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St. James City and Sanibel

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

## SWFAL APWU Will Continue To Build On Past Successes



Sam Wood  
President  
SWFAL APWU

### RE-ELECTED

I feel honored to have been able to represent the Southwest Florida Area Local for the past 14 years. I feel equally honored to be able to do the same for another two years as last month I was re-elected for the 2015-2016 term.

Over the past 14 years, we have certainly come a long way. We have been successful in almost all

of our huge arbitration awards in which millions of dollars were at stake and won, along with winning jobs for our APWU Bargaining Unit. We were successful in creating a great local website that rivals with all other local websites.

Our successes are not because of one person or our local's Executive Board(s). The Southwest Florida Area Local has been successful because of every member of our local (past and present).

Can we improve and get better? Absolutely!

Thanks to the Re-Elections of Vice President Dan Gray, Secretary-Treasurer Felicia Gluhareff, Editor Kathy Moyer, Clerk Craft Director Paul McAvoy and the addition of Motor Vehicle Craft Director Joe Fracek on the Executive Board, I feel we are well on our way to do even greater things.

I am also happy that the hard work by the SWFAL-APWU Trustees Grace Baer, Danny Carinci and Dave Grant did not go unnoticed, as they were also re-elected to another term.

### APWU HEALTH PLAN

Open Season begins on Monday, November 10, 2014 and runs until Monday, December 8, 2014.

I encourage all members to really look at the APWU Health Plan this year. There have been more changes in the APWU Health Plan that benefit all postal employees, not to mention the money that employees save from selecting the plan

that has been negotiated for them by the APWU.

Thanks to Dave Grant for being the Southwest Florida Area Local's Health Plan Representative for many years now. Dave has been instrumental in promoting the APWU Health Plan and even convinced me to move away from my former plan.

Check out the APWU Health Plan at:  
[http://www.apwuhp.com/open\\_season.php](http://www.apwuhp.com/open_season.php)

### WE WANT OUR WORK BACK

Thanks to the work of Paul McAvoy and Dan Gray, we have received more of our work back that management gave to the Mail Handler Craft.

Some Mail Handlers believe that this is about the APWU versus them. The APWU totally disagrees, as we have no beef with Mail Handlers, we have a problem with management giving away our work to Mail Handlers.

We will continue to fight for jobs that are rightfully ours while allowing Mail Handlers to keep what is rightfully theirs.

### NTFT'S NO LONGER IN FORT MYERS

Finally we have been successful in getting all NTFT's converted to Traditional 40 Hour Duty Assignments in Fort Myers. Congratulations to those employees who have been waiting for this throughout the summer to get these duty assignments.

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PROUD



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## Secretary-Treasurer's Report Felicia Gluhareff



### General Membership Meeting Minutes

**October 19, 2014**

**CALL TO ORDER:**

Time 9:30 a.m. There were 22 members in attendance.

**PLEDGE OF ALLEGIANCE:**

The pledge of allegiance was led by Leo Leobrerera.

**ROLL CALL OF OFFICERS:**

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

**MAP:**

Barbara Carr told a couple jokes in honor of Charles Glennon. She reported that Rose Glennon turned 95 and she currently has a son who is visiting.

**NEW MEMBERS:**

Welcome to new member Donald Downs.

**CHANGE**

**ORDER OF BUSINESS:** Paul McAvoy made a motion to change the order of business to start nominations of officers and trustees. Motion passed. Nomination results are as follows:

President: Sam Wood  
(Nominated by Dan Gray)  
Vice President: Dan Gray  
(Nominated by Paul McAvoy)  
Secretary - Treasurer: Felicia Gluhareff  
(Nominated by Mickey Szymonik)  
Clerk Craft Director: Paul McAvoy  
(Nominated by Dan Gray)  
Maintenance Craft Director:  
Mickey Szymonik - and -  
Jeremiah Strunk  
(Paul McAvoy nominated Mickey Szymonik and Ron Connett nominated Jeremiah Strunk)  
Motor Vehicle Craft Director: Joe Fracek  
(Nominated by Dan Gray, Joe accepted nomination via letter)  
Editor: Kathy Moyer  
(Nominated by Dan Gray, Kathy accepted nomination via letter)  
Trustees: Grace Baer, Dave Grant and Danny Carinci  
(Dave Grant nominated Grace Baer, Dan Gray nominated Danny Carinci via letter and Grace Baer nominated Dave Grant)

In conclusion, all nominations were accepted and the only elec-

tion that will take place will be voted on by maintenance craft employees for the position of Maintenance Craft Director with the candidates being Mickey Szymonik and Jeremiah Strunk.

**EXECUTIVE BOARD MINUTES:**

Nominations were discussed (changing order of business). We are also expecting a letter from national APWU giving our local authority to utilize our lawyers for the RI-399 non compliance arbitration. There are conflicts between employees at stations and plant. Management has failed to address these situations so they continue to escalate. Management is also contributing to the stress in these situations by short staffing. There will be a November 14 teleconference between the 4 postal unions to discuss how to fight Staples. Dan Gray filed labor charges against management for spreading rumors of an AMP study in an effort to scare workers and boost productivity.

**SECRETARY - TREASURER'S REPORT:**

Dave Grant made a motion to accept the minutes as reported in last month's Eagle's Eye. The motion passed. Financial reports were handed out.

**REPORT/ SELECTION OF COMMITTEES:**

None

**REPORT OF CONVENTION COMMITTEES:**

None

**REPORT OF TRUSTEES:**

Dave Grant reported that there will be an audit on November 21, 2014.

**COMMUNICATIONS:**

Sam Wood read through the communications. When a clerk transfers it is the responsibility of the gaining union to compose a letter canceling former local's dues to our local (if employee chooses to move dues of course). Letter on small offices agreement, there will be approximately 10 offices in our local affected. Clerks will now staff these small offices. Dave Grant is our APWU healthcare representative. Open season will be November 10 - December 8. The health fair at the plant will be November 5th. If your station is having a health fair please contact Sam Wood or Dave Grant so we can have the APWU health plan represented. The LMOU's are available on the local's website,

check to make sure your station is starting its choice leave on time.

**UPDATE OF GRIEVANCES:**

If we win this RI-399 lawsuit it will be 26 plus jobs returning back to the clerk craft. Sam would like to thank Billy Woods, an NBA out of Memphis, for the tremendous amount of help he has given us. Sam also thanked Dan Gray and Paul McAvoy for the work at the plant to regain some of our lost RI-399 work (JAX line and priority small AO breakdown). If anyone sees a mailhandler doing any of our work please speak to Paul McAvoy. Even if you are unsure whose job it is, feel free to ask Paul or your steward. When moving a clerk out of a PAA, the proper order would be by juniority.

**OLD BUSINESS:**

None

**NEW BUSINESS:**

We are consistently trying to get PSEs at stations converted to career by seniority within their bidding instillation.

**LABOR/MANAGEMENT:**

None

**GOOD AND WELFARE:**

The winner of the COPA 50/50 drawing was Julio Mayo who won \$42. The total netted for COPA was \$84. Julio donated \$20 of his winnings back to COPA. The winner of the member's incentive award was Corey Brown who would have won \$70 had he been present. The pot will be \$80 at next month's general membership meeting.

**ELECTION OF OFFICERS AND DELEGATES:**

Eileen DiMase read the rules of the election and passed out a copy of the rules to Mickey Szymonik and Jeremiah Strunk.

**LEFTOVERS:**

None

**ROLL CALL OF OFFICERS:**

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

**NEXT MEETING:**

Robert Nowall moved to have the next meeting on November 16, 2014, at 9:30 a.m. at the union hall. The motion passed.

**ADJOURNMENT:**

Robert Nowall moved to adjourn at 10:53 a.m. The motion passed.

# Postal Math Is When 21 Days Equals 5 Months

Finally after 5 months of continuous errors by Shared Services, 16 NTFT clerks at the Plant have been converted into 40 hour residual bids.



**Paul McAvoy**  
Clerk Craft Director  
SWFAL APWU

This process should have been done in May but was dragged out until October 18, 2014. The SWFAL and local management (Tracy Sparks and Nancy Rose) did everything we could to have this process expedited but it hit one roadblock after another by Shared Services.

The bids that were assigned have been residual for well over a year.

A residual bid is a bid that is vacated and when reposted had no successful bidders. These bids were being held in withholding for possible excessing events. When the consolidations were put off for a year the APWU and Management made an MOU to convert PSE/NTFTs into these bids.

Now that all the residuals have been filled, any new residual bids will now be filled by unencumbered (unassigned) employees.

The process for selecting them are as follows: the JCIM explains how this selection process is done:

267. How are unencumbered employees assigned to residual vacancies for which they are currently qualified?

Response:

When unencumbered employees are currently qualified on two or more assignments, the employees are given an option and assigned by seniority. If no preference is stated, assignment is made by seniority. For example, if two unencumbered employees are qualified and there is one residual vacancy, the vacancy would be offered to the senior of the two qualified employees. If both employees decline, the senior of the qualified employees would be assigned and placed in the vacancy. If, in this example, there were two residual

vacancies, the senior of the two employees would be given the choice of the assignments and the junior employee would be assigned to the remaining vacancy.

Management at the P&DC and in Customer Service has been reverting almost every bid that has been vacated. We grieve each and every one of them. There are presently a few still unencumbered employees in the Fort Myers bid installation. If someone is unencumbered for more than 120 days management is required to post a newly established bid.

The CBA Article 37.4.D states:

Identification of Newly Established Duty Assignments

When the number of full-time regular Clerk Craft duty assignments in an installation is less than the number of full-time Clerks, a full-time employee remaining unencumbered for a period of 120 calendar days shall demonstrate the need to post the newly

established full-time regular duty assignment in accordance with Article 37.3.A.1.a.

This process shall continue until all unencumbered Clerks eligible to be assigned have successfully bid or been assigned to duty assignments.

What this means is that if you are unencumbered (unassigned) for over 120 days and the number of bids does not equal the number of full time employees, management must create newly established bid(s). If you are unassigned for over 120 days ask to see your steward to file a grievance to have a newly established duty assignment.

I would like to wish everyone a very Happy, Healthy and Safe Holiday Season. This also means management will be incorrectly issuing overtime, performing craft work and basically ignoring the contract. Because it is season does not give management the right to violate the contract. See your steward if you see management violating the contract.

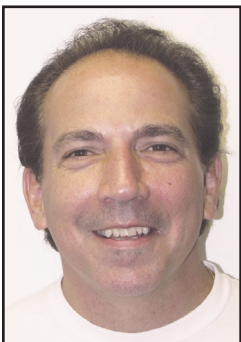
## YOUR Union

## APWU



## Hard Copy – The Risks From Going Paperless

As we advance further and further into the digital world, the importance of a hard copy document wavers.



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

With cloud storage, backup hard drives, and mass storage options, it may seem like hard copies of important documents aren't necessary - why would you physically need paper when you can have an infinite amount of digital copies?

Well let's begin with the question-How long do we actually need to keep the document or information? If you are only going to keep the document or file for a short length of time, maybe a few years, then electronic may be best, if possible. However, as time goes by the electronic means may become out of date and so may the methods of record keeping (e.g. from

Word to PDF) and there is always a potential for some loss of information when transferring information. Some metadata (data about the data) may be lost.

On the other hand books and other paper documents from centuries ago are still readable today with certain preservation techniques. Electric data over time can become unstable. Digital media, depending on the conditions, may have an upper limit of thirty years, and in many cases less than this. It's almost laughable how easy it is to lose computer data—an accidental coffee spill on your laptop and the information for all of your contacts and documents could be lost.

Now there are two reasons as to why I decided to write this article. The first being that it seems like every day I am getting a request from my bank, insurance, telephone, or cable service to "Go Paperless". They offer discounts, free offers and even cash incentives to go paperless. The problem I have with that is, I won't have a

hard copy and I work for the Postal Service.

Last time I checked, mail was my bread and butter! I like having proof on hand as to what I was charged, what I paid, or what I was quoted. And mostly, what I earned!

This brings me to my second reason. It seems that even the Postal Service is requesting employees to go paperless with leave and earning statements.

Now I have heard everything. Not only does the Postal Service want us to not receive the same product that we work but also to trust their record keeping. No offence to their record keeping but I think I will pass.

One prime example as to why it is important to keep a hard copy of certain documents is a recent grievance that I was involved with. The individual had been fighting a grievance for 10 years on a pay issue. The grievance was settled in 2008. It seemed that management would use any way they

could to delay the monetary settlement due. Finally management's last possible attempt to avoid payment was, "How do we know he wasn't paid already." We will have to request copies of his pay stubs from 2008.

Well GOOD LUCK WITH THAT! And a better question would be HOW LONG IS THAT GOING TO TAKE? To make a long story short, the grievant was very diligent on record keeping. He returned to work the very next day with his original pay stubs from 2008 in hand. Case closed and with a little more persistence he was paid.

I am not against digital record keeping. On the contrary, I use it every day for certain documents. But when it comes to job security and keeping the mail flowing, especially my pay stub, I will stick with a HARD COPY.

In Solidarity

# When Management Refuses To Follow Safety Guidelines - Notify OSHA

I will begin again with the APWU's boycott of the "Voice of the Employee" (VOE) survey as I do each month. This is on the National and local level of the APWU.



**Daniel M. Gray**  
Vice President  
SWFAL APWU

Nothing constructive has ever resulted from the survey.

The VOE survey is your mail to do with as you please. Please contact your steward or the Union Office if your manager or supervisor is refusing to allow you to take your survey with you.

Management has once again disciplined an employee for reporting an accident which is a violation of the Occupational Safety and Health Act. Management claimed since the employee failed to immediately report the accident the discipline was for "Failure to Follow Instruction".

The ironic part of this situation is that the employee filed for an "occupational disease or illness" on a Department of Labor CA-2 form. This is an injury that occurred over time and an employee may not be aware of when the immediate injury occurred. This was also confirmed by the employee's doctor who filled out the CA-2 for the employee.

**This improper discipline violates section 11 (c) of the OSH Act which prohibits an employer from discriminating against an employee because the employee reports an injury or illness.**

**The OSH Act states the rule cannot penalize workers who do not realize immediately that their injuries are serious enough to report, or even that they are injured at all. An employee who reports an injury or illness is disciplined, and the stated reason is that the employee has violated an employer rule about the time or manner for reporting injuries and illnesses is a violation of the OSH Act.**

The issuing of discipline for reporting an accident serves no other purpose than attempting to scare employees from reporting accidents and keeping the Postal Service accident rate down.

So what should this teach you? Management is telling you that you should immediately report all accidents or injuries (scrapes, bumps and bruises) no matter how ridiculous or minor. Because if they

become more serious you may then get disciplined for failing to report the incident immediately when it occurred or you should have realized the injury occurred.

This is what management expects and demands of its employees. How asinine is that? If you are issued or threatened with discipline for reporting an accident for any reason (not reporting immediately or how accident occurred) immediately ask to see your Union Steward.

Also you can also contact OSHA by mail, phone, or file a complaint online (for reporting issued discipline you can use the OSHA whistleblower complaint form). Remember you have only thirty (30) days to file a complaint with OSHA from the date of incident (discipline).

The OSHA area office is:  
Tampa Area Office  
5807 Breckenridge Parkway,  
Suite A  
Tampa, Florida 33610-4249  
(813) 626-1177  
(813) 626-7015 FAX  
Website: [www.osha.gov](http://www.osha.gov)

As most of you know by now the Federal Court Judge has denied the USPS motion to dismiss our lawsuit filed due to non-compliance with the local's Arbitration Award. To say the least management is not very happy. The Judge dismissed the Postal Service motion to dismiss the lawsuit and sided with our local's right to be heard in Federal Court.

Another issue we seem to be having is employee on employee conflict. Remember you do not have to like someone you work with, but you have to work with them. Treat your coworkers the same as you would like to be treated. You are only responsible for doing your job so if you want to police how everyone else is working please ask to get into management. Remember the person you are having conflict with is someone's mother, father, brother, sister, daughter or son. Would you want one of your relatives treated badly? We all work at different paces and speeds.

We are also having cross craft issues with other Unions. If you see another craft doing your job ask to see a Union Steward and file a grievance. Please do not start yelling at the other employee since 99% of the time someone in management has told this employee to perform this task.

The same applies if you are instructed by a Supervisor to perform a task which is outside your craft. You must follow the instruction of your supervisor unless it is a safety violation or criminal act. If

**The OSHA area office is:  
Tampa Area Office  
5807 Breckenridge Parkway, Suite A  
Tampa, Florida 33610-4249  
(813) 626-1177  
(813) 626-7015 FAX  
Website: [www.osha.gov](http://www.osha.gov)**

you disagree with the instruction, politely ask to see your Union Steward and file a grievance. Unfortunately in these cases the rule is obey now, grieve later.

When an employee requests to see their Union Steward, the request should be to their immediate supervisor. Normally, a Union Steward/employee will be released within two (2) hours of his/her request. If immediate release cannot be met, the supervisor will notify the steward/employee of the reasons for the delay and time of release.

The steward/employee should be released before the end of the tour. If the steward/employee is not released before the end of tour, they must be released immediately upon the beginning of his/her next tour of duty. In the event a steward or employee is delayed until their next tour, the steward/employee should notify the supervisor of the prior request.

I was recently questioned on why the Union got a certain employee's discipline expunged. The reality is the Union must represent all of their members and nonmembers the same. If the discipline is improper or improperly issued we will strive to have it removed or reduced.

The Union does not issue discipline and all discipline is not warranted. Many of the discipline

issued could have been handled in a better fashion. We do not get to pick who we represent and who should get proper representation.

Everyone is treated the same. If management does a sloppy job issuing the discipline we will strive to have it removed. Our local has been pretty successful at having discipline expunged or reduced. A lot of this is due to management failing to properly issue the discipline in the first place, warranted or not.

Management has the burden of proof in cases of discipline not the Union. Ask yourself what if the steward doesn't particularly like you? Should they let management issue you discipline that would not hold up in Arbitration and should be expunged?

The local elections will be occurring by the time you read this article. Please vote. There is no excuse not to vote. You are given a self-addressed and stamped envelope to return your ballot.

Your vote is important. If you are uncertain of a candidate ask the members who have worked with the person in the past. Remember 99% of the time someone's past dictates their future.

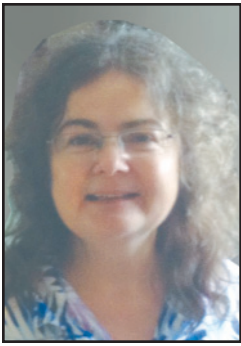
I wish everyone a happy holiday and hope everyone gets to spend some quality family time during our soon to be hectic mail season.

**Where There Is Unity**

**There Is Strength**

## Union Matters

"Safety First."  
"Safety Depends on You." "Safety is Everybody's Business."



**Mickey Szymonik**  
Maintenance Craft  
Director  
SWFAL APWU

Ha, Ha, Ha, Ha, Ha! Oh, sorry. I don't mean to take this as lightly as our Management at the Fort Myers P&DC seems to.

Take the incident that occurred on September 18, 2014, for instance. A leaking package arrived at the Plant on a Tampa truck at approximately 2300 hours. When the truck was opened, a noxious odor was released that sent at least one mailhandler home. The package contained a disinfectant called "Creolin" that is used to clean animal stables.

Around 10:30 the next morning, my manager asked me to pull the Material Safety Data Sheet (MSDS) for the product so it could

be provided to the Postal Inspectors. In the meantime, the package, and it's related documentation, was shuffled around the Plant and left unattended on the workroom floor.

Here's a sampling of what I read in the MSDS about this product:

"Restricted to professional users." "Avoid exposure." "Highly flammable." "Toxic by inhalation, in contact with skin and if swallowed." "May cause skin and nasal cancer." "Evacuate personnel from the area." "Utilize Personal Protective Equipment including chemical resistant gloves, goggles and independent breathing apparatus."

Well, basically suit up for a serious HazMat situation. Of course, that didn't happen.

I, myself, was initially unaware of the toxic properties of Creolin but certainly couldn't help but notice the terribly strong odor in the building.

I started pulling my tee shirt over

my face, and then donned one of our old anthrax face masks.

My nose and throat were burning and I complained to my co-worker of a headache. She stated that her nose felt like a blast-furnace and that she had a headache as well.

The saturated address label had been taken into my Manager's office and she ended up evacuating her office for 5 days due to the caustic odor.

The correct protocol for this situation was so overwhelmingly disregarded, and the actual response was so stunningly inept as to border on criminal negligence.

From the Plant Manager, to the Postal Inspectors, to the Managers and Supervisors on down, it was a comedy of errors. Except for the fact that worker's health and welfare were put at grave risk.

Even after this event, the Plant Manager seemed to attempt to stone-wall and intimidate mem-

bers of the Safety and Health Committee who were trying to investigate and mitigate any future incidents such as this. Oddly enough, the minutes of the Safety meeting, during which this situation was discussed, just disappeared!

That this package was shipped by Amazon plays a factor in this lapse of concern on the part of management. I was told by my Manager that Amazon is a \$50,000 dollar a month account for the Postal Service. We needed to tread lightly, here.

What? We need to subject ourselves to possible neurological disorders, nasal cancers, respiratory distress and god-only-knows what else, for an account?

I beg to differ. I mean I really beg to differ. I really like my life and don't relish it being compromised or cut short by Amazon.com . . . as much as I love Amazon.com.

Solidarity, Prosperity, Peace

## SWFAL APWU Election Update

At the general membership meeting on Sunday, October 19, 2014, nominations for the upcoming election were made.



**Eileen DiMase**  
SWFAL APWU  
Election  
Committee  
Chairman

The following candidates were unopposed, and therefore, elected by acclamation:

**PRESIDENT**  
Sam Wood

**VICE PRESIDENT**  
Dan Gray

**SECRETARY / TREASURER**  
Felicia Gluhareff

**EDITOR**  
Kathy Moyer

**CLERK CRAFT DIRECTOR**  
Paul McAvoy

**MOTOR VEHICLE CRAFT DIRECTOR**  
Joe Fracek

**OFFICE OF TRUSTEE**  
Grace Baer  
Danny Carinci  
Dave Grant

The office of Maintenance Craft

Director is contested with the following 2 nominees, Jeremiah Strunk and Michele Szymonik.

Ballots will be prepared at the union hall on Monday, November 3 beginning at 9:30 am. They will be secured and subsequently mailed on Friday November 7, to all members in good standing as of October 19.

The only craft participating in this election is the MAINTENANCE CRAFT. No other crafts will be receiving a ballot.

Maintenance Craft members who do not receive a ballot by November 13 may contact me at (941) 626-0811 ASAP. You may also contact me in the event you lose or spoil your ballot prior to December 2, so I may provide you with a replacement ballot.

Ballots must be returned in time to be picked up on Wednesday, December 10, at 9:00 am. Reminder: please read the instructions accompanying the ballot. If you peel off or obliterate your return address label, your ballot cannot be counted.

This is your chance as a member of the Maintenance Craft to elect your Craft Director, so don't throw this opportunity away. Please make sure you get it in the mail no later than December 8 so your vote will be counted.

## Candidate Articles For SWFAL APWU Election

### MICHELE SZYMONIK

I, Michele Szymonik, have been a Maintenance Employee for over 13 years, a Maintenance Steward for over 8 years, and have been honored to serve as Maintenance Craft Director for over 2 terms. I am proud of my record, winning many monetary awards, pushing for and being successful in converting PSE's in Maintenance to career employees, facilitating the transfer of Clerks, Mailhandlers and e-Reassign employees into the Maintenance Craft, and overturning, or mitigating many wrongful disciplinary actions.

In addition, I initiated a National grievance on ECBM, still in the grievance process, which included remedies that, if successful, will positively impact the MOS and ET Occupational Groups. I will continue to fight violations of the CBA, OSHA and USPS Handbooks and Manuals.

I've attended meetings, seminars and conferences that have helped me become a more educated representative. I have never requested nor have ever been a member of management. I am an integral, cohesive and dedicated representative of your SWFAL-APWU Executive Board. I stand by my honesty, integrity and work ethic. I humbly request your support in my efforts to effectively continue to represent the Maintenance Craft

for the Southwest Florida Area Local.

### JEREMIAH STRUNK

I, Jeremiah Strunk, would like the opportunity to represent you as Maintenance Craft Director. I believe you have the right to: competent and educated representation, representation that will be a strong voice for you in all causes of action, representation that will hold management accountable in abiding by past grievance settlements as well as adhering to all handbook and manuals agreements, and representation that will let your voice be heard.

My experience for this position is more than adequate. I have been a Postal Service employee for 17 years. During which I served as an union steward for 10 years. I have an associates college degree with studies accredited by the American Bar Association in Paralegal/Pre-Law.

If given the opportunity I will provide you with leadership in representing you in all manners. I will require management resolve grievances and other issues at the lowest possible step in order to adequately and expeditiously get you results. I will always have an open door policy as I will be here to serve you the member. But most importantly...I will let your voice be heard!

# Bokeelia Management Lacks Ability To Resolve Labor Issues

It is just another day at the Bokeelia Post Office. Anti-labor, anti-union attitudes flourish in the minds of managers here. And now this: On a day while I was away from the Bokeelia station on Union Official LWOP, the manager decided the PMG Donahoe "Wanted Poster" from the Union Bulletin Board must be removed. So, as so often in the past, without any discussion with me, the union representative in the office, management apparently decided they must act.

Management always seeks a situation they can exploit; i.e. force a punitive decision on targeted employees in the office. We have documentation that covers years of this kind of managerial misconduct at Bokeelia. Unfortunately, there is no accountability for management here; they can do as they please; just about anything goes.

Management claims to be concerned about "the problems at Bokeelia". Once in a while, we get a grand proclamation from District that affirms their concern, and sometimes, management provides a copy of the document to me. It usually comes in the form of a written statement of management (at

the District level) expressing their commitment to all of the statements of upper management regarding equal opportunity, etc. In our District, management simply doesn't mean any of it.

I recently filed two complaints regarding management conduct at Bokeelia and have never heard another word. Afterwards, I was subjected to a sudden and unannounced meeting with MPOO Leroy Middleton, accompanied by Postmaster Gina Krajca, demanding to know why there were so many grievances being filed at Bokeelia. After repeated requests to have my union steward, Sam Wood, present, and having those requests summarily rejected, managers Middleton and Krajca decided I should file less grievances.

What? As a result of their interrogation, I filed another grievance. This new grievance contained issues previous grievances had supposedly settled.

Postal management conduct often reveals their inadequacies. They are only able to function in an environment that they completely control. They are incapable of accepting input that actually resolves

# Our Own Worst Enemies

Right now, management is chomping at the bit. When they see members of the APWU, fighting against each other, they have cause for celebration. It's divide and conquer and they will use it against us, folks. Believe it.



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

We're seeing workers being walked out because of disagreements with other workers. USPS Management bringing discipline upon our own because of statements and complaints being made by our own. To give management any excuse to divide and conquer is a show of weakness and indecision on our part.

At the same time, we have some

issues. The number of grievances at the Bokeelia Post Office could easily be lowered if management would simply follow the contract.

District issues a statement, and hostile work environments supposedly disappear. Interrogations by

among us that set themselves up for animosity from their co-workers. When they think that they have a better work ethic than others around them or, when they think that they can do no wrong then they invite the disdain they deserve. Don't throw stones in a glass house. Nobody is perfect.

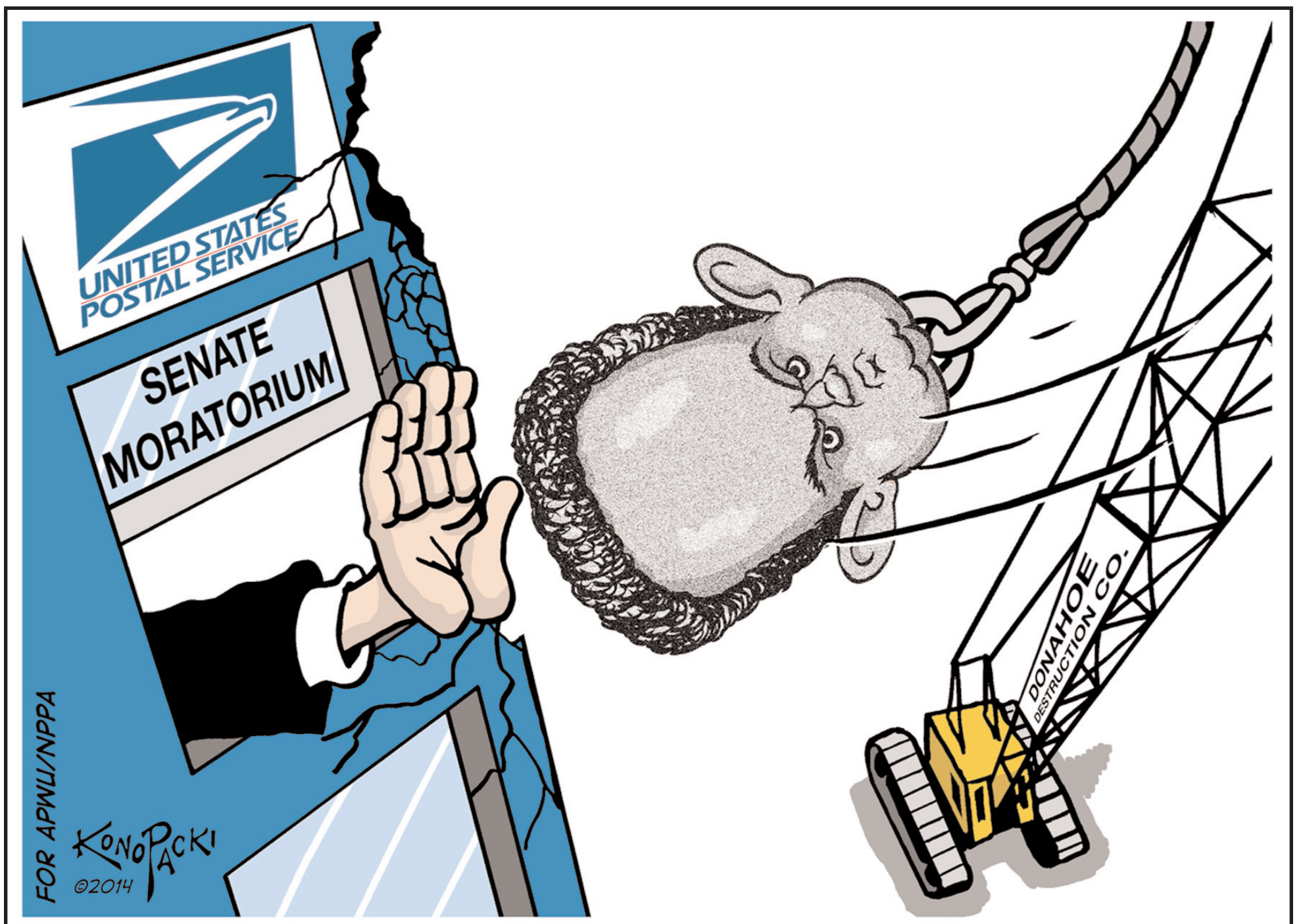
We need to direct this energy towards the real problem with what goes wrong in the USPS.

That is with the mismanagement brought on by the ineffectual and untrained people in management. People that have no qualifications to manage, other than years in the service who are promoted to positions where no accountability is required. Where following the requirements of labor contracts are considered necessary only when convenient and are ignored knowing that the grievance process can be slow.

Remember, the problem is management, not the union.

managers conclude with predictable results, results that create more problems. Meanwhile, no one is supposed to notice the mismanagement at Bokeelia Post Office that continues unabated.

Kathy Moyer, Editor



# You Can't Make This Stuff Up

Among the words that I thought I would never say, was, "I miss Norbert"! Norbert was a former mail carrier. He became enamored with automation when it was explained to him that a drawing of the sorting systems would look like a plate of cooked spaghetti. Norbert believed that we owed our customers what we were promising them, fast and efficient mail delivery. With Norbert it was, "every piece every day". And that meant AUTOMATION. Why all CAPS? Because (and please pay attention to this), he knew that, every time the piece of mail is worked (sorted) by the human hand we lose money - an idea (so what if it's fact) overlooked by virtually every actual, or acting, plant manager since his departure!

More Norbert facts: We had a clean plant, floors waxed, rather frequently, trash gone, extra equipment in designated areas, not, 'ah just put it anywhere.' Trays and tubs were neat and stacked. The red tag (okay so it's orange) for defective equipment, has an instruction printed on it that that piece of equipment so tagged would be removed from the work room floor. This was not a suggestion; it was an order, an order not to be overlooked. If Norbert were to find one, everyone in ear shot (virtually the whole plant) would know that it was not meant as a suggestion.

For holidays; the tree, the train, the bulletin board, with the cards and etc.; the food (taken as a given event, not something we almost have to beg for from a certain plant manager).

Norbert did not micro manage his managers and supervisors, he supported them, and sadly his managers did not serve him well. Each one looked on their tour as a fiefdom, some to the point of tyranny. And even with that the plant had a high degree of esprit de corps, and morale. Shift mates went out together after work, and a gross violation of the contract, or of management trying to take advantage of employees, was answered by an avalanche of grievances.

Norbert went, and the parade of incompetent Plant Managers began. Today, no one really seems to care; there are some who I really think that if they complain, their supervisor won't like them anymore. Remember Bobby and the coins, which we all dearly loved and coveted, and his chaining certain GPC's together; one point though of a Bobby good, his color coding of stackers to bread rack trays, it was a good idea, even if it was a mess when they installed it, good for newbies and DBCS automation haters like me.

But since then, we have no main-

tenance or up keep to the labels, a typical, for this place. Randy was just passing through on his way to San Antone, but he over day (remember I work nights), instituted a system that saved hours of lost machine running time each day (night), this after a 5 minute talk with, must I say it, me.

Now the current plant manager, last year, when she spent a stint on nights, was at both the Flat Sorters, and the No Read line when I was there. At the No Read line I pointed out the big problem that we have of having mail inducted into the UTS delivered to the point to where it is to be worked, was label holder hygiene, and that over 90% of mail generated in the plant that came down on the No Read line was due to bad label holder hygiene.

She asked why this was so, and I told her; that in the beginning, the SDO of automation informed the MDO that we did not have enough time to change label holders, so, it became policy, don't worry about the label holders. And when the readers at the induction point kept stopping the trays because of bad labels, they just disabled, or removed the readers, so the induction stations would take anything, bad label, no label, backwards. Let them take care of it at the No Read line.

Now a little note about the No Read line; while 80% of the mail landing at the No Read line are from automation, either from Tour 1's SCF or Tour 3's OGP, it has been decided that Manual (which receive less than 1% OF UTS MAIL) would do the clean up and change label holders, or whatever else as needed. Oh and bye the bye, the current number of trips around the UTS before automatic kicking out of the tray is 15, or in time 1 1/2 hours. So, if your mail is late because you can't spend 30 seconds, oh well. And after all this, she asked why, my answer then and later was, "Because no one has told them not to." A year and a half later, what changes have been made? NADA!

Now we move to the Flat Sorter. The problem that Randy corrected in one day, he and Tom Horner were at head of AFSM 2, before they had a chance to leave I pointed out to them that both machines were idle and unable to begin a new scheme because they had finished the previous scheme and had kicked out the tubs and they were sitting idle. There was no way to re-tub for the next, because all the Mail handlers had gone to lunch at the same time. The next day, one machine went to lunch, and a make-up crew took their place, when the first crew came back the second went to lunch and the make-up crew took their place, the machines kept running without

idle time. This is not really brain surgery, but it worked. Oddly I had told the plant manager, when the same situation occurred while she had been standing there and wanted to know why I was not clearing the tubs, I had to tell her why. I was not going to clear the tubs so that we could tub up for the next run. Don't they tell plant managers about union contracts? As said, nothing happened.

At that same time, two man-made problems, done deliberately, occurred. The first: placing new style plastic envelopes for check books in the very front so that that the gripper cannot open the door; lost time. The second: placing small items at the very back so that the forks will pass over them, connect on the first tall slamming the door into the back mail, spreading mail all over the bed, and putting a strain on the fork mechanism; again lost time. Shown, not told, action taken, NADA!

So no action on problems pointed out, but on one of her current visits, she said that we must save time, so exit with 40 buckets (later changed to 25). I tried to tell the plant manager that that would give us forty rejects.

On the next run, I was overruled, and was told that they would all drop at the same time. It was the classic case of, 'do not try to confuse me with facts, my mind is made up.' I ended the next run, it left 28 buckets, and when I exited, and all the tubs were gone, the counter said 28 buckets. When it came time for the next run, I went looking for plant manager; GONE! Started the run, watched the counter go down, and the mechanical rejects counter go up, and

moved in time to see the rejects going into the reject tub. The beauty of this is that you have no idea what is in each bucket, a certified letter, a magazine, a political appeal, or a sale flyer.

But to go back to Norbert; the FSM 100 sorts to the carrier, a reject will be worked BY HAND, in our manual section to ZIP, and again at the station to carrier. So far, it's a great time saver.

Remember the 24 hour clock, all of us working together. Let's take it one step higher, you're running AFSM scheme F946; that's Placida, Immokalee, and Boca Grande. You dump at 25, and 25 buckets are kept in the machine to be dumped with the next run, which is, let us say F908. Now the F946 ZIPs are early departures, and they are on their way, F908 is an hour later, and it makes it on time, but the contents of 25 buckets of F946 are dumped with it with nowhere to go, and they contained, what?

Oh yes, we really care. Yesterday, 18 October, I came from clearing an equipment jam, to find the plant manager, and she gave me a short lecture on how we had to keep all three ledges full, again to save time. A lecture on keeping ledges full, but not a word said about the ledge right in front of her, where the cradle, the ACT, and it's door were in three different places, rendering the console dead. I guess we see what we see (or want to see).

The Milinda Twotrees Award; Goes to Maintenance Management, which will be the topic of my next article.

Isaac Yost

**Our Next Union Meeting**

**AMERICAN POSTAL WORKERS UNION AFL-CIO**

**Sunday, November 16, 2014**

**9:30 am**

**11000 Metro Parkway, Unit 8**

**Fort Myers, FL 33966**

## Your Elected Officials

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## THE EAGLE'S EYE EDITORIAL POLICY

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## 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](mailto: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](mailto:Edswfal@aol.com). We will be pleased to include as many member announcements as possible.

## All in for ALS

Unless you've been completely tuned out or living in seclusion you've more than likely observed the rousing folly around the phenomena that has taken social media by storm. **The Ice Bucket Challenge** has grown into one of the greatest viral fundraising campaigns of all-time. Those accepting the challenge are drenched with buckets of ice water on video. The video is then posted to social media and a donation is made to charities that support the cause. The shivering participant nominates others to do the same and a movement is launched.



So what would compel logical folks to stand victim to a bucket of ice water over their head? It's all to help raise funds and awareness of a very serious and debilitating disease called amyotrophic lateral sclerosis (ALS) also known as Lou Gehrig's Disease. In addition to the amusement, laughs and theatrics sometimes involving A-List pop culture celebrities; over 50 million dollars has been raised by The ALS Association and other ALS related charities to help fight the disease.

# a•my•o•tro•phic lat•er•al scler•o•sis ā'-mī-ə-trō'fīk lăt'ər-əl sklə-rō'sīs What is ALS?

ALS is a progressive neurodegenerative disease that affects nerve cells in the brain and the spinal cord. Generally our motor neurons travel from the brain to the spinal cord and from the spinal cord to muscles throughout the body sending messages that facilitate movement. ALS causes these motor neurons to die in an affected person; gradually losing the ability of the brain to initiate and control muscle movement. As the disease advances a patient will become completely paralyzed. The progressive degeneration of the motor neurons in ALS eventually leads to death.

ALS affects approximately 5,600 Americans each year and statistics show over 30,000 Americans currently living with the disease and is more often found in men between the ages of 40-70. But ALS can strike anyone. Early signs of ALS are weakness in the muscles specifically the arms and the legs. Other warning signs vary with each individual, but usually include tripping, dropping things, abnormal fatigue of the arms and/or legs, slurred speech, muscle cramps and twitches and/or uncontrollable periods of laughing or crying. The cause of the disease is still unknown and there is currently no cure. However, researchers are working to better understand the physiology of ALS, in order to develop drugs to slow the progression and eventually find a cure. This has become more promising with the overwhelming success of the Ice Bucket Challenge.

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