

## President's Report Sam Wood



### NEW IMPROVED EAGLE'S EYE

Kathy Moyer has been the Southwest Florida Area Local's new Editor for only a few months but has made a major change. Although you may not notice much of a change with your mailed copy, you will definitely notice the change with the online version. The Eagles Eye is now in color and available to read online at: <http://www.swfloridaapwu.org/ee.html>

Thanks to Kathy Moyer for making this monumental change for the Eagle's Eye. Please go check out the online version and let her know what you think about the changes.

### USPS HEADQUARTER STAFFING UPDATE

I am including an updated USPS Headquarters staffing information report that was released last month. The complete summary of the report is provided on the bottom of page 3.

I've been putting together this information for a few years now. You will notice that, once again, over the last three months, USPS Headquarters Staffing has continued to rise. Lets face it, I would not continue putting this information out if the staffing made sense. USPS management has increased their headquarters staffing levels while major staffing cuts have continued in every other sector of the USPS. This issue continues to amaze me and I do not know if anyone outside the USPS cares about what the Postmaster is doing.

If you would like the Excel Version of this information, send me an e-mail and I will forward it to you.

### APWU ELECTRONIC GRIEVANCE SYSTEM (EGS)

The APWU has developed a new way to file grievances using a new Pilot Program which the Southwest Florida Area Local has decided NOT to be a part of at this time. The main reason for us not becoming involved is that we want to see what is involved before placing more of a burden on our Union Stewards, Executive Board Members and our Office Manager Karen D'Angelo. The new grievance procedure is called the APWU-Electronic Grievance System(EGS). Our local is certainly not opposed to doing things a new way but would like to see how the Pilot Program works before changing the way we have done things for years. This Pilot Program begins July 2012 so we should know very soon how the program is working.

### EARLY OUT INCENTIVES

Although there has not been any official word of APWU early out incentives, I do believe one will be negotiated. The APWU Early Out Incentives could be for everyone, but I believe the negotiated version may allow only certain employees to be able to take them. The concern for the APWU is the reduction of members by allowing an incentive, so this is why there hasn't been one negotiated yet. I believe the APWU is trying to find a way for PSE's to replace those who take an Early Out Incentive. I could be wrong but I believe there is more to the story than just not coming to a monetary figure as the Mail Handlers already reached an agreement earlier this year. Stay Tuned!

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# Our Next Union Meeting

**AMERICAN POSTAL WORKERS UNION AFL-CIO**

## Sunday, July 22, 2012

### 9:30 am

## 11000 Metro Parkway, Unit 8

## Fort Myers, FL 33966

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Area Local, APWU**

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## Secretary-Treasurer's Report Felicia Gluhareff



6/24/2012

**CALL TO ORDER:**

Time: 9:35 a.m. There were 19 members in attendance.

**PLEDGE OF ALLEGIANCE:**

The pledge of allegiance was led by Joe Avila.

**ROLL CALL OF OFFICERS:**

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

**MAP:**

Robert Nowall told a joke in honor of Charles Glennon.

**NEW MEMBERS:**

None.

**EXECUTIVE BOARD  
MINUTES:**

We discussed Weingarten Rights. There have been issues regarding this at the plant. Excessing in customer service was discussed. The Executive Board talked about more strictly following the local's constitution regarding excusing Executive Board members and delegates from meetings. The constitution states that one must be on approved leave in order to be excused from a meeting. Overtime rotation at the plant was discussed. Management can't seem to get the lead clerk positions posted properly. Shared services will now be accepting the union's FMLA forms. Mediation and pre-mediation in regards to EEOs was clarified by Dan Gray and Paul McAvoy.

**SECRETARY- TREASURER'S  
REPORT:**

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

**REPORT-SELECTION OF  
COMMITTEES:**

None

**REPORT OF CONVENTION  
COMMITTEES:**

None

**REPORT OF TRUSTEES:**

None

**COMMUNICATIONS:**

Dan Gray read through this month's communications. All are invited to do so as well. There were a lot of bid reversions/repostings. The members got a thank you card from Karen D'Angelo thanking us for her gift cards we got her for administrative professional's day.

**UPDATE OF GRIEVANCES:**

Lead clerks are senior qualified jobs that must be posted for bid. Management was supposed to have the lead clerk bids filled by June 2nd. That hasn't happened and grievances are being filed. We also have a pending grievance addressing improper NFTY bids. Several clerks from the Marco station attended the meeting to discuss various issues at their station. One of the topics was excessing. We need to challenge management through the grievance process any time they do clerk work or allow employees from another craft to perform clerk work. We need to stay on top off this issue. Clerks need to step up and start writing statements.

**OLD  
BUSINESS:**

None

**NEW BUSINESS:**

None

**LABOR / MANAGEMENT:**

Labor / management meeting with district coming up.

**GOOD AND WELFARE:**

The winner of the COPA 50/50 drawing was Wayne Nichols who won \$43.00. The total netted was \$86.00. Wayne donated ALL of his winnings back to COPA. The name drawn for the incentive award was John Scinaldi. He would have won \$70 had he been present at the GMM. The pot will be \$80 at next month's meeting.

**ELECTION OF OFFICERS AND  
DELEGATES:**

None

**LEFTOVERS:**

None

**ROLL CALL OF OFFICERS:**

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

**NEXT MEETING:**

Robert Nowall moved to have the next meeting July 22, 2012 at 9:30 a.m. at the union hall. The motion passed.

**ADJOURNMENT:**

Robert Nowall moved to adjourn at 10:40 a.m. The motion passed.

# Pushing Forward Through The Grievance Process

There is a lot of frustration with the grievance process and how long it takes for a grievance to be finalized. It can take years for a resolution to a grievance you or the local has filed on your behalf.



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

Management in my opinion must share the blame.

The Union at the higher levels should push the issues and speed up the process on how long it takes for grievances to be heard. We are told by our National Officers that we must become more than grievance machines, yet that is our only recourse when you complain to a supervisor and manager concerning a violation you get ignored or are told "file your grievance".

Supervisors and managers who violate the contract are not held accountable, but should be. So what motivation is there for them to follow the contract in the first place? Typically upper management is the one directing the lower level supervisor to violate the contract in the first place. How many times have you heard "I am just doing what I am told to do"?

Most of the supervisors get little or no training for their job in the first place, much less the contract. We

recently had issues involving management's violation of employee's and the Union's Weingarten Rights. It was discovered that supervisors and managers were getting their direction from USPS Labor representatives who are supposed to be the ones that give proper contract guidance to them in the first place. Even after admitting that they (management) were wrong concerning Weingarten Rights, management still denied the grievances resulting in our local having to file Labor Charges.

Will the system ever be corrected? Hopefully, but the positive is that at least we have this process.

Talk to your friends and family members that work for an employer without a Union to represent them, most would be happy for what we all take for granted. Just think if we had no Union at the Postal Service. Instead of progressive discipline they would simply fire you. If a supervisor or

manager didn't like you, they would just tell you not to bother coming back to work. You would be most likely not receiving health benefits, life insurance, sick leave, annual leave, night shift differential, Sunday premium, penalty overtime, decent pay, job security and work hour guarantees to name a few. These are all benefits the Union has negotiated on your behalf.

While the Union is not perfect, I am glad it is there for me. We are presently trying to schedule a Labor and Management meeting with the head of Suncoast District Human Resources to address the Union's and employee's concerns. Hopefully we will have had our meeting by the time this article is published in The Eagle's Eye and we will begin seeing some realistic progress. Remember if you have any questions or concerns please ask to see your Union Steward.

UNITED STATES POSTAL SERVICE STAFFING INEQUALITY	ON THE ROLLS IN 1997	ON THE ROLLS PAY PERIOD FEB. 2012	ON THE ROLLS PAY PERIOD MAY 2012	TOTAL % STAFFING CHANGES FROM SEP. 11 THROUGH DEC. 11	TOTAL % STAFFING CHANGES FROM DEC. 11 THROUGH FEB. 12	TOTAL % STAFFING CHANGES FROM FEB. 12 THROUGH MAY 12	COMPLETE TOTAL % STAFFING CHANGES FROM 1997 THROUGH MAY 12
	<b>USPS HEADQUARTERS IMPACT</b>						
SENIOR MANAGEMENT STAFF	1949	2,770	2,881	0.29%	0.62%	4.01%	47.82%
INSPECTOR GENERAL	101	1,116	1,118	-0.45%	-0.18%	0.18%	1006.93%
FIELD SUPPORT STAFF	8,666	6,690	6,602	0.50%	0.69%	-1.32%	-23.82%
<b>TOTAL HEADQUARTERS LOSS / GAIN</b>	<b>10,716</b>	<b>10,576</b>	<b>10,601</b>	<b>0.34%</b>	<b>0.93%</b>	<b>0.24</b>	<b>-1.07%</b>
<b>MANAGEMENT (LOCAL LEVEL) IMPACT</b>							
GM / PM / INST. HEAD	26,256	21,656	21,477	-1.31%	-1.21%	-0.83%	-18.20%
SUPERVISOR / MANAGERS	35,708	24,335	24,084	-1.57%	-1.43%	-1.03%	-32.55%
PROF / ADM / TECH-FIELD	11,369	4,507	4,506	-0.90%	-0.51%	-0.02%	-60.37%
POSTMASTER RELIEFS/ LEAVE REP.	12,687	12,687	8,631	-4.05%	-1.92%	0.36%	-31.97%
<b>TOTAL MANAGEMENT LOSSES</b>	<b>86,020</b>	<b>59,098</b>	<b>58,698</b>	<b>-1.80%</b>	<b>-1.35%</b>	<b>-0.68%</b>	<b>-31.76%</b>
<b>CAREER EMPLOYEE IMPACT APWU -</b>							
CLERK / MAINT. / MVS / NURSES	336,422	192,455	190,251	-1.66%	-0.93%	-1.15%	-48.08%
NPMHU - MAIL HANDLERS	59,147	45,874	45,347	-0.85%	-0.71%	-1.15%	-23.33%
NALC - CITY CARRIERS	234,033	180,261	178,971	-1.03%	-0.89%	-0.72%	-23.53%
NRLCA - RURAL CARRIERS	49,957	64,960	65,647	-1.02%	-0.84%	1.06%	31.41%
<b>TOTAL LOSSES CAREER EMPLOYEES</b>	<b>679,559</b>	<b>483,550</b>	<b>480,216</b>	<b>-1.26%</b>	<b>-0.88%</b>	<b>-0.69%</b>	<b>-29.33%</b>

# Throw "IT" Against The Wall And See What Sticks

Last month I wrote about 204B's and Lead Clerks. Management had over a year (CBA signed on May 23, 2011) to eliminate the usage of 204B's and create lead clerk jobs. These lead clerk jobs were to be "NEWLY CREATED".



Paul McAvoy  
Clerk Craft Director  
SWFAL APWU

Maybe I am wrong, but shouldn't newly created be something new and not a different bid changed? Management has decided to repost bids rather than just make newly created bids. There are clerks with over 25 years of service who could become unassigned because of management's refusal to post jobs correctly.

First problem; you cannot repost a level 6 job as a level 7. They must be alike in nature. Second problem; according to the JCIM, if you repost a job and it is level 7, it is restricted to level 7 clerks.

Section: 3.A.4.d

**82. When an occupied [PS-6/(PS-5)], [PS-7/(PS-6)], or [PS-8/(PS-7)] senior qualified duty assignment is reposted due to a change in hours, off days, or duties, who is eligible to bid?**

**Response:** Article 37.3.A.4 allows only same status clerk craft employees who are not otherwise under a bidding restriction, holding [PS-6/(PS-5)], [PS-7/(PS-6)], or [PS-8/(PS-7)] positions to bid on reposted [PS-6/(PS-5)], [PS-7/(PS-6)], and [PS-8/(PS-7)] duty assignments if the employees are at the same or higher level as the reposted duty assignment. A [PS-8/(PS-7)] employee could bid on a reposted [PS-6/(PS-5)], [PS-7/(PS-6)], or [PS-8/(PS-7)] duty assignment. A [PS-7/(PS-6)] employee could bid on a reposted Level [6/(5)] or [7/(6)] duty assignment and a [PS-6/(PS-5)] employee could bid on a reposted Level [6/(5)] duty assignment. Resulting vacancies are filled by posting only to eligible same status employees until a residual vacancy is reached.

In the reposting letters the employees received, it stated if you do not bid or get awarded the bid on next posting, you will become unassigned at the time of the award. How can you be expected to bid on a job you are not contractually allowed to receive?

A clerk at the Plant opted to take a higher choice bid because a clerk withdrew. Another clerk opted to take the job he was in and was awarded accordingly. This was done on May 5, 2012.

Less than a month later they reposted the first clerk's bid and told him he will be unassigned if he doesn't get awarded this bid. So, this clerk gave up a bid to take a higher choice, gets his bid reposted and then will become unassigned if he doesn't receive the bid they posted incorrectly. This all in a months time.

Why did management award this bid when they knew for over a year that they were going to have to post "newly created" Lead Clerk bids? The clerk who received this reposting is not qualified for the position they reposted, so he is ineligible to bid it anyway.

I filed a grievance on this and management checked with labor and the supervisor received this answer for the Step 1 - No Violation. This was an administrative error. This was reposted in error. This bid should have been reverted. We will now rescind the reposting letter and revert assignment. So management is admitting this was done wrong and instead of just a rescinding letter they revert a bid that is presently posted. How can one say you don't have a need for a job and then post a bid? This is just the tip of the iceberg.

There are still 7 other bids on this posting (June 18, 2012). Are they

going to be rescinded and reposted also? Remember management had over 1 year to do this. How many more violations are there going to be? Plenty, I am afraid.

The plant Mail Processing positions are MIA as of the writing of this article. When I asked AMIPS Karen Walker where they were, she simply said they were not ready for this posting. They were supposed to have bids posted and clerks in lead clerk positions by June 2, 2012. I guess 13 months isn't enough time. We have filed grievances and hopefully this will all be worked out in the near future.

The 204B's that were to be eliminated because of the creation of the lead clerk jobs are still in their positions. They are currently filling vacancies of supervisors who have been gone for as much as 16 months.

These violations are occurring on a daily basis. Trust your stewards and your executive board as we are fighting with all we have to stop the blatant disregard for the contract.

I am including Lead Clerk Information from the USPS Power Point and APWU Positions on Lead Clerk (below and next page) for further clarification of the issues involved.

## Lead Clerk Information From USPS Power Point

### Intent

- To provide oversight, direction and support, in the absence of Supervisory presence to bargaining unit employees in both Mail Processing and Retail operations.
- The establishment of Lead Clerk positions is directly linked to the new restrictions on the use of 204-B work hours in the clerk craft, in accordance with Section 2.D of the Clerk Craft Jobs MOU.
- No later than June 1, 2012 eliminate the usage of 204-B's except in absence or vacancy of a supervisor for 14 days or more.

### Where

- In any facilities where clerks work without direct supervision (Mail Processing/Customer Service)
- In facilities that have a minimum complement of five (5) clerks.
- In facilities with only a Retail Operation

### How Many

- Ratio based on facility clerk craft complement
  - 5 to 49 clerks -1
  - 50 to 99 clerks -2
  - 100 to 199 clerks -3
  - 200 to 499 clerks -5
  - 500 or more clerks -5 plus 1 for each additional 100 clerks

QUESTION: How will the Lead Clerk duty assignments be created? (5/4/12 Q&A#1)

ANSWER: They will be newly created duty assignments posted for bid installation wide to the senior qualified bidder, in accordance with Article 37.

QUESTION: Will the Lead Clerk have access to TACS records (clock rings) and can they make adjustments? (5/4/12 Q&A#3)

ANSWER: Yes, with the approval of the supervisor. The supervisor must still authorize employee time using the TACS application in all sites where it is available.

QUESTION: Will the Lead Clerk duty assignment have a principal assignment area? (5/4/12 Q&A#4)

ANSWER: Yes, in accordance with Article 37. However, the designation of a principal assignment area shall not impact the number of Lead Clerk positions, which are determined by the MOU ratio.

QUESTION: How will the Lead Clerk be scheduled for overtime, holiday scheduling, leave, etc.? (5/4/12 Q&A#5)

ANSWER: They will be scheduled in accordance with the LMOU and Collective Bargaining Agreement.

QUESTION: Can the Lead Clerk issue discipline or approve leave? (5/4/12 Q&A#6)

ANSWER: No.

QUESTION: Is the ratio of Lead Clerk assignments in the clerk craft complement in a facility based on the entire facility or by tour? (5/4/12 Q&A#7)

ANSWER: Facility clerk complement.

QUESTION: If there are five clerks in any facility, must a Lead Clerk duty assignment be created? (5/4/12 Q&A #8)

ANSWER: Yes, in accordance with item #2 of the Clerk Craft Jobs MOU which states, "The Employer will fill duty assignments of a Lead Clerk in any facilities where clerks work without direct supervision and in facilities that have a minimum complement of five (5) clerks."

QUESTION: Will Lead Clerk duty assignments be created in facilities where clerks work without direct supervision, even if there are less than five clerks? (5/4/12 Q&A#9)

ANSWER: Yes, in accordance with item #2 of the Clerk Craft Jobs MOU which states, "The Employer will fill duty assignments of a Lead Clerk in any facilities where clerks work without direct supervision..."

QUESTION: May the USPS create more Lead Clerk assignments than the ratio listed in the MOU? (5/4/12 Q&A#14)

ANSWER: Yes. The MOU lists the minimum number of Lead Clerk duty assignments required.

QUESTION: Is there a difference between the LSSA and the Lead Customer Service Clerk (LCSC)? (5/4/12 Q&A#16)

ANSWER: Yes. The LSSA is utilized in a Function 4 facility with a retail/window operation. The LCSC will normally be utilized in a Function 4 facility that has no window/retail operation. In a large facility with both retail and distribution, you could have both based on operational needs and the MOU ratio.

QUESTION: What training & testing requirements will there be for the Lead Clerk positions? (5/4/12 Q&A#19)

ANSWER: Training will be provided, where necessary, to assist the Lead Clerk in providing oversight, direction and support to other employees and to perform administrative duties. It is anticipated that Lead Clerks will have, based on their experience, the ability to provide technical guidance to other employees.

QUESTION: How will Lead Clerks be selected? (6/28/11 Q&A#60)

ANSWER: Lead Clerk positions will be posted as senior-qualified duty assignments. Clerk Craft employees are eligible to bid on these assignments.

## **APWU Positions On Lead Clerk**

QUESTION: The Lead Clerk position states that clerks must meet KSA (Knowledge, Skills and Abilities) and testing requirements (473 Exam) related to the bargaining unit qualification standard. What does this mean?

ANSWER: The Knowledge, Skills and Abilities (KSA) is standard language that has always been in every senior-qualified job. The 473 Examination is the entrance hiring examination.

QUESTION: What are the requirements for the Lead Clerk positions?

ANSWER: All Lead Clerks - Senior Qualified and pass entrance exam 473 (formerly the 470)  
Lead Mail Processing Clerk - One year experience in a mail processing position (F-1)  
Lead Customer Service Clerk - One year experience in a customer service (F-4) position  
Lead Sales Service Associate - One year experience in a window position and window qualified.

QUESTION: Will a Bulk Mail Clerk in an F-4 assignment with one year experience be considered to be meeting the one year requirement for a "customer service position" qualification requirement?

ANSWER: If the Bulk Mail Clerk is part of the Function-4 area and not the BMEU Function-7 area, they would meet the customer service requirement.

## On Dignity And Respect – Where Is The Respect?

What happened to treating employees with dignity and respect? Those days seem to be long forgotten.

We have a wonderful crew of people working for the postal service. Nearly all of us report to work and do our best to provide quality service and perform a fair day's work for fair day's pay. We know our job, and we know what is expected of us. Nearly all of us can perform our duties without supervision. We know what needs to be done and we all pull together to get the job done. There are those rare few that seem to come to work and look for ways to get out of doing the job at hand. They are rare.

The majority of us come to work to get the job done because we care about our customers and we take pride in the job we do. Why is it that some members of management treat employees as if we were all slackers? Where is the respect?

Why does management feel the need to come into an operation that runs fine and decide the operation needs to be "managed"? Because they can is their response.

We all agree Article 3 gives management the right to manage, to determine methods, means, and personnel. It is soooo frustrating when you are really trying to do a good job and you have a supervisor giving you instructions that you know are wrong and inevitably will delay the process. We however must obey there instruction and grieve later. The only exception to this is if you are asked to do a task that would jeopardize your safety or that of another.

Why does management assign a 204B to supervise an operation that they do not know? Why does management not provide the necessary training to a 204B prior to putting them in charge? This is not only unfair to the employees but to the 204B as well. Where is the respect?

Every one of us has been late on occasion due to a traffic accident or some unforeseen event. In the past, you called your supervisor, explained the situation and they would allow you to either modify your schedule to make the time up at your end tour, or allow you to take leave and it would be scheduled. I am not talking about an employee who has a pattern of being late. I am talking about the occasional lateness.

Recently an employee was involved in a car accident on the way to work. This individual called and informed management of their dilemma and said they would be late. This employee did not call out for the night; instead, had a family member pick them up and drive them to work. The employee was about 15 to 20 minutes late and was charged with an unscheduled absence. Where is the respect?

Recently a supervisor held an impromptu meeting where she gathered employees and told them they were unproductive and called them "babies". This was not the supervisor normally assigned to the operation. The supervisor who normally supervised the operation was on leave. The operation was understaffed yet this supervisor wanted them to work as if they had a full crew. She wanted 3 on consoles with only one sweeper. The employees explained that it was an impossible task for one person to accomplish and that forcing one person to sweep alone created safety issues and was in violation of the JSA. This supervisor did not care. Where is the respect?

Management instructed all employees to attend a mandatory town hall meeting. Employees were at lunch but were ordered to attend the meeting. A few of the employees clocked in from lunch to attend the meeting others remained at lunch.

Management cannot require an employee to attend a mandatory meeting during their lunch peri-

od. Employee's lunch period is on their own time. Meetings such as this are considered compensable time under the law.

The employees who clocked in and went to the meeting expected compensation for the few units, but when they received their pay stubs they discovered they were not paid for the time. The employees submitted a pay adjustment requesting to be paid for the time. As a result the employee was informed that the clock rings reflect a 30 minute lunch. The employees asked to see a steward and upon investigation the clock rings reflected that management went into TACS and deleted the employee's in lunch punch and altered it to reflect a 30 minute lunch. This is falsification of clock rings and is in violation of postal policy and other regulations. Where is the respect?

Management answered the grievance and agreed to compensate the employee but challenged the employee for clocking in from lunch early and creating unauthorized overtime. What the #@%&! This employee was subsequently brought in for an investigative interview. It is yet to be seen if management will attempt to discipline the employee. The union asked the supervisor conducting the investigative interview if he was suggesting that the employee attend the meeting on their own time and the supervisor responded no.

What is the employee to do? You are instructed by management that you are required to attend the mandatory meeting, but you are at lunch, what are you supposed to do? If you clock in from lunch to attend the mandatory meeting then you are subjected to possible disciplinary action; if you fail to follow management instruction to attend the meeting, you are subject to possible discipline for failing to follow instructions. Read between the lines - management wants you to attend the meeting while on your lunch, which is on your own time.

Unfortunately there were employees who did just that. Employees were anxious to hear the news regarding the plant consolidations. Management could have very easily scheduled employee's lunches around the meeting so everyone could attend on the clock but they failed to do so. Where is the respect?

Interestingly enough, more than 2 months passed before management took action for the employee clocking in from lunch to attend the meeting. Management only decided to conduct an Investigative Interview after the employee filed a grievance to be compensated. What message are they sending? Where is the respect?

A 204B held an impromptu meeting where they allegedly swore at employees and called them all a "bunch of babies". Management responded that the supervisor was overwhelmed and was just letting off steam. Where is the respect?

A 204B spends countless hours performing bargaining unit work. This same work the 204B is performing had been performed by a review clerk, and/or the inside expeditor. Management abolished both of these positions stating there was no longer a need. Why then are they allowing a 204B to perform these "unnecessary" functions? Where is the respect?

I could go on and on but you get the picture and you know what is going on. The union continues to challenge these actions and will continue until every single employee is treated with dignity and respect. The one good thing that has come out of this is there is unity among co-workers again. It has become so hostile in some areas that employees had no choice but to unite in the fight to stop the abuse. United we stand divided we fall. An injury to one is an injury to all.

Yours in solidarity,  
Joyce Kelly

## Greetings From Bokeelia

I was listening to comments being made by a postal worker the other day about a grievance and the final settlement. There was dismay and concern on the part of this employee about what had occurred. I cautioned this individual that they might not have all of

the facts and without them, a correct conclusion would not be possible.

I know in the past at Bokeelia, management has started rumors, letting certain information out in a twisted logic sort of way, in an

attempt to sow discord among employees in the office. Although settlement agreements are designed to benefit the entire clerk craft, and not just one individual, management will try to mislead employees into thinking otherwise. Remember management is the

one who constantly ignores the CBA, and failing that, misconstrues it, to benefit themselves and their cronies. Don't buy into it.

On a final note, I hope everyone has an enjoyable and safe Fourth of July. Happy Birthday, U.S.A.!!!

# In Solidarity With Local Law Enforcement Union

A co-worker and I were on a break when she shared with me that there had been a killing in the 33907 zip code at Gulf Stream Apartments. I was very pained at the news of violence taking away young lives.



**Vivianne Finley**  
Steward  
Page Field Station  
SWFAL APWU

tice should not be allowed to happen in such an unfair manner.

Whether someone exercises their right to join a union or not should have no effect on their compensation. All of our law enforcement personnel should be eligible for bonuses, not just non union employees. All of them

I realize these are tough economic times. These ongoing conditions have touched all of us. However, blaming unions, or making them a scapegoat for all of our economic problems is wrong. Unions did not cause the recession. Unions have protected many jobs during these times.

I then read The News-Press and watched the local media outlets and realized that the violence has touched many zip codes.

We need to remember that our law enforcement personnel put their lives on the line for each and every one of us every day. They never know when they might be called into action involving a dangerous and life threatening situation. Their work protects all of us.

I was disheartened to learn that the current budget for the Lee County Sheriff's Department calls for bonuses to be paid out, but only to non-union staff. I believe this is clearly union busting and the prac-

We stand in solidarity with our union brothers and sisters in law enforcement. They are right to take a stand against this unfair treatment.

My prayer is that all violence cease so that all citizens in our delivery area live in safety. In particular, where families and loved ones were lost, may the healing begin.

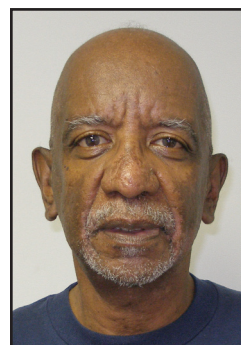
Your Union Sister,  
Vivianne Finley



Reprinted by permission, David Horsey, Los Angeles Times

# The Up Hill Battle For Unions

The recent Wisconsin governors recall election results are a shot across the bow for every union member nationwide. More than 80 million dollars was spent on the two candidates.



**Lorenzo Tindal**  
President  
Retiree's Chapter  
SWFAL APWU

Most of the money was from out of state donors who wanted to send all of you a message that they are just not that in to you, (union members). They want to end collective bargaining in the United States and transfer your living wage salaries to the shareholders and CEO's of Corporate America.

Several unions were at the forefront of this battle over the past year. However, as I watched this drama unfold on TV, I noticed the same faces sitting in the background and at the rallies at the state capital. I also notice this same trend here in Southwest Florida with our union members.

In Wisconsin, Scott Walker went on the offense to end union rights and collective bargaining; and he was successful to an extent by laying off state unionized workers and teachers. The same pattern has happened in New Jersey with Governor Chris Christie.

This pattern is catching on nationwide and supported by millions of voters who do not have a union living wage job like postal workers. It's like crabs in a basket. The voters are trying to pull union workers into the low wage poverty basket with them, and many of our union workers have permitted this to go on because of apathy.

You, the union member, are in a position to be the best advocate to

counter all the negative public opinion about unions.

There are your friends and family members whom you see every day. You should be talking to them about the value of earning a living wage due to your union's bargaining power that provides you with a decent wage and benefit package.

You should be out there encouraging people to support unions. Instead, I come to union meeting after meeting and see the same faces. There are over 400 of APWU members here in SWFL, and only a fraction of these members show up at meetings on a regular basis. This is the same pattern as in New Jersey and Wisconsin.

Just look at the above caption on this page. The caption is courtesy of David Horsey of The Los Angeles Times. It wasn't the money that won the election in Wisconsin. It was the apathy of people that lost the election in Wisconsin.

Many older union members and retirees who believe in unions fought long and hard battles for you. The improvements in wages, benefits and working conditions that we gained over the years have been passed on to the next generation of USPS workers. It is past the time for today's workers to see the very real threat to the future of working families and get involved. If we are going to protect our jobs, we need to get busy.

The postal service management has each of you in their sight for termination as soon as they can determine how to finally get rid of you. I pray that the postal workers wake up from their deep sleep of apathy and get the message. The voting public is just not that in to you.

In Solidarity, Lorenzo Tindal.

## 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.

**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.

## Your Elected Officials

President Barack Obama

Web Site:

[www.whitehouse.gov](http://www.whitehouse.gov)

E-mail:

[president@whitehouse.gov](mailto: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](http://www.billnelson.senate.gov)

E-mail:

[senator@billnelson.senate.gov](mailto: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](http://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.

## Southwest Florida Area Local Membership News

Congratulations to our SWFAL APWU Member's 2012 High School and College Graduates!

- Steve Huston's daughter, Amber Huston-West, graduated from Ball State University in Muncie, Indiana with a bachelors degree in sociology and will now be going to a private college to get her 2nd bachelors degree to become a registered nurse.

- Kim McLoughlin's niece, Courtney Smith, graduated with honors from North Fort Myers High School. School.

- Sharon Oplinger's grand-daughter Ashley Oplinger, graduated

with honors from Celina High School in Celina, OH. (Sharon is a PTF at the Placida Post Office).

- Jamie & Andrew Robertson's daughter and Debbie O'Neill's grand-daughter, Stephanie Marie Martin, graduated from Estero High School on May 20th 2012 and will be attending Edison State College where she wishes to pursue nursing. Stephanie would like to specialize in either Neonatal Care (NICU) or Pediatric Oncology.

- Peggy Bard's nephew, Tyler Holowell, graduated from Mariner High School. Tyler was the recipient of the Tony Mckenna award.



- Bruce and Rose Gregory's son, Wiresh C. Punwasi, graduated Summa Cum Laude from Naples High School and will be attending FSC.

If you have news that you feel would be of interest to our Southwest Florida Area Local members, and would like to have the information listed in the next issue of The Eagle's Eye, please email submissions to The Eagle's Eye editor at [EdSWFAL@aol.com](mailto:EdSWFAL@aol.com).

## Good Mental Health

Everyone has bad days, even weeks, but what do you do when that bad doesn't get better? What do you do when the despair is so dire that your life falls apart around you? These are tough questions that must be addressed on an individual basis.

According to the National Institute of Mental Health, approximately 26.2 percent of Americans ages 18 and older, about one in four adults, suffer from a diagnosable mental disorder in a given year. Furthermore, mental disorders are the leading cause of disability in the U.S. for ages 15-44. Many people suffer from more than one mental disorder at a given time. Nearly half (45 percent) of those with any mental disorder meet criteria for 2 or more disorders, with severity strongly related to co-morbidity.

Living a healthy life is more than just staying physically healthy it also encompasses the head, more specifically your mental health. Life has its ups and downs, when things are going well an individual is beaming with confidence and their state of being is great, but as life has a habit of doing, things can turn for the worst. Most times people are able to deal with their issues over time but sometimes a little help is necessary to get back on track.

As a member of the APWU Health Plan, both Consumer Driven and High Option, you are entitled to coverage for mental health and substance abuse issues through our partnership with ValueOptions. If you feel that you may want to talk to someone about an issue, or you just feel like the walls are closing in on you give them a call they will help you locate a provider in your area and help you through the process. Seeing a provider for mental health or substance abuse issues is like seeing a medical doctor, with comparable co-pays and coverage.

### Here are some quick tips for better mental health:

**Build Confidence-** Identify your abilities and weaknesses together, accept them build on them and do the best with what you have.

**Eat right, Keep fit-** A balanced diet, exercise and rest can help you to reduce stress and enjoy life.

**Make Time for Family and Friends-** These relationships need to be nurtured; if taken for granted they will not be there to share life's joys and sorrows.

**Give and Accept Support-** Friends and family relationships thrive when they are "put to the test".

**Create a Meaningful Budget-** Financial problems cause stress. Over-spending on our "wants" instead of our "needs" is often the culprit.

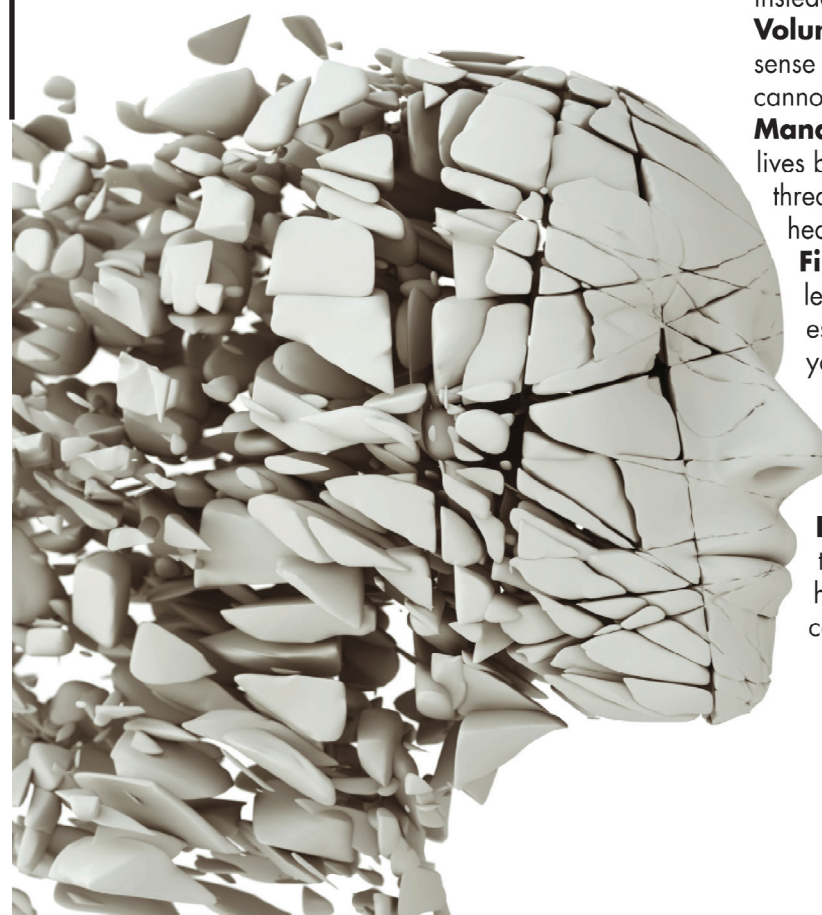
**Volunteer-** Being involved in community gives a sense of purpose and satisfaction that paid work cannot.

**Manage Stress-** We all have stressors in our lives but learning how to deal with them when they threaten to overwhelm us will maintain our mental health.

**Find Strength in Numbers-** Sharing a problem with others who have had similar experiences may help you find a solution and will make you feel less isolated.

**Identify and Deal with Moods-** We all need to find safe and constructive ways to express our feelings of anger, sadness, joy and fear.

**Learn to Be at Peace with Yourself-** Get to know who you are, what makes you really happy, and learn to balance what you can and cannot change about yourself.



**APWU**  
HEALTH PLAN

[www.apwuhp.com](http://www.apwuhp.com)  
(800) 292-2798