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

## Keeping Our Union Strong Requires Work From All Members



Sam Wood  
President  
SWFAL APWU

### POSTMASTER GENERAL DONAHOE

It has now been close to two months since the APWU National Convention took place in Chicago, Illinois. The delegates who attended the convention unanimously voted to ask for the resignation or firing of United States Postmaster General Patrick Donahoe. So far there has been nothing I've seen where the APWU has begun a process of applying the pressure of getting rid of this Postmaster.

The APWU must act before things get worse than they already are. I am calling on all members of the SWFAL-APWU to send a letter to APWU Mark Dimondstein asking him to act on this resolution from the delegates at the national convention as soon as possible.

As you all know, management is planning to close more plants around the country (some as early as January, 2015). They are even planning the closures of more stations and branches.

Why, will help us win those cases. Those offices who have documented these cases in that manner have almost always won large monetary settlements (Ft. Myers P&DC, Naples, and Lehigh Acres) recently.

### A STRONGER UNION

I have to laugh when I hear employees claiming how weak the Union is in any particular office. The office that is weak is a reflection on those who work in that office.

This Postmaster has done more damage to the U.S. Postal Service since he became Postmaster than others combined. He has attempted to eliminate collective bargaining. He has contracted out lots of bargaining unit work. He has degraded our service standards, while creating secret deals with businesses like Staples. At what point do we say enough is enough. Let's get to work.

### LOBBY DIRECTOR WORK

It is amazing to me that some offices are not filing grievances on supervisors performing Lobby Director work or Clerk Work in general.

In some offices we are getting employees to document when supervisors are doing the work, however, we need the following to enhance our chances at winning in arbitrations.

- 1) Who is performing the work (What Supervisor, Mailhandler or Carrier).
- 2) What work is being performed each time they perform the work.
- 3) What was the start time and the end time of the work that was performed.

For instance, Bokeelia is one of the smallest offices in Southwest Florida, however, the Union Steward there (Kathy Moyer) is one of the strongest Union Representatives we have in our local. She reads and understands the Collective Bargaining Agreement (CBA) and constantly works to enforce it. She has dealt with numerous managers over the past 5 years and has an excellent track record. She doesn't make sweetheart deals for herself, she simply enforces the contract whether it is good for her or not. She doesn't complain when the outcome of the grievance doesn't go her way, she simply moves forward.

Sandee Beckler at the Tice Station and Mark Kylo at the North Station do an excellent job representing those employees in their office. Those offices are not huge but they constantly file grievances when the contract is not followed.

There are Union Stewards that deal with larger groups of employees who take a lot of heat from both management and employees who do a great job. Those Stewards like Danny Carinci, Grace Baer, Eileen DiMase and Penni Jo English are tremendous in their regular duties representing

**See: Keeping Our Union Strong**

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Understanding that this information is helpful in determining the Who, What, When, Where and

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www.apwuflorida.org

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



**General Membership  
Meeting Minutes**

**September 14, 2014**

**CALL TO ORDER:**

Time 9:30 a.m. There were 17 members in attendance.

**PLEDGE OF ALLEGIANCE:**

The Pledge of Allegiance was led by Mark Kylo.

**ROLL CALL OF OFFICERS:**

Present were Sam Wood, Dan Gray, Paul McAvoy, Mickey Szymonik, Felicia Gluhareff and Kathy Moyer.

**MAP:**

Barbara Carr told a couple jokes in honor of Charles Glennon.

**NEW MEMBERS:**

Welcome Audrey Beaver, Lucas Roberts, Kimberly McLellan, Bernardo Santana Jr., Kathy Mattice, James Downs, James Marceau and James Rust.

**EXECUTIVE BOARD MINUTES:**

Custodian overtime issues were discussed. Sam is considering sending an email to all stewards address some issues that we have been having. Stations have not been providing schedules, OTDLs and information requests to the union. The executive board is in the process of dealing with this. There is a hazardous materials test being given to customer service clerks and maintenance. It is a five question test and if failed twice you must review the powerpoint and retake the test until it is passed. This is not grievable since it is on the clock and no discipline is issued if it is not passed.

**SECRETARY-TREASURER'S  
REPORT:**

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

**REPORT/SELECTION OF  
COMMITTEES:**

None

**REPORT OF CONVENTION  
COMMITTEES:**

None

**REPORT OF TRUSTEES:**

Grace Baer reported that they will be planning an audit in November.

**COMMUNICATIONS:**

Sam Wood sent a letter to new

postmaster LeeRoy Middletown informing him of LMOU and overtime guidelines that were negotiated. There will be an automatic dues increase of 60 cents per pay period which was triggered by the COLA increase. Sam sent a letter to Nancy Rettinghouse informing her of information requests in Estero and Naples not being filled. There are the usual reversion requests from management. Letter from Mark Dimondstein to non members asking them to join the union. Sam sent a letter to national secretary/treasurer asking her to correct some member's dues who were converted or transfers. Letter from Sam responding to the mailhandlers letter to the LRDC committee.

**UPDATE OF GRIEVANCES:**

Sam will be meeting with Marco and Naples this week. Custodian grievance was talked about. As per the national settlement, management has to accomplish 90% of the custodial route or pay 1.5 percent up to the 90%. List custodians should ask to speak to their stewards due to non-list custodians being forced to work overtime when list folks are available. The RI-399 status is that we are waiting for the judge to answer the case briefs. Grace Baer made a motion, if the motion passes, it is the intent of the body to send a letter to national informing them of our decision. The motion reads: "I would like to make a motion that our attorneys Mase, Lara, Eversole P.A. assisted by and APWU representative of the National APWU's choice to represent the SWFAL in all arbitrations, discussions or negotiations with the USPS concerning our recent RI-399 arbitration award from arbitrator Edward Hales. Also, that Mase, Lara, Eversole, P.A. be designated the PRIMARY representative in all matters pertaining to the arbitration award." The motion passed unanimously.

**OLD BUSINESS:**

None

**NEW BUSINESS:**

Mark Kylo asked about the APWU's stance on Amazon. Sam stated he thinks the additional revenue will be good. Clerks should be working/sorting the parcels as we have historically done with parcels. Missent parcels should not be scanned "UTF". The proper scan would be "missent" then the parcels should be forwarded to the proper station. If management instructs you to improperly scan

mail as UTF, Delivered, etc. ask them to give it to you in writing. Eileen DiMase pointed out that it is a good idea to ask your supervisor for the Amazon SOP. Inform Sam Wood in detail of any orders to improperly scan. Email him at SWoodfla@aol.com. Always, always, always upload the log off of your scanner. Any scans under your number are directly connected to you. There have been a rash of missing parcels at some stations which underscores the importance of logging out of your scanner. If your station is experiencing unexplained missing parcels the postal inspectors should be contacted and made aware of the situation. Sam would also like to be made aware if one of your stations is one of the ones with excessive missing parcels. At this point in time we are scheduled to receive some of Manasota's mail on July 25, 2015. As always with these closings plans may change several times before this date.

**LABOR/MANAGEMENT:**

There will possibly be a presentation on Wednesday addressing operational changes due to Manasota closing.

**GOOD AND WELFARE:**

The winner of the COPA 50/50 drawing was Pat Fraser. The total netted was \$78. Pat donated her winnings of \$39 back to COPA. The name drawn for the member's incentive award was Joe Fracek. Had he been present he would have won \$60. The pot will be \$70 at next month's GMM.

**ELECTION OF OFFICERS AND  
DELEGATES:**

None

**LEFTOVERS:**

Mark Kylo let the members know that Deborah Goodhart retired from the North Fort Myers station.

**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 October 19, 2014 at 9:30 a.m. at the union hall. The motion passed.

**ADJOURMENT:**

Robert Nowall moved to adjourn at 10:35 a.m. The motion passed.

# When Will Shared Services Get Anything Right?

I remember a long time ago when I had hair, it wasn't gray and every installation had a personnel office.



**Paul McAvoy**  
Clerk Craft Director  
SWFAL APWU

In this office you could call or go in when you had a pay or benefit issue. It was usually taken care of on the spot by postal clerks and managers. It was convenient, helpful and very efficient.

What happened? Well let me answer that. Management in its infinite wisdom decided to get an outside company to do these and other administrative tasks. It has all gone downhill from there.

Where do I start? Well, let's just start with Erms. A system made to take your unscheduled absences and keep track of attendance.

I remember just calling in to a supervisor and informing them of your absence. It took a matter of seconds. Now you have to call this number and talk to a machine (if you get through) that asks the same redundant questions. Most of them have no bearing on why you are calling out sick. This process can take up to 5 minutes.

I had lost my voice on one occasion and the voice on the other end hung up on me because they couldn't understand me. Another time I called in and my dog barked. The voice on the other end said,

"Did you say goodbye?"

In a loud angry voice I told this machine, "NO! My dog barked". The next thing I heard was goodbye and click.

After removing the dog from the room I had to repeat this process again. I have no idea what this system has accomplished.

As many of you know FMLA has become a major ordeal for anyone applying or recertifying their cases. It is rare that anyone gets approved on the first submission of their FMLA. They invariably send it back and request more information, most of which is not necessary.

They give you a short amount of time to resubmit and if you can't get to your doctor and get it back in their time frame, they will close your case and you will have to start all over. One employee had to recertify because she wasn't using her FMLA often enough?

I know people who have had the same condition and send in the exact same form with the exact same information for 10 years or more and have their FMLA disapproved because they need more information. What? They didn't need the information the other 10 years?

If you have ever had to talk to an FMLA coordinator, you will never get the same one twice. This adds more time and confusion into the process. If you have a pay or benefit issue and need to talk to someone in Shared Services all I can

say is you better have a lot of time and patience.

Some people have had to wait in excess of 2 hours to get through to a representative. If you do get a representative, trying to get them to understand the problem or do something about it is next to impossible.

We have people here at the Plant who have been trying to get their pay and annual fixed for months. One employee was having Connecticut State taxes taken from his pay. He told me he has never been to Connecticut in his life.

When we had a personnel office these issues would probably have never happened and if they did they would be corrected immediately.

Our LMOU states that we are to be sent a seniority roster/list every quarter. The one that was sent in July had so many errors it could not be hung up. They sent 4 different lists and all were wrong.

Sam and I worked on this and got the seniority to where we thought it should be and sent the information to Shared Services to verify and send back to us corrected. As of the writing of this article and emails to shared services, we have still not received our seniority list from July 1st. I can't wait until October to see what they do.

Now, to the subject of e-Reassign. Management, as you know, was supposed to have had this process completed by May 21, 2014, but

could not get the bids up timely or correct. They had missing bids and bids with wrong days off.

Finally the last two bids went up on September 1, 2014. That means management can now start bringing in transfers at a 1 to 4 conversion rate on September 21.

In other words, for every transfer that comes in, management must convert 3 PSEs. Simple, right? Nope!

Shared services decided to start taking transfers before all the bids on e-Reassign went through its due course.

The MOU is very specific. You must complete all the steps before bringing in transfers and converting. Step 3 is Posting ALL residual Bids on e-Reassign. Step 7a and b are to bring in transfers and convert clerks that were PSEs as of the writing of the March 20, 2014, MOU.

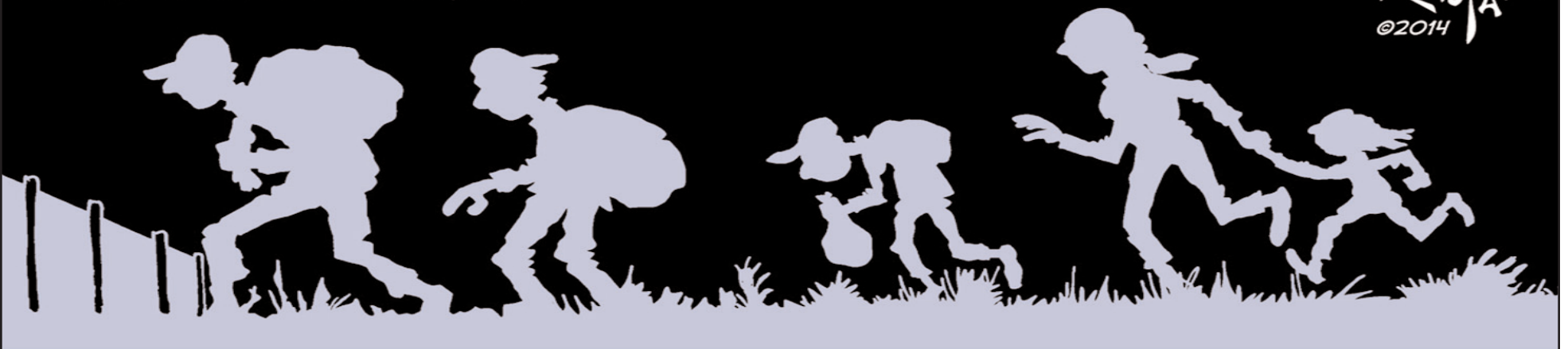
They have now brought in transfers and have not converted anyone, as yet. Not only did they bring a transfer in, they gave her the wrong N/S days. Shared Services gave her N/S days that were never posted.

Now we will be filing for out of schedule pay, a bid put up with the days the clerk was given and back pay for all NTFT and PSE employees who were affected.

Will this cluster funk ever end? Hmmm . . . Maybe if we had a personnel office. Naah, that makes too much sense.

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**INVERSION**

# Management Always Looking For Ways To Get Around Our Union Contract

Once again I will begin my article with a reminder urging all S W F A L members to please boycott the "Voice of the Employee" (VOE) survey. The Union at all levels requests that you do not participate in the VOE.



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

Management has expanded the VOE to non-career employees (PSE, MHA and CCAs) claiming they care for your input. When I was recently asked to participate in the VOE survey presentation, I asked the Manager who was responsible for our presentation to tell me what the VOE has done for any employees?

I was first met with silence and then the response, "I will have to get back with you". I am still waiting. So obviously, "nothing", is the real answer.

Management uses this joke of a survey to tell the public and congress that they care and listen to their employees concerns. In reality we all know this is B.S.

The only one benefiting from the VOE is the company being paid to print, mail and process the surveys. So, I guess you can call the program a job creator or a waste of USPS funds.

I am seeing many employees with pay issues. Please do not wait weeks to address these issues. The sooner the pay issue is addressed the quicker it can be resolved.

If your supervisor inputs you for LWOP instead of the annual leave you requested and your paycheck is less than what is owed you can request a money order. The monies owed must be more than a full day's pay. So if you only work six (6) hours a day then six (6) hours is a full day's pay.

You can usually check "Lite Blue" under payroll the Sunday prior to the pay day and see what your pay check and hours worked should be. If your supervisor or manager refuses to assist you, immediately ask to see your Union Steward.

Another issue is when you are awarded a Grievance settlement management has sixty (60) days to make payment. So, if you receive a settlement and do not see an adjustment for that amount owed on your paycheck within sixty (60) days please contact your Union Steward so the Union can make sure management has

inputted the payout.

Hopefully, by the publication of this month's, *The Eagle Eye*, management will finally have completed the MOU for residual vacancies that was supposed to be completed the end of May or beginning of June time frame.

Management has continually screwed up and not properly placed all of the residual vacancies as required on the eReassign twenty-one (21) day posting as the MOU stated and was mutually agreed upon by the Union and management at the National level.

Our local's Clerk Craft Director Paul McAvoy's tireless efforts and attention to detail has made sure this process was finally completed and accomplished correctly. Paul would not let management cut corners or play games in the proper posting of the residual clerk vacancies as was required per the memorandum.

Paul also spent a lot of his own time off the clock making and taking phone calls trying to resolve this issue, as well as many others. Paul has done a great job as our Clerk Craft Director and aggressively addresses any violation that management commits.

Management should have also completed the residual selection for the newly converted PSEs at the Fort Myers Bid Installation and the nineteen residual vacancies should be filled. We have numerous grievances dating back to April when management converted and then unconverted 25 PSE clerks to full time and then back to PSE.

Management continued their games when, instead of placing the newly converted PSEs in forty (40) hour positions, they instead improperly placed them in thirty (30) hour NTFT jobs without the Unions input or consent as is required.

So, more grievances had to be filled in May for these violations. The saddest part of all this is management acknowledges they knew they were violating the National Agreement, but did so anyway, claiming all of this was being directed from above.

We have just received a Cost of Living Adjustment on September 6th (our second one this year) which amounted to thirty-three (33) cents an hour.

We will also receive a raise effective November 15, 2014 equal to 1.0% of your basic salary for your grade and step. We will receive one more Cost of Living Adjustment the second full pay period after the release of the

January 2015 "consumer price index".

PSE employees will receive effective November 15, 2014, a 1.5% increase of the hourly rate for all grades.

These will be our last raises of our current Collective Bargaining Agreement which ends on May 20, 2015.

Contract negotiations should be ramping up soon. All these raises are due to the Union and not management's generosity. We all have many friends and families who have not received any raises or cost of living allowances (some for years). This is just one of the many things the Union does for you.

Funny how all the nonmembers have no issue receiving the raises and all other benefits that are supplied to them because of the

Union. If you know or work with any nonmembers ask them to join the Union and stop free loading.

The on again off again 80 plus Plant consolidation is presently on again. The Manasota P&DC will be consolidated into our Plant (Fort Myers P&DC) and the Tampa P&DC.

Presently there are over fifty (50) senators attempting to place a one year freeze on all Plant consolidations so the impending consolidation may also not occur, once again.

Hopefully someone will stop these useless consolidations which has not saved the USPS realistic money, but only hurt customer service.

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

**Our Next Union Meeting**

**AMERICAN POSTAL**  
APWU  
**WORKERS UNION AFL-CIO**

**Sunday, October 19, 2014**

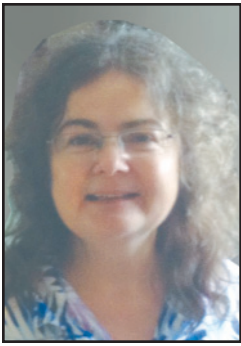
**9:30 am**

**11000 Metro Parkway, Unit 8**

**Fort Myers, FL 33966**

# Union Matters

The Fort Myers P&DC management continues to turn a blind eye to the safety and well-being of their employees.



**Mickey Szymonik**  
Maintenance Craft  
Director  
SWFAL APWU

Incidents of petty theft, vandalism, intimidation, bullying and malicious gossip and slander go unchecked.

From something so seemingly inconsequential as the almost daily theft of nitrile gloves and cleaning supplies from custodial carts to hate-filled e-mails being disseminated and plastered on car windows, our work place contin-

ues to devolve into a stress-filled environment; one in which many employees hold their breath upon starting their work day, hoping to complete the day without incident.

The Clerk craft is pitted against the Maintenance craft and vice versa. Co-workers snipe and grouse about other co-workers. Private conversations are made public fodder and shameless and hurtful correspondences from an unstable mind are gleefully poured over and shared. This is all to management's benefit.

It certainly makes Management's job easier if craft employees are willing to tattle on others, to provide statements and point fingers at one of our own. Management's disciplinary and retaliatory actions and inequitable treatment against

their employees is encouraged and bolstered by the in-fighting between craft and co-worker.

This situation is untenable. We are a Union and as such we should not perpetuate these divisions that Management engenders and exploits. Much of our daily working lives take place within this dysfunctional atmosphere that is toxic to our well-being.

Rather than just handing an employee an EAP (Employee Assistance Program) card during an Investigative Interview, the Plant Manager should be regularly scheduling counselors to address employees about the collective benefits, to themselves and others and to the work environment in general, of treating each other the way that we ourselves would like

to be treated.

Despite all the service talks, the safety talks, the VOEs (Voice of the Employee surveys), and mandatory messages from Post Master General Donahoe, nothing is really being done to address the miasma into which our workplace has sunk.

We mouth the necessary platitudes and sign off on the mandatory service and safety talks required to protect our jobs, but nothing is really being done to protect our mental and physical health and well-being.

For many of us the best part of the work day is when it's over; but it really doesn't have to be this way.

Solidarity, Prosperity, Peace.

## Notice Of Election Of Officers

The Southwest Florida Area Local American Postal Workers Union is providing official notice that nominations for the election of Officers shall be held at the next general membership meeting on Sunday, October 19, 2014, at the union hall.



**Eileen DiMase**  
SWFAL APWU  
Election  
Committee  
Chairman

The meeting will begin at 9:30am. The address of the union hall is: 11000 Metro Parkway, Unit 8, Fort Myers, Florida.

Candidates may be nominated for, campaign for, run for, and hold only one office.

On October 19th, unopposed candidates will be elected by acclamation.

Candidates must accept nominations at the time made, or in writing prior to the meeting, if unable to attend.

Nominations will be held for the following offices, and shall be held in order as follows: President, Vice President, Secretary-Treasurer, Editor, Clerk Craft Director, Maintenance Craft Director, Motor Vehicle Craft Director, and three (3) Trustee positions. The term of office is two (2) years, from January 1, 2015 through December 31, 2016.

All candidates will receive a copy of the election rules at the October 19th meeting.

The ballots will be "stuffed" on Monday, November 3rd at 9:30am at the union hall, and candidates or their representatives may be present.

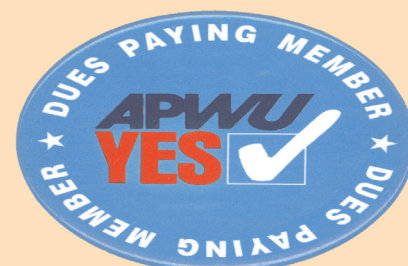
The ballots will be mailed by Friday, November 7th and will be verified, counted and tallied on Wednesday, December 10th.



The APWU is ramping up its campaign demanding that Staples and the USPS agree to place postal workers at postal units in Staples stores. Join the campaign at StopStaples.com or text POSTAL to 91990.

# The U.S. Mail Is NOT for Sale

## Where There Is Unity



## There Is Strength

## Security Is Who?

Here we go again.

Recently we had a stand up talk about security at USPS facilities. Here is an excerpt:



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

"Security is everyone's responsibility. It takes a team effort, but it starts with you. Your role is to be your eyes and ears of your surroundings; to never get so comfortable in your job that you relax your awareness of what's going on around you. You can play a key role in protecting the place you work by remembering these important security measures: "Ensure all entrances to your facility are secure."

It goes on about being alert,

report suspicious behavior, don't wear flashy jewelry, or carry large amounts of cash, greet any stranger with caution etc.

But the focus here is "Ensure all entrances to your facility are secure." Every summer at the Ft. Myers P&DC when the rainy season is upon us the controlled access front entry gate to the employee parking lot becomes non-functioning and is left open 24/7 for weeks at a time.

A Tour 1 SMO was asked about the malfunctioning gate and what was said is: that the gate problem was being looked at, that the Florida summer weather is to blame for the malfunction and since the demographics of this area don't support a high security threat, fixing the gate is low priority at this point in time.

This is a joke. If security is important enough where management feels that the employees must

have a stand up talk about security then why does management still allow this most blatant security breach to continue?

This is as cynical and arrogant as it gets. And being that we are observing the anniversary of 9/11 this arrogance is nothing short of incompetence and disrespect.

If management wants employees

to take security seriously then practice what you preach. The exit gate works just fine in the Florida summer weather so a solution to the malfunctioning entrance gate must be within reach.

Either put up or shut up. Remember: "Security is everyone's responsibility." That includes management as well.

**A Tour 1 SMO was asked about the malfunctioning gate and what was said is: that the gate problem was being looked at, that the Florida summer weather is to blame for the malfunction and since the demographics of this area don't support a high security threat, fixing the gate is low priority at this point in time.**

**YOUR  
Union**

**APWU**



### KEEPING OUR UNION STRONG

*Continued from Page 1*

our membership. Our Executive Board constantly hears great things from our members about how hard these representatives work for our members.

Many times, I hear that a Union Steward isn't filing grievances on a particular issue. My question is always, why aren't you asking for a Union Steward? Why aren't you writing a statement? The Union Steward is not supposed to stand alone and do everything by their self. Winning grievances takes a collective effort by everyone in order to put together good cases.

The Fort Myers P&DC has won numerous cases worth thousands, hundreds of thousands, and even millions of dollars due to employees sticking together and documenting those grievances. In our RI-399 case that we won last year, no other Union had won a case since the 1970's when management sided with another Union. Never had another Union won any money when this happened. Yet, the Southwest Florida Area Local prevailed in this case.

Do we win cases because I am the Union President? Is it because of the Executive Board? Do we win

because we had a great Step 2 Designee? Is it because of the Step 1 Union Steward? Is it because of those who stood up and wrote statements?

The answer to these questions certainly begins at the time the statements are written and works up from there. It takes a collective effort from everyone to prevail in any case.

The more employees who stand up and document a case, the better cases the Union has moving up the ladder. The Union is not the representatives it has, the Union is everyone!

Let's start working together to fix the problem in every office by getting involved TODAY!

#### RI-399 UPDATE

By the time you read this article, we should have more information on our legal battle with the USPS. The Federal Court Judge could rule on our case any day now. Regardless of what the judge decides, we have a plan to move forward. Once again, we feel good about the course of action we are taking. We are confident in the Law Firm representing us and are anxious to see a positive outcome in this case.

STAY TUNED!

## Mysterious Disappearances At Bokeelia

Recently, I was once again reminded why it is important for employees to get copies of documents that they sign with postal supervisors and managers.

I normally work Saturdays as part of my schedule, and the only other clerk position we have filled at this time is a FTR scheduled for Monday through Friday.

I had requested annual for an upcoming Saturday several weeks ago and had received approval. At the time I received the approval, I requested, and obtained, a copy of my PS Form 3971.

Well, sure enough, during the time since my annual leave was approved, we have had another managerial change at the Bokeelia Post Office.

Now there are always a lot of sleight of hand tricks going on behind the scenes here, and when it crosses the border into absurdity, no one can really be surprised.

Apparently, the FTR clerk decided to request annual leave for - you guessed it - the Saturday for which

I had already obtained approval. The strange part is that this is a NS day for the FTR clerk. I have never heard of requesting annual for a day you are not scheduled to work, but remember, we've crossed the border.

When I informed the current manager that I was previously approved for annual for that particular Saturday, an extensive search was launched for the original PS Form 3971. Not surprisingly, the original was nowhere to be found. (Apparently no one thought to bother to make a phone call to the previous manager to get the facts).

So, I was asked to produce my copy of PS Form 3971. Of course, I had a copy to produce, and that was that.

Protect yourself from mysterious disappearances. Always request, and keep, copies of documents that you sign with postal management. You cannot depend on supervisors keeping originals, or copies, of documents that are of benefit to you.

Kathy Moyer, Editor

# A Call To Action

Thank you to the BMEU Acceptance Clerks at the plant for reminding me why I became a steward.



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

They have demonstrated an extraordinary commitment to their jobs and to the Union.

I will spare you the details of a lengthy explanation, but these clerks had the courage to band together and stand up to management.

They had serious concerns about the propriety of a management mandate, and they were willing to write great statements that provided all the information I needed to file their grievance.

At this point you may be asking yourself how this is relevant to you. In a nutshell, it boils down to helping us protect your jobs.

The current business climate is about maximizing profits at the expense of the worker. Jobs are being reduced or eliminated in all sectors of the economy.

Have you walked into a retail store lately and noticed that self-service checkouts are popping up everywhere?

For corporate America, the only thing better than an endless supply of cheap labor is an endless supply of free labor.

The Postal Service is no different

in its approach to maximizing profits and reducing costs by utilizing strategic plans that eliminate jobs.

Have you ever heard of Seamless Acceptance?

Seamless Acceptance is the Postal Service plan to fully automate the verification of commercial mailings by slowly shifting the work now done by BMEU Techs to the mailers. Yes, you read right, and you may be asking why you should care.

You should care because all of our jobs are under attack. Window clerks, mail processors, maintenance craft employees and VMF employees, this means you too.

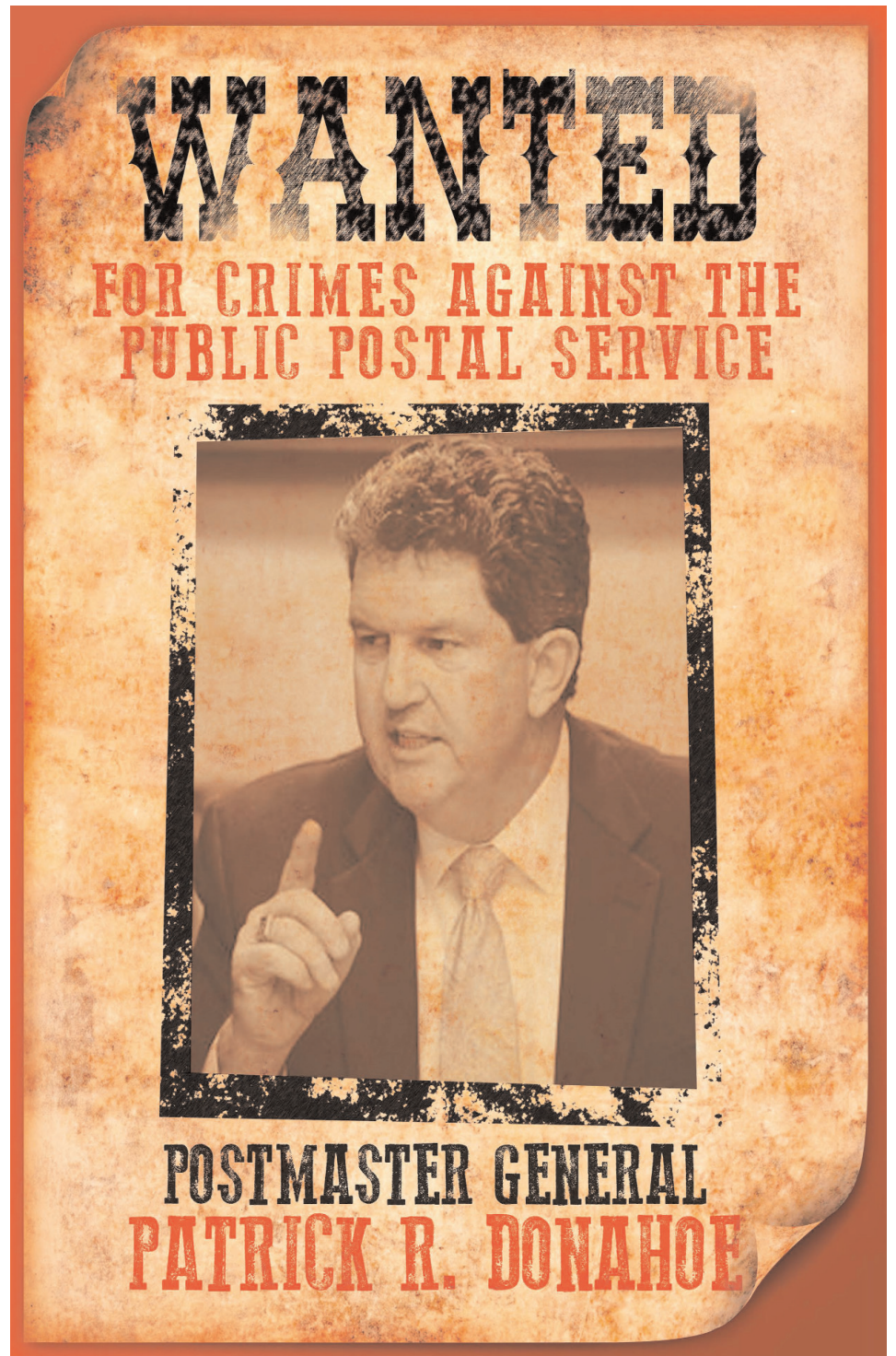
The good news is that you can be proactive in helping the Union preserve your jobs. Our Union is only as strong as our membership, and we need you as much as you need us.

Your participation is critical to protecting your jobs and negotiated benefits. You can help by attending union meetings, supporting union rallies, protests, and campaigns, staying informed, and presenting a united front against management.

When a management action directly impacts your working conditions, ask to see a steward and file a grievance.

Encourage non-members to join the Union because their decision not to join weakens our voice as a group.

Contact your legislators and let your collective voice be heard. Demand the resignation of PMG



Donahoe, who is working to eliminate six-day delivery, close mail processing plants, delay delivery service, and lead the Postal Service down the path to privatization.

Make the mailing public aware that Donahoe is dismantling the Postal Service as we know it. Insist on the

appointment of a PMG who will preserve the USPS and work to meet the needs of its customers, communities, and employees.

Take action and get involved! The job you save may be your own.

STAND UP!  
FIGHT BACK!



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## Returning to the 19th Century

## Your Elected Officials

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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. Captions/cartoons may only be reprinted upon written permission of the editor.

## Southwest Florida Area Local Membership News

We wish to extend our welcome to all new employees coming on board at the United States Postal Service by inviting you to our next SWFAL APWU meeting on October 19, 2014, at the Union Hall located at 11000 Metro Parkway, Unit 8, in Fort Myers.

Meetings are held once a month on Sunday at 9:30am. Be united, protect your job and discover the many benefits of becoming a member of the SWFAL APWU.

Join us at our next local meeting - united we can make a positive difference in our workplaces. We look forward to seeing you there!

We would like to congratulate two of our members who have recently retired:

- Deborah Goodhart - from the North Fort Myers Station.
- Kathryn Dryer - from the Murdock Branch.

*The Eagle's Eye*, and your fellow SWFAL APWU members, would like to wish both of you the very best as you begin your retirement.

Retirees who wish to continue receiving *The Eagle's Eye* newspaper, please email the Editor at [Edswfal@aol.com](mailto:Edswfal@aol.com) or call



Karen at our SWFAL APWU office at 239-275-1007.

We want to encourage our members to email information to the editor regarding marriages, graduations, special events or achievements of our employees, or their families. Please email information to *The Eagle's Eye* at [Edswfal@aol.com](mailto:Edswfal@aol.com). We will be pleased to include as many member announcements as possible.

## Tampa Postal Credit Union Sponsors Postal Benefits Informational Seminar

We express our appreciation and thanks to The Tampa Postal Federal Credit Union for recently sponsoring seminars on Understanding and Maximizing Your Postal/Federal Benefits presented by Brad Pate. Both lunch and dinner informational seminars were held at the Olive Garden restaurant in Fort Myers.

Brad Pate, from Federal Employees Benefits Agency, (not affiliated with the USPS) has given over 50 seminars, hosted a daily financial planning radio show for 3 years and worked with Postal/Federal employees for over 15 years.

Although Federal Employees Benefits Agency is based in the greater Tampa Bay area, Mr. Pate works with Postal/Federal employees throughout Florida - and beyond!

This is the second informational seminar presentation of Mr. Pate's that I have had the opportunity to attend. I learned much at the first seminar and looked forward to the opportunity to attend another seminar. Attendees had the opportunity to ask questions specific to their individual circumstances.

Seminar highlights included:

### Information on the Thrift Savings Plan (TSP)

- Did you know there are two portfolios inside your TSP?
- The new Roth Account, tax free growth.
- What it takes to double your



Representatives from the Tampa Postal Credit Union.  
 L to R Christine Owiensny, Ann Rairden, Pam Mitchell,  
 Melinda Lampron, Barbie Buggica.

money and how the Rule of 72 applies to your TSP.

- Your three payment options you have at retirement.
- Income layering with IRAs after retirement.
- The 59 1/2 non-hardship TSP rollover.

### Special FERS Supplemental Benefit

- Retire early, maybe? We will show you how to calculate your monthly amount.

### FERS/CSRS Retirement

- What is this and how it works.
- We can calculate your FERS/CSRS monthly pension amounts.
- Spousal options for maintaining health insurance coverage in retirement.

### FEGLI: Your Federal Life Insurance

- Learn how much you can save on premiums
- Did you know your premiums increase 2,000% as you get older?



Brad Pate  
 Postal Benefits Informational  
 Seminar Speaker