

Non-Profit Org.
U.S. Postage
PAID
Fort Myers, FL
Permit No. 139

ADDRESS SERVICE REQUESTED



Alva, Bokeelia, Bonita Springs, Captiva,
Chokoloskee, Estero, Fort Myers,
Fort Myers Beach, Immokalee, Labelle,
Lehigh Acres, Marco Island, Naples, Placida,
Port Charlotte, Punta Gorda, Rotunda,
St. James City and Sanibel

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

Document All Instances Of Supervisors Performing Clerk Work



Sam Wood
President
SWFAL APWU

HAPPY NEW YEAR!

I hope that everyone had a great Holiday Season and made it through a busy Christmas. I also hope that you all have a Happy New Year!

TIME TO TAKE A STAND

We are still receiving phone calls

from our members stating that Management and other Crafts are performing APWU Bargaining Unit Work. I can't understand why employees stand by and refuse to document these occurrences. Our members are willing to call and speak to us about work being done by Management or other Crafts but fail to act any further.

Refusing to document these incidents could end up doing irreparable harm to our Craft (loss of jobs, hours, overtime, etc.). It is not unreasonable for employees to confront management performing our work.

Article 3 is clear, Postmasters and Supervisors in Level 15 and 16 Post Offices are limited to no more than 25 hours of bargaining unit work per week. Postmasters and Supervisors in Level 18 post offices are limited to no more than 15 hours of bargaining unit work per week. Postmasters and Supervisors in Level 20 and above Post Offices are no longer permitted to perform bargaining unit work unless it falls within exceptions outlined in Article 1.6.A. These limitations remain at the same level through the life of the agreement, even if the Post Office is downgraded in level.

Postmasters and Supervisors who perform bargaining unit work are required to record "what operation they are performing either by time clock, PS Form 1260 or other appropriate means" and that documentation must be made available to the union upon request.

According to the APWU National Website: "We continue to hear about instructions to the field that are intended to circumvent this agreement.

For example, in spite of the clear language requiring that "all time the supervisor or Postmaster spends staffing the window will be counted towards the permissible bargaining unit work limits," we

continue to hear about instructions that postmasters need only record the time of their actual window transactions.

Our position is clear: **If the window is open, someone must be staffing it.** If the parties had intended that "only the time actually spent performing specific recorded window transactions would be counted" we undoubtedly knew how to say exactly that – but we didn't. "All time" the postmaster spends staffing the window must be counted."

If you are a PSE working at a Station, Branch or Plant, Managers or other Crafts performing APWU Bargaining Unit Work is keeping you from being converted to a Career Position.

To those Career Employees, management performing APWU Bargaining Unit work is taking overtime or the ability to hire other co-workers to assist away from you.

At what point will our membership learn that others performing our work is not a good thing for us?

Every time a member of management or another Craft employee is performing APWU Bargaining Unit Work, the APWU Represented Craft losing that work does not get credit for the hours that the work is being performed, thereby possibly losing those hours forever. This eliminates the need to convert PSE's to Career Employment and allows management to work with fewer employees because they and other Craft Employees are performing the work.

Articles are constantly written on how to document crossing craft grievances. The Union even has prepared forms to help document crossing craft issues. If you would like copies of these forms, please

See: Document All Instances
Continued on Page 4

IN THIS EDITION OF **THE EAGLE'S EYE**

Document All Instances Of Supervisors Performing Clerk Work	1
Secretary-Treasurer's Report	2
Overtime Rules Can Be Complicated See Your Steward For Answers	3
Another Christmas In Paradise	4
Union Matters	5
The New Plan	5
What You Should Know About Injury Compensation	6
Trustee Report	7
SWFAL Membership News	8
Award Winning Team	8
The Eagle's Eye Appreciates All Contributors	8



**Southwest Florida
Area Local, APWU**

11000 Metro Parkway, Unit 8
Fort Myers, FL 33966
239-275-1007
Open 9am-3pm, Monday-Friday

WEBSITE ADDRESS

www.swfloridaapwu.org

PRESIDENT

Sam Wood
SWoodFla@aol.com
239-823-APWU

VICE-PRESIDENT

Dan Gray
VPswfal@aol.com
239-834-2736

SECRETARY-TREASURER

Felicia Gluhareff
SecTreaSWFAL@aol.com

CLERK CRAFT DIRECTOR

Paul McAvoy
ClerkCraftSWFAL@aol.com

**MAINTENANCE CRAFT
DIRECTOR**

Mickey Szymonik
Maintdirswfal@aol.com
239-834-2900

EDITOR

Kathy Moyer
EdSWFAL@aol.com

**MOTOR VEHICLE CRAFT
DIRECTOR**

Vacant

TRUSTEES

Daniel Carinci
Grace Baer
David Grant

**SAFETY & HEALTH
COMMITTEE**

David Grant
Wendy Skaff

CONSTITUTION COMMITTEE

Dan Gray, Chairman
Felicia Gluhareff
Paul McAvoy
Kathy Moyer

NATIONAL MAILING ADDRESS

Per Capita Section
APWU, AFL-CIO
1300 L Street NW
Washington, DC 20005

FLORIDA POSTAL WORKER

The Florida Postal Worker
P.O. Box 8363
Fort Lauderdale, FL 33310
www.apwuflorida.org

**Secretary-Treasurer's Report
Felicia Gluhareff**



**SECRETARY-
TREASURER'S REPORT**

Felicia Gluhareff

December 8, 2013

CALL TO ORDER:

Time 9:30 a.m. There were 13 members in attendance.

**PLEDGE
OF ALLEGIANCE:**

The pledge of allegiance was led by Ashley and Scott Wiser.

**ROLL CALL
OF OFFICERS:**

Felicia Gluhareff performed the roll call of officers. Present were Sam Wood, Dan Gray, Felicia Gluhareff, Paul McAvoy and Kathy Moyer. Dan Gray made a motion to excuse Mickey Szymonik who had personal business to attend to. The motion passed.

MAP:

Barbara Carr told two jokes in honor of Charles Glennon.

NEW MEMBERS:

Carmina Bailey, Angela Dziedzic, Jeremy Norman, Barbara Rodriguez, Aaron Parrott, Kevin Ward, Rasheedah Africain, Irene Rizzo, Joseph Neelon, Jasmine Marson, Annette Lee, David Leckie, Jeff Cimilien, Kenneth Bennett, Dorothy Becker, Gizmeth Alcazar, Christopher Figueroa and Edgar Javier.

**EXECUTIVE BOARD
MINUTES:**

Maintenance overtime rotation issues at the plant were discussed and are still being discussed by management and our local. All overtime will be issued per the LMOU or members are urged to speak to their steward.

Small postal office issues regarding postmasters doing clerk work were discussed.

PSE's are not to be includ-

ed in the choice vacation event. As per Item 12 in the LMOU they are to be included in incidental and "other" leave when choosing. This is due to them accruing their leave and not being issued leave up front at the start of the year.

**SECRETARY-
TREASURER'S REPORT:**

Felicia Gluhareff read the minutes from last month's union meeting since there is no December Eagle's Eye. Scott Wiser made a motion to accept the minutes as read at this month's meeting. The motion passed. We will be opening our Tampa Postal Credit Union business checking account this week. I have gathered all the signatures and information that should be needed. We will be opening that account with a \$5,000 balance until checks can be printed and our outstanding payments can be cycled through Wells Fargo. The Wells Fargo account will then be closed. The building insurance has been successfully reinstated.

**REPORT/SELECTION
OF COMMITTEES:**

None.

**REPORT OF
CONVENTION
COMMITTEES:**

None.

REPORT OF TRUSTEES:
The Trustee Report on the audit will be printed in this month's Eagle's Eye.

COMMUNICATIONS:
Our local received Christmas/Holiday cards from our state Clerk Craft Director, Joe Paul and Sheriff Mike Scott.

**UPDATE OF
GRIEVANCES:**
None.

OLD BUSINESS:
None.

NEW BUSINESS:
Dan Gray would like to

make a motion to purchase a \$250 gift card for our office secretary, Karen D'Angelo, as a Christmas bonus. The motion passed.

Sandee Beckler asked about parcels scanning at stations. It appears that some parcels are not getting scanned which in turn means that the clerks (and carriers) are not getting credit for that work. This may ultimately affect the number of clerks needed at those stations since all work is not being accounted for.

Sam will talk to National's Industrial Relations department to get advice on how to move forward on this issue.

LABOR/ MANAGEMENT:
None.

GOOD AND WELFARE:
The winner of the COPA 50/50 drawing was Paul McAvoy who won \$33.00. The total netted for the drawing was \$66.00. The name drawn for the member's incentive award was Felicia Gluhareff. She won \$50. The pot will remain at \$50 for next month's GMM.

**ELECTION OF OFFICERS
AND DELEGATES:**
None.

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 January 12, 2014 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:
Robert Nowall moved to adjourn at 10:20 a.m. The motion passed.

Overtime Rules Can Be Complicated

See Your Steward For Answers

Recently I have been asked a lot of questions concerning overtime and how overtime is supposed to be issued. Also, what is the proper remedy if someone is improperly bypassed for overtime?



Daniel M. Gray
Vice President
SWFAL APWU

Overtime is not always a simple yes or no answer. There are sometimes many variables that dictate how the overtime is issued.

Listed below are sections taken verbatim from our Local Memorandum of Understanding for the Fort Myers Bid Installation and the Joint Contract Interpretation Manual.

LMOU Item 14 - Whether "Overtime Desired Lists" in Article VIII shall be by section and/or Tour

- A. The overtime desired list shall be by section and tour as listed in Item 4.I. There will be two overtime lists,
 - 1.) Employee's normal work day,
 - 2.) Employee's non-scheduled work day.
- B. Supervisors may go outside the section for overtime volunteers, once the ODL has been maximized for that section where the overtime is needed and volunteers possess the necessary skills.
- C. Employees may remove their name from the ODL by providing written notice to Management. The "removal" is effective at the end of tour, unless overtime has been assigned.
- D. Employees who change sections/tour shall, at their option, retain their volunteer status on the ODL.
- E. Management shall post an updated OTDL at least two weeks prior to the start of the calendar quarter. Employees already on the OTDL shall be automatically carried over to the new OTDL. Employees not on the OTDL shall be able to add their names to the OTDL during this time frame.

JCIM Article 8.5.D Overtime-Non-List

One purpose of the overtime

desired list is to avoid scheduling full-time employees not wishing to work overtime. However, if the overtime desired list does not provide sufficient qualified full-time regular employees for overtime work, Article 8.5.D permits management to require employees not on the overtime list to work overtime on a rotating basis starting with the junior employee.

JCIM Article 8 Questions & Answers

#15. Must all employees on the overtime desired list be utilized twelve hours per day before an employee not on the list works any overtime?

Response: Except when there is an operational window that cannot be met unless non-list employees are worked. At such time, list and non-list employees may be scheduled simultaneously. NOTE: Non list employee, in offices utilizing NTFT duty assignments in the same Functional area, cannot work overtime except in an emergency.

#26. What is the remedy if an employee on the overtime desired list is improperly bypassed?

Response: If the overtime desired list employee is improperly bypassed and another employee on the overtime desired list is selected out of rotation, the bypassed employee is provided a similar make-up opportunity within ninety days of when the error is discovered; if no similar make up opportunity is available within that ninety days, the employee is compensated at the overtime rate for a period equal to the opportunity missed.

If the overtime desired list employee is improperly bypassed for another employee not on the overtime desired list, the bypassed employee will be paid at the overtime rate for the number of hours equal to the opportunity missed. When a question arises as to the proper administration on the "overtime desired" list at the local level, a steward may have access to appropriate overtime records.

JCIM Article 8.4.G – Overtime Work – PSE Employees

PSEs shall be paid overtime for work performed in excess of forty (40) work hours in any

one service week.

When an opportunity exists for overtime for qualified and available full-time employees, doing similar work in the work location where the employees regularly work, prior to utilizing a PSE in excess of eight (8) work hours in a service day, such qualified and available full-time employees on the appropriate Overtime Desired List will be selected to perform such work in order of their seniority on a rotating basis.

Remember you are not entitled to overtime outside your designated section and if you do work overtime outside your designated section, you are equivalent to a non-list employee in the other OTDL section.

If you think you have been bypassed, or think overtime was incorrectly issued, ask to see your steward. You only have fourteen (14) days from the date of incident to file a grievance. Please do not wait to the last day. You can find out even more information about overtime and other contractual issues at the APWU.org website under the link for handbooks and manuals, or ask to see your Union Steward.

The US Postal Service recently released its financial results for the fiscal year which ended September 30, 2013. The USPS claimed a net loss of just under \$5 billion.

This was entirely attributed to the unreasonable requirement that the USPS must prefund its future retirees' healthcare benefits for the next 75 years. The USPS must annually pay \$5.5 billion into the prefunded retirees' healthcare benefits. This was imposed by

Congress in 2006 when the Republican controlled Congress passed the Postal Accountability and Enhancement Act (PAEA), and President Bush signed it into law.

The PAEA mandated that over the course of just 10 years, the USPS must pre-fund healthcare benefits for the next 75 years of retirees. This meant the USPS had to divert \$5.5 billion annually to a fund set aside for future retirees, workers who haven't even been hired yet.

Plus, this was on top of the normal cost of covering current employees and retirees. No other entity, public or private, is required to do this. This pre-funding mandate is the real reason the USPS is in the financial crisis you continually hear about every day.

If you discount the unreasonable requirement to prefund the future retirees' healthcare benefits, the USPS brought in about \$600 million more revenue than it paid out in operating costs and actually turned a profit on its operations this past fiscal year (2013).

This information has been repeatedly reported by all of the National Postal Unions, but seems to be ignored by management, the public and most politicians. Where most business strive to increase service the USPS seems hell bent on cutting more jobs, closing needed facilities and degrading service instead.

I hope everyone enjoyed the holidays and had at least a little stress free time. While our work environment can be challenging at times, please leave your work stress at work. Try not to take this stress home to your family. Remember your family and friends always come first.

Did You Know?

Your SWFAL APWU
Local 1279
has its own website!

swfloridaapwu.org

Visit our website to find out about
News, Information and Events.

Another Christmas In Paradise

I am hoping everyone had a Happy and Healthy Holiday Season.



Paul McAvoy
Clerk Craft Director
SWFAL APWU

This was another Christmas season jam packed with overtime.

When overtime is given on a regular basis, along with it comes the grievances based on management's inability to follow the contract.

Every season at the beginning of December, myself and Dan Gray talk to the supervisors at the Plant and explain to them how to contractually administer overtime. Every year management violates the contract and pays thousands of dollars in settlements.

I have had people ask me what is the remedy for overtime bypasses? The following is language from the JCIM on remedies:

REMEDIES

The parties agree that with the exception of December, full

time employees are prohibited from working more than twelve hours in a single work day or sixty hours within a service week. In those limited instances where this provision is or has been violated and a timely grievance filed, full time employees will be compensated at an additional premium of fifty percent of the base hourly straight time rate for those hours worked beyond the twelve or sixty hour limitation. The employment of this remedy shall not be construed as an agreement by the parties that the employer may exceed the twelve and sixty hour limitation with impunity.

What is the remedy if an employee on the overtime desired list is improperly bypassed?

Response: If the overtime desired list employee is improperly bypassed and another employee on the overtime desired list is selected out of rotation, the bypassed employee is provided a similar make-up opportunity within ninety days of when the error is

discovered; if no similar make-up opportunity is available within that ninety days, the employee is compensated at the overtime rate for a period equal to the opportunity missed.

If the overtime desired list employee is improperly bypassed for another employee not on the overtime desired list, the bypassed employee will be paid at the overtime rate for the number of hours equal to the opportunity missed. When a question arises as to the proper administration on the "overtime desired" list at the local level, a steward may have access to appropriate overtime records.

If you have been awarded a pay settlement as a result of a grievance, check your pay stubs and make sure you get it.

The pay settlement should show up within a couple of pay checks but management is required to pay with in 60 days.

If you do not receive your settlement see your steward and ask him to request the GATS payout from management.

A great way to find out if you received your settlement is to look at your pay stub on Lite Blue. The easiest way to get to Lite Blue is to go on our local's website, www.swfloridaapwu.org.

Along the left side in the red icons you will see the link for Lite Blue. It is easy to navigate to the link and . access the Lite Blue website. You simply log in and go to ePayroll, which is listed in the quick links on the Lite Blue page.

It will have your pay stubs for the last few years. when you bring up the pay periods in which your are looking for your settlements and click on adjustments. It will break down adjustments in detail and tell you what they are for.

I do, however, request that you do not hit the box stating you no longer wish to get paper stub. We need to preserve as much mail delivered to our houses as possible.

Below this article is an adjustment I received from an earlier grievance settlement which gives you an idea about what to look for.

Over and Out

On a previous adjustment which I received from a grievance settlement it shows "Grievance Settlement" and the amount associated with the settlement.

Additional Pay / Other Compensation	
	Amount
Grievance Settlement	80.06
Total Additional Pay / Other Compensation :	
	80.06

Document All Instances

Continued from Page 1

contact the Union Office at (239) 275-1007 and our fantastic Office Manager Karen D'Angelo will be happy to send them to you.

FLATS PREPARATION ARBITRATION AWARD

We have been in contact with our new National Officers in regards to our recent RI-399 Award and are in the process of taking further action. We will be updating employees as to when we expect movement on this issue.

Please understand that we will not accept anything less than a monetary back pay for all employees who were harmed by management's actions and we also will work to get our work returned to us on the FSM's. The Arbitrator was

clear on this issue and we intend to push the issue until justice is done.

PSE'S WORKING AS A WINDOW CLERK

Article 7.1.B.4 of the Collective Bargaining Agreement states that in Level 21-and-below offices, PSEs who work the window may not exceed 20% of the career retail clerks in that installation whose duties include working the window. The parties have agreed that the "rounding-up rule of 0.5 and above applies."

This means that unless there are three or more career window clerks in an installation, a PSE may not work the window.

Even if these PSEs were to be considered to be "new work" PSEs, because they are replacing PMRs [and the APWU strenuously

disputes that contention, that would only exempt them from the "allowable percentages of PSEs within a District" (Article 7.1.B.6)].

The "20% of the career retail clerks" in Level 21-and-below offices permitted by Article 7.1.B.4 is not a "District cap." It is an "installation cap" on the number of PSEs who can work the window based upon a percentage of the number of retail (Function 4) employees who work the window.

MAINTENANCE DICTATORSHIP

The Fort Myers Plant has it's own Maintenance Manager or "Dictator in Chief" who has to have things his way (or has to be his idea) in order for things to be functioning in the proper way.

Recently we discussed with supervisors the way in which overtime was to be issued as per the LMOU

to avoid grievances. The minor change ensured that overtime would be equally divided in a way where employees would not be improperly bypassed.

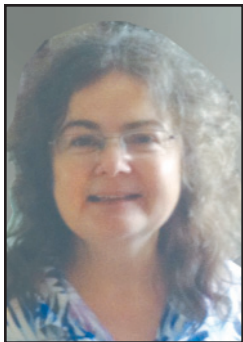
The supervisors stated that they would have to run the issue by the Maintenance Manager (who wouldn't even be the one issuing the overtime), and he said "No" to doing it the correct way.

The SWFAL-APWU will be grieving the issue every time it is done incorrectly and will not discuss ways to prevent further grievances with Maintenance Supervisors (because of their inability to settle these issues).

If you feel like you have been bypassed, please see your Union Steward.

Union Matters

Maintenance Craft employees are subservient to Clerk Craft employees in the eyes of Management at the Fort Myers P&DC.



Mickey Szymonik
Maintenance Craft
Director
SWFAL APWU

I've had this argument with our Maintenance Manager Steve Krankowki many times. His belief is that without the processing of the mail, there is no need for Maintenance. My argument is that without maintenance, there would be no processing of the mail.

The mail processing equipment would not continue to run, and consequently, the mail would not move. None-the-less, we in Maintenance seem to be considered the ugly step-children. Though it wasn't always this way.

Under past regimes, Maintenance ruled the day, but that's not the case anymore.

Maintenance Manager Steve

Krankoski (a former ET, I might add) under the sway of his sven-gali Dorinda Kohlun, has sold Maintenance down the river and over the rapids.

Unfortunately, this disregard of the Maintenance Craft's importance in the goal of moving the mail - the disregard of the need for a symbiotic relationship between the clerk and maintenance crafts to achieve a common goal, seems to me to have affected our employee cohesiveness, as well.

A situation recently occurred wherein a former clerk excessed into Maintenance, had a past history with another mail processing employee. Allegedly, push came to shove. There were no witnesses as to who pushed and who shoved, but I do know that the maintenance employee involved had requested to not be assigned to clean the area in which the mail processing clerk normally worked, so as to avoid any further confrontation.

Maintenance supervisors wisely acceded to this request, but the incident occurred in a common area - the break room.

It is a big enough problem to deal with management's occasional outbursts, but we really need to avoid battling each other in our respective crafts. It's not the Maintenance or Clerk Craft but the APWU bargaining unit.

We look out for our own. The thing is, we are all members of the APWU, Local 1279. We should not be pitting one side against the other.

The problem for Maintenance employees is one of our own making. Of course, we are under-represented for a reason. We don't show up at union meetings in the numbers that we should.

At the November general membership meeting, I was the only Maintenance employee in attendance. This meeting was the one in which delegates were voted on to attend the National Union conventions. As a direct consequence of our turnout numbers, no Maintenance employee from our local will be representing our Maintenance employees at these upcoming conventions.

Fortunately, Clerk Craft employee

Danny Carinci, our Tour 3 Maintenance Steward is a second alternate and may possibly be afforded the opportunity to attend maintenance breakouts and training. Danny does an excellent job for the Maintenance Craft and I sincerely hope he will be provided the opportunity to learn and represent for our craft.

Finally, from the "Maintenance is always the last to know file", The Maintenance Overtime Desired List rotation will be corrected to conform to the Clerk Craft OTDL rotation. For N/S day overtime, rotation will be enacted on a daily basis: That is to say that all employees on the NS day ODL will rotate for their specific days off. Scheduled day pre- or post- overtime will rotate as usual.

Thanks to Kim McLoughlin for her tenacity in correcting this error in the Maintenance craft. As of this writing, I will be meeting with Maintenance Management to implement this change. It should result in a more fair distribution of overtime for those employees desiring to work their N/S days.

Solidarity, Prosperity, Peace

YOUR Union

The New Plan

Over the past few years, Ft. Myers P&DC as well as dozens of other P&DCs around the country fell victim to an overzealous OSHA.



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

Although many serious concerns were discovered and addressed other concerns were overemphasized in seriousness. As a result the USPS was fined \$6,000,000.

The USPS and OSHA made a deal and a new plan of action was implemented. The agreement was to implement this new safety plan and if the USPS did not have any infractions for 1 year, then the fine would be reduced to \$3,000,000.

What this plan does is have ETs (Electronic Techs) and MPEs (Mechanics Mail Processing Equipment) and BEMs (Building Equipment Mechanics) wear PPE (Personal Protection Equipment)

while servicing certain equipment with a particular safety category rating, which is based on the voltage capacity. (The higher the rating, the more severe the requirements).

The PPE that must be worn is a full body jump suit with an above normal caloric rating for clothing. A neck gator for neck protection, ear protection, safety eyeglasses, a full face-shield, rubber gloves that extend up to the elbow and leather gloves that fit over the rubber gloves. This is what must be worn in order to open a circuit-breaker box and switch off a circuit breaker. The same is necessary to reboot a Mail Processing Machine.

This required PPE is to protect workers from something called arc-flash. This is a hazard that occurs very rarely and has never occurred in the history of the USPS. But, for whatever reason OSHA and the USPS have decided that the ETs, MPEs and BEMs need to be protected from something that has a very low probability of ever happening.

The result of this, of course, is that

during run tours, if a machine needs to be serviced for whatever reason then it will take an extra 10-15 minutes to accomplish the task needed. Operations does not appreciate this extra time needed. This is also true when performing routine preventive maintenance on tour 2. The extra time needed means lost time for other tasks.

Now don't take me wrong. I am in favor of anything that makes my job safer. In fact, there is nobody (accept my family) that is more concerned about my safety than me. But in our training for this new program we were assured by management that if we are caught not in compliance with wearing the required PPE that (since this is a safety issue) we would be fired on the spot. No questions asked.

Remember, the fines placed on the USPS were not because of workers working unsafely. It was because USPS did not have policies in place that addressed what was needed to perform certain tasks safely.

This new plan hinders an ET, MPE or BEM from doing their job.

Imagine trying to work with hand tools (or operating a volt meter) while wearing two pounds of gloves. Now imagine while trying to troubleshoot a problem machine and then wondering at the same time whether or not you are wearing the proper PPE. This happening while you have a very excited Tour MDO looking over your shoulder and telling you to hurry up or else you will be held responsible for delaying the mail.

I could almost believe that this is a sincere effort by the USPS in their concern for my safety. But I have to consider the fact that my suit has metal buttons. Metal conducts electricity. Why would someone design a suit meant to protect from electrical conductivity with metal buttons?

As mentioned earlier, the agreement is to cut the fine in half (\$6 million to \$3 million) if there are no infractions within 1 year of implementation. The cost to implement this program and save the \$3 million dollars is \$8 million dollars. As a friend of mine always says, "you can't make this stuff up."

What You Should Know About Injury Compensation

While safety is everyone's responsibility, it is unrealistic to expect that no employee will ever experience an injury, occupational disease, or accident while employed by the USPS.



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

A workplace injury, illness, or disease can require medical treatment and result in unwanted time away from work. Injury compensation, commonly referred to as workers' comp, is a federally mandated insurance program that guarantees coverage for medical benefits and protects against wage loss for the time you are temporarily disabled.

Death benefits are paid to surviving dependents of workplace fatalities.

Certain conditions must be met to be eligible for benefits through the Office of Workers' Compensation Programs (OWCP).

They are:

- A) The claim must be filed timely. For both traumatic injuries and occupational diseases/illnesses, a claim must be filed within three (3) years of the date of injury or onset. For a traumatic injury, claimants

must file within thirty (30) days to receive Continuation of Pay (COP).

- B) The claimant must be a civil federal employee. If you were employed by the Postal Service on the date of the injury, you are covered.

- C) Your injury or illness must be work-related.

Please be aware that postal management cannot do anything to stop the approval process for your claim if it meets the eligibility requirements listed above. Local management at your plant or station has nothing to do with the approval or denial of your claim. Local management can controvert (challenge) your claim, but the OWCP claims reviewer will make a final determination based on all of the supporting evidence.

When you are injured at work, there are a number of simple steps you need to follow to start the claim process. These steps are outlined by OWCP on Form CA-10 which is posted on the bulletin board in your facility.

They are:

1. Report the job-related injury, illness, or disease to your supervisor as soon as possible. Injury includes damage to medical braces, artificial limbs and other prosthetic devices.
2. Your primary focus after sustaining a workplace injury or illness should be obtaining

prompt medical care if it is needed. Before you seek medical treatment, ask your supervisor to authorize medical treatment through the issuance of Form CA-16. You may initially choose the physician you want to provide treatment. Emergency medical treatment does not require prior authorization. For claims of occupational disease or illness Form CA-16 cannot be issued without prior authorization from OWCP.

3. You should file written notice of your claim. For traumatic injuries, use Form CA-1. For occupational illness/disease, use CA-2. Read the information and instructions that are attached to these forms! Do not sign any document until you fully understand its implications. Remember, the timeframe for filing a CA-1 for Continuation of Pay (COP) is 30 days.

4. Obtain receipt of notice from your supervisor. Each CA-1 and CA-2 has a "receipt" of notice of injury attached to it. Make sure the supervisor returns it to you.

5. Submit claim for COP/Leave and compensation for wage loss. Form CA-1 serves as your claim for COP. When claiming COP, submit supporting medical evidence to the Postal Service within 10 work days from the date of

traumatic injury. If you are disabled beyond the 45 calendar day maximum allowed for COP or you are not entitled to COP, you may claim compensation on Form CA-7 or you may use leave. If disabled due to occupational disease or illness, you may claim compensation on Form CA-7 or you may use leave. A disability claim for compensation should be submitted as quickly as possible after you become aware that you are disabled and will enter a leave-without-pay status.

This article is intended to provide basic information about OWCP. APWU members who are injured at work are encouraged to contact a steward about all questions, concerns, and issues, because OWCP is an expansive subject that cannot be adequately addressed in a single news article.

The decision to file or not file an OWCP claim is your decision. You are not required to complete a CA-1 or CA-2. Do not be bullied into signing anything on the day of injury! Please make a shop steward aware of your injury as members who file claims without union guidance or assistance do so at their own peril.

Wishing you and your loved ones a safe, healthy, and prosperous new year.

STAPLES®



KONOPACKI
©2014

HUCK/KONOPACKI LABOR CARTOONS
WWW.HUCKKONOPACKICARTOONS.COM - JAN

TRUSTEE REPORT

November 15, 2013

The semi-annual audit by the Trustees of the Southwest Florida Area Local 1279 of the American Postal Workers Union was conducted November 15, 2013. This is in accordance with Article 4, Section 710 of the Local's Constitution and By-Laws.

Present were Trustees Dave Grant, Grace Baer, and Daniel Carinci. Also present were our Secretary-Treasurer Felicia Gluhareff, who provided the financial records, documents and files necessary for the Audit and our 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 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 2013 through October 2013. 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. No changes or updates were accepted by the membership.

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.

Our Local is still facing issues with decreasing membership dues. Our union membership dues are up \$188.07 biweekly from our last audit, but they are still some down \$811.93 from January 2013.

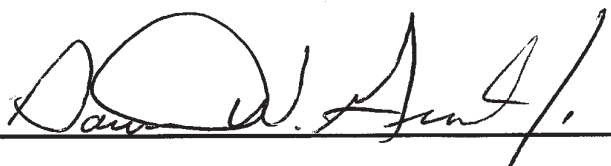
The Trustees suggest the Local's checking account and CD be transferred to Tampa Postal Credit Union. There are no fees on the checking account and the CD rate is .30% for six months with the credit union verses .25% at our current bank.

It was discovered that the building insurance through Clark and Bell had lapsed due to failure of notification for renewal. Felicia is currently working with the agent to reinstate the insurance.

We wish to thank Felicia Gluhareff 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,

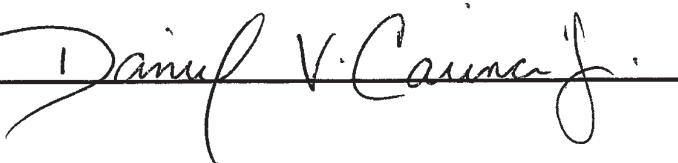
Dave Grant



Grace Baer



Daniel Carinci



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

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 on January 12, 2014, 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. 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 want to encourage our mem-



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

Award Winning Team

Hello to all, wishing everyone a happy and healthy New Year.

We have three offices that offer window service. Our O I C challenged us to a competition selling breast cancer stamps in the month of October. Each of the offices took it on and did a great job. We are pleased to report that the Punta Gorda office did take it to another level.



Eileen DiMase
Steward
Punta Gorda
Port Charlotte
SWFAL APWU

John Eastman, Catherine Borgese, Rick Ricca, Maureen Cascioni, David Moyer, Miriam Halat-Tinsley and myself knew that we could do it. Each of us would push these stamps and in the end it truly paid off.

Our office sold \$30,777 dollars of breast cancer stamps, which made us the Number 1 office in the state of Florida in breast cancer stamp sales.

Afterwards, we were surprised to learn that we were the Number 3 office in the nation for selling breast cancer stamps. We could not have accomplished this without our distribution clerks, city carriers, rural carriers and our community who believed in the cause and bought the breast cancer stamps. So, we thank the many people who supported our effort and it truly is about team work.

So, Punta Gorda, Florida, is now on the map for selling breast cancer stamps. I must say, this is so much better that being put there because of Hurricane Charlie.

The Eagle's Eye Appreciates All Contributors

During the previous year, *The Eagle's Eye* newspaper has had many articles submitted from a number of members, stewards and officers of our SWFAL APWU. These large number of contributors help facilitate communication between our many locations throughout Southwest Florida.

Making information available to all of our members is one of the main purposes of our newspaper. We work in many locations, some small and some large, and *The Eagle's Eye* is available to all members to provide the latest information concerning our jobs.

We cannot rely on management to

provide us with timely or accurate information about our jobs. Unfortunately, management will withhold information from our members, or even provide misinformation. By communicating among ourselves, as we are able to do with *The Eagle's Eye* newspaper, we are all better informed and better able to protect ourselves and our jobs.

Thanks to all contributors to *The Eagle's Eye* over the last year, and let's continue working together this new year to make the USPS a better place to work.

Kathy Moyer
Editor

Our Next Union Meeting

AMERICAN POSTAL
APWU
WORKERS UNION AFL-CIO

Sunday, January 12, 2014

9:30 am

11000 Metro Parkway, Unit 8

Fort Myers, FL 33966