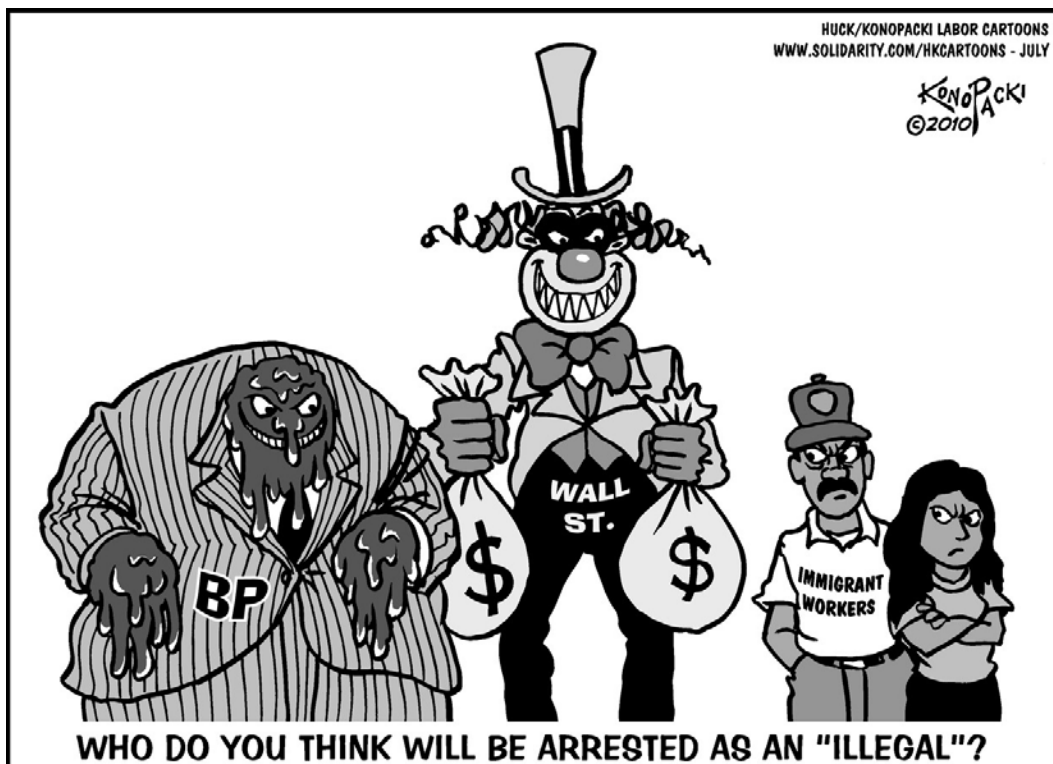
I make this point because the language in the JCIM is quite clear. Under article 12.4 it states: Meetings with the union at the area/regional level are required no less than 90 days (6 months if possible) in advance of any anticipated reassignments from an installation under article 12. In such case, the union will be advised of the following:

- 1) The anticipated impact, by craft.
 - 2) The installation with available residual vacancies for the employee to be reassigned.
- I emphasize that last part because Ms. Clavell admitted in this meeting that the union at the regional level (Bill Sullivan) was not notified of the change from 100 miles to 150 miles. If you are making that change, obviously you haven't notified the union of available residual vacancies at least 90 days in advance. This will be grieved.

Further into the meeting, Mr. Harry Lockhart pipes up that management will be affected also. I find this hard to believe, especially since the last excessing, management has gone up. Harry also told us that the problem at the P&DC is not the staffing. The problem is we {employees} need to change our attitudes. This coming from a man who spreads rumors, blatantly violates the contract and refuses to work with the APWU.

Everyone needs to know that the APWU, from the stewards to our national officers, will do everything in their power to minimize the number of employees excessed. We make sure management abides by the National Agreement they signed and when in violation, it will be grieved.

Paul Mc Avoy
Tour 1 Steward



WHO DO YOU THINK WILL BE ARRESTED AS AN "ILLEGAL"?

Management Is At It Again

Well, management is at it again. We are in the middle of another excessing evolution when they haven't bothered to correct the first one. Management stated on the grievance that was filed on the first excessing that the information the union used was incorrect. Funny thing is, management supplied and compiled that information themselves and gave it to the union. How dumb is that response?

Now management is at it again stating we have too many clerks when they can't even staff the operations properly as it is. So where are these extra employees management claims we do not need? If you are being required to run a DBCS by yourself, you should be asking to see your union steward. If you witness a supervisor performing any bargaining unit work, you should ask to see a union steward. The job you may be saving could be your own.

Clerks not clocking on the proper operation is also a constant problem. Automation clerks are working manual but are not on the right operation. Manual clerks working in automation yet never clocked over to the right operation.

Management loves their reports. The reports are only as good as the information put in them. So by not clocking to right operations, it shows too many clerks in one area and the area you're working in reflects that the work is getting done with fewer employees when in fact it is not.

Don't help management. They are putting enough of their own misinformation in the reports and don't need help. The only time management seems to care what operation you are on is when they place you on standby time. This in itself should be telling you something. Management can bs you all they want. They tell you how much you matter to them and how important we are. How they view you like a family.

Then they look at you as they do their reports and you are nothing but a number

to them. If anyone treated their family as they treated most employees, the Department of Children's and Families would have you removed from the home and they would be arrested for abuse.

Now don't get me wrong. We have good supervisors and managers, but they are few and far in between. Supervisors and managers are not being held accountable for their actions. This is one of the problems with the USPS.

If any other business had supervisors and managers mismanaging and costing unnecessary payouts in grievance settlements, they would be fired. Not in the USPS. In the past, they were promoted.

Well, I think the only reason the promotion part has stopped is that they have nowhere to put the new screw-ups because all the spots are filled already from the past screw-ups. The recent excessing meeting at the Plant should give you a glimpse into how management cares about following the contract.

Jennifer Clavell from the management complement committee stated they decided to change the distance for excessing without talking to the APWU Regional Coordinator Bill Sullivan.

The CBA and JCIM both state it is a requirement, not an option, afterthought or "if I get around to it" as management thinks. My favorite was when MIPS Harry Lockhart told us employees need to get a better attitude.

Boy if someone ever needs to look in the mirror or better yet go back to Manasota, that would probably help the attitude problem for most of us at the plant.

Well as I have said in the past, there is a delay between when these articles are published in the Eagle's Eye and changing issues at work. If you have any questions or concerns, ask to see your union steward or email me at clerkcraftswfal@aol.com.

Daniel M Gray
Clerk Craft Director/
Tour One Steward

**Capitol Hill Testimony
USPS Must Expand, Not Cut, Service****APWU Web News Article 059-2010, June 23, 2010**

Predicting that mail volume will grow in 2012, APWU President William Burrus told lawmakers June 23 that slashing service will not solve the Postal Service's current financial difficulties. The APWU "believes the USPS can and must expand the services it offers," he said.

"No service-oriented business can grow by reducing service," Burrus told the Senate Subcommittee on Federal Financial Management, Government Information, Federal Services, and International Security, and the House Subcommittee on the Federal Workforce, Postal Service, and the District of Columbia.

Burrus testified on behalf of the APWU at the joint congressional hearing to examine the difficulties currently facing the Postal Service and on postal management's plans to address them.

"The APWU has analyzed the current state of hard-copy communication, and we reject the projection that is currently in vogue — that mail is destined to perpetually decline," he said. He told lawmakers that this projection serves as "the basis for recommendations for radical changes to the USPS structure and to the services we offer. "This includes the poster child for service reductions, the elimination of Saturday delivery," he said. "We should not even engage in serious discussion of this proposal."

A Flawed Business Model, Problematic Law

Instead of cutting service, Burrus asked lawmakers to eliminate excessive worksharing discounts. These discounts are "illegal and self-defeating," he said.

Worksharing discounts "deprive the Postal Service of desperately needed revenue and subsidize major mailers at the expense of small businesses and individual citizens," he told the subcommittees.

Burrus also told lawmakers that the Postal Service's business model, a creation of the 2006 Postal Accountability and Enhancement Act (PAEA) is flawed. Less than four years after the law's adoption, many of the groups that supported the PAEA are again denouncing the USPS business model.

"Those who advocated the passage of the PAEA must take responsibility for the results," Burrus said. "The GAO [Government Accountability Office], the Office of Inspector General, congressional committees, mailers' associations and others 'drank the Kool-Aid' of 'postal reform' and now are offering solutions to problems they created."

Burrus urged lawmakers to rescind an onerous mandate included in the PAEA that requires the USPS to "pre-fund" billions of dollars annually for 10 years for future retiree healthcare liabilities. This requirement is driving the Postal Service to the brink of insolvency, he said.

"There seems to be unanimous agreement within the postal community that the pre-funding obligation is the primary source of the USPS' financial difficulties and that it must be corrected," Burrus said.

Growth in Mail Volume

Burrus rejected the predictions made by the Postal Service that mail volume will continue to decline, and instead predicted that the opposite is true. The union's evaluation signals that mail volume will experience growth in Fiscal Year 2012.

The union president asked lawmakers to make note of his prediction and to revisit the issue in 2013.

"If we are right in our prediction that volume will grow in the relatively near future, those dire predictions must be discarded as the alarmist projections they are," he said.

The subcommittee held its June 23 hearing, titled "Having Their Say: Customer and Employee Views on the Future of the U.S. Postal Service," to hear the opinions of those directly affected by the Postal Service's dire financial situation and its proposals to cut service.

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

EDITORIAL POLICY

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Sen. Coburn Tries to Pull a Fast One

APWU Web News Article 060-2010, June 24, 2010

Conservative Sen. Tom Coburn (R-OK) tried to pull a fast one at a joint hearing sponsored by Senate and House postal subcommittees on Wednesday. The hearing, titled "Having Their Say: Customer and Employee Views on the Future of the U.S. Postal Service," featured two panels, one composed of businesses that utilize the USPS extensively, the other composed of leaders of postal unions and management associations.

Coburn, who authored the anti-labor amendment to a Senate bill (S. 1507) to require arbitrators to consider the financial health of the Postal Service when ruling on collective bargaining agreements, remarked that arbitrators are currently prohibited from considering USPS' economic circumstances.

Of course, that is patently false. Arbitrators are free to consider the financial state of the USPS when issuing their decisions, and have routinely done so throughout the 30-year history of postal collective bargaining. The unions oppose the amendment because inserting it into the law would elevate consideration of USPS finances above all other factors.

Sen. Tom Coburn (R-OK) asked the panel of businessmen, "How many of you all would negotiate a labor contract not considering the financial state of your business? Anybody?"

"And yet we do that every year with the Postal Service, when we negotiate contracts we are forbidden to consider the financial condition of the Postal Service. How many of you all think that's a wise idea? How many of you think it's unwise?"

Naturally, the businessmen agreed with the senator. But the fact is, none of them would like to negotiate labor contracts under any circumstances: They all run non-union companies and set working conditions as they please. They don't bargain at all.

Fortunately, Del. Eleanor Holmes Norton (D-DC) set the record straight. When it was her turn to question witnesses, she asked members of the panel of union leaders whether Coburn's statement that arbitrators are forbidden to consider postal finances was accurate. "Patently false," was the answer.

Coburn wasn't there to hear the response, however. He departed the hearing before the union leaders began their testimony.



If George Washington could cross the Delaware to drive back invading forces, we can Buy American with the Union Label to drive back invading imports.