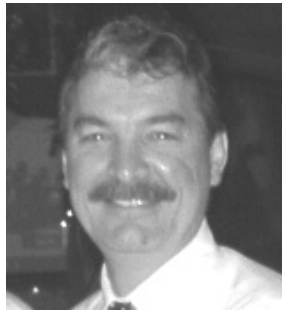


President's Report



EXCESSING UPDATE

As I write this article, we are preparing to host our Regional Coordinator Bill Sullivan at the Ft. Myers P&DC where he will be answering questions on the upcoming excessing event for the Ft. Myers P&DC. We are constantly getting questions on how many employees will be excessed.

The beginning number was 58 employees but we believe this number has and will continue to drop. We do not anticipate the number of excessed employees to be anywhere near 58, but we need to be wary of what management will try to do. Thanks to Bill Sullivan for taking the time to stop by and visit with our members and answer their questions.

RI-399 ISSUES

Last November, as many of you know, the mail handler's local president signed a step 2 settlement with the plant manager which took work away from the clerk craft and gave the work to the mail handlers. This work was taking flats tubs and placing them in the proper GPCs for dispatch, which the clerk craft had done since moving into the Ft. Myers P&DC in 1991.

This settlement was improper and illegal due to the fact that all three parties (APWU, management, and the mail handlers) have to be a part in any settlement on work jurisdictional issues. Since the APWU had no idea that the other two parties were involved in this unholy alliance, the settlement they made was illegal. The settlement said:

"The parties agree the mail off the chute by the FSM 2 will be spread by mailhandlers until the removal of the 1000. When the operation changes the parties will reconvene to discuss the flow of the new operation." The agreement was signed by Plant Manager Dorinda Kohlun and local mail handler's president Tom Staniec.

The FSM 1000 was removed over 8 months ago. Since the APWU was not asked to

attend the two parties reconvening, the mailhandlers continue to perform this work. I assume a second secret agreement was made.

The local mail handler president came to me about a month ago asking that we continue the friendship we've had for years now. It did not even take him a month to go behind my back and send an e-mail to management trashing me, calling me "unprofessional" which totally disappointed me.



The mail handlers expected the APWU to lie down and allow them to continue to come after our jobs. They have been very disappointed. We expect them to become even more disappointed in the coming months. The APWU just last year stopped the mail handlers' receiving huge monetary settlements claiming that the APWU was performing their work. The mail handlers made the mistake of showing me a step 3 settlement where they made thousands of dollars on clerks doing mail handler work. I decided to investigate.

When I found that the grievance was not correct, I contacted management and asked them to begin consulting the APWU on cross craft violations. I guess that made me unprofessional to point out that the APWU should become involved if the mail handlers are claiming that we are doing their work.

The mail handler's union is well aware of our clerks being under the threat of excessing at the Ft Myers P&DC. Someone posted on the mail handler's union office window an APWU Western Region NBA (Omar Gonzalez) letter concerning excessing in Fairbanks, Alaska where withholding of jobs for clerks and maintenance employees was for 3000 miles. Along with this letter was a map and a circle of 3000 miles and written in red ink was "Withholding in China?"

Last month, once again the local president of the mail handler's union put in a request to visit at least two offices in Lee County seeking to find work in those offices for mail handlers. This time the request was granted by the Ft. Myers postmaster.

The timing of these visits to the stations is not coincidental. The local mail handler's union understands that the local APWU is not only fighting RI-399 issues, but also excessing, station

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		Volume 19, Number 9
Non-Profit Org. U.S. Postage PAID Ft. Myers, FL Permit No. 139		

consolidations, stand-by time falsification and the National Reassessment Process. They are seeing an opportunity to come after us, while so much is already on our plate. Make no mistake about it, any attempt the mail handlers make for getting work in our stations will be met with major resistance from the APWU. **THEY WILL NOT WIN!**

It is sad when one union has to fight for its jobs against another union. It is too bad they are not using their resources to help us instead of continually stabbing us in the back with their actions.

As far as the RI-399 issues, I have asked our Regional RI-399 Committee Chairman Billy Woods to look into the delays of awarding the work. We need answers due to the fact that excessing is near. We need to know the results of the RI-399 prior to any clerk being excessed.

I have informed local management that I am not going to ask our members to hold their grievances on RI-399 issues. Management has had 3 months to render decisions on jurisdictional work. If you see a mail handler doing clerk work, you have a right to file a grievance for every minute, hour and day they continue to do the work.

STAND-BY TIME FALSIFICATION UPDATE

As most of you know, management at the Ft. Myers P&DC had been falsifying clock rings by placing employees on stand-by time (Operation 340), while employees were still working in their sections or telling them to swipe to operations such as training and then swiping the employees' badges without their knowledge. Through the great work of our local union stewards, we caught management. We shared what was happening with all of the plant employees involved and they gave us statements. After sending the information out to other locals, I decided that contacting the OIG was going to be a lost cause.

I decided to write our Suncoast District Manager David Patterson and a couple of his staff members along with one of our NBAs Bob Bloomer to inform them of what was happening in Ft. Myers. I offered proof of the falsification if they wanted it. I received an e-mail back from a district manager (Eric Chavez) who asked me to send the information I had. I also received an e-mail from Bob Bloomer asking me to send him the information as well and that if my allegations proved to be true,

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*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
VP SWFAL@aol.com
239-822-7575

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**

Jim Sommers

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

8/23/2009

GMM Minutes

CALL TO ORDER:

Time: 9:30 a.m.

There were 24 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. In attendance were Sam Wood, Joyce Kelly, Felicia Gluhareff, Dawn Hofer and James Sommers. Joyce Kelly made a motion to excuse Keith McGee and Lynne Cram. The motion passed. Mickey Szymonik sat in on the executive board meeting for Keith McGee.

MAP REPORT:

A moment of silence was observed honoring the memory of Charles Glennon.

NEW MEMBERS:

Robert McCarthy and Dorothy Kantaris.

**EXECUTIVE BOARD
MINUTES:**

Felicia Gluhareff read the executive board minutes. Discussed were custodial casuals. Mickey Szymonik will be filing a grievance on this issue. Addressed were also the RI-399 issues and the subject of mail handlers spreading mail on the workroom floor.

**SECRETARY –
TREASURER'S REPORT:**

Joyce Kelly made a motion to accept the secretary/treasurer's report as printed in the Eagle's Eye. The motion passed. Felicia Gluhareff read the treasurer's report. Sam Wood checked into our executive board's cell phone account. He contacted Sprint and saved us \$100 a month. I also discussed again whether we should get rid of our 1-800 number. The response was an overwhelming yes.so off it goes. We are still looking for areas to cut back.

**REPORT- SELECTION OF
COMMITTEES:**

At the last budget committee meeting, we discussed cutting the trustee's audit days from 2 days every six months to 1 day every six months. By doing this, we would be saving 8 days of LWOP a year. The conclusion was that we would give it a try for the upcoming audit on September 17 and see how it works out. The option of going back to 2 days per 6 months is still open.

**REPORT OF CONVENTION
DELEGATES:**

None.

REPORT OF TRUSTEES:

They would like to schedule an audit for September 17th.

COMMUNICATIONS:

Sam Wood read through this month's correspondence. All are invited to do so as well. Some of the topics were Karen D'Angelo sending Sam a letter telling him she got 10 and a half boxes of grievances scanned and on disc. (Big job).

Letter from President Burrus asking the membership to call their senators and oppose bill S.1507. If passed, this could greatly harm our bargaining power and the grievance procedure.

Starting August 13th, the national APWU will match the \$10 the local gives as a new member sign-up bonus.

Maintenance class action grievance to be arbed in November.

Linda Mungin wants to get together with the union regarding a social and recreation fund and committee.

UPDATE OF GRIEVANCES:

By the time this paper is out, Bill Sullivan will have come to the plant and answered questions in a meeting regarding excessing.

OLD BUSINESS:

None.

NEW BUSINESS:

We discussed how to battle station closings. Dave Grant and Lisa Griswold are very pro-active in this area.

Falsification of 340 times.

Supervisors were changing clerks' clock rings to 340 without their knowledge or taking their badges from them and swiping them over to 340 while they were watching training videos. The plant manager from Manasota came down to do investigative interviews with the supervisors involved and some who weren't. Result being Dorinda being detailed?

RI-399 issues: clerks have a right to file grievances concerning this issue. We know how important it is to preserve our jobs now with the NRP process and excessing in play. Paul McAvoy made a motion for the membership to support Sam in a letter to be sent out.

(The letter was passed around for each member to read at the meeting first) The motion passed unopposed. Dawn Hofer brought up the issue of the mold between the plastic and vents at plant. The union will be working on getting this issue resolved as soon as possible.

LABOR – MANAGEMENT:

None.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Jim Sommers who won \$58.50. The total netted was \$117. He took his \$5 back and donated the remaining \$53.50 back to COPA. Sam also donated a nice shirt from the Houston Local to be raffled off with the COPA tickets. The winner of the shirt was Paul McAvoy. The winner of the attendance award of \$20 was Wayne Nichols. He donated the \$20 winnings to COPA. The name drawn for the member's incentive award was Lynne Cram. She would have won \$50 had she been present. The pot will go up to \$70 at the next meeting.

**ELECTION OF OFFICERS –
DELEGATES:**

None.

LEFTOVERS:

More discussions on stations possibly closing.
Lots of VOE surveys turned in.
More than half donated their \$5 bounty to COPA. Keep those VOE surveys coming to the union!

(continued on page 3)

Secretary-Treasurer's Report

(continued from page 2)

ROLL CALL OF OFFICERS:

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

NEXT MEETING:

Robert Nowall moved to have the next meeting on 9/20/2009 at the union hall at 9:30 a.m. The motion passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 11:25 a.m.

President's Report

(continued from page 1)

someone could get disciplined or even removed.

The information was sent on a Monday July 27, 2009 and by Friday July 31, 2009 our Plant Manager (Dorinda Kohlun) was detailed to the Southeast Review Team in Memphis. Linda Mungin from the Tampa P&DC has been detailed as our acting plant manager. The Suncoast District also did investigative interviews for some of the Ft. Myers P&DC supervisors.

Thanks to Bob Bloomer for getting involved and helping us in this situation.

EMPLOYEE SURVEYS

All that I can say is, WOW. I can't believe the amount of employee surveys that were sent to the union office last month. Obviously, most of you agree that management cannot be trusted in the next round of negotiations. They have used these surveys against us in past negotiations. With next year's negotiations looking difficult, many of you are looking to keep them from having an unfair edge.

I am also happy that most of you elected to donate your \$5.00 to COPA. COPA funds go towards making sure that the APWU's voice is heard in the political arena. Employees who have donated to COPA will get credit for doing so and will also get credit on our web site www.swfloridaapwu.org.

Sam Wood
President

An Injury to One is an Injury to All

Recently, management walked 3 of our co-workers off the floor claiming there is no work available within their medical restrictions. These employees were injured on the job doing their job as they were trained.

Repetitive movement injuries could happen to any one of us. These employees have been working within their medical restrictions for years. They are productive workers and have been an asset to the USPS. The NRP process has absolutely nothing to do with the safety and welfare of the injured employee as management claims.

There is nothing fair about this program. It is used for one purpose and one purpose only: to get rid of employees working with restrictions. The NRP process is just a chopping block to reduce work hours. This is a cowardly and sinister way to reduce work hours.

This could happen to any one of us at any time. We all perform repetitive motion jobs. At any time, any of us could be injured as a result of these repetitive motions. So don't think that this could never happen to you. Don't think that these employees could not perform their jobs.

One employee is a window clerk who has been recognized month after month for top sales in their office. Who is going to fill those shoes? To add insult to injury, management cannot even own up to this egregious and cruel act. Management instructed the co-workers to tell the customers who ask where the employee went to tell them they retired, rather than tell them the truth that management decided to get rid of them because they had limitations.

These valued employees were not even given the dignity and respect they deserved. There was no party, no thank you for their years of service, none of this for these faithful employees. They were told to empty the contents of their lockers and turn in their badges. Then they were escorted out of the building as if they were common criminals.

The union will continue to fight this injustice. Brothers and sisters, we are in the fight for our lives right now. We need to save our jobs. It is up to each of us to preserve our work. Do not sit back and allow supervisors, carriers, mail handlers, or RCAs to perform our

work. I have heard in some of the stations and branches that they are so short staffed that this has become a daily occurrence.

Folks, we need to know that these things are going on so we can file the appropriate grievances. You are not going to get additional staffing unless the union intervenes. There is no excuse for anyone other than a clerk to be performing clerk work.

Management claims there is no work available for our injured brothers and sisters. Perhaps there is work available at one of your offices. If you think there is work for an injured employee, please let us know so we can look into it. There are also clerks who will be excessed from the plant. We need to identify any work available in the stations and branches that could accommodate an excessed employee.

There is absolutely no excuse for anyone other than a clerk to perform clerk work. We need your help. Don't be afraid of retaliation from filing a grievance or writing a statement. The union will protect you. Management cannot retaliate against you for writing a statement or filing a grievance. If they try, we will take the appropriate action to stop them in their tracks. Help us help you.

During my 22 years of postal work I have seen several hair-brained schemes, but this new "security" system they had installed has got to be by far the dumbest I have ever seen. They have locked employees out of the MDO office. Why???? I have been unable to get anyone to give me a reasonable explanation for this.

Recently, a supervisor passed out. Employees tried to get help but they could not get into the MDO office where the telephone and the AED are. There were employees beating on the MDO office trying frantically to get help. A supervisor was inside looking at the employees like they were nuts,

but they were in no hurry to open the door to find out what was going on.

You would think that management could have figured out that there was something wrong. Apparently, our supervisors missed that training session. Fortunately, an employee had a cell phone and called 911, but someone needed to be outside to escort the paramedics into the plant. Everything turned out OK this time.

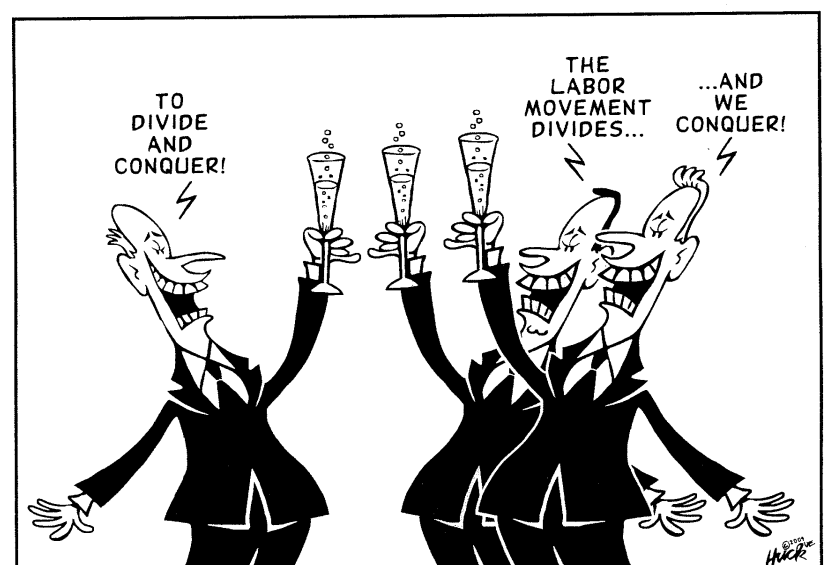
Employees have access to the training room, but not the MDO office. Management could have placed the security sensor on the wall exiting the MDO office and leading to the front offices. However, there is no security sensor leading to the hallway exiting the training area. All employees have access to the training area.

It is hard to figure exactly what they are trying to do. Realistically, the employee could enter through the training room, exit into the hallway and go around to the back entrance of the supervisor's cubicles and enter. That door is usually propped open to allow air to flow. If management is attempting to secure their perimeter, they failed. But they did manage to keep the employees from the AED and telephones.

Management said they are going to move the AED from the MDO office. Well that is one step forward. When? Hopefully, we will not have the need for the AED in the meantime. On the good side, the security system does include cameras in the parking lot.

Hopefully this will keep our cars secure. There have been numerous cars broken into and/or damaged so it is about time management did something to discourage this.

Joyce Kelly
Vice President



Does Management Care About Your Safety?**Do Not Assume**

After working in safety for the past eight or nine years, I can't really say management gives a damn except for a few. We have worked on changing the environment for years trying to bring a new safety culture to the plant. We have worked on changing attitudes towards safety and management's mindset towards safety.

The only thing that didn't work out was - you guessed it, management's way of thinking. The mail comes first. Safety is in there somewhere, if they think about it at all. I had a supervisor tell me at one point that "All of the supervisors had some kind of discipline in their file for not getting the mail out on time. Where do you think their real goal is? Dorinda made that clear to everyone."

That explained a lot to me. For two years, I argued with her that the Safety & Health Committee members and the Safety Captains should have e-mails so we could communicate with each other about the problems we have in the plant.

She shot me down, saying that we don't need employees off the workroom floor checking their mail every night. Too time consuming, she said. We finally won that battle and have been getting email accounts set up for the past several months.

The Safety and Health Committee is made up mostly of craft employees. Lou Arrebola, Bernie Johnson, Melissa Dees and I all represent the APWU. We need someone else from tour one to be on the committee. If you want to join in on the fight, let me know. We meet once a month.

Another committee that we formed is the Tour Safety Teams. Management wanted no part of that. That would be more employees off of the floor and that meant wasted money.

After talking with Dorinda about this for quite some time, she finally gave in and allowed me to set this up. Each team meets on their tour once a week to insure that things are being fixed and safety issues are being taken care of.

One of the S&H members (craft employee) will lead. They will meet with the MDO. The S&H member reports back each month to the

S&H Committee to let us know of the progress being made. These members are Christine Girard, Aaron Lee, Lindy Ferris, Scott Cooper, Pat Fraser, Pete La Morte, Melissa Dees and Manny Quintana. We still need a safety captain from tour three. If you want to volunteer, please let me know.

Management has not made the job of the S&H Committee an easy one. Any time there is a problem with safety, contact the safety captain. They will contact me and their board members so we can make sure things get taken care of. The employees will take a stand when it comes to their safety.

We brought up the problem with mold in the last meeting. I can tell you that no one on the S&H Committee knew about it because management didn't bring it to our attention. It has never been discussed in the meetings. Now that I know about it, I will get the ball rolling on getting it corrected.

We have made great strides in safety. I am not defending management. We owe a lot of credit to Annette Pastuszek (Safety Specialist) for getting some of the things done around here and to all our employees who are taking the bull by the horns and getting involved with safety.

The safety captains are Christine Girard, Gary Melvin, Aaron Lee, Marcela Towsley, Manny Quintana, Bernie Johnson, Debbie Miller, Scott Cooper, Joyce Kelly, Kathy Tripp, Chris Ellis-Ortiz and Lou Arrebola. Any time you have a safety issue, get with these folks. They will get the ball rolling.

We all care about what is right and how it should be done. Give these guys a chance to fight for you to get safety issues fixed. If we work as a team, there is nothing we can't do.

I am tired of beating my head against the wall fighting with management to do the right thing about safety. If you all could let the acting plant manager Linda Mungin know how you feel about safety and the issues here, I feel confident that we will see progress. Yours in solidarity,

David Grant
Tour 2 Steward

I am not only Clerk Craft Director of the APWU; I am also the lead steward for Tour 1, manual letters. If you are in manual on tour 1 and you ask to see a steward, if I am on the clock, I am the person you need to see.

It has come to my attention that management is sending any clerks that I am responsible for to Dan Gray or Paul McAvoy to write a statement for me to file a grievance on later. In some cases, they are giving employees the impression that I just don't have time to see them that day. Do not assume that I have been told that you have requested a steward.

Recently, I have had clerks and fellow stewards annoyed with me because they think I am not living up to my responsibilities as your union representative. The real truth is I am not being told that anyone is requesting to see me. If you are sent to another steward or if you aren't seen immediately after your request, please come see me at my machine. I want you to come directly to me to see if anyone has informed me of your request.

Some supervisors only care about getting the mail out. They do not care about you or your issues. To avoid releasing me from the workroom floor, they are having other stewards see you. They tell you that I don't have time, that I do not want to leave my machine. They tell you that I will have to see you later.

Saturday, August 15th is the first time I became aware of this problem. Bill Allman, SDO, approached me and told me a clerk needed to see me. He told me that he would tell my supervisor, Alex Lewis, and see when I could be released.

About 1 hour later, I was approached by the clerk but had never been told by my supervisor to see the clerk. I then asked Mr. Lewis if I could have union time to see the clerk. He told me that he thought I already went to the union box. He was just passing the buck.

After speaking with the clerk, I was informed that he had asked to see me the last 3 days in a row. He thought that I was trying to avoid seeing him. This was far from the truth. I WAS NEVER TOLD! After speaking to the clerk, I spoke to Sam and found out that there were numerous complaints that I was not seeing people who needed to file grievances.

I have every intention of living up to my responsibilities as your union representative. I will see you if you need to write a statement, file a grievance or even ask a question. If management continues to refuse to allow me union time, I will be filing steward release grievances. Please make

sure that I have been notified of your request so I can file the appropriate paperwork if you are not seen.

Dawn Hofer
Clerk Craft Director

Dear Miss Management

I just got back from the editor's conference in Las Vegas. Thank you for sending me. I took several classes including photography, history, writing, and building the local union. The classes were only 3 1/2 hours long, so the teachers covered as much as they could. They gave us more info to read when we got home.

One of the classes was called "For Union Members Only." The teacher, Jennifer Wright Dorr, discussed some of the benefits that are offered on the UnionPlus.org website. This benefit was started by the AFL-CIO to develop more incentives to get members to join. Some of the benefits are:

Goodyear discounts
Union plus car rentals
Auto buying service
Union plus premier motor club
Hybrid union-made car rebate
Theme park discounts
Cruise discounts
Worldwide vacation tours
Entertainment discounts
Movie ticket discounts
Credit card
Union-made checks
Pet insurance
Credit score discounts
Union plus scholarship
Credit counseling
Online tax service
Secured credit card
Health savings
Eldercare services
Health club
Flowers
Gift certificate discounts
Moving discount
Pet savings
Clothing discounts
Home energy audit
Budget truck rental
Powell's online bookstore
Dell discounts
Diversity scholarship
Consumer reports online discount
National labor college scholarship
Union SAFE

Union Privilege
1125 15th Street, NW, Suite 300
Washington, DC 20005

No union dues are used to provide these benefits.
It pays to belong!

Lynne Cram
Editor

Hi from Mid Cape!

I am saddened to hear that my friend and union brother Rich Heese is ill. We had many good times at Cape Central. He is in my prayers.

The new union web site is a hit. I only wish that there was a better communication system set up for union stewards to find out what is going on in other offices. Stewards at stations are isolated. The P&DC has issues very different from the stations, but some things never change. It would just be great if we had instant access to each other for ideas and feedback.

I know that it is very slow at the P&DC, while some stations have overtime. Our office has been running short staffed all summer. We have been busy because two or three of us are doing the work of five of us with no overtime. This means that two clerks are loading and unloading trucks instead of three or four.

I know that clerks at the P&DC don't load trucks. It's not fun in this heat. There are only five clerks and one modified clerk at Mid Cape. Our station is not a happy place. Our acting station manager has been causing dissension among the clerks.

He plays favorites and lies so that the clerks get mad at each other instead of him. He runs the office by threatening the two union stewards on a weekly, if not daily, basis. Since I am the main steward, I get all the heat. I've been there before. It's getting old seeing them play their games.

There has been another change in carrier supervisors. This one came from Page Field and wants to run Mid Cape like Page Field. I wonder how many clerks Page Field has compared to us. It's too bad he doesn't realize that what may work for one station may not work for another.

There are so many things that are uncertain these days. The postal service has never been threatened as much as it is now. We must do all that we can to protect our livelihoods. We must stay united to be strong. Stay on the offensive. Together we will get through these tough times. Until next month,

Kathy Hartman
Cape Coral Steward

Welcome New Members

*Dorothy Kantaris
Robert McCarthy*

We're Still Short Handed

For those of you at the stations who may not have heard, Al Bush passed away this past month. Our prayers go out to his family. I know that he will surely be missed.

Bruce Gregory from Naples retired recently. Management has tried to fill his position by detailing a custodian to his job only part of the time. Management needs to understand that detailing is a full time job, not an as needed bases.

Management has been complaining that they do not have the adequate amount of technicians on a couple of the tours at the plant. What they have tried to do is work the other short handed craft personnel into the positions.

Even though the pay is nice for those people doing higher level work, the union and management agree that this is not the way to resolve this problem. If any person is being placed on higher level detail, the stewards need to ensure that the union has agreed to this deployment.

If management is short handed, maybe what they need to do is call someone in or even do the unthinkable and hire more help.

Even though the union tried to explain to management they can not hire casual custodians, once again they have hired three more casual custodians. We will file a grievance and win some more money for the short handed custodians. We have to stay diligent in our endeavors.

Our maintenance manager had a talk with the some of the personnel at the plant recently. He praised the hard work that we have been performing and said that the place looks pristine. I guess the cobwebs on the walls and mildew all over the outside of the building in his eyes is okay. I would hope that his standard of cleanliness would be a little higher than that, but I know I can only dream.

We have a change in the way our paperwork is to be completed. For those of you who perform maintenance and run over your allotted time performing the maintenance, you now have to use the time your section of the performance takes and then initiate a work order to allocate the rest of the time taken. I guess if management wishes to produce more paper work to perform a task that they know is not reflective of the actual time needed to do it, that is their prerogative. Next month, I will be

heading out to Las Vegas to attend the all craft conference. While there, my main goal is to try and receive as much knowledge as I can on the MS-47. The manual is very confusing on some points and I need all the education I can receive to ensure that all of the custodians and BEMs receive the support they need.

Recently, I have asked management for a listing of all of the routes that have been suspended and a reason why they are no longer being performed. Once I receive the information, I will hopefully be able to get management to re-implement those routes. The only problem with this goal is that we will have more work than we can safely perform in a work day. I guess that means management will either have to work some overtime or hire more people.

Keith McGee
Maintenance Craft Director

Upcoming All-Craft Conference

We have an all-craft convention at the end of September where I will be able to get information that pertains to the VMF for our benefit. So please think of questions you need answers to. I will try to get the answers for you.

The seminars that I will attend are: Article 8, VMF work orders and subcontracting, relevant documents used in different issues in MVS, Article 7 crossing occupational groups in MVS, Article 32 PVS subcontracting and role of the steward in the information age. Please get with me before September 29th with your questions.

James M Sommers
VMF Shop Steward, MVS
Director.

Next Union Meeting

**Sunday,
September 20, 2009
9:30 a.m.
At the Union Hall**

Clocking to the Right Operation

This month, I would like to talk about the importance of clocking onto the right operation and clocking on to 607 when you come into the union area.

In the last month, we have had a number of grievances concerning stand by time (operation 340). We have been filing grievances regularly on this issue. It is very important that if a supervisor tells you to clock onto 340, please do it.

We have discovered that some supervisors were clocking people over to 340 without their knowledge. Some of these employees were still working on the floor. A number of these supervisors were given investigative interviews on this issue. Some supervisors are claiming that they instructed the employees to clock over and they didn't do it. It is very important for you to clock over to the operation the supervisor tells you to. We need to be accurate when we pull clock rings and file grievances on this issue.

Whenever you need to ask a question or need help, by all means come in and ask me or Dan or any of the stewards. We will be happy to help you. If any of us can't answer your questions right away, we will find out for you.

I do ask a couple of things. Please ask your supervisor before just coming into the union area. Also be sure to clock over to 607 when you do. Both of these things are very important. Please do not just stop in on your breaks. Make your supervisor release you to your steward on their time, not yours.

If someone is in the union area with your steward, please be courteous and come back when that person is done. Some things a grievant is saying may be personal and therefore their privacy should be respected. Go back to your work area and tell your supervisor you still need to see your steward but they were busy with another grievant. Get an alternate time. If you are not getting released to see your steward, let us know and we will file the appropriate grievances.

I was going to leave you with a joke this month but none of them were appropriate for this forum.

Paul Mc Avoy
Tour 1 Steward

Time Is Money

The post office is crying that they have no money, yet every day they come up with new ways to waste time. Isn't time money? You come to work and start your day, setting up hampers and spreading mail....STOP.... the 4:00 truck is here, count how many GPCs, cages, BMCs, etc. have come in.

Back to work spreading more mail, working parcels, FCM letters....STOP....the 5:00 truck is here, count how many more GPCs, cages, BMCs, etc. have come in. Back to work spreading the mail, working parcels FCM letters and flats....STOP....the next truck is here, count how many DBCS racks have come in along with any additional mail.

Write all of this on a sheet of paper on the dock and then count all the equipment and FCM mail on another sheet of paper. Work the day as usual and when the noon truck comes in....STOP....count the DBCS racks that will be put on the truck and then at the end of the day....STOP....count all the outgoing mail to see if it matches what the supervisor wrote down on the collection sheet sent to the plant with the truck driver.

Not only are we wasting time with this new and great idea, but now we are breaking down the mail to such an extreme that the mail handlers will no longer screw up the mail. Why? Because we have already worked it for them by placing 1,2 and even 3 placards on each piece of equipment. Just how much money can they waste using all this paper and copier ink? Heaven forbid you don't follow these rules exactly because the supervisor just might get a nasty email. Oooo!

We all need to do our jobs and follow directions, I wouldn't be surprised if they used this ridiculous system to try and discipline you. What it probably is about is them showing that the mail is down so much that they will try to use whatever they can to get rid of the clerks. As I previously mentioned, I think that we are doing all this extra counting and sorting to benefit the mail handlers. What do you think?

Anna Johnson
Six Mile Steward

Delaying Mail is a Felony.

Our Southwest Florida Area Local website, swfloridaapwu.org gives us guidance regarding delayed mail. If you notice that there is delayed mail, or if you are instructed to delay the mail, we encourage you to call the OIG Hotline immediately. Management should have no excuse for delaying the mail.

I was recently told by Bokeelia Postmaster Lynn Southwick that it is OK to delay letters until Monday for another clerk to handle. The postmaster told me, don't touch those letters.

I asked Postmaster Southwick to look at a poster with me and then read it to her. The poster said: You don't have to be a genius to know delaying, stealing or throwing away the mail is wrong. It's also a felony - you could lose your job and go to jail. Postmaster Southwick then said that she is the postmaster and is telling me its OK to delay these letters until Monday.

The postmaster told me that I've only worked in Bokeelia, a small office, but in a big post office, she has seen many feet of mail that was delayed. I called the OIG Hotline at the toll free number and reached a recording. Evidently you can only talk to someone M-F, 11am-3pm. However, the recording also provided an email address, which I used. I also copied Sam Wood and Joyce Kelly on the email so they were aware of the delayed mail report to the OIG.

If you are ever in the situation of noticing delayed mail or being instructed to delay mail, you are encouraged to contact the OIG but you can also always ask to speak to a steward for assistance in this kind of situation.

There are several ways to contact the OIG:

OIG Hotline: 1-888-877-7644
Email: hotline@uspsoig.gov
Fax: 866-756-6741
Mail: 1735 N. Lynn Street,
Arlington, VA 22209-2020

Kathy Moyer
Bokeelia Steward

Support Your Local Union

Why be a Union member?

I have heard a few clerks ask this question. Here is my response to them. We, as employees in the postal service are in for a major fight in 2010. We will undoubtedly need lawyers. They cost money. Without the APWU being strong, we would have no chance of a fair CBA.

We need as many members as we can get because our strength is in our numbers. We need dues paying members.. We cannot allow people to reap the benefits of this union while not paying the dues for it. Please, talk to your co-workers who are not members. Ask them to join our fight.

The APWU has so many perks attached to it. To name a few; we have automatic ABA (Accident Benefit Association) benefits (see our website), automatic \$4000.00 accidental death benefit. Our voluntary benefit plans include numerous insurance options.

As a union member, you receive local, state and national newsletters. You are eligible to participate in our scholarship program; you have access to an APWU credit card.

Union members earn much better wages and benefits than non-union members. As stated by the US Dept of Labor, union workers are 52% more likely than non-union workers to have job provided health care. Union workers are 285% (nearly 3 times) more likely than non-union workers to have a defined benefit pension.

After I give the clerks those answers, I then ask them, "Where would you be without the APWU?" Do you think management added the no layoff clause to our CBA? Without the union, there wouldn't even be a CBA! Do you think management asked for your COLA? Do you think management would hand out overtime properly? NO, NO, NO!! These are just a very few things that the APWU has gotten for us.

As a union member, you have a VOICE, you may vote for your local and national officers, you can come to monthly meetings to ask questions and receive breaking news. If, as a union member you don't do these things, then don't complain...

Gail L. Miller
Steward Tour 3

Union Matters

There was recently an incident unsettling to me. On a clear morning in July, I noticed that a brand new U.S. flag still sat on top of a cabinet in our stockroom—that is where the flag is kept between dusk and dawn. It was approximately 9:40 a.m, well after sunrise in our southern state.

I notified supervisors John Wilson, Ted Beckowski and acting supervisor Eddie Garcia that the flag had not been raised. John Wilson looked at the clock and physically winced. Ted Beckowski acknowledged the issue and requested that the new 204B, Eddie Garcia correct this patriotic faux pas. Eddie then came to me and asked, "This is a two person job, right?" To which I answered "Yes." What happened next is indicative to me of the manner in which maintenance craft employees allow their jobs to be usurped.

There was already a custodial employee unhappy to be relegated to outside maintenance. Acting supervisor Garcia then directed another custodian to assist the outside custodial worker in raising the flag. Now this second custodian, as it happened, was the one who's whining ultimately led to the first employee's outside assignment. Instead of performing his requested duty, this custodian gave the flag to a Building Equipment Mechanic who was heading outside and asked the BEM to pass off the flag to the outside custodian stating, "I've put it up myself, so can she."

Shortly thereafter, the flag reappeared on top of the cabinet in the MOS stockroom. I, again, went to the supervisors and reiterated that the flag must be put up. I don't know what transpired next, except that ultimately the flag was raised. That was all that really mattered. This incident gave me pause, though, because it happens all too often. Although "It wasn't on my assignment sheet" is a common refrain, this situation went beyond the pale.

It brought to mind a former custodian—a naturalized citizen from the Philippines, who instilled a sense of reverence and pride in those co-workers fortunate enough to assist him in raising the flag. He truly made it a ceremony. He said the Pledge of Allegiance upon the flag's ascent and conducted the ritual with a heartfelt gratitude that we who were born in America too often seem to no longer possess. So, this is the crux of the

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You Can't Make This Stuff Up

There are wars and rumors of wars. The greed of Gecko in "Wall Street," is a good thing. The Internet is being hacked unmercifully by geeks, criminals and hostile governments. The one instrument that actually works, for all its faults, is an institution that even our greatest rivals trust with their official correspondence, in need of what in the light of the big government throwaways is little more than crumbs, is on the verge of collapse.

The U.S. post office and the U.S. Marine Corp predate the United States. Each has done more than its share of making America what it is today. The post office is looked on as one of the pillars of the United States. The USMC as a pillar of democracy.

The postal service has been a civil spearhead. The postal service began by expanding the roads network in America starting with the Philadelphia to Boston Post roads. The Old Post Road is not just a cute romantic name. The Post roads were to speed the mails.

Next came the railroads, again for the speed in the mails. The railroads got money, land, and preferential treatment. The same thing happened when the airplane came along. Postal airmail service pioneered air route's safety and navigation features.

We are still the number one every place to anywhere. We tie the country together. Citizens are getting irate about the closing of THEIR post office, THEIR blue boxes, THEIR delivery service. Don't even try to tell them that the postal service is not really a part of the government. Take a poll and you find that we are the one part of the government that is trusted (even if we're not really part of the government).

Clunkers for Cash, strangely a government program that worked too well. So well in fact that the government couldn't keep up with the payouts. They grossly underestimated the response and had to shut it down. The plan had certain persons just drooling. They were going to get something for nothing. The government is taking my money to reward some idiot who in all probability was crazy to buy so much vehicle. Okay it gave the auto industry a boost, and created some rehires, but next time let's make it a Yankee dollar, a Yankee car. Now how many will over buy a fuel efficient car that they can't afford? What's the next government give

away...Cash for Repos?

A number of years ago when I naively went into management, a friend told me, "They are evil! Do not trust them!" I walked into a coven. I found real evil from our workroom floor to SEA headquarters in Memphis. The generally accepted situation is that you expect a rotten apple or two in any barrel. In the postal service, I found you really had to look to find one sound enough to trust. The 340 fiasco is brilliant management against the sub-human employees. 340 hours will show that we (management) do not need this many cretins in this facility. 8 hours of 340 is a person not needed that day. Do the math and you can show a whole lot of people you don't really need. It was one thing if it was honest, but they had to stack the deck. I had never clocked over to 340. When told to, I said I would only do it under protest as there was in fact work to be done that would expiate getting the mail out of the plant. Suddenly another job was in fact available, but when I checked clock rings, I found 6 cases in the months of May and June, on two occasions I found myself coming from lunch to 340, with a supervisor's tag, to be followed by my swiping from lunch to 074. All my 340s carried a supervisor tag. Me and how many of you were marked without your knowledge? Worse, I believe, were those who reveled in going on 340. Time to sit and play. It's sad when you have an employee with a seniority number that places them in jeopardy of being excessed and they go smiling into 'time out.' Our stewards found entry after entry of 340s tagged with supervisor numbers. Sam reacted in a most magnificent way. District moved and Dorinda went. Then there came to light the email, the 'eyes only,' with instructions how to get the maximum 340 time. How to not work employees, including directions for how to stop them (damn sneaky employees) from taking advantage of management. There was one sad line, the one saying that SEA would fund the 340 time.

The Milinda Twotrees Award for this month goes without argument to Dorinda. Earlier someone had said, perhaps in jest that Dorinda was seen laughing, dancing, and singing, "58 clerks in 58 days." Was it perhaps not a jest?

Isaac Yost
Tour 1 Steward

Management Should Be Held Accountable

Management should have completed the investigative interviews concerning the improper use of 340 standby time by now. Hopefully, someone will be held accountable but as we all know from the past this never happens.

One supervisor was offended when he was told that his investigative interview could lead to discipline up to removal from the postal service. What is really funny is this same supervisor has given no less than 4 investigative interviews the month prior stating to clerks the same line and he didn't seem bothered then.

We have had an MDO steal money and gift cards from the mail for quite a long period of time by his own confession only to be allowed to resign. Yet if a clerk, mail handler or carrier had done the same offense, an arrest followed by criminal charges possibly prison would occur. There would be no option of resigning. There has always been a double standard for punishment when dealing with supervisors and managers. It always seems to be do as I say not as I do.

With excessing looming its ugly head, we must be very vigilant in preserving our jobs. If you see mail handlers or supervisors performing clerk jobs, ask to see your steward. There should be no reason any supervisor or mail handler is performing clerk functions.

Management claims we have 58 too many clerks versus work available. So why in the world would a supervisor have to

perform our job? Remember to document the time, work performed and how long the supervisor or mail handler performed bargaining unit work.

At the same time we have mail handlers scurrying around like rats trying to steal our jobs. This I find beyond disgusting considering we are being told we do not have enough work for the amount of clerks we have. Management would love to give as many of our jobs to the mail handlers as they can. Why pay level 6 & 7 clerks when you can have a mail handler who is level 4 and doesn't receive penalty time do the work?

A final note: if you have a question or concern, ask to see your steward.

Daniel M. Gray
Tour One Steward

Union Matters

(continued from page 6)

matter: I would rather allot this duty to any craft employee who truly respects the flag and all it stands for, than to listen to those who would bicker and gripe about to whom the job was assigned.

Custodial craft employees would be well served though, to remember that in these tough economic times, the USPS is intent on slashing its labor force and that the eye in the pyramid of the almighty dollar would very well be focused next, on you.

Solidarity, prosperity, peace,
Mickey S.



Calling All Cooks!

Your National Auxiliary is going to have a cookbook published that will have recipes from all across the USA. Before that can happen, we need you to send your favorite recipes to us. You can copy the recipes and mail to us or email them in a word document.

The cookbook will have all of the standard categories - appetizers, cookies/cakes/desserts, casseroles, main dishes, vegetables, soups and salads but we're also looking for recipes that are your regional favorites, a section for kids - recipes for and by kids, family favorites (include a note or story about why it's your family's favorite). If you have a suggestion for a category, let us know. **Deadline to submit recipes is October 1, 2009. The Cookbook will be available for sale in 2010.**

You can send your recipes to any of the following committee members:

Jackie Smith
242 Prairie Grass Rd
Chatham, IL 62629
mommajack3@comcast.net

Barb Bicknell
911 E Locust
Bloomington, IL 62701
bick911-barb@yahoo.com

Rainy Martinson
863 N.E. 110th Ave
Portland, OR 97220
rainyma@comcast.net

Christy Lutz
1508 SE Taylor Street
Portland, OR 97214
pdxapwu@yahoo.com

Executive Board Advisors are Kathy Danek, Trisa Mannion and Marie Clark

We'll be collecting your recipes over the next couple of months and watch for a contest this fall to name the cookbook!! All APWU, Auxiliary, and family members are welcome to submit recipes.

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 Mel Martinez

Phone: (202) 224-3041
Fax: (202) 224-2237
Capital Address:
524 Hart Senate Office
Building
Washington, D.C. 20510-0903
District Office: Tallahassee
District Phone: (850) 907-1100

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!

EDITORIAL POLICY

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Union Negotiates Monetary Incentive For Retirements, Separations Moratorium on Excessing Through Oct. 9

APWU Web News Article #099-09, Aug. 25, 2009

APWU-represented employees who retire or separate on or before Nov. 30, 2009, will receive a monetary incentive of \$15,000, in accordance with an agreement negotiated by the union. The incentive will be paid in two installments to eligible employees.

"This agreement achieves a long-standing objective of the APWU," said union President William Burrus. The incentive will be offered to eligible career full-time employees who terminate their service through regular retirement, Voluntary Early Retirement, or voluntary separation. (Eligible PTR and PTF employees will receive proportional percentages of the incentive.)

To qualify for regular retirement, employees must have at least 30 years of service and be age 55; must have at least 20 years of service and be age 60, or must have at least five years of service and be age 62.

To qualify for early retirement, employees must have at least 20 years of service and be 50 years of age or must have 25 years of service at any age. (The annuity is reduced for employees covered by the Civil Service Retirement System [CSRS] by 2 percent for each year employees are under age 55.)

Employees who do not qualify for regular or early retirement but wish to receive the incentive may resign.

Not covered by the agreement are employees who were issued a notice of discharge on or before Aug. 24; MPE 9s, ET 10s, and ET 11s who cannot be replaced without training; Operating Services employees; employees in the Accounting Services section of the IT/ASC bargaining unit, probationary employees, and Transitional Employees.

Eligible full-time employees may, at their option, end their service on or before Sept. 30, or they will be assigned a date of Oct. 31 or Nov. 30 by management, based on operational needs. Employees will be paid \$10,000 within two pay periods after separation, and will receive an additional \$5,000 on Oct. 29, 2010. Part-time employees will be assigned a date of Nov. 30.

Negotiations over the agreement, which was finalized Aug. 24, took two months, Burrus said. "Our goal was an incentive of 50 percent of a year's salary. Because of the difficult economic times, however, the agreement had to be structured to avoid adding to the deficit. Nonetheless, we feel that the settlement will provide a modest incentive to employees to end their service.

"The USPS financial condition is precarious," Burrus said. "The congressionally-imposed obligation to pre-fund the retirees' health insurance fund has caused tremendous deficits over the last two years, and without legislative relief, improvement is not in the forecast.

"Management has been forced to reduce costs, but unfortunately, the cuts have been applied disproportionately to bargaining-unit employees, especially to those in mail processing," the union president said.

"Because our contract prohibits layoffs, the only means for cutting work hours have been to reassign full-time employees and to reduce the hours of PTFs," Burrus noted. "Excessing and work-hour cuts cause severe hardships for our members," he said, "so finding a way to make voluntary complement adjustments became an urgent matter."

There will be a moratorium on excessing from Aug. 24 through Oct. 9 to allow time to assess the vacancies created by the retirements and separations. During this period, excessing notices that have already been issued will be reviewed.

If more than 25,000 employees indicate they wish to accept the offer, the parties will discuss implementation, based on a proportion of the number of employees in the complement of the APWU and Mail Handler crafts. Mail Handlers are expected to receive an offer virtually identical to the APWU-negotiated agreement.

The agreement includes the following:

- There will be a \$10,000 payment to eligible full-time employees who terminate their service through regular retirement, Voluntary Early Retirement, or voluntary separation, to be paid as soon as administratively possible, but no later than two pay periods after separation;
- Each full-time employee who terminates employment also will receive a \$5,000 payment on Oct. 29, 2010;
- Part-Time Regular and Part-Time Flexible employees who terminate their service will receive a proportional percentage of the \$10,000 and \$5,000 incentive, as follows:

Number of Paid Hours Percent of Incentive Payment

Under 520	25
520 and under 1020	50
1020 and under 1520	75
1520 and over	100

- The agreement applies to all non-probationary career postal employees in the APWU bargaining unit employees, including employees in the Clerk Craft, Maintenance Craft, Motor Vehicle Services Craft, mail equipment shops, material distribution centers, occupational health nurses, with the following exceptions or limitations:

- Employees who were issued a notice of discharge on or before Aug. 24, 2009, are excluded;
- MPE 9, ET 10, and ET 11 employees will be eligible if the residual vacancy created as a result of their retirement or separation can be filled by a qualified employee who does not require additional training to fill their vacancy;
- Operating Service employees are not eligible;
- Employees in the Accounting Services section of the IT/ASC Collective Bargaining Agreement are not eligible.

For the full text of the agreement, go to http://www.apwu.org/news/webart/2009/09-099-retirement_incentive-090825.htm