

President's Report Sam Wood



SUNCOAST DISTRICT (TAMPA, FL)

LABOR-MANAGEMENT MEETING

On Tuesday September 18, 2012, I attended a meeting in Tampa, Florida, called by management, "District Union Leadership Meeting." Normally, I do not like going to these types of meetings due to my belief that management uses these meetings much like a political candidate running for office (all talk and not much action). I went primarily due to current issues facing our membership.

My attempt was to get answers and relay problems that my members have been facing in the hopes that I could get answers to questions and other issues would be looked into by our District Manager. I will reserve my judgment on the results and report on what I learned from this meeting. Here is some information shared by the Suncoast District Staff:

FINANCES

They reported a U.S.P.S. projected deficit of approximately \$11.5 billion for the fiscal year, most of the deficit coming from the pre funding mandate (\$11.1 billion). Without the pre-funding mandate the USPS would have lost about \$0.5 billion. The pre-funding mandate will make up about 96% of the (Fiscal 2012) deficit.

In the Suncoast District (which covers surrounding areas of Daytona Beach, Fort Myers, Melbourne, Orlando, Sarasota, Tampa, and Vero Beach), Mail Processing (Function 1) was utilizing 5% in Clerk Craft overtime, Customer Service (Function 4) utilized 8% in Clerk Craft overtime, and the Letter Carrier Craft utilized 15% overtime.

Management's plan is to excess Clerk Craft employees to residual Clerk Craft, Maintenance and Carrier Craft residual positions. Since the carrier craft is utilizing the most overtime, they want to excess Clerks into the Carrier Craft.

NOTE: Most excessing to the Carrier Craft is due to the fact that management cannot hire in that craft due to the Carrier Craft having no contract and their Temporary Employee (TE's) complements being maximized.

The Suncoast District staff spoke a lot about customer service (this is the political candidate crap I spoke about in my opening), but in reality, they are doing quite the opposite as most employees can see by what is happening in their stations, branches and plants.

Management continues to cut staffing, having employees cross crafts, allowing supervisors to per-

form bargaining unit work, etc.

Management's current philosophy is to violate the contract now and deal with the issue later in the grievance procedure.

MORE COMPUTERIZED FORWARDING SYSTEM (CFS) CONSOLIDATIONS

In August, CFS operations in Montgomery Alabama and Mid Florida were moved to Tampa Florida. On October 1, 2012 management plans to move CFS operations in Atlanta Georgia, Jackson Mississippi, and Jacksonville Florida to Tampa Florida also.

Management stated that this will create 154 jobs in Tampa. Management also stated the possibility of many of these jobs going to PSE's due to the fact that not many career employees were putting in for these CFS positions. Jobs for these CFS positions will be placed on e-Reassign.

PROPOSED CLERK CRAFT STAFFING CUTS - EXCESSING

Function 1 (Plants) –
193 Full Time Employees
Function 4 (Stations) –
140 Full Time Employees
Total Cuts –
333 Full Time Clerks

Current excessing events are scheduled to begin on November 17, 2012. However, some Clerk Craft employee movements within the installation into residual positions will begin On October 6 and again on October 20, 2012.

Postal Support Employees (PSE's) will also be adversely affected, as management intends to reduce the amount of PSE work hours, and analyze PSE work hours to find landing spots for excessing employees.

Management stated that there are currently 321 PSE's in the Suncoast District and average about 26.6 hours in Function 1 and 26.8 hours in Function 4 offices.

AREA MAIL PROCESSING STUDIES

Mid Florida to Orlando
IN PROCESS
St. Petersburg to Tampa
APPROVED
Lakeland to Tampa
APPROVED
Manasota (Sarasota) to Fort Myers
PROPOSED

SCANNING "BOX SECTIONS" UP TIMES

This issue was discussed at some length as it has become an issue

See **PRESIDENT'S REPORT**
Continued on Page 7

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PROUD



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Secretary-Treasurer's Report Felicia Gluhareff



9/23/2012

CALL TO ORDER:

Time: 9:32 a.m. There were 27 members in attendance.

PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by Eileen DiMase.

ROLL CALL OF OFFICERS:

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

MAP:

Sam Wood called for a moment of silence to be observed to honor the memories of Charles Glennon and Dave Capello.

**THE ORDER OF BUSINESS
WAS CHANGED TO ALLOW
THE GUEST POLITICAL
CANDIDATES TO SPEAK:**

*Debbie Jordan is a small business owner running for State Senate district 30. She is a democrat that believes that unions serve a purpose to protect the workers. Says she will fight to keep postal jobs in our area if elected. www.DebbieJordan2012.com

*Lee Bushong is running for Lee County Sheriff as an independent. He spoke at our town hall meeting urging the Postal Service to keep the Fort Myers plant open. He pledges to stand beside us as a voice for our union and what is right. He wants to make Lee County a safe place to live and work again.

*Will Bronson is a democrat running for U.S. House of Representatives for district 17. He believed that good ideas can win over money. Mr. Bronson wrote a wonderful Essay titled "Save the Post Office" that he passed out at the meeting. He commits to protect the Postal Service, unions and the working class. www.BronsonforCongress.com

*Arvella Clara is a motivated and energetic Democrat running for State Representative in district 77. Says she will fight to keep the Postal Service and protect unions. www.VOTEARVELLACLARE.com

NEW MEMBERS:

Roderick Mentus (PSE)

EXECUTIVE BOARD MINUTES:

We discussed the Eagle's Eye and Kathy Moyer explained to us some of the legalities of election season in regards to our articles. Discussed limiting the time each candidate gets to speak when they come to our union meetings. Kathy Moyer brought in information on First Community Bank of Southwest Florida since we plan on going forward with our plan to change banks in January. Sam Wood talked about the labor/management meeting in Tampa.

We want to inform members of the memorial gathering for Dave Capello. Details will be addressed

in the GMM.

Sam put together a new "cheat sheet" for the APWU Health Plan. When finalized it will be sent out to members on his email list and will be available to all members.

SECRETARY – TREASURER'S REPORT:

Paul McAvoy made a motion to accept the minutes as printed in last month's Eagle's Eye. The motion passed.

We are still collecting information on bank and credit unions to find the most convenient and helpful place to move our business checking account to in January. All of the bills for the convention have not been received yet but it is looking like less was spent than we had originally estimated.

REPORT- SELECTION OF COMMITTEES:

Monday December 10th is our local SWFAL-APWU election. Barbara Carr, who is chairing the committee, informed us that November 5th will be the day that the committee meets to stuff ballots into envelopes. Eileen DiMase and Sue Johnson volunteered to serve on the election committee.

REPORT OF CONVENTION COMMITTEES:

None

REPORT OF TRUSTEES:

Helen Skinner would like to coordinate an audit before the next meeting.

COMMUNICATIONS:

Letter from National APWU urging members to send the letters which national sent to them to the chairman of the board of governors. Sue Carney of national sent a letter asking all members to consider donating to the United Way and the Postal Employees Relief Fund this CFC season.

Letters of excessing sent to clerks. Thank you card from Tim and Rosie Sandt.

UPDATE OF GRIEVANCES:

None

OLD BUSINESS:

Helen Skinner asked about her prior letter of demand. Of the 26 letters of demand to the clerks, three are scheduled for arbitration.

NEW BUSINESS:

Management change of schedules must be posted on the schedule by the deadline, see the JCIM and CBA, of the prior week. If not, all out of normal schedule hours will be considered overtime and your normal bid hours will remain guaranteed hours. This will need to be grieved in order to be paid appropriately. The only exception to this is maintenance relief bids.

PSE hours must be reduced to below 32 hours if excessing is in effect.

A bid abolishment means a bid is taken away due to a REDUCTION of clerks in a SECTION.

Mark Kylo asked the membership to give Sam Wood a round of applause for the work he does.

Lorenzo Tindal thanked the executive board and the members for allowing him to participate as legislative director for our local for the last few years.

Lorenzo also complimented Kathy Moyer on the great work she does on the Eagle's Eye. He also spoke about the anti-union commercial the chamber of commerce is airing and urges everyone to write the businesses of that are members of the chamber and let them know that if they do not relinquish their membership then we will not patronize their establishments. Sam Wood wanted to personally thank Lorenzo for everything he has done for us. The membership thanked him as well. Lorenzo Tindal made a motion that the SWFAL publicly endorse the candidates that came out to speak to us today at the meeting. (Debbie Jordan for State Senate district 30, Lee Bushong for Lee County Sheriff, Will Bronson for U.S. House of Representatives in district 17 and Arvella Clara for State Representative for district 77) The motion passed.

Larry Kolar is retiring on Thursday September 27th.

Kathy Moyer asks all members to contact her if there is any life events they would like printed in the paper. Ex: weddings, graduations, retirements, deaths.....etc.

LABOR- MANAGEMENT:

Sam Wood talked about the labor/management meeting in Tampa. There will be possible excessing into the carrier craft. If forced into the carrier craft and then laid off clerks will be entitled to their retreat rights if a position becomes available.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Felicia Gluhareff who won \$50.50. The total netted was \$101.00. Felicia donated \$30.50 of her winnings back to COPA. The name drawn for the member's incentive award was Vivian Thomas. She won \$60. The pot will start over again in the amount of \$50 at the next meeting.

ELECTION OF OFFICERS AND DELEGATES:

None

LEFTOVERS:

None

ROLL CALL OF OFFICERS:

The roll call was performed and recorded by Felicia Gluhareff. Present were Sam Wood, Dan Gray, Paul McAvoy, Kathy Moyer and Felicia Gluhareff.

NEXT MEETING:

Robert Nowall moved to have the next meeting on October 21, 2012 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:

Paul McAvoy moved to adjourn at 12:13 pm. The motion passed.

Discipline Issues Still Ongoing At Fort Myers P&DC

We are still having issues with employees being issued discipline and then failing to grieve their discipline within the 14 days as required by the Collective Bargaining Agreement.



Daniel M. Gray
Vice President
SWFAL APWU

Remember if you are issued a Letter of Warning, Notice of Suspension, or Notice of Removal, it is your responsibility to ask to see your Union Steward and grieve the discipline. Your union steward is not notified that you were issued the discipline.

YOU are the one that is notified by management when they hand you a copy of the discipline and ask for you to sign a receipt. So, please protect yourself and grieve the discipline.

It constantly amazes me when I hear from an employee that their union steward should have known to grieve the discipline since the steward was at the employee's investigative interview.

Management does not notify the steward; again **YOU** are the one that is notified. If you fail to tell your steward and fail to grieve your discipline within the 14 days allowed per the Collective Bargaining Agreement, you will now have the discipline in your file for the next two years. You have no one to blame, but your own self.

If you are unable to come into work and receive discipline sent to your home in the mail, immediately contact the Union Office so the local can start a grievance on your behalf. Remember, you only get 14 days to grieve your discipline. Please do not wait to the last minute.

FMLA and submitted documentation requests still seem to be an issue. If you request FMLA leave, submit the APWU form, and the FMLA coordinator denies your request, ask to see your Union Steward to find out if the denial is justified. I have seen numerous denials where the FMLA coordinator is asking for more information from the employee then is required or allowed.

Management cannot force you to submit the Department of Labor WH-380 forms. The Department of

Labor WH-380 forms are optional forms.

If you submit an APWU form and it is filled out by your health care practitioner correctly, management must accept it. The APWU forms contain the information that is required by law to have FMLA approved.

You can download the APWU forms to take to your health care practitioner from the APWU website (www.apwu.org), and print them at home. Please, if you have a medical condition that meets the requirements of FMLA, submit the proper documentation to protect yourself.

Management has gone overboard on the issuing of attendance discipline and they have no sympathy for any employees becoming ill. Most of us are not getting any younger and with age we get sicker more often, plus our bodies tend to not heal as fast.

One subject that is constantly raising its ugly head and shouldn't, concerns employees signing their PS form 3971s Request for or Notification of Absence without reading or making sure the information on them is correct. When

you sign you PS Form 3971, you are agreeing that the information is correct.

Please review the 3971 prior to signing it. If you do not agree with what is on it (i.e. leave type, dates, scheduled, unscheduled, FMLA, etc.), correct the information or have your supervisor correct it. If your supervisor refuses to correct the disputed information, politely refuse to sign the form and ask to see your Union Steward. Simply signing the PS Form 3971 with incorrect information may come back to haunt you in the future.

We will all miss Dave Capello, a clerk at the Plant who recently passed away. Dave was planning on retiring in a few months and unfortunately never got to enjoy this part of life. I will miss talking with Dave and his view on sports, religion and politics to name a few. Times like this makes you remember how important your friends and family are in your life. We should all take this time to call an old friend or family member who we haven't talked to for a while.

Minor Victory . . . And The Struggle Continues

Let's start with the good news first.

Through the hard work of your union representatives three clerks who were displaced from their bids

(because of the improper reposting of lead clerk bids) have been returned to their original assignments.

Also, two clerks that were removed from their bids because of the posting of the Lead Clerk bids were given back all their training and deferment time.

This was a cumulative effort by your stewards (who did the step one grievances) VP Dan Gray (Plant step 2 grievances), and President Sam Wood (who did the Customer Service step 2's).

I spent many mornings on the phone with Labor Rep. Robert



Paul McAvoy
Clerk Craft Director
SWFAL APWU

Ocasio and CSSC Nancy Rose. We are now working on getting out of schedule pay for all clerks affected.

There has been a major struggle to get management to abide by the CBA. Just remember your union representatives are doing the best we can, but unfortunately, management does not care about abiding by the contract and is violating it knowing. They are wrong in doing this.

This is very frustrating but not detrimental in any way of your union reps fighting for your rights. President Sam Wood attended a Labor-Management meeting in Tampa earlier this month.

President Sam Wood, Vice President Dan Gray and I had one last month at the plant and told management we will not accept their flagrant violations of the CBA.

Here are just some examples of violations by management:

Not accepting APWU FMLA forms

Disciplining employees for having a total of three absences or lateness. (one clerk was disciplined for having 1 sick and 2 lates, on of .09 and one of .15 since March)

Disciplining employees for having an accident (Dan Gray has filed OSHA charges against management concerning these issues

Improper abolishment and reposting of bids at stations

Improper reversion of bids

Supervisors performing clerk work

Failing to provide information

There are many more but that is just a short list. I assure you, your stewards and executive board are grieving all these issues and fighting to stop management from these blatant violations of your rights.

In closing, I would like to say a few words about a good friend I lost this month.

Dave Capello passed away recently and I will miss him. He was one of the first and longest friends I had since coming to Fort Myers. Dave was a strong supporter of the union and was a member his entire career.

I had talked to Dave the day before he passed and he told me he was ready to retire. He was planning to leave at the end of this month (September).

He would constantly ask me if there was going to be an early out retirement. His plans were to sell his house get an RV and travel the country. He did this when he was young, having dropped out of college to travel across the country. He was looking forward to reliving his youth.

Don't let life pass you by. Don't wait to long enjoy the rest of your life. Enjoy every minute you have on this earth. RIP Dave!!!!

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

Complete details for the following are listed in APWU National Constitution and Bylaws.

OPTION 1

Retiree Membership of only \$36 per year, ANNUITY DEDUCTION of retiree \$3 dues monthly.

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

OPTION 2

Retiree Membership of \$36 per year plus APWU National Per Capita Tax, ANNUITY DEDUCTION of approximately \$23 per month. *

Privileges: Same as OPTION 1 plus eligible to participate in national elections (limited to areas outlined in the election rules).

OPTION 3

Retiree Membership of \$36 per year plus APWU full dues (National Per Capita Tax and local dues), ANNUITY DEDUCTION of retiree \$3 dues monthly. You will be billed for the National Per Capita Tax and the required local dues amount. This amount will vary from approximately \$200 to \$600 annually.* (Note: Constitution or reinstatement of full dues-paying membership requires compliance with Article 3, Section 4 of the APWU National Constitution and Bylaws. This language can be reviewed on the APWU web-page, www.apwu.org, in the Secretary-Treasurer section under "Constitution and Bylaws").

Privileges: Same as OPTION 2 plus eligible for full local and national membership rights.

* For Options 2 and 3 only, contact 202-842-4288 to find out the current amount.

SWFAL APWU Election Update

NOTICE OF ELECTION OF OFFICERS

Nominations for the election of officers of the Southwest Florida Area Local shall be held at the general membership meeting on Sunday, October 21, 2012, 9:30am at the union hall.

Candidates may be nominated for, campaign for, run for, and hold only one office. On October 21, unopposed candidates will be elected by acclamation. Candidates must accept nominations at the time made, or in writing prior to the meeting if unable to attend.

Nominations will be held for the following offices, and shall be held in order as follows: President, Vice President, Secretary-Treasurer,

Editor, Clerk Craft Director, and three (3) Trustee positions. the term of office is two (2) years, from January 1, 2013 through December 31, 2014.

All candidates will receive a copy of the election rules at the October 21 meeting.

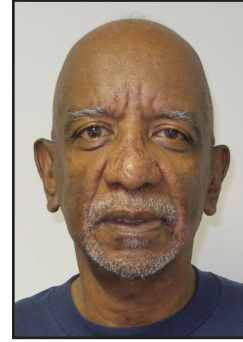
The ballots will be "stuffed" on Monday, November 5, at 9:30am the union hall, and candidates, or their representatives, may be present. The ballots will be mailed on Thursday, November 8, and will be verified, counted, and tallied on Monday, December 10.

If you have any questions, you may contact me at 936-2778.

Barbara Carr
Chairman, Election Committee

It's Time To Go

Several months ago I shared my thoughts about knowing when it's time to go.



Lorenzo Tindal
President
Retiree's Chapter
SWFAL APWU

Well, that time is now for me. In late October, just after I cast my early vote in the Presidential Election, I'm off to my new home in the Dominican Republic.

This is why they are attacking unions. We're growing, getting stronger, the numbers prove it. People are getting tired of minimum wage jobs without benefits.

The states with the lowest percentage of union members tend to have the highest unemployment rates and they all have Republican Governors. New Jersey has a much higher percentage of union members 17.1% but they rank 48 in unemployment because their Governor laid off many of the school teachers and state employees who were union members.



But before I go, I need to share some things that are on my mind with the retirees and the membership thinking about retirement.

Recently, I have noticed TV commercials sponsored by the chamber of commerce that make references that they do not want a government that sides with unions and further goes on to mislead the public that unions want the public's personal information. Why are they afraid of us?

So I decided to do some fact checking. I checked online at www.bls.gov/news.release/union2.t05.htm and I discovered that in 2010 there was 7,033,000 total employed in Florida and 392,000 union members, 5.6% of the total workforce. In 2011 there was 7,283,000 employed and 460,000 union members, 6.3% of the workforce. An increase of .06%.

Florida also ranked 39th in unemployment as of July 2012 @ 8.8%.

I can't tell you what to do, but I am going on the attack. Since we are the enemy, I'm telling every family member and friend, not to support any business who is a member of a chamber of commerce. When these businesses learn why they are losing money, they will stop paying dues to their chambers.

I'm buying a new car when I get where I'm going. It will be made by GM. If we don't fight back, this all-out assault on unions, it will be too late.

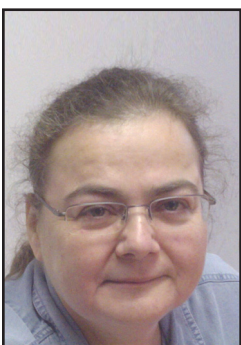
I never wanted to be just an empty suit, talking without substance. Hope I achieved that. I want to thank President Sam Wood for the opportunity to serve this local. I never felt like I was talking to an empty chair even during the times I felt that I was beating a dead horse.

I wish you all the best in your retirement. In Solidarity,
Lorenzo Tindal.

Union Matters

The Elephant In The Room

Our current Manager of Maintenance Support holds the record of having the highest number of previously happy and productive employees fleeing for the door.



Mickey Szymonik
Maintenance Craft
Director
SWFAL APWU

In order of departure, this is the roster of employees this MOS Manager has "chased" off.

One of our employees was a Tour 1 MOS Clerk from Feb. 2006 to March 2009. This individual has transitioned out from MOS clerk to his current position as an MPE. Even after 3 1/2 years, he still harbors ill feelings.

Another employee, a Tour 1 MOS Clerk from Feb. 2000 to Feb. 2006, who also brought excellent organizational skills to Tour 2 from Feb. 2006 until Jan. 2011.

This employee was "chased" from the scene as well. This individual loved his job. He told me, "it was one of the saddest days of my life" when he left. It was one of the sad-

dest days of my life as well. He sat right next to me, organized and energetic, an excellent worker. Now he is gone.

And yet, another employee who took over the desk next to me, (formerly occupied by the previously chased off employee) was herself chased off. This employee was another good worker with whom I had an excellent working relationship, and friendship. We had each other's backs, and still do. This individual was harangued and thus, "chased" out as well.

The next employee on the roster was, and is, a great friend. This individual is my brother in every sense of the word. We would bicker and poke, and ultimately laugh and support each other. We both took MOS Clerk positions in quick succession, in January, 2003.

This employee had to leave the position he truly enjoyed. Even after 22 years in the military, he could not tolerate the degree of deception, denigration and incompetence that constituted "management" in the MOS Department.

In every grievance I've filed against this manager, I have requested that she be required to

attend training to allow her to better perform her job and engage with her employees in a professional and sensitive manner. I was told there was no money for that, but the manager's shortcomings would be discussed with her. A fat lot of good that did.

This situation is reminiscent of an on-going problem concerning a mail processing equipment supervisor on the workroom floor. How many sexual harassment complaints have to be filed against a person before the "Zero Tolerance" policy kicks in?

What does it take to stop management's offensive behavior towards craft workers at the Fort Myers P&DC? I mean really, what does it take?

I feel like I'm knocking my head against the same wall - but you can't give up. We can't give in to this dysfunctional work environment.

In the MOS Department, good and valuable employees are gone because a member of management was awarded her position, not because of her qualifications, but allegedly because of an EEO grievance that she won.

One thing I can say about her is that she really knows how to play the game. To his day she never leaves her fingerprints on anything, and consequently, she can redirect blame to anyone other than herself.

There are numerous other facts surrounding this management regime that further illustrate the same problems. We are not talking isolated issues, but a management system that is failing the USPS.

One of the easily recognizable facts indicating a workplace with serious problems is a high rate of turnover. We obviously have that here (and more). Management cannot pretend they don't understand or have know knowledge about what is happening. However, when management is not held to any standard of accountability, this is what you get.

It is most unfortunate that co-workers who loved their jobs and did their jobs well had to leave because they could no longer tolerate the work environment under this regime. I'm still here, but I can no longer keep quiet.

Solidarity, Prosperity, Peace

The Constitution of the United States

Article 1.

Section 8.

DEMOL

- To ~~Establish~~ Post Offices and post Roads

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WWW.SOLIDARITY.COM/HKCARTOONS - OCT

Dear MM

What could you possibly have been thinking when on September 5, you gave a level 3 maintenance password to an unqualified and untrained tour 1 Operations SDO?



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

We know that you just wanted him to have access to the fan sort function, but did you realize that you gave him absolute carte blanche to the entire maintenance protocol on all of the DBCS and DIOSS mail processing machines at the Ft Myers P&DC?

These are Maintenance only functions performed by trained craft personnel. We guess maybe you forgot, huh?

We're also guessing that you were a little bit surprised, when on September 18, the same operations SDO used his Maintenance password (that you gave him) to start-up and untarp a powered down DBCS. That's a little bit different than doing a fan sort isn't it?

What else do you think he's doing

with his password? Is he changing operational parameters? Is he creating new passwords? Is he accessing any reports? Is he giving out his maintenance password to anyone else as he does with his operations password?

You see MM, this was not really a very good idea. If you had asked, we could have told you.

By giving this SDO a level 3-maintenance password you have compromised the security of all mail processing machines at this facility.

You have also disrespected all maintenance personnel whom have ever spent weeks away from home and family training in OKC in order to qualify to work on mail processing machines and use the passwords (for troubleshooting) that you so casually hand out.

We're guessing that if you had remembered the 10 years you spent as an ET that maybe you would have known better.

Good luck to us as we prepare for the next inevitable transition of this SDO doing his own trouble-shooting and then telling us how to make a repair.

Sincerely,
The Maintenance Craft

Save The United States Postal Service

A percentage has been set. Although we hear many figures and percentages mentioned, the one I am most interested in is 47%.

What does that number mean for all of our jobs? We must place differences aside or we will be in a difficult position. We could all face the possibility of a work environment so hostile even the employees who think they have it made will be



Vivianne Finley
Steward
Page Field Station
SWFAL APWU

begging to get the union (American Postal Workers Union) to represent them.

Remember, the union is like apple pie and baseball for America. A tradition we must keep!

A final note - it should be clear to all that the upcoming election is going to be hard fought. By all accounts, from what we can determine at this time, the final result, will be very close. Every vote will be taking on added importance.

In 2008, approximately 44% of registered voters did not vote. Don't let that be you this time around. Vote!

swfloridaapwu.org

Did You Know?

**Your SWFAL APWU
Local 1279
has its own website!**

Greetings From Bokeelia

IT MAY BE TIME FOR HIM TO GO - BUT LORENZO WILL BE MISSED!

Lorenzo Tindal arrived here in Southwest Florida wearing a LA Dodgers baseball cap. Once here, you could always count on Lorenzo's presence at the SWFAL Union meetings. He quickly put on the hat of President of our SWFAL Retirees Chapter of the APWU

and a second hat of Legislative Director SWFAL APWU.

It would not be possible to detail all of the work Lorenzo "Lucky" Tindal has done - and continues to do - in support of our SWFAL membership. I know there is much I am not even aware of. He did not look for accolades, just to get the job done (often behind the scenes) and help make us stronger, wiser

and better prepared for the future. I have learned much from Lorenzo!

Lorenzo's background and experience in the American Postal Workers Union started at the local level and progressed all the way up through the state and then the regional level. Lorenzo was Business Agent at Pennsylvania Postal Workers Union and National Arbitration Advocate at

American Postal Workers Union. He was also Crisis Intervention Team Specialist - U.S. Postal Service at American Postal Workers Union.

Currently, Lorenzo is Founder of Corporate Mediators. Conflict Resolution in Labor Management is his specialty.

Kathy Moyer

CITIZENS UNITED STATES OF AMERICA

BUY AMERICA

Phil C. Rich

ANONYMOUS

1%

A BILLION TO ONE YOUR VOTE MATTERS

\$1,000,000,000 **\$1,000,000,000**

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PRESIDENT'S REPORT

Continued from Page 1

in many offices all over the country. The question being; what mail is considered to be committed prior to scanning the box section? The answer was, any mail scheduled for delivery on that day:

- 1) First Class Letters / Flats
- 2) Parcels
- 3) PS 3849's (Delivery Notice/Reminder/Receipt)
- 4) Third Class Committed
- 5) Any other time sensitive mailings such as political, late or any other upgraded mail to be boxed.

NEW PASSIVE ADAPTIVE SCANNING SYSTEM (PASS)

Forty (40) of these will be placed in Function 4 offices in the Suncoast District. They are basically overhead scanning stations designated as "Clerk Craft" duties. There will be one per office.

Here are a list of Southwest Florida offices to receive these: Cape Coral Central, Coco River (Naples), East Naples Carrier Annex, Golden Gate Carrier Annex (Naples), Naples Main Office, Page Field (Ft. Myers), Port Charlotte Annex, Punta Gorda, and Six Mile Cypress Annex (Ft. Myers).

POSTPlan

30 Suncoast District Post Offices will have community meetings in October, 2012, to discuss what hours to open these stations for the public. Most of these offices will be opened for only 4-6 hours per day.

POSTMASTERS AND SUPERVISORS PERFORMING BARGAINING UNIT WORK

Although the District Manager stated that Postmasters and Supervisors have enough of their work to do besides having to do Clerk work, the reality is, they are performing this work. What is frustrating many Union leaders across the country is that Clerks are unable or even unwilling to document them performing Clerk work.

District Management staffers will talk a good game when it comes to this issue, however, they really do not care what happens as long as the job gets done and they look good on paper to their superiors.

This is the same thing happening at the local level. Postmasters and Supervisors have Clerk work hour constraints put on them from above, they only care about meeting or exceeding those goals in order to look good to their superiors.

Suncoast District Management Staff placed a list of things (productivity, sick leave usage, accidents, etc.) that are used to rank the district plants from #1 to #7, and while management may talk about how happy they want

employees to be and that Craft work should be done by that Craft, the fact is that management only cares about numbers.

I know how difficult the last few years has been as most Presidents feel handcuffed with everything that is happening within the Postal Service.

I do believe that the election in November may relieve or make worse the issues facing us as postal workers. We all must get involved and continue to send letters to Congress. In addition, we can contact the Chairman of the USPS Board of Governors asking him to instruct the Postmaster General to:

- 1) Adhere to the APWU Contract
- 2) Work with the postal Unions to Save America's Postal Service.

The Chairman of the USPS Board of Governors can be contacted at the following address:

Mr. Thurgood Marshall Jr.,
Chairman
USPS Board of Governors
475 L'Enfant Plaza SW
Room 10300
Washington, DC 20260

Once the other three Union's contracts have been resolved, we may see a light at the end of the tunnel in regard to excessing.

EXCESSING IN SOUTHWEST FLORIDA

While we do not fully understand what the impact will be as far as excessing goes in Southwest Florida, we must remain educated with what is going on.

Please contact us if you receive an excessing letter so that we can explain your rights. Some members of management will attempt to lead you down the wrong path in regards to these excessing events, so please contact your Union prior to making decisions on taking positions in other offices.

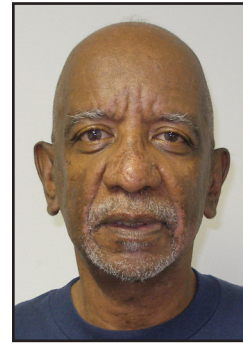
ELECTIONS

By the time you receive your next Eagles Eye Edition, citizens of the United States of America will have elected a President to lead us for the next four years. There is still time for members to get educated and vote for those candidates who you believe are best for you and your families by November 6, 2012. Make sure you are registered to vote, and take the opportunity to vote, as this is a very important election.

Know Your Enemy

People and Organizations who engage in union bashing are your enemy.

There's a national effort of union bashing being televised almost daily on many of the networks. The most famous of them all is the one that has two men stating, "We don't want a government being told what to do by unions." That TV commercial and others just like that are sponsored by the Chamber of Commerce.



Lorenzo Tindal
Legislative Director
SWFAL APWU

as the 47% not taking personal responsibility for themselves as Americans. Some of those 47% are people that planned on voting for him. He states that he does not care about the 47%. I'm sure most of you know this by now.

At the carriers meeting, I called for a boycott of all businesses that are Chamber of Commerce Members. If we, union members are the enemy of Chamber of Commerce members, I say that the gloves must come off, if we want to stop the national effort to end collective bargaining. We must send letters to all Lee County Chamber members requesting they void their Chamber membership and send us proof, or we will stop buying at their business.

On September 13, 2012 I attended a union meeting of the National Association of Letter Carriers in Fort Myers, FL. I addressed the members in attendance prior to the start of their meeting, on this same topic of knowing your enemy.



The Chambers here in SWFL are the Greater Fort Myers Chamber of Commerce, The Hispanic Chamber of Commerce, Cape Coral Chamber of Commerce and Lehigh Acres Chamber of Commerce and a few others.

We are into the election cycle to elect the next President of the United States of America and members of Congress as well as State Representatives. We must each cast our vote as if our very jobs depend on it. Many here in SWFL still continue to vote against their best interest for some odd reason. Those same people were described in a video released yesterday by the Republican Candidate for President (Romney)

This is the only way to fight this onslaught on our jobs. Just Post Office jobs alone represent 40 million dollars annually to Lee County's Economy. I gave you the battle plan, now it's up to you. Ask yourself; are you a wolf or sheep? Chambers think you are sheep.

In Solidarity,
Lorenzo Tindal
Legislative Director

Our Next Union Meeting

AMERICAN POSTAL
APWU
WORKERS UNION AFL-CIO

Sunday, October 21, 2012

9:30 am

11000 Metro Parkway, Unit 8

Fort Myers, FL 33966

Your Elected Officials

President Barack Obama

Web Site:

www.whitehouse.gov

E-mail:

president@whitehouse.gov

Phone: 202-456-1414

Fax: 202-456-2461

Capital Address:

1600 Pennsylvania Ave. NW
Washington, DC 20500

Senator Bill Nelson

Web Site:

www.billnelson.senate.gov

E-mail:

senator@billnelson.senate.gov

Phone: 202-224-5274

Fax: 202-228-2183

Capital Address:

716 Hart Senate Office
Building
Washington, DC 20510-0905

District Office:

Tallahassee, FL

District Phone: 850-942-8415

Senator Marco Rubio

Phone: 202-224-3041

Fax: 202-228-5171

Capital Address:

524 Hart Senate Office
Building
Washington, DC 20510-0903

District Office:

Tallahassee, FL

District Phone: 813-207-0509

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

THE EAGLE'S EYE EDITORIAL POLICY

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

Southwest Florida Area Local Membership News

Congratulations to Julio Mayo who recently received two gold stars in a row for Excellence in Customer Service!

Several of our SWFAL members have recently retired:

Robert "Bob" Vierday, who worked in Punta Gorda as the AM registry cage clerk and on the customer service window.

David Slattery, John Burrell, Jaudon Dinkins and Larry Kolar also recently retired.

A big thank you to all of our retirees for your many years of loyal service to the USPS from all of your friends at the SWFAL APWU. We wish you much happiness and hope that you will enjoy your retirement.

We also want to thank Lorenzo Tindal, Legislative Director, SWFAL APWU and President of our Retiree's Chapter, SWFAL APWU, for his years of work and support of the SWFAL APWU. He will be resuming his retirement in the Dominican Republic.



If you have retired, or will be retiring and were not mentioned here, or if you are aware of one of our members that retired or will be retiring please email the Eagle's Eye Editor at Edswfal@aol.com. You may also email information on marriages, graduations, special events or achievements to the Editor.

A Guide To Prostate Cancer Prevention

Let's first agree that the "It won't happen to me" defense is not a strategy. The fact is Prostate Cancer is one of the most common forms of Cancer in American Men. Although only one in 34 will actually die of the disease, one in six men is diagnosed with Prostate Cancer in their lifetime. Many men over 50 experience problems or issues related to the prostate but that does not necessarily mean you have or will develop prostate cancer. A proactive approach is the best way to promote a healthy prostate. So here's a guide for taking preventative measures, raise awareness and possibly beat the odds of getting prostate cancer.

The 8 Point Prevention Plan

1 - Understand What It Is

The Prostate is the walnut-sized gland below your bladder that produces some of the fluid in semen. Prostate cancer develops when cells in the prostate gland grow out of control.

2 - Eliminate the Myths

An enlarged Prostate does not always mean you will get Prostate Cancer nor will you get Prostate Cancer from: Too Much Sex, A Vasectomy, or from Masturbation

3 - Know If You Are At Risk

- Getting Older - Men over 50 are at higher risk
- Hereditary - A family history of Prostate Cancer puts you at a greater risk
- Studies indicate that African American Men are at a higher risk

4 - Identify the Symptoms

There are often no early Prostate Cancer symptoms, but some men experience the following:

- Frequent urination
- Trouble starting or stopping urination
- Weak or interrupted urinary stream
- Painful or burning sensation during urination or ejaculation
- Blood in urine or semen.

5 - Change Your Diet

Diet is a factor

- Eat a healthy low fat diet including lots of

fruits and veggies.

- Include foods that are high in fiber and Omega 3 Fatty Acids
- Avoid excessive amounts of red meat
- Drink Green tea or Red Wine in moderation to help reduce risk

6 - Get Active

A sedentary lifestyle can increase your risk but studies show exercise can reduce risk.

7 - No Smoking

If you smoke get help quitting. Smoking can contribute to developing cancer.

8 - Follow Doctors Orders

Although government guidelines don't require routine testing in men at any age, most physicians agree the prostate-specific antigen (PSA) blood test remains an important and necessary tool to diagnose this Cancer. Discuss concerns with your physician to determine if Prostate Cancer Screening is necessary. The American Cancer Society advises men to talk with a doctor about screening tests, beginning at:

- Age 50 for men in the average-risk category
- Age 45 for men in the high risk. category
- Age 40 for men with more than one immediate family relative diagnosed at an early age

www.apwuhp.com
(800) 222-2798

APWU
HEALTH PLAN