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

SWFAL-APWU Party And RI-399 Update

Thanks to all who attended our successful SWFAL-APWU party. It was so great to see everyone who attended. I hope that when we have future parties, our members will consider coming out to those events. There were about 350 attendees and most will agree that this was a historic event for our local. As I write this article, we have less than 20 employees yet to be compensated for our RI-399 settlement. There were over 500 employees who received compensation from this settlement.



Sam Wood
President
SWFAL APWU

It has been important to us to attempt to find everyone who was entitled to be included in the settlement.

Our local filed an Article 7 grievance on part two of our RI-399 arbitration award. Management will be sending this back to Step 4 as an Interpretive Issue, meaning the USPS is attempting to bury this grievance. It appears that we may be headed back to Federal Court for a second time in the attempt for more back pay along with getting our work back. This will not be an easy fight, but WE WILL FIGHT! The struggle continues.

APWU NATIONAL CONVENTION

The Southwest Florida Area Local - American Postal Workers Union was well represented at the APWU National Convention. Delegates Dan Gray, Jamie Robertson, Danny Carinci, Dave Grant and I proudly represented the SWFAL-APWU.

Our delegates were approached by many other delegates from around the country congratulating our local on its fight against the USPS in the Federal Court System in our RI-399 battle. The SWFAL-APWU membership has become a beacon of hope for other locals in their attempts to stand up and fight

back especially when we are forced to go it alone with little or no help.

APWU National Delegates Totals (Day 1):
76 National Officers
5 National Retiree Delegates
2039 Delegates
327 Locals
50 States
Including: Guam, Puerto Rico and the Virgin Islands

During the APWU National Convention the delegates heard speeches from:

Dave Ward - General Secretary, Communications Workers Union, United Kingdom

Richard Trumka - President - AFL-CIO

Nina Turner - Former Ohio State Senator

Mark Dimondstein - APWU National President

Keith Ellison - Congressman

Elizabeth "Liz" Powell - APWU Secretary-Treasurer

STAPLES FIGHT

Staples stock has dropped over 50% since the time the APWU began its fight against their deal with the USPS. We need to continue to boycott Staples.

IN THIS EDITION OF *THE EAGLE'S EYE*

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Secretary-Treasurer's Report Jamie L. Robertson



Jamie Robertson
District 8
Business Agent
SWFAL APWU

General Membership Meeting Minutes

August 21, 2016

Note: Editor Kathy Moyer is standing in this month for Jamie Robertson who is attending the National Convention.

CALL TO ORDER:

9:30 a.m. There were 11 members in attendance.

THE PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by Joyce Brancato.

ROLL CALL OF OFFICERS:

Paul McAvoy, Clerk Craft Director, performed the roll call of officers. Present were Paul McAvoy, Micky Szymonik, Joe Fracek and Kathy Moyer.

Micky Szymonik made a motion to excuse Sam Wood, Dan Gray and Jamie Robertson who are attending the National Convention. Paul McAvoy seconded the motion and the motion passed unanimously.

MAP:

Barb Carr told a few jokes in honor of Charles Glennon. Barb Carr also informed everyone that Rose Glennon is doing better and will be going to a pain management doctor.

NEW MEMBERS:

Welcome Joyce Brancato, Jerome Fountain, Constance Kozlowski, Roberto Melendez, George Mitar, Crystal Nettles, Dustin Nowalk, Jepermarys Ruiz, Brenda Rybicki, Victoria Stella and Leo Sullivan.

Great job to all those who signed up our new members!

EXECUTIVE BOARD MINUTES:

Motor vehicle issues concerning right-hand drive vehicles and non-postal personnel driving vehicles were discussed.

Also discussed was the endorsing of the Maintenance Strong Team which includes:

National Maintenance Director Steve Raymer
Assistant Directors Terry Martinez and Idowu Balogun

We also discussed the party from last week, what a great job the attorneys did for our Local and how much fun our members had.

Discussed conversion of maintenance PSE's and maintenance stewards.

SECRETARY/ TREASURER REPORT:

Micky Szymonik made a motion to accept the minutes as printed in last month's Eagle's Eye. Dave Grant seconded it and the motion passed.

REPORT/ SELECTION OF COMMITTEES:

Barbara Carr volunteered to chair the Election Committee and Robert Nowell will serve on the Election Committee.

REPORT OF CONVENTION COMMITTEES:

None

REPORT OF TRUSTEES:

A second special interim audit was performed by Grace Baer, Danny Carinci and Dave Grant as our incoming Secretary-Treasurer Jamie Robertson did not have the opportunity for much training on the Secretary-Treasurer's position following Felicia's leaving. It was determined in the audit that Jamie saved our Local \$400 on an IRS fine.

COMMUNICATIONS:

Letter received from John Marcotte, Director of the APWU Health Plan thanking Sam Wood for the kind invitation to our picnic (party) which he unfortunately he was unable to attend. He hoped we would have a wonderful event!

Jess Pirron has requested to be an alternate steward in the maintenance department.

Cassie Hogrefe is the shop steward for Ft. Myers Downtown Station and Michael Gattuso has been appointed shop steward for the North Fort Myers Station. We received a thank you note from Sandy Ferguson thanking Sam for all of his hard work on the arbitration and the great job on setting up the party. She had a great time!

Maintenance management informed us to convert all Maintenance PSE's to Career effective September 3, 2016 - this is nationwide. To qualify they have to have been in maintenance for at least two years without a break in service. Paul said that we have nine in our area!

UPDATE OF GRIEVANCES:

None

OLD BUSINESS:

None

NEW BUSINESS:

Micky Szymonik said that she would like to make a recommendation for us to endorse National Maintenance Director Steve Raymer, Assistant Directors Terry Martinez and Idowu Balogun of the Maintenance Strong Team in the National Election. Micky said that she has been dealing with them for a long time, they are a great team and she trusts them! Dave Grant Seconded the recommendation. All are in agreement! So ordered!

LABOR/ MANAGEMENT:

We are supposed to have a local dispute resolution committee in September with the Mail Handlers. The LMOU negotiations will be coming up at the end of September and we are currently working on that now.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing of \$24.00 was Robert Nowall. \$24.00 dollars will be donated to COPA as Robert donated his winnings back to COPA. The name drawn for the member's incentive award was Angela Morris. Angela would have won \$60.00. The pot will roll over to \$70.00 at the next Union meeting.

ELECTION OF OFFICERS AND DELEGATES:

None

LEFTOVERS:

Paul McAvoy reported on the Party which was very professionally done. Sam Wood and the attorneys spoke to those attending. Lots of pictures were taken! "Beef Wellington", "Coconut Shrimp" and more were enjoyed by those dining at the party!

ROLL CALL OF OFFICERS:

Results were recorded.

NEXT MEETING:

Robert Nowall moved to have the next meeting on Sunday September 18, 2016 at 9:30 a.m. at the Union Hall. Grace Baer seconded the motion and the motion passed. The next Union meeting will be Sunday September 18th, 2016.

ADJOURNMENT:

Robert Nowall moved to adjourn at 10:34 a.m. The motion passed.

Thank You SWFAL Membership And Executive Board

It is with a great feeling of accomplishment and a very heavy heart I would like to tell everyone, I will not be running for SWFAL Clerk Director or any other position in the upcoming December local elections.



Paul McAvoy
Clerk Craft Director
SWFAL APWU

I would first like to thank the members for allowing me to be there Clerk Craft Director for the past 6 years. Without your help we would not have accomplished the great things we have achieved during this time. I would also like to thank the greatest Executive Board any local could probably have. I am sure who ever steps up to take my place will do an outstanding job and fit right in.

I am going to miss the comradery and teamwork we have all had for my entire tenure as Clerk Craft Director. The stewards we have at

the Plant and the stations are the backbone of this amazingly strong local union. I thank them for all their hard work and hope they continue to fight the good fight in policing our CBA.

I had often said that I would continue as an Executive Board member and steward for as long as I could. The only exceptions would be if it started to affect my health or my home life. In the last year, and especially in recent months, it has done both. I will be stepping away from all union duties as of January 1, 2017. I would like to once again thank all of you for this opportunity.

The Plant and some stations are in serious need of stewards and alternate stewards. It is time for some of you to step it up and become part of the greatest group of union representatives in the country. Remember your Executive Board is getting closer to retirement and in order to keep this strong union together we will need some of you younger employees who are just starting your career to learn the contract and become a union representative.

Choice Vacation

That time of year is around the corner when we will be making our Annual Leave selections for Choice vacation.



Jamie Robertson
District 8
Business Agent
Secretary Treasurer
SWFAL APWU

When making selections for the Clerks at the Plant, I will go around to each section by seniority order. I will start with the senior clerk and work my way all the way through to the junior clerk for the first round and repeat the same order for the second round.

Please be thoughtful of your co-workers and have your selections ready as we only have a minimal amount of time to fully complete 1st and 2nd round selections. If you plan on being out on any type of leave please leave your selections with the Union and a phone number you can be reached at. This will allow the calendar for Choice Vacation to move along

and keep you from getting skipped.

We generally start at the end of October or no later than November 1st. I am writing this article so you can start thinking about what you may want and so you will be ready to go once selections start. Please have a few selections ready depending on where you are in seniority as your first selection may not be available.

If you have any questions about how Choice Vacation or Incidental Leave works, please don't hesitate to ask. Also, if you need help filling out your slips please don't hesitate to ask. I will be more than willing to help you whether it is Choice Vacation or Incidental Leave.

There is no excuse for an employee to blame stewards or anyone else for that matter if "YOU" fill out your slip wrong and don't get the leave you want. Again I am here to help in any way possible including to help you fill out your slips for leave.

Yours in solidarity



A Trying Time In Maintenance

Postal management at the headquarters level has initiated an unrelenting attack on the maintenance craft and maintenance employees need to stand up, band together, and fight back against the continuing effort to dismantle the craft by reducing or eliminating higher level positions and outsourcing the work of the Maintenance Department.



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

Management is improperly detailing lower level employees to higher level work despite grievance settlements and arbitration awards that enforce the distinctions within the maintenance occupational groups. When management details an employee to perform a task that is higher level, that employee is entitled to higher level pay per the provisions of Article 25 of the Collective Bargaining Agreement. The higher lever craft has also been harmed and is entitled to compensation.

Examples of higher level assign-

ments include MM-07s determining if a part is bad, defective, or needs adjustment; MPE-09s analyzing reports, working on networks, computers, software or starting up or shutting down computers; BME-09s working on mail processing equipment, etc. Keep in mind that management may not detail a maintenance craft employee to a higher level in a different occupational group to avoid the payment of overtime to an employee within that same occupational group. All questions about job assignments within occupational groups should be addressed timely with a steward.

Maintenance craft employees have recently expressed concerns over management's instruction to avoid bypassing routes at all costs. Document all partially completed routes on the daily assignment worksheet, and include those tasks that are not a regular part of the daily route (e.g., prolonged repairs on mail processing or building equipment, dumping of UBBM, flag setup/take-down, and hazardous materials response). The allotted time listed on the routes is merely an estimate, and a well-documented worksheet leaves management no justification for issuing discipline. Furthermore, management may

not change the record to reflect that incomplete routes were somehow magically completed. Work to the best of your ability and do not sign off on tasks that you have not completed.

Rumors abound about Postal Service attempts to gut custodial staffing and eliminate building maintenance positions. Custodians need to understand the importance of the Line H settlement which mandates management to staff properly in accordance with the provisions of the MS-47 Handbook or pay violated employees at the overtime rate for not meeting the work hours. Furthermore, TL-5 permits management to make some changes to methods and equipment, but Line H prevents management from disciplining any employee for not

meeting the time standards. Recognize that our fight over Line H continues because management has chosen to incur no liability by misrepresenting the work hours rather than staffing adequately. Consequently, the number of grievances over staffing and scheduling has not declined.

On the building maintenance side, the ill-conceived "run to failure" policy and the unilateral changes to the MS-1 Handbook are an all-out campaign to abolish the building maintenance section altogether. Our maintenance stewards and officers are committed to protecting these jobs and anticipate taking this challenge to arbitration. Rally around your stewards and officers; support our efforts and do not allow management to divide us.



Highlights Of The New APWU Contract

When you or the Union files a contractual grievance, the Union and not management holds the burden of proof.



Daniel M. Gray
Vice President
SWFAL APWU

Your statement and the steward's statement are important parts of the grievance. I am seeing a lot of statements that are hurriedly done and which lack enough information to explain to someone what violation occurred.

Remember - where you may have known what occurred you should write your statement to explain the situation to someone who has no idea of what occurred. If the grievance goes to Arbitration a clear and concise statement can help an Arbitrator determine if a violation occurred.

You should include the who, what, where, when and why concerning the issue being addressed. You should also write down what remedy you are seeking at Step One. The Union may and can modify the remedy requested at Step Two since it is now the Unions grievance and the determination to appeal, withdraw or settle the grievance is now in the hands of the Union.

So please - next time you file a grievance or give a statement for one, take your time and write a clear and concise statement. Help yourself and the Union to win the grievance.

The following are highlights and changes included in our new contract. All members will be mailed a paper copy by the National APWU when the agreement is finalized and printed. The length of the new Agreement: May 21, 2015 – September 20, 2018 (40 months).

There will be across-the-board pay increases of 3.8% for career employees over the life of the

Agreement:

1.2% effective November 14, 2015 (Retroactive pay for the period from Nov. 14, 2015, through Aug. 5, 2016, are expected in Pay Period 22, with an expected pay date of Nov. 4, 2016.)

1.3% effective November 26, 2016

1.3% effective November 25, 2017

The COLA for career employees is maintained under the current formula. Cost of living adjustments will be made in March and September of each year of the Contract.

PSEs (none of whom receive COLA) will receive wage increases as follows:

2.2% + \$.09/hour effective November 14, 2015 (Retroactive)

2.3% effective November 26, 2016
\$.20/hour effective May 13, 2017

2.3% effective November 25, 2017
\$.21/hour effective May 26, 2018

The no lay-off protections of Article 6, for employees with more than six years of service, remain in full force. In addition, for the life of the contract, lay-off protection is extended to all career employees who are on the rolls as of July 8, 2016. This protection covers the 32,000 postal workers recently converted to career who have not yet achieved the six-year threshold of no lay-off protection.

There will be no new subcontracting of PVS driving work during the life of the contract. For a minimum of the first year of the contract, the Postal Service will not expand contract stations, village post offices and approved shipper programs. (The fight over Staples is not affected by this moratorium.) There will be no further plant closings and consolidations until at least April 2017.

The Health Plans and benefits for career employees remain in full force and effect. Over the next

three years, the employees' portion of the health premium will increase 1% each year. The special formula for the USPS portion of the premium for the APWU Consumer Driven Health remains unchanged at 95%.

The 75% contribution of the USPS to the premiums of the APWU Consumer Driven Health Plan, available after one year of service, remains in effect.

In addition, PSEs will now have access to a USPS sponsored health plan upon employment with the USPS contributing \$125.00/pay period.

The Maintenance Division will become an all career workforce. All Maintenance Craft PSE employees will be converted "in place" to career within 60 days of the Award (Now scheduled for September 3). Thereafter, the PSE category of employee will be eliminated in the Maintenance Craft.

MVS will become an all career workforce of all current employees. All current Motor Vehicle Service Craft PSE employees will be converted to career - either full-time or PTF within 60 days of the Award (Scheduled for September 3). Thereafter the PSE category of employee will be eliminated in the MVS Craft. However, in the future PSEs could be mutually agreed to as part of a package to bring back currently subcontracted MVS work. NTFT Employee category is eliminated in the MVS Craft. PTF employees are reintroduced into the MVS craft, not to exceed 20% of the workforce.

Non-Traditional Full-Time (NTFT) duty assignments are eliminated in Function 1 (mail processing) and will be reposted as traditional full-time duty assignments.

The local parties may agree to continue current four day, ten-hour a day duty assignments and the local parties may mutually agree upon more such assignments under the Modified Work Week Memo.

Non-Traditional Full-Time employees in Function 4 (Retail) are capped at 8% (approximately the current national complement of PSEs) excluding NTFT assignments in POSTPlan offices. The rules concerning construction of schedules and postings in the NTFT memo remain. The restriction on assigning mandatory overtime to non-OTDL employees is narrowed. It was installation-wide regardless of where a NTFT assignment existed. Now it is narrowed to the normal scheduling of overtime within the office/facility.

Preference Eligible Veteran hiring will be greatly enhanced with the creation of the all-career workforce

in the Maintenance and Motor Vehicle crafts where Veterans will now be hired directly into career positions.

PSEs will receive six paid holidays (currently zero). The holidays are the six major holidays of New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. The number of hours paid will vary by size of office: 200 Man year offices – 8 hours. POSTPlan offices – 4 hours. All other offices – 6 Hours. PSEs who work on a holiday will have the same option as career employees to have their annual leave balance credited in lieu of holiday leave pay.

During the life of the CBA, employees cannot be forced to be exceeded beyond a 50-mile radius.

Eligible Career Employees: Allowances for uniform and work clothing programs will be increased.

Effective May 21, 2016, increase of 5%

Effective May 21, 2017, increase of 2.5%

Effective May 21, 2018, increase of 2.5%

Eligible PSE Employees: For the first time PSEs employed in retail will receive an annual uniform allowance for three shirts, subject to the normal eligibility requirements.

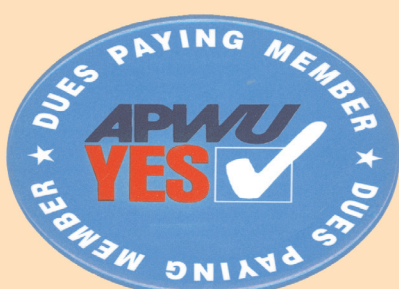
Other Features: Incorporates successful MOU "Re: Filling of Residual Vacancies" into the Contract. It solidifies PSE Conversion to Career opportunities. New pecking order for full-time vacancies allows for a possible PTF transfer and conversion of PSEs within a 50-mile radius. New pecking order for PTF vacancies provides for conversion of PSEs within the installation, the transfer of PTFs within 50 miles and conversion of PSEs within a 50-mile radius. PTFs can express a preference to work outside their installation. eReassign Task Force established to explore improvements to the posting and placement process. Employees can now exercise retreat rights without regard to level.

One-time conversions of all Clerk Craft PSEs in 200 work year installations with over 2.5 years of service as of July 8, 2016. The conversions will be completed as soon as practical but no later than 60 days from July 8, 2016. One year from the award the parties are ordered to discuss the possibility of

See: Highlights Of New APWU Contract

Continued on Page 6

Where There Is Unity



There Is Strength

Union Matters

As we near the November election for our nation's next President as well as Senators and Congressional Representatives, I would like to draw attention to the 2016 Democratic and Republican Party platforms regarding the United States Postal Service. The following positions are taken verbatim exclusively from their representative websites.



Mickey Szymonik
Maintenance Craft Director
SWFAL APWU

The Republican Party position on the future of the USPS is thus:

"Restructuring the U.S. Postal Service for the Twenty-First Century. The dire financial circumstances of the Postal Service require dramatic restructuring. In a world of rapidly advancing telecommunications, mail delivery

from the era of the Pony Express cannot long survive. We call on Congress to restructure the Service to ensure the continuance of its essential function of delivering mail while preparing for the downsizing made inevitable by the advance of internet communication. In light of the Postal Service's seriously underfunded pension system, Congress should explore a greater role for private enterprise in appropriate aspects of the mail-processing system."

The Democratic Party platform on the future of the USPS states:

"The United States Postal Service is a national treasure. This is why Democrats embrace a vibrant, public Postal Service that offers universal service, and reject any effort to privatize or marginalize it. We are committed to eliminating the unsustainable mandate to "pre-fund" retiree health costs. And we will work to restore service to appropriate levels including overnight delivery of first-class mail and periodicals within the

same metropolitan area, maintaining six-day and door-to-door delivery, and appointing members to the Board of Governors and the Postal Regulatory Commission who champion a strong public Postal Service. Democrats also advocate for the expanding of postal services. This includes offering basic financial services such as paycheck cashing. It also includes vote-by-mail to increase voter participation and to help address the scourge of voter suppression."

The difference in opinion between the two Parties concerning the USPS provides a stark contrast for the future of all Postal workers. While the Democratic Party platform calls the USPS a "national treasure", the Republican plan is to "explore a greater role for private enterprise." The Democrats champion a "strong public Postal Service." The Republicans stress "downsizing."

We all want to vote our conscience in matters both public and private.

Religious freedom, right-to-life, gun control, immigration, states' rights, Federal Government overreach: the issues are myriad, complicated, and often messy.

It is up to each individual to determine what issues are most important to him/her. I only want to provide you with the information needed to determine which Party's platform and which Party's candidates will act for you, and act in your best interests regarding your job, your livelihood, and you and your family's future. Be informed, do your homework, and for God's sake vote!

Special thanks to my friend, John Scinaldi, who brought these Democratic and Republican Party platforms regarding the USPS to my attention. Although he is in the enviable position of being able to retire at any time, he continues to care about the lives and livelihoods of all Postal Employees.

Solidarity, Prosperity, Peace

Victory Party A Great Success

First and for most it was really good to see so many of you at the Party. It had to have been one of the best reunions I ever attended.



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

To see so many old (and now really old) co-

workers and retirees again really felt good. I think it did a lot to strengthen some of those memories and bonds that we have shared. My job periodically takes me from station to station, without exception everyone that I have talked with had a good time and all have said that we should try to do something like this more often. Hopefully we will be able to figure out how to do that in the future.

Meanwhile in the VMF: The new manager has been in charge for almost a year now, and claims to

have caught up by about 40 services. So we are only about 100 behind now. Management has decided to contract out services in an attempt to catch up faster (and make himself look better I guess). But by doing this, he is denying this work to his employees.

I have been working with our NBA (National Business Agent) on filing grievances for this. Our agent told me he has had good success on these grievances and is confident we will have a large pay out for them. I have filed grievances to

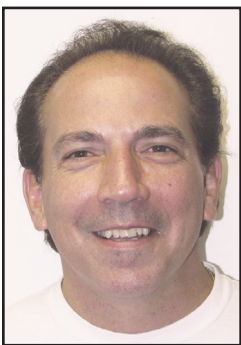
have the employees eligible to be paid dollar for dollar for every dollar spent on the contractors.

Also, if anyone knows any of the carriers please tell them because, of the pressure to have a quick turn around on these, some short cuts may have been taken by these contractors. If they have questions or any concerns about their vehicles please don't hesitate in asking or writing them up.

Football season is upon us - good luck to your teams. Go Steelers!

Things That Make You Go "Hummm . . ."

Don't you always find it amazing as to how utterly stupid management can be when it comes to working the mail and serving our customers. I mean really, wouldn't it just make sense if you were in need of making a change or adjusting an operation to maybe consult with someone who actually does the work first?



Danny Carinci
T2 & T3 Steward
Ft. Myers P&DC
SWFAL APWU

We have all seen it time and time again; management will come up with some crazy sort plan or operational change that does more

harm than good. You try and give some input to help but it won't matter because your supervisors are getting their orders from district and they get theirs from higher up. Why won't they just utilize their most valuable asset? You!

It's questions like this that have always bothered me over the years since I first began my career with the Postal Service. It makes you wonder. They can't actually be trying to make us fail! Could they?

Here's a little food for thought that I came across in an article I recently read. Managers are fond of the maxim: "Employees are our most important asset." Yet beneath the rhetoric, too many executives still regard - and manage - employees as costs. That's dangerous because, for many companies,

people are the only source of long-term competitive advantage. Companies that fail to invest in employees jeopardize their own success and even survival. (Harvard Business Review)

Kind of hits home, doesn't it? I mean, over the years haven't we seen them push for a larger part time work force? They barely train the new employees and given any chance will outsource our work to people who aren't trained at all!

They aren't stupid! They know exactly what they're doing! Run the Postal service as we know it into the dirt and have the privatization they have always wanted! As time goes by they get closer and closer to their ultimate goal; another nail in the coffin of the middle class worker.

But the bucks got to stop here! It's time to get mad! "Real Mad"! This is your job; the one that feeds you and your family. This is your Post Office; the same one that we all took an oath to protect. We will always fight to protect the mail and our jobs.

It's time to wake up and get busy. The only reason we are still here is because we fight. So when you see a violation or if you're not sure but something just don't seem right, SEE YOUR STEWARD! If you are a new employee, GET INVOLVED. And, if you're not a member, JOIN! The job you save will be your own!

In Solidarity

P.S. DON'T SHOP AT STAPLES!

TRUSTEE REPORT

July 22, 2016

This Special Audit by the Trustees of the Southwest Florida Area Local 1279 of the American Postal Workers Union was conducted July 22nd, 2016. This Audit was for the purpose of ensuring a smooth transition for the newly appointed Secretary Treasurer.

Present were Trustees Dave Grant, Grace Baer, and Daniel Carinci. Also present were our Secretary-Treasurer Jamie Robertson, who provided the financial records, documents and files necessary for the audit and 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 May 2016 through June 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.

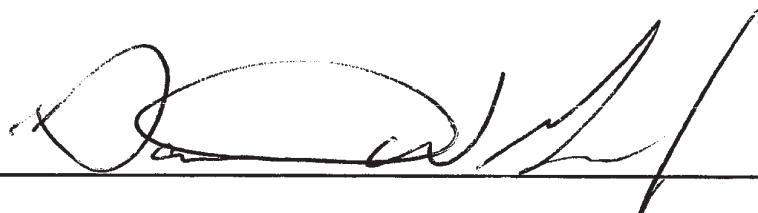
All LWOP that is being reimbursed to members has been documented and logged on all reimbursement forms.

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


We wish to thank 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



Daniel Carinci



Highlights Of New APWU Contract

Continued from Page 4

another one-time conversion.

All Maintenance Craft PSEs converted to career and the PSE category eliminated.

Significant improvements to excessing provisions in Article 38.3.K: Retained the 50-mile rule on excessing. Maintenance Jobs MOU eliminated except for provisions related to pending disputes

over "Unit Clarification". There are new provisions for ET-11 issues including a nationwide PAR for ET-11s and negotiations for LMOUs with MTSC. It retained the Subcontracting Cleaning Services MOU with entire installation in the 18K sq. ft. formula. It provides a new pecking order putting APWU bargaining unit employees ahead of non-APWU bargaining unit employees for in-service register selections.

No new subcontracting of PVS driving work during the life of the contract.

All MVS Craft PSEs converted to

career and the PSE category eliminated. Exceptions can be made in future as part of package to return sub-contracted work. Award provides for the return of PTFs with a 20% cap and a pay period guarantee of at least 24 hours pay. Bids for Examination Specialist (SP-2-188) and Vehicle Operations – Maintenance Assistant (SP-2-195) are open to all full-time regular MVS employees. It clarifies policy regarding Vehicle Maintenance Agreements (VMAs) in offices with vehicle maintenances. All Full-Time Regular Motor Vehicle Craft employees – not just operators – will use their seniority for vacation

scheduling. Numbered paragraphs 1, 3, and 4 of the 2010 Motor Vehicle Craft Jobs MOU terminate. Paragraph 2 remains and includes the evaluation of 8,000 HCR routes for possible return to PVS.

All the provisions of the existing union contract which remain unchanged carry forward into the new Union Contract. This includes: Grievance Procedure, Protection against unjust discipline and termination, Seniority and Bidding, Annual Leave, Holiday Pay, Sick Leave, Strong Safety Provisions and the Right to union representation.

FREE RETIREMENT SEMINAR

UNDERSTANDING AND MAXIMIZING YOUR POSTAL BENEFITS

PRESENTER: BRAD PATE

TWO SEMINARS, SUNDAY, OCTOBER 9, 11:00-2:00PM and 4:00-7:00PM
HOSTED BY THE SOUTHWEST FLORIDA AREA LOCAL #1279

PRESENTER'S BIO: Brad Pate has given over 150+ seminars, hosted a Financial Planning Radio Show for 3 Years and worked with Postal employees for over 20 years.

ONLY CURRENT UNION MEMBERS and SPOUSES ARE INVITED TO ATTEND

**THIS SEMINAR IS FOR ALL APWU MEMBERS, REGARDLESS OF CRAFT, NEW AND RETIRING MEMBERS
 COME LEARN WHAT YOU COULD AND SHOULD BE DOING NOW TO PLAN FOR RETIREMENT**

1. THRIFT SAVINGS PLAN (TSP):

- How your TSP/TSP Roth works
- Why people don't make money in the stock market
- Rule of 72 (how fast your money doubles)
- 59½ non-hardship TSP rollover (IRA)

2. SPECIAL FERS SUPPLEMENTAL BENEFIT:

- A monthly benefit for FERS employees, will show how to calculate this monthly amount

3. POST RETIREMENT:

- Your three TSP Payout Options:
 - 1) Stay in the TSP
 - 2) Take Retirement Annuity (Met Life)
 - 3) Rollover to an IRA

4. SURVIVORS ANNUITY:

- CSRS & FERS pension benefit, how to keep your spouse covered on health insurance
- How to grow this benefit

5. FEDERAL EMPLOYEES GROUP LIFE INSURANCE (FGLI):

- FGLI is Term Life Insurance
- Does not build any cash value or equity
- How it works, Met Life is the Insurance owner, NOT the Government; coverage can be dropped at any time
- Premiums increase 2,000% or 20 times as you get older
- Coverage Decreases at Retirement
- Spouses coverage drops to zero at retirement

IF YOU PLAN TO ATTEND, BRING A COPY OF YOUR LAST PAYSTUB

LOCATION: HILTON GARDEN INN, 16410 CORPORATE COMMERCE WAY, FT. MYERS

(239) 210-7200 - HOTEL PHONE

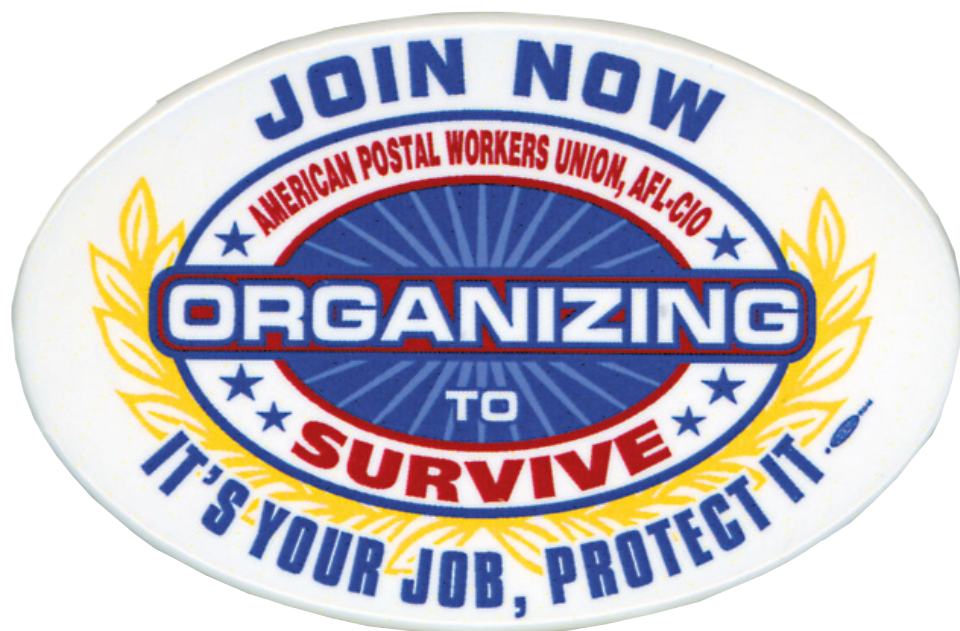
(REFRESHMENTS WILL BE SERVED) - RSVP 813-968-1207

SEATS ARE FIRST COME FIRST SERVED

PLEASE RSVP FOR SEMINAR TIME AND NUMBER OF ATTENDEES

WHEN: 2 SEMINARS - SUNDAY, OCTOBER 9

TIMES: 11:00am – 2:00pm and 4:00pm – 7:00pm



Your Elected Officials

President Barack Obama
 Web Site:
www.whitehouse.gov
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 District Office:
 Tallahassee, FL
 District Phone: 813-207-0509

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

THE EAGLE'S EYE EDITORIAL POLICY

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

Southwest Florida Area Local Membership News

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

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

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

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

We encourage members to email



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

An Evening Celebrating Victory

