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

Union Leadership Meeting APWU, NPMHU, USPS Management



Sam Wood
President
SWFAL APWU

On April 9, 2013 a Union Leadership Meeting was held with APWU, NPMHU, and USPS Management in attendance at Tampa, Florida.

A presentation was given on the financial condition of the USPS Suncoast District. Management stated that there has been approximately 1 billion loss in first class mail volume but a similar increase in standard mail.

Since standard mail doesn't create as much revenue as First class mail, there is a net loss in revenue, even though the volume is the same.

Last year the financials showed a loss of \$1.2 billion and that includes the \$2 billion owed for the pre-funding of retiree's health benefits, in reality we would have made a profit.

As of 2013 the USPS is behind on the mandated pre-payment to the retiree's health plans by \$16.7 billion.

Career complement has been reduced since 2000 from 788,000 down to 528,000 employees.

Total Complement has been reduced since 2000 from 902,000 down to 628,000 employees.

Suncoast District Function 1 went from 2930 down to 2332 employees.

Suncoast District Function 4 went from 2233 down to 1612 employees.

Our Netflix has gone from \$700 million in revenue down to \$300 million mostly due to the shift in online streaming.

Management spoke about ensuring that scanning is performed. There has been issues with the way scanning is being shown as ready to be picked up at the stations by customers because it shows that the mail has arrived in the unit yet has not been sorted.

Management stated that Headquarters is seeking a change in wording on scans to show when the mail is actually available to be picked up (We will see how long it takes them to come up with "wording").

Management is making plans in

order to be prepared in case the USPS goes to 5 day delivery (sometime in the fall).

Management also spoke about the modified delivery – Parcel Routes. Some APWU President's mentioned about how our new contract language states that Delivery/Sales Service and Distribution Associate would get some of the delivery work on Saturdays. Management seemed surprised at the question and stated that they would have to get back to us.

Management discussed the Area Mail Processing (AMP) Studies:

St. Petersburg to Tampa
APPROVED

Lakeland to Tampa
APPROVED

Manasota to Fort Myers
APPROVED

Mid-Florida to Orlando
APPROVED

The AMP's should be completed by February, 2014, but could be accelerated sooner.

PREMIER POST OFFICES

This would be approximately 3100 sites, representing approximately 40% of all Post Offices. The Premier Post Offices would be rated by "Bronze, Silver, and Gold" (Yes, sounds like they stole this from the Olympics).

In these Premier Post Offices there would be more training for the SSA's, training on telephone courtesy, and better maintenance inside and outside the buildings allowing the USPS to become better representatives of the USPS Brand.

I could not hold back my com-

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PROUD



MEMBER

**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



April 21, 2013

**SECRETARY - TREASURER'S
REPORT**

FELICIA GLUHAREFF

CALL TO ORDER:

9:30 A.M. There were 16 members in attendance.

THE PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by David Grant.

ROLL CALL OF OFFICERS:

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

MAP:

Sam Wood told a joke in honor of Charles Glennon. Barbara Carr asked that we have a moment of silence for the victims and their families in Boston and Texas because she felt that was what Charles would want. The membership agreed.

NEW MEMBERS:

Melissa Nadeau, Sharisse Davis, David Garza, Angela Gausepohl, Soe Kirkwood, David Moyer and Verna Lewis.

EXECUTIVE BOARD MINUTES:

Joyce Kelly resigned as trustee. The executive board voted to appoint prior trustee, David Grant, in her place.

Paul McAvoy reported that this last bidding cycle went smoothly considering there were 72 bids posted.

If working with PSEs we need to talk to them about becoming union members. Unlike casuals of our past, PSEs are protected by the grievance process after 90 days. They are also offered a better pathway to a postal career and eligible for insurance after a year of service - all of which was negotiated by the APWU on their behalf.

The PSE cap will kick in the beginning of May. At this point in time our district is 66 PSEs over cap in function 4 operations, 111 over cap at the processing centers, 4 over cap in motor vehicle and 3 under cap in maintenance. We need to remain diligent in filing grievances when management or employees outside of our craft perform our work. These grievances will eventually aid in getting some of these folks converted to regular career employees.

At a prior labor management meeting Dorinda Kohlun had agreed that PARS waste mail and any PARS manual thrown in a manual case would have a PAA of manual and the actual PARS machine would fall under automation. The most current bids awarded were posted reflecting this agreement. Dorinda has since reneged on her agreement with the union and claims she has no recollection of this discussion with 3 representatives from management and 4 SWFAL executive board representatives. The union will abide by the original agreement and will continue to file grievances when clerks are replaced or removed from their PAA. Any removal from your PAA MUST be by juniority. If you have any questions please ask to see your steward.

Mickey Szymonik asks that maintenance clerks watch their form 50's to ensure that their save grade or pay level was not improperly changed or not properly changed which could lead to a letter of demand.

**SECRETARY - TREASURER'S
REPORT:**

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

**REPORT/ SELECTION OF
COMMITTEES:**

None

**REPORT/ SELECTION OF
CONVENTION COMMITTEES:**

None

REPORT OF TRUSTEES:

The trustees will get together and decide on an audit date in the near future.

COMMUNICATIONS:

Information requests. Steward changes due to new bid placements. The national APWU would like to ask members to donate to COPA through their paychecks. With all the legislature addressing postal issues donations are encouraged. This can be done online through the APWU.org website.

Sam Wood is trying to get excessing reports updated since much information on them provided by the Postal Service is outdated. Sam discussed labor / management notes from a meeting in Tampa.

Labor charges against local dropped by the Department of Labor. Sam Wood thanks Mickey Szymonik for discussing case with the investigator.

**UPDATE OF
G R I E V -
ANCES:**

None

OLD BUSINESS:

None

NEW BUSINESS:

PSEs within their 90 day probationary period can be removed for any reason. After the 90 days any removals should be by juniority or the result of a disciplinary action. After the 90 days PSEs have access to the grievance process and steward representation. If you would like to see a steward please ask your supervisor to see one, the supervisor is allowed to ask you the general nature of your complaint but not allowed to deny you access to your steward.

14 bids from the last posting were not bid on. The next step is to post them on E-Reassign due to excessing in other areas. They may eventually become available to PSEs contingent on excessing issues.

LABOR/ MANAGEMENT:

Sam Wood has put on hold any labor / management meetings between the SWFAL and management at the plant and their representative from Tampa. This hold has been put into place due to the plant manager refusing to follow through on prior agreements.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Sandee Beckler who won \$33.00. Sandee donated \$5.00 back to COPA. The total netted from the drawing was \$66.00. The name drawn for the member's incentive award was Suzi O'Toole. Had she been present at the meeting she would have won \$70.00. The pot at the next meeting will be \$80.00.

**ELECTION OF OFFICERS AND
DELEGATES:**

None

LEFTOVERS:

None

ROLL CALL OF OFFICERS:

Felicia Gluhareff performed the roll call of officers.

NEXT MEETING:

Robert Nowall moved to have the next meeting on May 19th, 2013 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 10:19 a.m. The motion passed.

Good Wages, Benefits And Job Security At USPS The Result Of Many Years Of Struggle By APWU

If you ever wondered what it would be like to work at the USPS without a Union you only have to watch how management treats the new PSEs at the Plant during their first 90 days.



Daniel M. Gray
Vice President
SWFAL APWU

The new PSEs have been treated poorly at best and continually threatened by management with termination for not maintaining certain levels of performance.

Management knows the PSEs have basically no recourse during their probationary period to any forms of harassment directed at them. This should be a wake-up call for all, especially the non-members that refuse to join the Union.

Without the Union you would be working at a much reduced hourly rate without any benefits and the constant threat of losing your job at any moment. The only reason the PSEs are paid the hourly rate and night shift differential they now earn is due to the Union negotiating this and is nowhere a reflection of management's own generosity.

If it was up to management in determining your wages and benefits you would be lucky to be earning anything over minimum wage. You would have no health care insurance, sick leave, annual leave, guaranteed breaks; overtime pay rules that far exceed the requirements of the Fair Labor Standards Act or any job security.

If your supervisor did not like you they would simply tell you not to bother to come back in to work the next day and you would not have any recourse. You would not have the benefit of a retirement to work towards.

Wal-Mart is a fine example of an employer without a Union and how the employees are treated. Remember when the butchers at Wal-Mart tried to unionize. Wal-Mart closed the butcher shop went to only prepackaged meat and fired all the butchers.

I get constantly tired of hearing the lame excuses of the non-members when the only reality is they are too cheap to join, since they sure don't have an issue accepting the pay or benefits the union negotiated for them.

It is even more amusing when a non-member gets disciplined or mad at management and then comes to the Union for help.

Yes, by law the Union has the duty of fair representation and the Union does this, member or not. This is the legal duty of a union to equally, and in good faith, represent every employee in a bargaining unit regardless of whether the employee is a union member or not.

This legal duty arises out of the exclusive representative status unions hold under the National Labor Relations Act in the private sector and under state collective bargaining laws in the public sector. This duty requires three things on the part of the union; all members' interests are served without hostility or discrimination; that discretion be exercised with good faith and honesty; and that the union not act arbitrarily.

The following was taken from a Forbes article:

The Taft-Hartley Act passed in 1947, which amended the National Labor Relations Act of 1935, and did away with the "closed shop" era in America during which an employee – who either resisted joining the union or lost his union membership as a result of failing to pay dues or some other violation – was required to be dismissed by the employer as a result of the

worker losing, or never accomplishing, union member status.

The Taft-Hartley Act additionally required that the union be additionally obligated to provide non-members with virtually all the benefits of the union membership even if that worker elects not to become a union member. Federal law guarantees employees of the federal government, including postal service employees, the right to refrain from union membership. Here are some facts about "Right to Work" laws and states.

On average, workers in states with "Right to Work" laws earn \$5,538 a year less than workers in states without these laws.

"Right to Work" states spend \$2,671 less per pupil on elementary and secondary education than free-bargaining states.

According to data from the Bureau of Labor Statistics, the rate of workplace deaths is 52.9% higher in states with "Rights to Work" laws.

Overall, union members earn 28 percent (\$198) more per week than nonunion workers. Hispanic union members earn 50 percent (\$258) more each week than nonunion Hispanics and African Americans earn 29 percent (\$168) more each week if they are union members.

78 percent of private sector union workers have access to medical insurance through their jobs, compared with 51 percent of nonunion workers. 77 percent of private sector union workers have access to a guaranteed (defined benefit) retirement plan through their jobs, compared with just 20 percent of nonunion workers.

Only 2.9 percent of union workers are uninsured, compared with 14.2 percent of nonunion workers.

Who benefits from "Right to Work" Laws? No one.

Some low-wage employers might think that they would benefit from weak unions and low wages, but union members are also consumers. "Right to work" laws undermine the purchasing power of unionized workers.

Employees covered by union contracts receive 28 percent more in wage and benefits than workers without unions. For women workers, the union advantage is 34 percent. For African American workers, the union advantage is 29 percent. And for Hispanic workers, the union advantage is a whopping 50 percent.

When "Right to Work" laws weaken unions and drive down wages and benefits, workers have less to spend and the entire economy, particularly small business, suffers.

Remember in 2012 the union membership rate is in decline as reported by the U.S. Department of Labor Bureau of Labor Statistics. The percent of wage and salary workers who were members of a union was 11.3 percent, down from 11.8 percent in 2011.

The number of wage and salary workers belonging to unions, at 14.4 million, also declined over the year. In 1983, the first year for which comparable union data was available, the union membership rate was 20.1 percent, and there were 17.7 million union workers.

It was the Unions that established safe working environments, living wages and the middle class that is now slowly eroding away. If any of the non-members feel the union has not done anything for them just look at your pay stub. Yes, the union and not management is the group you need to thank.

Remember if you have any questions or concerns please ask to see your Union Steward.

"To secure to each laborer the whole product of his labor, or as nearly as possible, is a most worthy object of any good government."

Abraham Lincoln

16th President of the United States 1861-1865

Bid Updates And Residual Bids

On the most recent bid post and award, prior to the writing of this article, 72 bids were successfully posted and awarded without any contractual violations.



Paul McAvoy
Clerk Craft Director
SWFAL APWU

This is an amazing feat considering the difficulties management has had in past, posting and awarding 3 to 5 bids on most months.

I must commend management and especially Karen Walker for her cooperation and communication with the APWU throughout this bid cycle. She was in contact with us the entire time to ensure this bid posting went through without a hitch.

Of the 72 bids posted, 58 went to senior or senior qualified bidders. There were 14 bids left residual because of no bidders and there were two additional residuals from customer service.

These bids will be withheld for posting on E-Reassign as per the Collective Bargaining Agreement. What this means is clerks around the country currently impacted by excessing will have the opportunity to bid on these openings through 21 day E-Reassign process. Management hopes to have these residual bids avail-

able by May 1st. Any bids remaining after E-Reassign will have to be evaluated by management, and if filled, would have to be from the current PSE register.

This means that 58 clerks have either left their former bid or will be upon completing their training. I do not know right now what management's plan is for these bids but the APWU's position is that these bids should all be reposted. We will grieve any bids that are not reposted as per Article 37.

Please remember, if you are going to be out of work for any length of time please let management and your union know you would like bids sent to you while out on leave.

The following language is from the LMOU, Item 22.G:

Employees on authorized leave may request, and shall subsequently receive, a copy of all applicable bid notices. Bids are on a schedule to be posted every 28 days. This schedule is usually followed (probably 10 of the 12 times per year).

If you are going to be away for any length of time and do not have access to phone or internet, please let someone you trust know which bids you would like and have them bid for you. This will mean you must give them your pin number, which you should change upon your return.

House Rejects Bill To Fire Postal, Federal Employees Who Owe Federal Taxes

The House rejected a bill on April 15 that would have cost postal and federal employees their jobs if they fell behind in their taxes. Voting against the measure were 152 Democrats and 7 Republicans; 215 Republicans and 35 Democrats voted in favor of the bill.

Although a majority of representatives voted for the bill, it failed because the bill was considered under a House procedure known as a "suspension of the rules," which requires legislation to garner the support of two-thirds of those voting to pass. The procedure is typically used to quickly pass legislation that is considered non-controversial.

The bill (H.R. 249), introduced by Rep. Jason Chaffetz (R-UT), would make any person who has a seriously delinquent tax debt ineligible for federal or postal employment. The measure defines "seriously delinquent tax debt" as an outstanding tax debt for which a notice of lien has been filed in public records. It exempts a tax debt that is being paid in a timely manner, for which a collection due process hearing has been requested or is pending, for which a levy has been issued, or that is determined to be an economic hardship to the taxpayer.

Currently only IRS employees can

be fired for failing to pay their taxes.

Democrats overwhelmingly opposed the bill, complaining the Chaffetz bill unfairly singles out federal employees. During opening statements on the bill during prior consideration in the House Oversight and Government Reform Committee, Ranking Minority Member Elijah Cummings (D-MD) said, "While I strongly agree that everyone, including federal employees, should pay their taxes, I have a number of concerns about this bill. First, the compliance rate for federal workers is much higher than that of the general public."

According to the Internal Revenue Service, the overwhelming majority of federal workers — 97 percent — pay their taxes in a timely manner, compared to just 92 percent of the general public.

"Under current law and regulations, agencies can take disciplinary action against employees for failing to meet their tax obligations, ranging from counseling to outright removal," Rep. Cummings said. "I don't see how the exemplary compliance rate among federal employees justifies the adoption of a new law that would only apply to federal employees."

APWU Web News Article 047-2013, April 19, 2013

To Contribute to COPA through *PostalEASE*

(Employees may designate three payroll allotments.)

Follow the instructions below:

1. Add your Social Security number to the 8-digit COPA account number (29320001) in line 11 on this form. This 17-digit number (no hyphens) will enable the APWU to identify this contribution as having come from you.
2. Dial 1-877-477-3273 (1-877-4PS-EASE).
3. Press #1 for *PostalEASE*.
4. When prompted, enter your employee identification number.
5. When prompted again, enter your USPS PIN number. (If you do not have a USPS PIN or cannot remember your PIN, follow the instructions on this form, under "Don't Have Your USPS PIN?")
6. When prompted, choose option #2 (to select payroll allotments).
7. When prompted, choose option #1 (to select type of allotment).
8. When prompted, press #2 to continue.
9. When prompted, press #3 to "add" the allotment.
10. When prompted, add routing number: 054001220.
11. When prompted, enter the COPA account number: 29320001 _____, followed by your Social Security number (no hyphens, 17 digits total). Press #1 if correct.
12. When prompted, press #1 for checking.
13. When prompted for the dollar amount of the allotment, enter \$____.00, your choice for a biweekly allotment. Press #1 if correct.
14. When prompted, press #1 to process. At this point, you'll be provided with a confirmation number and the start date of the allotment. Record the confirmation number _____ and start date _____.
15. Press #1 to repeat, or press #9 to end the call.

Retain this form for your records.

COPA  **YES!**
Doing Our Part to Build a Better Future

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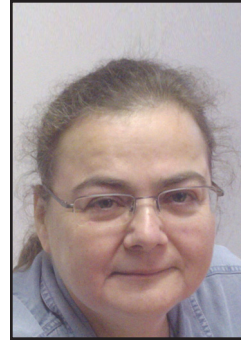
Don't Have Your USPS PIN?

To obtain your PIN: Call 1-877-477-3273. Press #1 for *PostalEASE*. When prompted, enter your Social Security number. When prompted for your PIN, pause, then press #2. Your PIN will be mailed to your address of record the next business day.



Union Matters

Recently, I've had to fly home to Western New York to attend to my dying father, and fly back in time to attend to my husband, scheduled for hip replacement surgery.



Mickey Szymonik
Maintenance Craft
Director
SWFAL APWU

On March 21st, as I sat in the hospital pre-op room consoling my husband, who wouldn't be having surgery that day (he was being sent to the cardiac unit because of an irregular heartbeat) I got a call from home...my father had passed away. It was a tough day. A tough many days.

Both situations were made more bearable because my Dad, a good union man, had a health care and a benefits plan that would alleviate further financial stress on my Mom, and I, my Dad's good union daughter, had a similar safety net for my husband John's situation. Unfortunately, there are far too many people who are not afforded that same peace of mind in terrible and frightening circumstances.

Our new PSE employees need to be made aware of this important benefit gained by the Union on their behalf. After one year of service, APWU members are entitled to enroll in the APWU health plan at the same cost as career employees; basically, 5% of the plan cost, while the Employer pays 95%. Non-union PSEs are not entitled to enroll in the APWU health plan and would bear the entire cost of another health insurance policy.

The APWU fought long and hard to replace the former "Temporary" and "Casual" employees not afforded this benefit, the path to become a Career employee, nor even the opportunity to participate in the Union. The Union prevailed and will continue to work for the benefit of all employees. To do so, we need to remain strong. Take the time to talk to a non-union member, today.

Finally, I want to thank everyone for their concern and condolences. Your outpouring of support meant so much to me and I want to express my gratitude to everyone who reached out to me at a very difficult time.

Peace, love, prosperity.

USPS Management's Wishful Thinking

Suncoast District Management has informed our SWFAL APWU that, in regard to EEO Complaints, they would prefer to have employees use the Redress Mediation Process rather than the Formal Complaint process. Their reason – it offers a quick resolution of issues.

I believe I have a better suggestion: Reign in all abusive USPS supervisors, thereby, reducing the total number of all EEO Complaints. In addition, this approach would reduce costs to the USPS by a far greater amount than District's current proposal and improve employee morale.

I have filed EEO Complaints in the past and have watched how abusive managers attempt to put on a good face in front of a mediator. However, play acting by management solves nothing.

Let's face it - employees victimized by an abusive supervisor will look for the best avenue to get the abuse to stop.

Abusive managers care nothing about discrimination, harassment, retaliation, union busting; in general, illegalities in the workplace. A successful Redress Mediation pro-

gram requires that all parties play by the rules. Abusive managers are often incapable of abiding by this requirement.

For example, last fall, I had to file a grievance for clerks to be allowed to use rest room facilities, when necessary. Get this - at Step 1, the abusive OIC refused to settle. At Step 2, thankfully, a reasonable manager agreed to settle in the union's favor.

This reasonable manager's action at Step 2 eliminated the need for me to file the OSHA and EEO complaints I was preparing. USPS money was saved by management's reasonable response; a cost savings the abusive OIC was incapable of achieving.

District needs to recognize one of the root causes of EEO Complaints - abusive, run amok, USPS managers. These individuals are costing the USPS too much in lost employee productivity and wasted resources. It is going to take more than wishful thinking by management to change the number and manner of EEO Complaints that are filed in Suncoast District.

Kathy Moyer, Editor

Our Next Union Meeting

**AMERICAN POSTAL
WORKERS UNION AFL-C 10**

Sunday, May 19, 2013

9:30 am

11000 Metro Parkway, Unit 8

Fort Myers, FL 33966

PRESIDENT'S REPORT

Continued from Page 1

ments. I immediately asked where the plan came from and they informed us that it was a Headquarters Idea.

I then stated that shouldn't all USPS facilities be held to the same standards of customer service and show the high quality of the USPS brand instead of just 40% of the Stations and Branches? A lively discussion occurred and even the Plants were discussed.

Many Small stations and Plants not affected by these Premier Post Offices have poor upkeep and many maintenance issues due to being understaffed. This issue created the most discussion concerning the direction of the USPS.

Management discussed the EEO process and encouraged Union Presidents to go back and try to get our members to consider going through the mediation process rather going through the Formal stage. They claim that the Redress stage allows a quick resolve to the employee's issues.

The truth is that employees are fed up with nothing being done through the Redress Process and go straight to the Formal Stage.

Why does management want to encourage local Presidents to get their membership to go through Redress? I believe it is because of money. It cost the USPS about 3 times the amount of money for the employees to skip Redress and go to the Formal Stage.

I believe that if management was truly serious about EEO's, they would discipline these abusive supervisors who continue to get EEOs filed against them.

I will not encourage any employee to go through Redress or the Formal Stage. I believe it is up to them to make that determination. Based on my personal opinion, if I had a serious case for EEO, including proof, I would not go through Redress because I believe it is a joke, and the true intent is to tell you how you don't have an EEO in the hopes to get you to drop your complaint.

An Informal / Redress Complaint costs a minimum of \$1,800.00 and a Formal Complaint can cost up to \$18,200.

So far this year in the Suncoast District the costs of EEO's are as follows:

Informal Complaints \$232,200

Formal Complaints \$800,800

Total for Suncoast District \$1,033,000

You can see why management is asking for the Union's help to curb the cost of EEO's. I think management should start looking at the reasons EEO's are filed and not just sweep the abuses under the rug.

EAP Representative Eric Siegal spoke concerning how EAP can help employees and Union Representative during these tough times.

My feeling is that unless you have drug, alcohol, emotional issues etc, issues such as management abuse and such can be handled through the grievance process, EEO's, OSHA, Labor Charges, etc.

The EAP representative acted as if the EAP can handle everything that employees are going through - I disagree totally. The EAP is a great program for some issues and not for others.

Know your rights, seek advice from your Union Representative and then use whatever venue that is appropriate for you and your situation.

PSE staffing was discussed at length with management stating that the PSE Staffing was over the cap. Here was the breakdown of PSE's in the Suncoast District:

Function 1 (Mail Processing) 112 PSE's over the cap.

Function 3A (MVS/PVS) 4 PSE's over the cap.

Function 3B (Maintenance) 3 PSE's under the cap.

Function 4 (Stations & Branches) 66 PSE's over the cap.

Management will attempt to get under the cap by the end of April, 2013.

There was much discussion on how losing PSE's would reduce staffing and service to the customer. Management stated that they were attempting to get some PSE's converted, seek employees wanting to transfer, moving PSE's into offices where help is needed, along with other creative ways to help with staffing in all offices in the Suncoast District.

The Mail Handlers Union asked when their PTF's were to be converted as they have Mail Handler Assistants (MHA's) who have just began to be hired by the USPS.

The Suncoast District will be getting a total of 40 new Passive Adaptive Scanning Systems (or PASS for short). There are 10 currently in use throughout the Suncoast District and 18 at different stages of deployment in other Suncoast District offices. These PASS Machines will scan parcels

and let employees know what route the mail goes to.

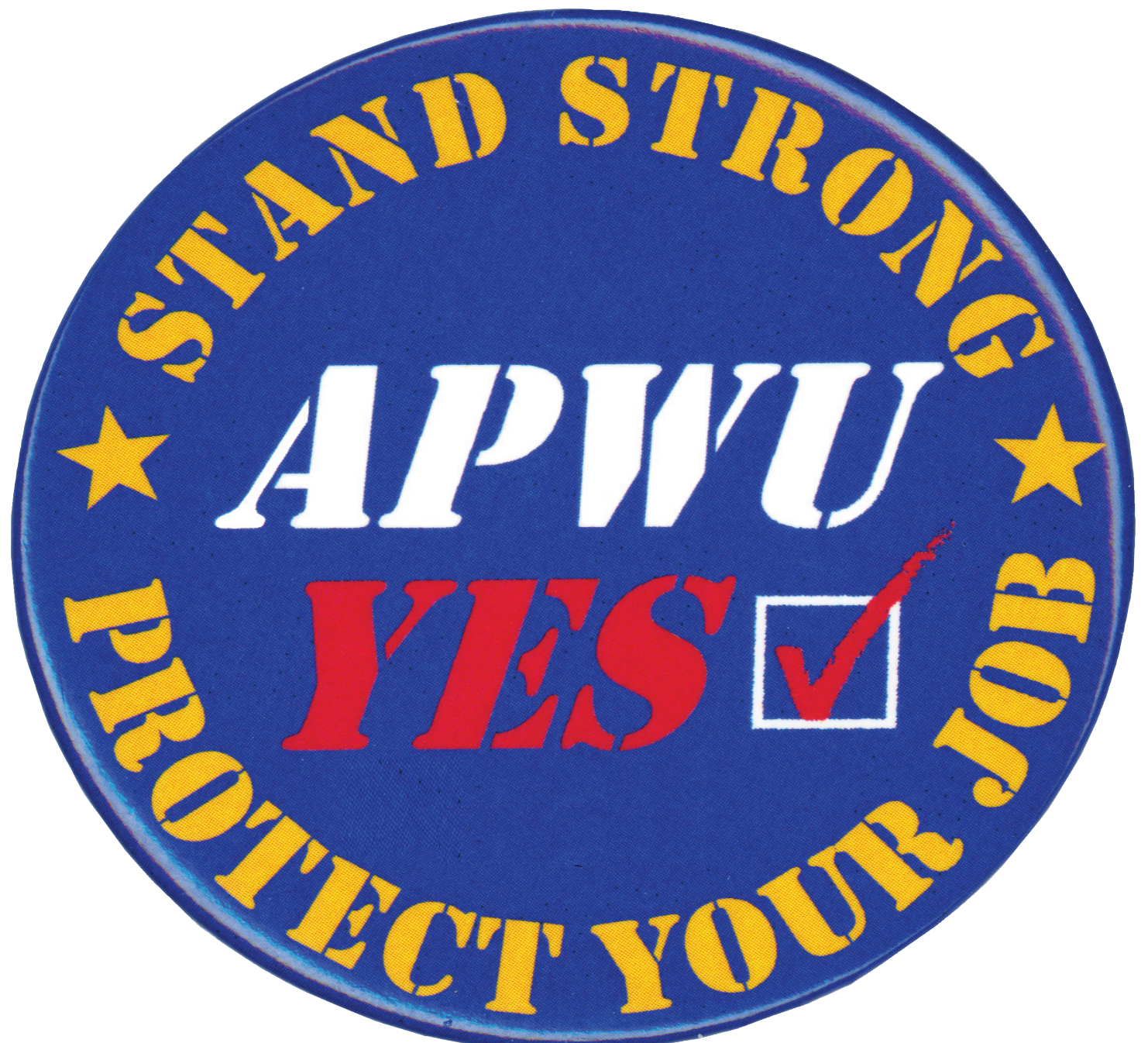
Employees' being delayed time to see their Union Steward was discussed. There have been many offices where it has taken days and weeks for employees to see their Union representatives due to offices and plants being short staffed.

The Suncoast District Manager insured that they would look into this issue and correct these problems. She has assigned Ivonne Gonzales (Lead Plant Manager) to monitor Function 1 Offices and David Jordan (Mgr. Operations) to monitor Function 4 Offices to ensure that employees receive timely Union time.

PSE Des Act Codes were discussed. PSE's with Des Act Codes of 81-4 are the ones who work the window. PSE's with the Des Act Codes of 81-3 work in other areas.

Also discussed was Box Mail Scans. It seems that in many offices, managers or employees have been scanning the box mail as completed when they were not actually done.

District Manager Nancy Rettinhouse stated that falsifying box mail scans will not be tolerated. She stated that we should inform employees that this practice will not be tolerated.



Ricin Confirmed - No Reports Of Symptoms

Postal managers gave employees Stand-Up Safety Talks on April 18, notifying workers that the FBI has confirmed the presence of ricin on two letters that passed through USPS mail-processing facilities in Memphis, Tennessee, and Washington, DC. One letter was addressed to President Obama; the other was addressed to Sen. Roger Wicker (R-MS).

"Based on current information evaluated by public health and law enforcement experts, we do not believe the substance in the letters is in a form that would pose an inhalation or other risk to our employees," the Postal Service said.

In a message to employees in facilities where the tainted mail trav-

eled, the USPS said, "If someone were to inhale a quantity of ricin large enough to produce medical symptoms — which would include fever, cough, and difficulty breathing — these symptoms would appear within 24 hours.

"Given the time that has expired, if you have not experienced such symptoms recently, you should not be concerned. "If you have, we urge you to let your supervisor know and see your physician promptly for an evaluation.

No postal employees have reported symptoms that would be expected from illnesses caused by ricin, managers reported in a teleconference with union officers on April 17.

APWU Web News Article 045-2013, April 18, 2013

Boston Marathon Attack Touches APWU Family

The Boston Marathon bombing has touched the APWU family.

Krystal Campbell, 29, one of three fatalities, was the beloved niece of Elaine Slattery and Kathy Reilly, who are members of the Boston Metro Area Local.

The son of a Sales & Service Associate was seriously injured, suffering a partial leg amputation and a broken ankle on his remaining leg.

Two brothers, nephews of an In-Plant Support employee, both underwent a partial leg amputation.

"We mourn for the families who

lost loved ones and send our encouragement, support, and prayers to the wounded," said APWU President Cliff Guffey.

In response to the Boston bombings, resources have been added to the EAP website regarding Post-Traumatic Stress Disorder (PTSD), grief and loss after a disaster, and talking to children following a trauma, Human Relations Director Sue Carney announced. EAP counselors are available 24/7 and can provide additional resources and counseling for employees and their family members.

APWU Web News Article 046-2013, April 19, 2013

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

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

OPTION 1

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

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

OPTION 2

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

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

OPTION 3

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

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

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

Supporting Our Troops



Remembering Their Service

Memorial Day Monday May 27

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 by inviting you to our next SWFAL APWU meeting on May 19, 2013, 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. Join us and discover the many benefits of becoming a member of the SWFAL APWU.

For those of you that have recently retired that wish to

continue receiving The Eagle's Eye newspaper, please email the Editor at Edswfal@aol.com or call Karen at our local APWU office at 239-275-1007.

You may also email information to the editor regarding marriages, graduations, special events or achievements of our employees or their families. We will be pleased to include as many member announcements as possible.



The Calculated Risks of High Blood Pressure

About 1 in 3 adults in the United States has High Blood Pressure (HBP). The condition itself usually has no signs or symptoms. You can have it for years without knowing it. During this time, though, HBP can damage your heart, blood vessels, kidneys, and other parts of your body. HBP is a serious condition that can lead to coronary heart disease, heart failure, stroke, kidney failure and other health problems. Untreated HBP can damage and weaken your arteries.

Risk factors for developing HBP

- Family history
- Advanced age
- Gender-related risk patterns
- Lack of physical activity
- Poor diet, especially one that includes too much salt
- Being overweight and obesity
- Drinking too much alcohol

Categories for Blood Pressure Levels in Adults

Category	Systolic (top number)		Diastolic (bottom number)
Normal	Less than 120	And	Less than 80
Prehypertension	120–139	Or	80–89
High blood pressure			
Stage 1	140–159	Or	90–99
Stage 2	160 or higher	Or	100 or higher

APWU Health Plan (High Option) Hypertension Management Program



Hypertension Management Program

Enroll and participate in the program to receive \$0 out-of-pocket costs for:

- In-network medical office visits for the specific purpose of lowering your blood pressure
- In-network lab tests related to hypertension management
- Generic drugs from Express Scripts by mail for the specific purpose of lowering your blood pressure

To Enroll

- Call 1-800-582-1314:
- Prompt 6 (for Hypertension Management Program)
After you enroll and speak to a Health Coach, you will be mailed a letter and Management Program ID card showing the effective date of entitlement to the \$0.00 incentives. Show this card when you visit your in-network physician.

Maximize your Health Care Spending

Ways to control HBP

If you have HBP, have medical checkups or tests as your doctor advises. Your doctor may need to change or add medicines to your treatment plan over time. Routine checkups allow your doctor to change your treatment right away if your blood pressure goes up again. Healthy lifestyle habits can help you control HBP. These habits include:

- Following a healthy diet
- Being physically active
- Maintaining a healthy weight
- Quitting smoking
- Managing your stress and learning to cope with stress

If you combine healthy lifestyle habits, you can achieve even better results than taking single steps. You may find it hard to make lifestyle changes. Start by making one healthy lifestyle change and then adopt others.



www.apwuhp.com
1-800-222-2798