

President's Report



FEDERAL EMPLOYEE GROUP LIFE INSURANCE (FEGLI)

I have put together some information that may be interesting for many employees. Most employees have no idea what they are currently paying for life insurance or whether or not those rates will change over time. Once they elected to take the amount of coverage that they wanted, they fail to look into what they are paying for and how those rates will change over the course of their career, nor do they comparison shop for better rates.

During orientation, the U.S. Postal Service provides employees the option to select health and life insurance for self and family through the Federal Employee Health Benefits (FEHB) and the Federal Employee Group Life Insurance (FEGLI). Most employees are aware that in order to carry your (FEHB) and (FEGLI) benefits into retirement, you have to be enrolled for the five-years immediately preceding retirement (with a few exceptions), but there are also differences between the two. The main difference is that you can enroll in the FEHB every year, but the FEGLI open season varies depending on when the Office of Personnel Management (OPM) announces it.

I have researched the current FEGLI rates. The rates listed below are for an employee at Level 6 Step O and was calculated on January 24, 2010 through the OPM web site. Your Basic coverage as an employee is \$56,000 and at no cost to you.

NOTE: Employees under 45 receive extra monetary benefit based on age.

The Extra Benefit in addition to the \$56,000.00 base on age is:

35 and Under \$56,000.00
 36 \$50,400.00
 37 \$44,800.00
 38 \$39,200.00
 39 \$33,600.00
 40 \$28,000.00
 41 \$22,400.00
 42 \$16,800.00

43 \$11,200.00
 44 \$5,600.00
 FEGLI has three options to chose from:

Option A - Standard (Gives an additional \$10,000.00 of coverage)

Under 35 \$0.30 Per Pay Period
 Age 35-39 \$0.40 Per Pay Period
 Age 40-44 \$0.60 Per Pay Period
 Age 45-49 \$0.90 Per Pay Period
 Age 50-54 \$1.40 Per Pay Period
 Age 55-59 \$2.70 Per Pay Period
 Age 60-64 \$6.00 Per Pay Period
 Age 65-69 \$6.00 Per Pay Period
 Age 70-74 \$6.00 Per Pay Period
 Age 75-79 \$6.00 Per Pay Period
 Over 80 \$6.00 Per Pay Period

Option B - Additional (Number of Multiples = 5, Gives an additional \$270,000.00 of coverage)

Under 35 \$8.10/Pay Period
 Age 35-39 \$10.80/Pay Period
 Age 40-45 \$16.20/Pay Period
 Age 45-49 \$24.30/Pay Period
 Age 50-54 \$37.80/Pay Period
 Age 55-59 \$75.60/Pay Period
 Age 60-64 \$162.00/Pay Period
 Age 65-69 \$194.40/Pay Period
 Age 70-74 \$324.00/Pay Period
 Age 75-79 \$486.00/Pay Period
 Over 80 \$648.00 Per Pay Period

Option C - Family Coverage (Number of Multiples = 5, Gives \$25,000.00 for spouse, \$12,500.00 for eligible children)

Under 35 \$1.35/Pay Period
 Age 35-39 \$1.70/Pay Period
 Age 40-45 \$2.30/Pay Period
 Age 45-49 \$3.00/Pay Period
 Age 50-54 \$4.50/Pay Period
 Age 55-59 \$7.25/Pay Period
 Age 60-64 \$13.00/Pay Period
 Age 65-69 \$15.00/Pay Period
 Age 70-74 \$17.00/Pay Period
 Age 75-79 \$22.50/Pay Period
 Over 80 \$30.00/Pay Period
 You can carry over the coverage when you retire as long as you have had the current level of multiples for 5 years.

If you have no idea of what coverage you currently have, you can find it by looking on your pay stub for IN ___ and this will show exactly the amount that you are paying each pay period for this insurance. Understand, the older you get, your premiums will become more expensive per pay period.

Will you be able to afford those premiums or will you have to reduce the amount of coverage? Will you be able to cover the premiums upon retirement? I suggest that all employees look for other life insurance alternatives that may save them money. Some policies build up a cash

value or give yearly rebate checks. Shopping around for a private term insurance policy could be much less expensive as long as you are insurable.

I have found a couple of places to begin your search for better rates.

- 1) WAEPA - Their web site offers quotes versus FEGLI at <http://www.waepa.org/>
 - 2) SAMBA - Their prices per \$1000 of coverage is on their web site at <http://www.sambaplans.com/life.shtml>
- You may cancel or drop your FEGLI coverage at any time. How do you cancel your FEGLI insurance after you find a better plan? You have to fill out form SF 2817 and you can find this form at http://www.opm.gov/forms/pdf_fill/sf2817.pdf

Good luck in your search!

STAFFING ISSUES


If you work in a typical post office in Southwest Florida, you are finding that the staffing levels are incredibly low. Employees are expected to do more work, work more hours and have jobs stolen by supervision or given to other crafts. I understand that the easy thing to do is to allow management to help out or simply ignore the fact that our jobs are being given away.

Back around 1999 - 2000, management attempted to hire casual employees to do the jobs of career employees at the Ft. Myers P&DC. Employees working there at the time decided to fight back and file grievances and write statements to document what work was being done by the casual employees, the hours that the casuals were working, and who historically performed that work.

Approximately 6 or 7 years later those Clerk Craft employees were awarded over \$1,600,000.00 to split amongst themselves. Yes, even employees who had retired received their share of the money. Employees understood at the time that grievances were filed that it was not a guarantee that we would win anything, but if you asked those employees if it was worth the price of filing all of the grievances or documenting the cases by writing statements, I am sure each employee would say "YES."

Please understand that justice is not automatic in the grievance procedure. The union has to prove a violation exists. Without your help, we most likely will not succeed in our efforts.

Sam Wood
 President

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SWFL/PPWU 11000 Metro Parkway, Unit 8 Fort Myers, FL 33966		

Southwest Florida Area Local, APWU
11000 Metro Pkwy, Unit 8
Fort Myers, FL 33966
239-275-1007
Open 9-3, Mon-Fri.

WEBSITE ADDRESS

www.swfloridaapwu.org

PRESIDENT

Sam Wood 823-APWU
SWoodFla@aol.com

VICE-PRESIDENT

Joyce Kelly
VPSWFAL@aol.com
239-281-4223

SECRETARY-TREASURER

Felicia Gluhareff
SecTreaSWFAL@aol.com

CLERK CRAFT DIRECTOR

Dawn Hofer
ClerkCraftSWFAL@aol.com
239-470-8931

MAINTENANCE CRAFT DIRECTOR

Keith McGee
Maintdirswfal@aol.com
239-834-2900

EDITOR

Lynne Cram
Ed SWFAL@aol.com

MOTOR VEHICLE CRAFT DIRECTOR

Vacant

TRUSTEES

Helen Brillhart Skinner
Pat Fraser
Isaac Yost

BUDGET COMMITTEE

Lynne Cram
Felicia Gluhareff
Dave Grant
Lisa Griswold
Joyce Kelly
Gail Miller
Kathy Moyer
Jim Sommers

SAFETY & HEALTH COMMITTEE

David Grant
Wendy Skaff

CONSTITUTION COMMITTEE

Felicia Gluhareff
Joyce Kelly
Kathy Moyer
Wendy Skaff

Nat'l Mailing Address:

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

For the FL Postal Worker:

The Florida Postal Worker
P.O. Box 8363
Fort Lauderdale FL 33310

Secretary-Treasurer's Report

by
Felicia Gluhareff

CALL TO ORDER:

Date: 1-24-2010
Time: 9:30 a.m.
There were 21 members in attendance.

PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by Joe Fracek.

ROLL CALL OF OFFICERS:

Felicia Gluhareff performed the roll call of officers and delegates. In attendance were Sam Wood, Joyce Kelly, Felicia Gluhareff, Keith McGee, and Lynne Cram.

MAP REPORTS:

A moment of silence was observed for Charles Glennon.

NEW MEMBERS:

Gail Cash.
Our local's membership is at 85.87%. Very likely an all time high.

EXECUTIVE BOARD REPORT:

Felicia Gluhareff read the executive board minutes. Dawn Hofer and Lynne Cram resigned as stewards. Management will be training supervisors on how to discipline employees. A request has been made by the Tampa APWU President requesting copies of their training manuals. There is a problem with our heat at the union hall due to electrical issues. When the heat is running, it trips the breaker. Keith McGee is going to try to fix it for us. Keith is also going to change the lock on the door at the P&DC union area. He will also have keys made *that work* for our stewards and the mail handler stewards. He will also be putting a lock on the gold file cabinet and give our stewards keys for that as well. Thanks, Keith. Vanessa Russell and Dave Azzopardi both donated \$40 to COPA.....thanks! Jamie Sybert would like to step up and become a steward. He would also like us to consider him for the vacated Motor Vehicle Craft Director position. We appreciate his volunteering and would like to get him some steward training first. A lot of time, being a steward or executive board member is a thankless job. We are always thankful for the folks who are willing to put themselves out there

in the line of fire to protect your rights. Joyce Kelly makes a motion to give Karen D'Angelo (our irreplaceable office secretary) a \$1 an hour raise. The motion passed. Joyce Kelly also made a motion to make Karen an honorary member of our union. We are hoping that in doing so she will be entitled to enroll in the APWU health plan.

SECRETARY - TREASURER'S REPORT:

Dave Grant made a motion to accept the Secretary - Treasurer's report as printed in the Eagle's Eye. The motion passed. Felicia read the treasurer's report.

REPORT- SELECTION OF COMMITTEES:

None

REPORT OF CONVENTION DELEGATES:

None

REPORT OF TRUSTEES:

None

COMMUNICATIONS:

Sam Wood read through this month's correspondence. All are invited to read through them as well. Karen D'Angelo sent the membership a thank you card for the Christmas gift cards we got her. Many bids are being considered for conversion. Grievances are being filed. A steward filed labor charges and the charges were sent back. This is a common practice.

UPDATE OF GRIEVANCES:

Some manual non-scheme clerks got a lump sum settlement from a grievance filed approximately 3 years ago. Bonita needs to file a grievance for supervisors performing "lobby director" work. These grievances need to be marked as ongoing. Statements need to be taken detailing duties performed, length of time the clerk work was performed, etc.....please help your steward out and write those statements. There is money to be won when management performs clerk work.

OLD BUSINESS:

None

NEW BUSINESS:

Discussed was the importance of swiping over to the correct operation. Keith McGee made a motion to donate \$200 to the Regional Cancer Care (formally Lee Cancer Care) Minnesota Twins fund raiser. The motion passed. He also brought up the idea of raising more money by having a 50/50 drawing. Dave Grant spoke on this particular fund-raiser. He informed the membership that this fund-raiser aids adults with cancer involving everything from treatment for those who can't afford it to wigs for those who have lost their hair while enduring this lifesaving treatment. Sam Wood spoke about saving money by looking into other life insurance policies outside of the one the postal service offers. He will include more detailed information on this in his article and also try to get more informational material concerning this on our local's website.

LABOR- MANAGEMENT:

Meeting at 5 a.m. January 26th.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Paul McAvoy who won \$48. The total netted was \$96. The winner of the attendance award of \$20 was Sandy Beckler. The name drawn for the member's incentive award was Gina Delano. She would have won \$50 if she had been present at the GMM. The pot will be \$70 at the next meeting.

ELECTION OF OFFICERS- DELEGATES:

None

LEFTOVERS:

None

ROLL CALL OF OFFICERS AND DELEGATES:

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

NEXT MEETING:

Robert Nowall moved to have the next meeting on February 21, 2010 at the union hall at 9:30 a.m. The motion passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 11:00 a.m.

A Stunning Announcement: OIG Says USPS Overpaid Federal Government \$75 Billion

Burrus Update 03-2010, Jan. 20, 2010

The Office of the Inspector General (OIG) has issued a stunning announcement:
The USPS has been overcharged \$75 billion in contributions to the Civil Service Retirement System (CSRS) pension fund.

After an in-depth investigation, the OIG has concluded that an inequitable system for computing the Postal Service's CSRS pension responsibility has caused the dramatic overpayment. The OIG study was conducted in conjunction with the Hay Group, a well-known economic consulting firm.

The funding error follows two previous findings that the Postal Service had been required to overfund its pension obligations. In 2002 it was determined that the Postal Service was on track to overfund CSRS by \$78 billion, and in 2003 the USPS was overcharged \$27 billion for CSRS military service credits. The earlier overpayments were corrected by legislation adopted in 2003 and 2006, respectively.

The newest overfunding debacle, if corrected, would more than offset the Postal Service's deficit from Fiscal Year 2009 and the expected shortfalls in FY 2010 and 2011. The doomsday predictors of the imminent demise of the Postal Service must now find a new rationale for their efforts to dismantle postal services.

The cry for a new business model and legislative relief ring hollow when USPS financial difficulties could be fully resolved by returning to the Postal Service the overpayments made to date. Realigning the network, reducing employee compensation and benefits, and transferring the cost of universal service to individual mailers can now be exposed for the fraudulent exercises they represent. Instead, we can engage in a meaningful dialogue about the future of hard-copy communication and the role of postal services in the 21st century — without the looming threat of bankruptcy.

This report is good news for a beleaguered government service. USPS service standards and productivity have remained at high levels; the economy is recovering, and the black cloud of fiscal insolvency could be removed. All parties in the postal community who wish to be of assistance must join in an effort to correct the inequity and relieve the Postal Service of the unjustified funding requirement.

In the meantime, we can take a deep breath and stop the momentum for another round of harmful postal "reform." And after the attrition of 115,000 APWU-represented positions since 2002, we would appreciate a public recognition that our members have contributed their share.

William Burrus
President



Trackstick Mini - GPS Tracker

PEN reader Don Cheney tells us that GPS tracking was recently installed in LLV's at his office - the Trackstick description says "The detachable weatherproof and shock resistant case, magnetic mount, and a small 3 1/2" figure make the Trackstick Mini ideal for covert deployment and use in harsh conditions."

Lance A Coles

**Welcome
New Member**

Gail Cash

The Union Must Be Involved With Overtime if You Want it Done Right

I would like to welcome Gary Rickman to our tour 3 steward team. Gary has graciously agreed to be the lead steward for automation. Gary has jumped in with both feet and is doing a great job. Gail Miller has been helping with the charting of the 340 grievances and has done a fantastic job. Gary and Gail have both helped to reduce my workload and stress level! I don't know what I would do without them. They have really stepped up and helped tremendously.

Dan Gray and Paul McAvoy have worked diligently to get grievances reduced on tour one. Jamie Robertson, Kip Harper, and Dawn Hofer have also helped educate management and reduce grievances. They are a great team and do a wonderful job. All of them have done an absolutely great job. Be sure to take the time to thank them. We have a great bunch of stewards at the plant and at the stations. Thanks to all of you.

At the steward training class, we had a couple of new employees step up and offer to be stewards. It is wonderful to see new people get involved. The more the merrier. Again thanks to all of you.

We will be having steward training classes following the union meetings each month. All members are welcome to come. You don't have to be a steward to be educated on our contract. Please join us. We have a lot of fun.

I would like to thank Lorenzo Tindal who helped teach the steward training class. Lorenzo's vast knowledge and experience is warmly welcomed. Lorenzo has really helped our local out in many different ways. Lorenzo is a retired arbitration advocate, and former regional business agent. Lorenzo relocated to Ft Myers after his retirement and has become very active in our local. Lorenzo doesn't miss a meeting. When I asked if he would help out with steward training, he most graciously accepted. Lorenzo won't be available for training in March as he will be vacationing in Brazil but he will be back again in April. We are all looking forward to that. We are learning so much from Lorenzo. He is really a valuable asset to our local. Thanks again Lorenzo!!!!

The training in March will

be focused on defending against discipline. I hope to see more attend. It only lasts a couple hours and we have a really good time. It is also a good opportunity for stewards to ask questions regarding issues going on in their offices.

If you have an issue going on in your office, feel free to bring it with you and as a team we will help you prepare your grievance. The training class in April promises to be lots of fun and laughs. We will be doing mock step ones. Lorenzo will play the role of management. Stewards will present their step one grievances to him and he will be critiquing them. It will be a great learning opportunity. It will be a lot of fun so plan on attending.

Once again I want to warn employees about their rights when interviewed by postal inspectors. I cannot stress enough how important it is to have a steward present during any investigation with the postal inspectors. You have a right to have a steward present, but you must request a steward.

A steward can serve as a representative as well as your witness. Postal inspectors are not your friend. They will tell you they are there just to help you, but think again. They have their own agenda. Postal inspectors will twist what you say. Postal inspectors try to get you to admit things that you may or may not have done at the same time they are telling you they are just there to help you.

Trust me when I tell you - they are not there to help you. You also have a right to have an attorney present. Once again, you must request it. Postal inspectors will not offer you a steward or an attorney so if you don't request it, they won't offer it.

You have a right to have a steward present during an investigative interview. If management does not provide one, tell them you want the investigative interview stopped until a steward is present. You have a right to have a steward present. The steward is not a silent observer there just to take notes. The steward is there to serve as your representative.

Don't let management bully you. Know your rights. Follow the advice of your steward. They are there to help protect your rights.

The following is taken

from the JCIM regarding Weingarten rights:

"Federal labor law gives each employee the right to representation during any investigatory interview which the employee reasonably believes may lead to discipline. This right originated in NLRB v. J. Weingarten, U.S. Supreme Court 1975, and is commonly called the "Weingarten rule" or "Weingarten rights."

The Weingarten rule only applies to an investigatory interview when management is searching for facts relevant to determining an employee's guilt or deciding whether to impose discipline. Weingarten rights do not apply when management issues a disciplinary action to an employee (for example, handing an employee a letter of warning).

Weingarten representation rights apply where an employee reasonably believes that discipline could result from the investigatory interview. Whether or not an employee's belief is "reasonable" depends on the circumstances of each case. The steward cannot exercise Weingarten rights on the employee's behalf.

Unlike "Miranda rights," which involve a criminal investigation, management is not required to inform the employee of the Weingarten rule. The Weingarten rule includes the right to a pre-interview consultation with a steward.

Federal Courts have extended this right to pre-meeting consultations to cover Inspection Service interrogations. (Postal Service v. NLRB, D.C. Cir. 1992). The employee has the right to a steward's assistance, not just a silent presence, during an interview covered by the Weingarten rule. An employee's Weingarten rights are violated when the union representative is not allowed to speak or is restricted to the role of a passive observer.

Although ELM, Section 665.3 requires all postal employees to cooperate during investigations, an employee with Weingarten rights is entitled to have a steward present before answering questions. The employee may respond that he or she will answer questions once a steward is provided."

It is that time again. Shortly, contract negotiations will begin. If there is anything in the

contract that you don't like and are interested in seeing changed, now is your opportunity to submit your ideas. If there is something you would like to see added to the contract or changed in the contract, submit your resolutions to the e-board.

Put the current contract language as well as how you would like it changed. Add a sentence or two explaining why you would like to see the change. The e-board can help put it in the proper format. Once that is done, it will be voted on by the local. If approved, it will be sent to state convention to be heard on the floor and voted on. If passed at the state, it will be forwarded to the national convention and voted on. Now is the time to submit any resolutions. We must have your submissions prior to the union meeting in April. Please don't delay. If you have suggestions, submit them ASAP.

This month at the union meeting we made our union secretary, Karen, an honorary member of our local. I don't know why we did not think of it sooner. We always think of her as one of us and I guess that is why we did not think of it sooner. She is officially an honorary member of our local. Karen is one of us and has always been. Karen is the most dedicated member we have. She works very hard for us and takes each and every grievance seriously. We are fortunate to have her. Thanks Karen for all that you do for each of us!!!

Management has cut staffing to the bone. We are hearing that management as well as carriers are performing bargaining unit work in some stations. If this is happening in your station, please call us so we can get the appropriate grievances filed. It is up to each of us to preserve clerk craft work. Please do your part. Until next month,

Joyce Kelly
Vice President

Correction

Last month, National arbitration advocate and former Pennsylvania state regional business agent Lorenzo Tindal was incorrectly referred to as Retired former Clerk Craft NBA. We regret the error.

Holiday Schedules

There are many questions concerning the method for selecting employees to work on a holiday. Item 13 of the Local Memorandum of Understanding (LMOU) states:

A. Ten days prior to the posting of the holiday schedule, Management shall post a list seeking volunteers to work any day of the three-day holiday period. Management shall provide a copy of the sign-up sheets and final holiday schedule to the local union president.

B. Employees shall be selected as follows:

1. Temporary employees
2. PTF Volunteers
3. PTF non-volunteers
4. All full-time and part-time regular employees by tour who possess the necessary skills and have volunteered to work on the holiday, or their designated holiday. Transitional employees (TEs), to the extent possible, will be scheduled for work on a holiday or designated holiday after full-time volunteers are scheduled to work on their holiday or designated holiday.
5. All full-time and part-time regular volunteer employees by tour who possess the necessary skills and their scheduled non-work day falls on the holiday, even though the payment of overtime is required, by seniority.
6. Full-time and part-time regular employees by tour who possess the necessary skills who have not volunteered to work their holiday, by inverse seniority.
7. Full-time and part-time regular non-volunteer employees by tour who possess the necessary skills and their scheduled non-work day falls on the holiday, even though payment of overtime is required, by inverse seniority.

Hopefully this will answer some of your questions.

Remember, when you volunteer to work, you do not have a section or right to work in your Principle Assignment Area of your bid. The volunteering is by tour and by necessary skill. You are being brought in to fill a work assignment needed by management to properly staff the operation by tour. So if you are a manual clerk, it is possible to be working on a DBCS if that is where the need is for staffing or vis-à-vis. The only ones who have a

right to work in their Principle assignment Area as stated on their bid are the employees who are on their regular assigned work day. They cannot be displaced by someone being brought in to work as per the holiday pecking order.

As per the CBA and JCIM, "the intent of Article 11.6 (Holiday Schedule) is to permit the maximum number of full-time and part-time regular employees to be off on the holiday while allowing employees who wish to work the opportunity to volunteer." So if for any reason you believe you have been incorrectly scheduled to work any of the three-day holiday period, ask to see your steward. If you have any questions or concerns, do not be shy. Ask to see your steward.

Daniel M Gray
Tour One Steward

Next Union Meeting

**Sunday,
February 21, 2010
9:30 a.m.
At the Union Hall**

Tour 3 Automation

First off, thank you to everyone for the calls, cards, and condolences for the loss of my brother and sister. It was a very difficult time for me and it meant a lot to me to know that people were concerned about my well-being.

For those of you who are unaware, I am the lead steward now for Tour 3 Automation. Already there have been numerous issues with holiday scheduling, overtime, clerks assigned to sections outside their own while clerks from the sections to which they were assigned were working outside that section, limiting access to union representation, safety, etc.. Like the movie "Groundhog Day," nothing ever changes.

My new bid hours are 17:00 - 01:30 with Mon/Tue as NS Days, so if you need to see me don't hesitate to ask. On the weekends, I may be the only steward available as Joyce Kelly and Gail Miller have weekends off. I look forward to seeing and working with all of you.

Gary Rickman
Tour 3 Steward

A+ Rated Steward Training

Another Steward Training Class is scheduled for February 21st, immediately following the General Membership (Union) Meeting which starts at 9:30 a.m. I can't begin to express the quality and value of attending this training class - or perhaps training workshop is a better description.

The class is being jointly taught by Joyce Kelly and Lorenzo Tindal, both experienced leaders in the APWU. This is a class that a new steward can feel comfortable in and learn valuable steward skills - and a seasoned steward can also benefit from Joyce and Lorenzo's expertise. I appreciate the time they spend in preparation and their willingness to teach these classes that have such a direct impact on the effectiveness and skills of our SWFAL stewards.

Remember, its NOT alright for management to do Clerk work. When you see a supervisor or Postmaster performing our Clerk work, document it and give your steward your statement detailing the Clerk work they performed. It helps if you are able to describe: WHO did the clerk work. WHAT they did. WHEN (and for how long) they did it. WHERE they did it. WHY they did it.

Also, provide your statement to your steward in a timely manner. Then if you see management performing our clerk work again, please write another statement and give it to your steward - so on and so on... This is how you can do your part to protect our clerk work. It is important and I thank you for getting involved!

Kathy Moyer
Bokeelia Steward

APWU Scholarships

In 2010, the APWU will award 15 scholarships — 10 academic scholarships and five vocational scholarships — to the children or grandchildren of APWU members, with payment made on behalf of the students to their educational institutions. March 15 is the deadline for both programs.

The APWU E.C. Hallbeck Memorial Scholarship program will award \$6,000 (\$1,500 annually) to 10 recipients (one male and one female from each of the five postal regions) to help pay for their four-year college tuition.

Vocational Scholarship winners will receive up to \$3,000 (\$1,000 annually) for specialized training in such fields as culinary arts, medical or dental assistant, electrician, real estate, auto mechanic, certified IT/computer education, cosmetology, or massage therapy, etc. Eligible programs can be of a nine-month to three-year duration.

APWU scholarships are open only to high school seniors.

Go to www.apwu.org for more information and to download applications. Or see your steward.

Notices Are Deceiving

Management posted a notice about bid reversions at the P&DC. They said that after receiving the union's input, they are reverting several bids. This wording makes it look like we agreed to it. Let's get this straight. The union would NEVER agree to reverting those bids. Management is required by the contract to ask for the union's input. They are not required to do what we say. So don't get the wrong idea. Eliminating jobs is management's decision, not the union's.

Dear Miss Management

Management Wasting Money

Stewards

On 1-11-2010, I worked in the registry cage. My principal assignment area is express, with registry relief. Management assigned a clerk to work in express whose end tour is 6:30. On Mondays, you don't have time to even start working the college mail until 5:30. This is the beginning of the semester at Florida Gulf Coast University, so there was LOTS of mail.

We have to scan all delivery confirmation mail for the college in the express section. When the clerk left for the day at 6:30, he told his supervisor what still had to be done with the college mail. She had an hour and a half to do something about it.

Part of the Registry clerk's duties are to verify the college letters and flats, working the postage due, accountables, and business reply mail. So there was not any time to do all that and scan the delivery confirmation packages.

I told the supervisor that if they had to choose one or the other, I would have done the scanning instead of the postage due. The \$9.88 we collected is nothing compared to the business we will surely lose because at least 70 pieces of mail were not scanned as delivery confirmed.

The truck was scheduled to leave at 8 a.m. The unscanned mail was still in the hampers on the dock. I called the supervisor on the radio because we had a few choices at that point. Scan them and hold the truck, get an extra truck scheduled to deliver the mail after it finally gets scanned, delay it until the next day, or send it without the scans the customer paid for. The supervisor who didn't get anyone to scan in the first place had left for the day, not even bothering to tell me or the expeditor how to handle this.

The supervisor who answered the radio made the right call, considering the problem was dumped on him at the last minute. It went on the 8:00 truck without being scanned. At least they didn't compound the problem by delaying the mail.

All they had to do to prevent this was to give an hour of overtime to the 6:30 clerk. Or let a few pennies of postage due money slide. Instead, as always, the customer gets screwed. I'm sure we lost a lot of customers over this. Will they ever learn?

Lynne Cram
Editor

For those of you who made or brought in food for the Christmas, Hanukkah, Kwanzaa, and Ramadan season, thank you. I ate a lot of great food. If you made it, I know that your culinary skills are going to waste if you only cook that great food during Christmas.

I was contemplating what to write about this month and then I had a light bulb come on while speaking to one of our fellow craft employees. Let me tell you that I haven't been at work lately. After many years of complaining to the Military and then Veterans Affairs, I had an operation to have C5, C6, and C7 fused together. For those of you who do not know about the spine, "C" is cervical (neck). I am up and functioning and am trying to get back to work as soon as possible.

So, while speaking to our friend as I was saying, I was enlightened. Let us speak about how management is saving all of this money and spending mountainous amounts of money doing the most idiotic of things. Let me talk about Cape Coral South. After many hours of Fred Maier (our main steward for Page Field) looking over the documents that management finally gave us, he found that they are spending money ludicrously. The new ELM Article 535 states that when feasible, prior to contracting out, try to utilize other craft employees.

Here is what Fred figured out. This is all in hours per year. Cape Central needs approximately 3.4 personnel, Cape South needs 0.4 personnel, driving time approximately 0.2. I know that management is really lousy at adding because if you add this amount up, you will realize they are contracting out an operation that we should be doing with the 4 employees at Cape Central. At the time we were a little slow, but when the contract comes up for renewal, we will definitively fight this one.

Problem number two. One of our illustrious managers does not know how to write Article 32s. For those of you who do not know

what an Article 32 is, that is when management feels that craft employees cannot perform a task. Management fills out paperwork to have a contractor perform the work. So, after this manager was informed from a craft employee of what the problem was and what was needed to fix the problem, she wrote the Article 32 stating that we did not know what the problem was and did not know how to fix it. Big mistake if you read the previous statement.

They had a contractor come out to look at the problem and then fix the difficulty. The same craft employee looks at this piece of equipment pretty much on a daily basis. So, he comes back and tells management that the problem has not been resolved. Management writes another Article 32 for the same problem. Making a long story short: QUALITY ASSURANCE. Since I have been out sick, I don't know if the problem has been resolved, but the contractor supposedly finally fixed the problem. I am not too sure of this because I hear the problem still exists.

Another problem, a certain manager has been printing multiple pages for a Lean Six Sigma project. A Lean Six Sigma is a way to solve quantitative manufacturing problems quickly and efficiently. Now, I don't mind that our managers are trying to educate themselves to perform their jobs more effectively, but when they print a multitude of paperwork to perform their job and then complain at us, stating that it costs money to print all of this paper work, for information the union should be receiving on a regular basis anyway is wasting the union's resources.

For those facilities that I haven't been to, I am sorry. With the economy in turmoil as it is, I do not wish to waste the local's money going to facilities that may not need me. If you feel that the local needs to be represented by maintenance, please call me. I will come to your facility and speak with our fellow craft employees or management.

Keith McGee
Maintenance Craft Director

Tour 1 now has a new steward list. We lost a steward this month. Dawn Hofer has resigned as the tour 1 manual non-scheme steward. I will now be the manual non-scheme steward for tour 1. Dawn did a good job fighting for you and your contractual rights. She will be missed.

Dan Gray will be steward for all of tour 1 automation. There are approximately 100 clerks in automation right now and will be a lot of work for him. I have volunteered to help him with investigation and research of grievances and class actions. We are also lucky enough to have Kip Harper and Jamie Robertson as alternates. They do an excellent job. You are in great hands when we are not at work.

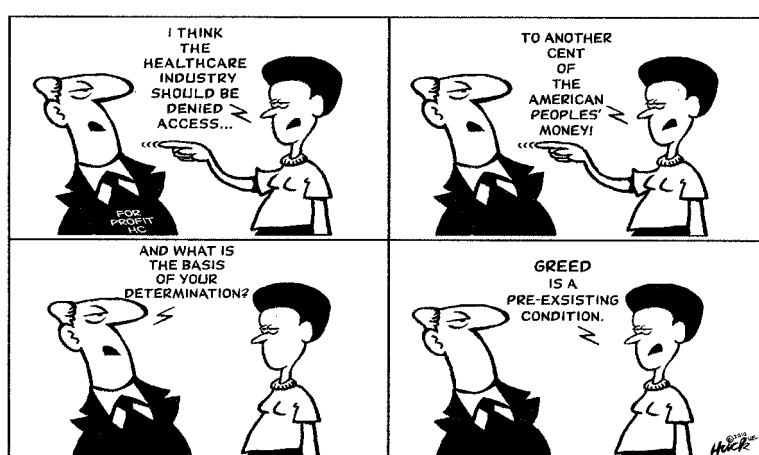
The union has 14 days to file a grievance once the union has become aware of a contractual violation. Please do not wait until the 14th day to file a grievance. It is not fair to your steward or to you. Presenting a grievance properly is not a simple process. It requires research, clock rings, statements (from the steward and the clerk), language from the contract and manuals and in many cases interviews with the parties involved. In fairness to all involved, the sooner the union becomes aware of the violation the better we can represent you.

When you need to talk to a steward, PLEASE PLEASE, ask your supervisor and clock onto 607 before coming in to speak to either me or Dan. It is not that we won't help you. We always will. Management is monitoring union time. If we are in there talking to people without 607 showing on clock rings, or supervisors not having knowledge of you being in the union area, it can affect the amount of time we have to represent you.

Anyone wishing to step up and become either a steward or alternate steward, please let Sam Wood know so a steward training class can be set up. We can always use alternates especially on weekends when Dan, Jamie and I are off.

Thank you for allowing me to be your steward. I will do everything in my power to make sure management abides by the contract that they, along with the APWU, signed and agreed to follow.

Paul McAvoy
Tour 1 Steward



You Can't Make This Stuff Up

Do more with less. Use a lean and mean work force. We have falling revenues and fierce competition. If it were a high school cheer, it would end with, "fight team, fight." First, let me point out that we are not a team. A team fights together and works for a common goal. Its coaches (you can read supervisors, managers and staff) work to make it happen, making the best use of the talent they have available.

The second point of why we are not a team would be the infighting. We demand jobs and then don't do them. Entire crews walking off for breaks and lunches, and their machines are effectively being rendered useless. Add to that the out and out favoritism, of different rules for different folks in the same jobs, and then expecting the non-favorites to carry the load. Third point, no sense even going into it, simple answer; management sucks! Our do more with less is just like building in Haiti; who needs Rebar.

With the dawning of the Industrial Age came the first actual doing more with less, and it worked. Machines could do the work of many workers. Management, facing a future world of prosperity, saw only a narrow view of the future; private fortunes for themselves, not expansion, and many lost their jobs.

The infernal machines were not really liked because of this. Disgruntled workers were known to show their dislike by tossing their work shoes, the wooden sabots, into the machinery, raising hell with the inner workings and adding one more word to the languages of the world, 'sabotage.'

We have an opposite problem with the machine. We had a lovely old (sometimes cranky) machine - the FSM-1000 - that did a remarkable job on sorting newspapers. Then one day it was gone. Why was it gone? The only answer was, 'It's gone.' The replacement, it seemed, was to be more new cases. The cases were rushed in; and do you know what? Not one of those cases knew how to sort mail, and so they sit there still, a year later, still in the way, and still baring the Ship To post haste tag, with the name of the person whose wisdom and keen analytical mind had seen an immediate need for them.

We have had what was called the First Round of excessing. How many rounds do we have left to go? There has already been a buyout. There are constant rumors

of another buyout on the horizon, with each one upping the ante, but nothing in writing. As to things in writing, just what is the excessing goal? Is it a fixed number of positions to be eliminated? Is it retirements and excessing combined for a total figure that I and who else has not seen? It's a good thing that more people were not in excess of requirements. The Tour 1 OTDL as it is, is working one N/S a week, and often with overtime on top of that. A truck on time now means that it got out on its due day, any time on that day, and even with that we have mail being transported to stations by individuals from the plant.

With each eliminated position that is not replaced, comes a decrease in service to our customers, those who, as our checks say, are the ones who make our pay possible.

You want to get this place to work? Ask the people who do the actual jobs, not the ones who type vast knowledge and expertise on their resumes.

Guess what? The USPS isn't quite as broke as they said they were. It seems they were required to overpay some \$75-78 Billion into retirement funds. The OIG said that over the years, there was an inequitable system for computing our CSRS responsibility. It seems none of our outstanding upper bureaucrats, who could probably forecast their up coming bonuses to the penny, never questioned it. In fact it may be that they never even thought about checking out the money involved. It might take a few hours to work out a rough figure, using the actuary tables and other variables that must have been given to the USPS when they were given the figures for their debt. It is unbelievable that we have budget people up in the Plaza and no one

questioned a \$75 Billion oops. Just who was to blame? Was it accident, deliberate, or bureaucratic stupidity?

Upper management never noticed \$75 Billion missing, but they noticed your unscheduled absences, and they are going to fix it. The densest supervisor may not be able to understand the standard day color code, but they can figure out if you are not present for duty. Now a memo has come down from on high to District Managers instructing them that they will instruct supervisors to take action (lets say the memo demands action), and that supervisors not taking appropriate action will be sent to remedial training, or worse. If you think that a supervisor is going to stick his/her neck out to be lenient to you, you are a dear sweet, highly misguided person, a real nebbish.

I just love Lehigh Station. The place must have a non-malevolent curse on it. No matter who the Postmaster is, Lehigh Station is always good for a few lines. Friday, 1 January 2010, I was heading for home. I am passing the station. I know that I need stamps, and that although closed for the holiday, I could check as to what time they would be open on the 2nd. There was a very neat sign giving the holidays, and a separate sign telling me when they would be open the next day.

The next day, I go to the post office along with others, it being a Saturday, to find the lobby doors open, yet there were steel doors barring that section where one finds window clerks. After a "What the #* @ &," I saw a sign board on a pedestal, with an 8 x 11 sheet of paper telling me that the station would be closed 1 & 2 January. It would have been nice if it had been at the door, or a least facing the door, but all you could see from the

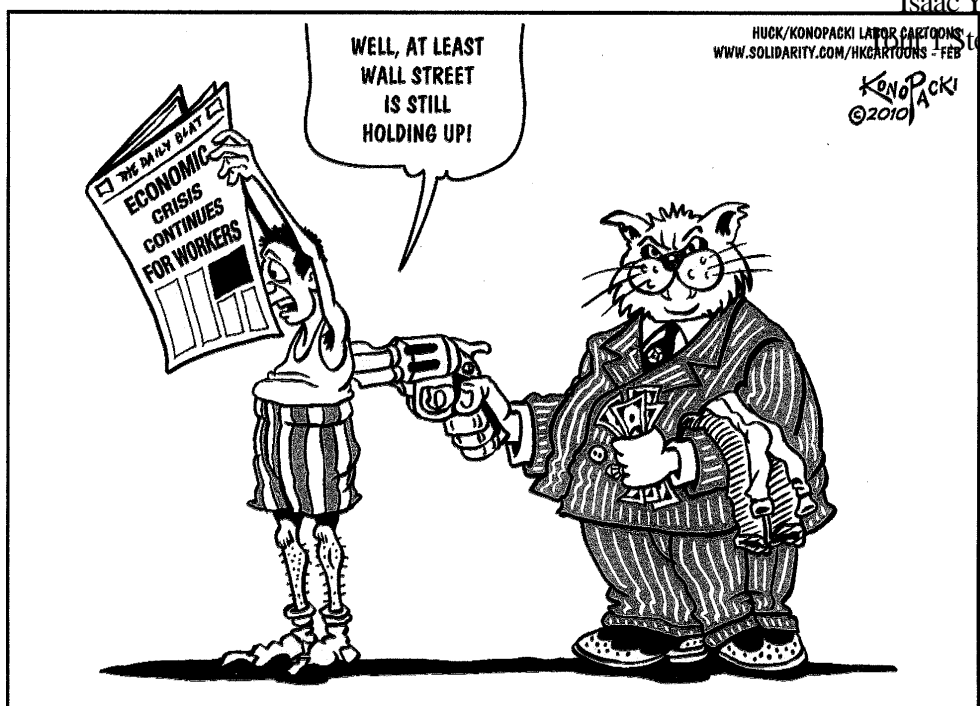
door was the narrow edge of the sign board.

They have a fairly modern machine in the lobby where you can buy stamps with your credit card. Now that was stamps, not stamp. I bought a book. Another gentleman wanted only one stamp. We could find no way to purchase a single. So I offered him one of mine. He said he would indeed buy one, and gave me a dollar. I told him I had no change. He waved it off. I told him to at least take two. He said he only needed one. The Post Office may not be making money off stamps, but I am.

While all this was going on, an elderly gentleman came to the door with a number of packages in his arms. He looked at the sign twice, and at the steel door. He shook his head, turned, walked back to his car and headed off, an unhappy almost postal customer.

When my ZIP code changed back to 33936, I was sent information telling me that I would have to notify the entire world of my new ZIP or else. They gave me a year. A flat came in the other day, with a yellow CFS label, directing the item to Marco Island 33937, a ZIP that has not existed for 13 Years. Someone should send a message to Dyer Indiana. They seem to have misplaced the memo.

The Milinda Twotrees Award goes to the person, or persons unknown, but suspected, who think that it is uproariously fun to place outlandish names on Blood Donor lists, or the like. Yes, it was a hoot in the fourth grade, but at this stage in their life they really should see the childishness in it. Persons who sign their names to lists, for all to see generally go through with the event they signed up for, however, many people do not want their names listed along side the scribbled names of fictional or cartoon characters.



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, D.C. 20510-0905
District Office: Tallahassee
District Phone: (850) 942-8415

Senator George LeMieux

Phone: (202) 224-3041
Fax: (202) 228-5171
Capital Address:
524 Hart Senate Office
Building
Washington, D.C. 20510-0903
District Office: Tallahassee
District Phone: (813) 207-0509

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

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OIG Audit: USPS Can't Rationalize 'Network Rationalization'

APWU Web News Article 005-2010, Jan. 19, 2010

"We have questioned the validity of the so-called 'right-sizing' programs from Day One," said APWU President William Burrus. "The plans have had many different names, from 'Evolutionary Network Design' to 'Network Integration Alignment,' to 'optimization' to 'realignment.' Now the OIG has found that the latest version, the 'Rationalization Initiative,' can't be rationalized."

Echoing APWU criticisms, a recent audit by the USPS Office of the Inspector General (OIG) concluded that after more than five years of initiatives aimed at streamlining the mail-processing network, the Postal Service has failed to establish criteria for identifying consolidation opportunities. The USPS has made only limited progress in implementing Area Mail Processing consolidations in the Processing & Distribution network, the Jan. 7 report says.

"Stakeholder opposition" and resistance to service downgrades were the primary factors that delayed or resulted in the disapproval of Area Mail Processing (AMP) studies, the report concludes. Although the economic downturn is a problem, additional challenges include "facilities with long-term leases, workforce inflexibilities, facility data consistency and reliability, and lack of a comprehensive network plan," the audit says.

There is a "lack of specific criteria" the Postal Service can consistently apply nationwide, the report notes. "Additionally, the Postal Service has cancelled some AMPs without providing their rationale."

The OIG's Audit Report on the Postal Service's Network Rationalization Initiatives **See Attachment** is a study of the "effort to streamline mail processing and transportation infrastructure" between Fiscal Years 2005 and 2009. The OIG says that the USPS has made progress, but acknowledges that stakeholders are likely to question the credibility of the program.

"We have questioned the validity of the so-called 'right-sizing' programs from Day One," said APWU President William Burrus. "The plans have had many different names, from 'Evolutionary Network Design' to 'Network Integration Alignment,' to 'optimization' to 'realignment.' Now the OIG has found that the latest version, the 'Rationalization Initiative,' can't be rationalized."

The audit reports that 13 AMP consolidations have taken place, including two facility closures during the period in question. Sixteen others have been "approved," while 39 proposed consolidations have been cancelled. Another 30, some of them announced nearly four years ago, are listed as "active," which means a final decision has not been made.

"Between FY 2005 and 2009, the Postal Service made progress in its efforts to streamline its mail processing and transportation infrastructure; however, management has been unable to adjust resources to fully offset mail volume declines, resulting in a deteriorating financial condition," the report says.

In response to a decrease of approximately 35 billion pieces during the period, the report says the USPS has:

Reduced approximately 205.2 million work hours — the equivalent of 117,273 employees — with the majority in mail processing and customer service functions.

Reduced 37 million highway contract route (HCR) miles, (but overall transportation expenses increased by \$1.5 billion).

Closed 68 Airport Mail Centers and 12 Remote Encoding Centers.

Realigned the Bulk Mail Center (BMC) operations with no BMC closures, and

Consolidated 13 Processing & Distribution Centers, including two plants that have been closed. Postal management agreed with the OIG findings, the report concludes, and agreed "to re-evaluate and document the criteria used to identify consolidation opportunities annually."

"USPS consolidation programs have not been designed with service in mind," said APWU Vice President Cliff Guffey. "The APWU will continue to point out the negative effect closures and consolidations will have on mail service to the public."

After a lull for most of 2008, postal management began initiating AMP studies in great numbers at the end of the year and through 2009