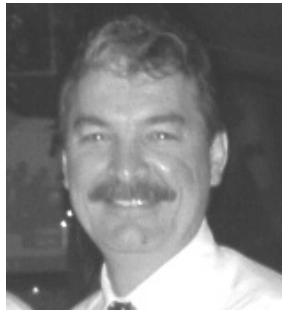


President's Report



APWU PRESIDENT WILLIAM "BILL" BURRUS TO RETIRE

On September 30, 2009 at the APWU All Craft Conference, APWU President William "Bill" Burrus announced that he will not seek re-election next year. The ballots for APWU national office will be sent out next August and President Burrus said he wishes not to have petitions signed on his behalf. The announcement came after about a 1 1/2 hour speech where the president spoke of all of the APWU's accomplishments and about its future. President Burrus' speech ended with his highly emotional announcement and with several standing ovations from those in attendance.

President Burrus became APWU President in 2001 after being the APWU Vice President since 1980. I would like to personally thank President Burrus for his service to our union. We are in better shape because of his leadership.

Some of the information that President Burrus shared with the delegates were:

- 1) Our membership nationally was once at 400,000 strong but will soon be down to around 250,000.
- 2) The APWU negotiating the conversion of PTFs in 200 man year offices along with the pay upgrades were finished at just the right time in the last negotiations. Considering the current economy, the APWU membership was well represented.
- 3) Approximately 20,000 clerk craft employees will be taking the early retirement. Fewer than 300 employees will be resigning to take the early out incentive.
- 4) All members need to contact their congressmen and ask them to pass HR-658. This bill, if passed, will curtail the USPS plans to be able to just close stations and branches and consolidate facilities at its choosing.
- 5) Members are encouraged to donate to COPA to ensure the APWU's ability to fight against USPS plans to cut service to our customers and further degrade the United States Postal Service.

National Assistant Clerk Craft Director "C" Rob Strunk will also be retiring next year. Rob was instrumental in the APWU negotiating the Joint Contract Interpretation Manual (JCIM), along with negotiating the window clerk's polo shirts.

Also retiring will be our

national Director of Organization Frank Romero along with NBAs John Clark (Chicago Region), Steven J. Zamanakos (Denver Region), and Dale "Leon" Tatum (Wichita Region).

POSTMASTERS NO LONGER SUPPORT VOE SURVEYS

This month, the National League of Postmasters sent out letters to all postmasters encouraging them not to fill out VOE surveys. The APWU has been a leader in informing employees not to fill out these surveys.

The SWFAL-APWU has placed a \$5 bounty on every VOE survey that we get back from our members. Many of you have been donating the \$5 back to COPA. We encourage our members to continue to bring these VOE surveys to the union office and to collect the bounty.

As many of you recall, the USPS used employee surveys against us in contract negotiations in the mid 1990s. Do you trust them in the next contract negotiations?

Here is a list of our members who have donated to COPA in 2009 so far:

Joe Avila
Dave Azzopardi
Tammy Baisden
Angela Balderas
Sandy Beckler
George Balinski
Bruce Bennett
Marcia Bennett
John Boyle
Terri Bray
Robert Brazzel
Helen Brillhart
Judy Carson
Cathy Cobb
Ronald Connett
Sharyn Connor
Kathleen Cook
Lynne Cram
Lester Cummins
Ben Deguzman
Steve DeVarona
Eileen DiMase
Jeannette Eliopoulos
Dale Eller
Josefina Fermin
Bianca Fiallo
Vivianne Finley
Pat Fraser
Charles Glennon
Felicia Gluhareff
Dave Grant
Dan Gray
Kay Grebey
Barbara Green
Lisa Griswold
Mark Hamilton
Ed Hardiman
Patrick Hardiman
James Hartley
Dawn Hofer
Darla Howard
Anna Johnson
Sue Johnson

Linda Kapla
Charlie Kameris
Joyce Kelly
Debbie Kennington
David Kirkwood
Pat Lane
Steve Lewis
Virginia Linger
Andrea Lobianco
Angela Lobianco
William Masten
Paul Mc Avoy
Bob McCarthy
Keith McGee
Kimberly McLoughlin
Kurt Meyering
Gail Miller
Don Moser
Kathleen Moyer
Wayne Nichols
Robert Nowall
Danette Oler
Deborah O'Neill
Suzi O'Toole
Jim Overhultz
George Petrillo
Tom Phister
Matthew Redavid
George Rivera
Jamie Robertson
Charles Schaeffer
John Scinaldi
Candace Shultes
Jessica Siemers
Wendy Skaff
David Slattery
Warren Smith
James Sommers
Michele Szymonik
Debra Tardiff
Sheila Tierney
Ellen Touchette

Michael Treanor
Samantha Walcott
James Weaver
Debora Wilson
Robert Winston
Scott Wiser
Sam Wood
John Zmijewski



Thanks to those who have fought to save our jobs by donating to COPA.

PETITIONS NOW ONLINE

It is now up to us to do the work needed to save our jobs. On our website www.swfloridaapwu.org, there are petitions that can be downloaded for signatures. Please understand that by doing nothing, other stations and branches will be affected. If just one of our local stations or branches closes, you can bet that more will be on the way. Last month, Miracle Mile Union Steward Lisa Griswold and I went on NBC-2 with reporter Chad Oliver to talk about station closings. If you did not see the aired version, we have a link on the website.

There will be no better time to save our jobs and the Post Offices than now. The Fort Myers CFS unit is also under attack. The Postal Service is looking at consolidating CFS jobs with Tampa and St. Petersburg in 2010. We don't need to panic, we just need to work together to eliminate these crazy ideas that really do not save the Postal Service any money.

(continued on page 2)

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Isaac Yost

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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:

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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

10/25/2009

CALL TO ORDER:

Time: 9:30 a.m.
There were 18 members in attendance.

PLEDGE OF ALLEGIANCE:

The Pledge of Allegiance was led by Scott Cooper.

ROLL CALL OF OFFICERS:

Felicia Gluhareff performed the roll call of officers. Present were Sam Wood, Joyce Kelly, Felicia Gluhareff, Keith McGee, James Sommers and Lynne Cram. Joyce Kelly made a motion to excuse Dawn Hofer who is on annual leave. The motion passed.

MAP REPORT:

We observed a moment of silence in honor of Charles Glennon.

NEW MEMBERS:

Jaime Rico

**EXECUTIVE BOARD
MINUTES:**

Felicia Gluhareff read the executive board minutes. Next month we will vote on the delegates to go the state and national convention. We also discussed an interview Sam Wood did with NBC. You can find it on NBC-2.com. It addresses office closings. They also included a link to our local's website. Sam thanked Lynne for the work she did on the petitions that can be printed off of our website.

**SECRETARY-TREASURER'S
REPORT:**

Joyce Kelly made a motion to accept the secretary-treasurer's report as printed in last month's Eagle's Eye. Felicia Gluhareff read the treasurer's report.

**REPORT / SELECTION OF
COMMITTEES:**

None

**REPORT OF CONVENTION
DELEGATES:**

Joyce Kelly and Sam Wood both spoke about the All Crafts Convention. The highlights: William Burrus will be retiring at the end of his term. Rob Strunk is retiring. Terry Stapleton moved to the AFL-CIO. Joyce Kelly thanks the

membership for sending her. Sam Wood updated the website while he was there to keep the membership informed.

REPORT OF TRUSTEES:

None

COMMUNICATIONS:

Sam Wood read through this month's correspondence. All are invited to do so as well. The membership received a card from Peggy Kuhn. Letter from Lynne Chiochi accepting Joyce as the step 2 rep for the NRP cases.

UPDATE OF GRIEVANCES:

None

OLD BUSINESS:

None

NEW BUSINESS:

Sam had changed order of business due to our having guest speakers. Our first speaker was Lorenzo Tindle. He is a former NBA and has volunteered to be our advocate for stations closing. He will speak on our behalf at the next city council meeting on November 2nd. Along with him was Lydia Lowell-Sherman. She is running for Councilwoman of District 5 and is a friend of the union. Joyce Kelly made a motion for the Southwest Florida Area Local to endorse her in the upcoming election. The motion passed. Tom Herby from AFLAC also spoke. He talked about the supplemental insurance programs offered to the members. Sam will put a link on our website to Tom's so our members who were unable to attend the meeting can take advantage of the insurance being offered. One of the questions asked was if this insurance can be deducted though payroll. The answer is yes. Sam Wood and Lynne Cram also spoke about the APWU's health insurance and urged all members to get information about it from our website. Lynne Cram spoke on the bill that contains the FERS sick leave credit that was recently passed by the Senate and is now going to President Obama for approval. She says that members can find information on this on our local's and national's websites.

LABOR/ MANAGEMENT:

None

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Dave Slattery who won \$41.50. The total netted was \$83. Dave donated his winnings back to COPA and would like to thank Paul McAvoy. The winner of the attendance award of \$20 was Paul McAvoy. The name drawn for the member's incentive award was Darla Howard. Had she been present, she would have won \$50. The pot at the next GMM will go up to \$70.

**ELECTION OF OFFICERS/
DELEGATES:**

None

LEFTOVERS:

Joyce Kelly and Sam Wood give steward Kathy Moyer credit for doing a great job and winning her first grievance in Bokeelia. Mickey Szymonik made a motion to provide pocket calendars to our members in 2010. Lynne Cram amended the motion to also read to make every effort to buy American and union made. The motion passed.

ROLL CALL OF OFFICERS:

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

NEXT MEETING:

Joyce Kelly moved to have the next meeting on 11/22/2009 at the union hall at 9:30 a.m. The motion passed.

ADJOURNMENT:

Joyce Kelly moved to adjourn at 11:27 a.m.

President's Report

(continued from page 1)

Please help us by getting these petitions signed and returned to the union office.

EXCESSING

Still no word on excessing in Fort Myers. We are still waiting on the final number of employees who took early retirement. We will give information out as soon as it becomes available.

Sam Wood
President

Red Tag Bad Equipment

I would like to thank Sam for putting together the cost comparison of the health plans this year. I am sure we will have our plan grow even stronger this coming year. It is a great insurance plan and well worth the money. I have had it for four years now and have had no problems with it.

Christine Girard took the bull by the horns and started fixing GPCs that should have been red tagged last month. She put management in their place. I commend you and all of our folks who are standing up for a safer workplace.

In a conversation with a few people about this problem of not getting the GPCs fixed, a very good point was brought up. We should be red tagging the hell out of this equipment and getting it off the line. Management would be forced to fix them properly and we wouldn't need one of our safety captains having to do it.

If you want to show them how much you are displeased with their system, stop plugging holes and let the dam break. If you red tag all of things that are defective in the building, we win.

You are not supposed to send them out to another office with mail in it. Why would we want one of our own getting hurt because management is not fixing the problem?

A simple solution is to RED TAG it. Don't get yourself all worked up over their incompetence. Use it to our advantage and "play the game" better than they can.

Safety is important to everyone. Don't let management's ignorance cause you great pain. We had fewer accidents this past year than we did the year before.

OSHA has done their observations on the DBCS machines in Orlando last month. We are waiting to get the results back. As some already know, Orlando was one of the 10 test sites that were agreed upon because of the locals forcing the national level to take a stand on the issue.

Don't forget to make sure you work two to a machine. It may take a while to get the results back, but I am sure it will be worth it.

David Grant
Tour 2 Steward

Apwu Health Plan

In today's economy, we are all looking for ways to save money and taking benefit of the APWU health plan is one way to do that. I have had the APWU health plan for a year now and have seen little difference in their coverage vs. Blue Cross Blue Shield (BCBS). There may be little difference in coverage but when it comes to your monthly cost, there is a major difference.

Next year, once again, prices on all health plans will increase. If you are single and choose the APWU health plan instead of BCBS, you will save \$719.94 per year. By enrolling in the family APWU health plan, you will save \$1699.36 over BCBS.

The co-pay is even cheaper than BCBS. APWU is \$18 and BCBS is \$20 per visit. Well baby checkups are free on both plans. This year, the plan even includes dental benefits. It pays 70% of office visits, cleanings, x-rays, fillings and minor extractions. It will cover 100% of colonoscopies, mammograms, and prostate exams for those more at risk. It also includes 100% coverage for diabetes office visits, supplies and prescriptions.

You might be scared to switch because you have been with Blue Cross Blue Shield since you started and everyone accepts them. You might think the insurance name APWU is not a well known name outside the postal service. APWU health plan is the name of our insurance but our underwriter is Cigna.

There are only a few major health insurance companies in Florida. Cigna is one of those companies. They have been providing insurance for over 100 years. Every hospital, walk in clinic or family doctor my family has seen this year has been covered under the plan. All doctors covered under the

APWU health plan are listed on their website. You can find the link on the APWU website (www.swfloridaapwu.org) under APWU Health Plan. It is listed under the red tabs.

Did you know that other crafts can join our health plan?

If management, mail handlers or carriers are a member of their own union, they can join our union as an associate member for an annual membership fee of \$35. Then they become an honorary member. They do not receive the newspaper or representation, but they can take advantage of our health plan and save money. I encourage all members to tell supervisors, carriers and mail handlers about our plan. I have been spreading the word at the plant. I have other crafts finding me on the workroom floor to ask more questions about the plan. Keep in mind, they MUST be a member of their own union or they can choose to join ours with regular monthly membership dues of \$24 per pay period.

Why do we want other crafts to take advantage of our plan?

Increasing the amount of members in the health plan makes it better the next year. We had a record amount of people try the health plan last year to save money. Our health plan is not based on profit so the money that is made goes back into the plan to help make it better.

Dental coverage is a very good example of that. Last year the APWU health plan had no dental coverage. By increasing the members of the plan, we were able to have 70% dental added this year. The cost is the only thing cheap about this plan. You will receive excellent coverage at a much cheaper rate. In this economy, can you really afford not to switch?

Dawn Hofer
Clerk Craft Director

This month was pretty much the same as last month. Improper use of standby time, talks of station closings, mailhandlers backing out of scheduled meetings on RI 399 issues (because they know it is clerk work), management spreading rumors on excessing, supervisors falsifying records (3971s), management not providing information (which is required by law) to the union and management not expunging discipline after settlements are made. We have been very busy trying to correct these issues and we will prevail.

Now, let me lighten up a little bit and wish everyone a Happy Thanksgiving! I will keep it short and by popular demand bring back a couple of jokes. I hope they make you smile. Q. How did Einstein celebrate Thanksgiving? A. He was very thankful. Q. What did the mother turkey say to her children when they were being bad? A. If your father could see you now he'd turn over in his gravy. Q. How many cooks does it take to stuff a turkey? A. One but you really have to squeeze her in. Q. Why can't you take a turkey to church? A. Because the use such "Fowl" language. Q. What is black and white and red all over? A. A pilgrim with a rash. Q. What do you get after eating way too much turkey dinner? A. Dessert, of course.

There are 4 supervisors named SDO Everybody, SDO Somebody, SDO Anybody, and SDO Nobody. There was important information that needed to be given to the employees and Everyone was asked to do it. Anybody could have done it but Nobody did it. Somebody got angry about that because it was Everybody's job. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. Consequently it wound up that Nobody told Anybody, so Everybody blamed Somebody. It seems like this is how information is handed down to employees at the Plant.

Paul Mc Avoy
Tour 1 Steward



A Learning Experience

I want to take this opportunity to thank the membership for sending me to the all craft convention. This was by far the best conference I have attended. President Burrus spoke about the APWU's accomplishments and the future of the APWU. He also explained what they have done at headquarters to reduce expenses. We need to change the way we do things to save money. We do not have the members that we had in the past. We will be losing more members with this early out incentive. With every member that we lose, we lose income. Cuts have had to be made. We will continue to have to change the way we do things in order to reduce spending.

President Burrus warned that we need to watch the resolutions we pass at the national convention. President Burrus asked that we really consider the affect that things we may pass at the convention will have on the APWU as a whole. He asked that we make informed decisions and leave no harm.

At one time, we were 400,000 members strong, but it is anticipated that that number will soon be around 250,000 with the members taking advantage of the incentive. President Burrus announced that he will not be seeking re-election. He has opted to retire.

It was quite moving to hear his speech and to witness the emotion that he has in regard to representing us. He truly loved representing the APWU and was honored to have served us. I want to personally thank him for the job he has done.

President Burrus is not the only national officer who will be retiring. Rob Strunk, Assistant Clerk Craft Director "C" also announced he will be retiring. Rob was instrumental in creating the JCIM and getting polo shirts for window clerks. The JCIM is an essential tool in handling grievances and has been instrumental in resolving many issues at the lowest possible level.

Frank Romero, director of organization will also retire along with NBAs John Clark (Chicago region), Steve Zamanakos (Denver region), and Leon Tatum (Wichita region). Each of them gave unselfishly to represent the membership for years. Each will be missed. I would like to personally thank each of them for their years of dedication and service to the APWU.

Two weeks following the convention, it was announced that Terry Stapleton, our secretary-treasurer, has decided to move on in his career and accept a position with the AFL-CIO. President Burrus has filled the vacant positions with the

support of the National Executive Board. Liz Powell was appointed to secretary-treasurer and John Dirzius was appointed as Northeast Coordinator. Good luck to both of them. I am sure they will do a great job.

We brought back a lot of knowledge. The classes were great. Both Sam and I took the Article 12 excessing class. Bob Bloomer and Lamonte Brooks were the instructors. They did an awesome job. We brought back information to share with all the stewards so we will be well versed and able to ensure that if there is excessing, it will be done in accordance with the contract.

Every class that I took was so informative. I learned so much. I love to learn about the history of how we got to where we are today and the instructors shared this information with us. It is nice to know that we still have the old timers who were involved from the beginning who can share that knowledge with us.

Most of the classes I took were in regard to protecting jobs and our work. Every time you attend a seminar, there are numerous classes to chose from, which is quite disappointing in that you cannot possibly attend all of the classes that you want. I selected classes that I felt were most important to our current situation.

I think that preserving jobs and protecting clerk craft work is paramount at this time. There is so much to learn. Every time I attend a training session, I learn something new. This year was no exception. I attended a class on protecting work in small offices. This class was taught by Robert Kessler, Dennis Taft, and Morline Guillory. They did a fine job. Robert Kessler has been around for a long time and gave us a lot of the history of how we got to where we are.

By far my favorite class was Article 37 which was taught by Jim McCarthy and Pat Davis-Weeks. I had not originally signed up for this class as it was a full day class and I wanted to go to the class on protecting work in small offices. I was so glad that I decided to sit in on the Article 37 class in the afternoon. I can't tell you how impressed I was with Jim McCarthy. After attending this class, I have a whole new respect for him. Jim knows article 37 better than the back of his own hand.

This is the first time I attended a training seminar where he was the instructor. I was beyond impressed. He did an AWESOME job. The only regret I had is that I missed the first half of the class. We don't just learn during classes either. Following classes, we meet with old friends we have made along the years and meet new ones. Talking

with them give insight into issues they are facing and how they are fighting their issues.

We learn some of their success stories so we can apply them to how we argue grievances. We share our success with theirs and it only serves to make each of us stronger and better equipped to argue our cases. All the information we returned with will benefit our membership.

Local questions: I have had numerous questions regarding the three day holiday period so I thought I would add it with my article. The OTDL is not normally used for the 3 day holiday period, however if additional people are needed after the schedule has been posted, management may use the OTDL. During this 3 day period is the only time that a non-OTDL clerk could be utilized to work on their NS day prior to an OTDL (this would occur if the OTDL clerk did not volunteer to work the 3 day holiday period but the NON-OTDL clerk had).

Prior to the holiday, management posts a sign-up sheet for those wishing to volunteer to work their holiday. If you want to work, you may volunteer by signing up. You may sign up to work one, two, or all three days. You are not required to sign up to work them all. If you sign up to work one of the days, you are not considered to have volunteered to work all 3 of them.

If you are an OTDL clerk and wish to work during these 3 days, then you need to sign the volunteer sheet. Some employees may wish to work overtime but may not wish to work their holiday. Others may wish to work the 3 day holiday period but not be worked any other overtime. Still others want to work every hour available to them. This gives each of us the option to select for ourselves what works for us.

The intent of Article 11.6 is to permit the maximum number of full-time and part-time regular employees to be off on the holiday while allowing employees who wish to work the opportunity to volunteer. This is the language directly from the JCIM: **"HOLIDAY SCHEDULING PROCEDURES VS OVERTIME DESIRED LIST The holiday scheduling procedure followed at a particular post office is applicable and is to be utilized on the actual holiday and any other days which may be designated as an employee's holiday. Thus, depending upon the days off of the employee and the actual day of the holiday, it is possible for the holiday scheduling procedure and not the overtime desired list to be used for one, two or three days. A Monday holiday is the actual holiday for all those scheduled to work that day; therefore, the**

holiday scheduling procedure is utilized and not the overtime desired list. For those non-scheduled on Monday, and a day other than Sunday, Sunday becomes the employee's designated holiday and the holiday scheduling procedure is used on that day for all employees and not the overtime desired list. If the employee is non-scheduled on Sunday or Monday, the designated holiday would be Saturday and again the holiday scheduling procedure is used and not the overtime desired list."

A full-time employee scheduled to work on a holiday or a day designated as the employee's holiday is guaranteed eight hours of work or pay, in lieu of, if there is less than eight hours of work available. Full-time holiday volunteers are considered to have volunteered to work eight hours. If additional work hours are needed, then management is required to utilize the OTDL.

Full-time regular employees can be scheduled to work the hours their skills are needed, which may not necessarily be your "bid" hours. However, if management works employees outside of the posted holiday schedule hours, you are entitled to be compensated out of schedule premium (which is one and a half times your regular pay) for all time worked outside the posted schedule.

In order to be eligible for holiday pay, you must be in a pay status the last hour of your scheduled shift prior to the holiday or the first hour of your scheduled shift following the holiday. Even if you actually work the holiday, you still need to be in a pay status the last hour of your scheduled shift prior to the holiday or the first hour of your scheduled shift following the holiday to be eligible for holiday pay. You will get paid for actual work hours on the holiday, but you will not receive holiday pay if you have not fulfilled this obligation.

Please check your pay stubs to ensure you are being paid for your holiday. Recently we have had several employees who were in an LWOP status either prior to their holiday or following their holiday (not both) and they were not paid for the holiday. Grievances had to be filed in order for them to be paid correctly. Please make sure you check your paystubs for accuracy. Management has been making several errors lately.

Employees who are requesting LWOP are being put in for AL. Employees requesting SL are input for AL. This is an all too frequent happening as of late. If you are not being paid correctly, ask to see a steward.

Following the Columbus Day holiday, we really had an increase in mail volume. There was actually

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A Learning Experience

(continued from page 4)

overtime on Tuesday following the holiday. Of course management screwed up the scheduling of overtime and there were grievances filed. It seems management forgot how to issue overtime it has been so long. There was actually mail in the racks on the dock on Friday following the holiday. Hopefully, our season has begun and volumes will continue to increase. CFS clerks stated the number of COAs have increased as well which will increase their work volume. Let's hope this trend continues.

I want to wish everyone a Happy Thanksgiving. This will be the last edition of the Eagles Eye until January, so happy holidays to everyone and have a blessed New Year. Following the union meeting every month, I have been having steward training sessions. Anyone interested is welcome to attend.

Joyce Kelly
Vice President

Drive to Stay Alive

Just a few tips for driving safely. First, check your vehicle to make sure it is safe. Check your lights. Dirty headlights cut visibility in half. Every couple of weeks, fill your windshield washer reservoir. Twice a year, change your windshield wipers.

Check your tires for wear. The tread depth should be at least 2/32nd of an inch. Drive at a safe distance. Remember the 3 second rule. When the car in front of you passes an object, count one thousand one, one thousand two and one thousand three before you pass the object. For each driving hazard, add one second more. For example; dark, at night, raining, worn wipers, talking on the phone and drinking a soda.

The safe following distance with all of these would be 8 seconds. Always buckle up. 56% of driving fatalities are unrestrained. 90% of child car seats are installed incorrectly. Airbags are good, but you must remember they can harm you also if not positioned correctly.

Passengers should adjust their seats back as far as possible and the driver should be at least 12 to 15 inches from the airbag. Adjust the steering wheel so the airbag is aimed at the chest, not the face. Remember 25% of accidents happen because the driver is distracted. Aggressive driving causes over 50% of collisions.

James Sommers
MVS Craft Director
VMF Shop Steward

Falsification of 3971s

We are having issues with employees requesting one type of leave and supervisors inputting into TACS a different type of leave than the employee requested. If you ask for sick leave or annual leave and have a sufficient leave balance, then you should be granted that requested leave. Do not let management determine for you what leave you can take.

We are having pay issues arise because supervisors are inputting LWOP instead of paid leave. This is causing employees to have shortages of hundreds of dollars in their pay checks. F-01 Post Office Accounting Procedures section 822.72.721 states "1) Arrange for an interim salary payment to the employee of not more than the net amount due when an employee is underpaid because of an error in the number of work or leave hours paid. 2) Make an interim salary payment upon request of an employee when a full day's pay is missing and the employee's net pay is incorrect.

The employee's scheduled workday is considered a full day's pay. A scheduled workday may consist of 2,4,6 or 8 work hours." You should not have to wait for management to process a pay adjustment. Management must issue you a money order when requested. I wonder how many supervisors would tolerate a shortage of hundreds of dollars in their pay check and then being told they would have to wait another two weeks to receive the monies owed. Once again, if you are having an issue with this, ask to see your steward immediately. Don't be bullied into a pay adjustment and having to wait for your money.

Recently, we have had an issue with a supervisor falsifying 3971s. This supervisor was supposed to have employees sign 3971s that had been found that were almost a year old. Instead, this supervisor wrote "Refused to sign" in the box listed for "Employee's Signature and Date." The 3971s in question were for all types of leave to include scheduled annual leave. What employee would "Refuse to sign" a request for scheduled annual leave?

More than 17 of these 3971s were falsified by the supervisor and then handed back to employees who complained to the union. After discussion with the supervisor's MDO, he stated the supervisor in question was afraid employees would yell at her due to the fact 3971s were almost a year old. Well if you think that would make them mad, don't you think writing in the spot for their signature "Refused to sign" wouldn't make them mad?

This was one of the most

asinine excuses I have ever heard. I believe the supervisor was never going to return the 3971s to the employees and was going to file them with no one knowing any better. It was only discovered because someone else handed them out when the supervisor was off.

We are having issues with employees making personal attacks on each other over the present 340 standby time and excessing. Remember, it is management who is responsible for this issue, not your coworker or steward. Management is required to follow the contract as to placement of employees in 340 standby room.

What is really confusing for me is the employees listed for impact of excessing complaining others are doing nothing to help them yet have failed to file a grievance or even asked to see a steward about it. On the other hand, we have a number of impacted employees who have become proactive and are helping the union (thank you to these employees).

I know if I was handed a letter stating I was possibly going to be excessed, I would not go quietly. I would research what my contractual rights are (everything is available online) and exercise them to the fullest extent. The Tour 3 MDO is placing employees in the 340 standby room and giving supervisors direct orders not to remove the employees for any reason. He cares nothing of contract violations or delaying the mail. Please, tons of rumors are circulating around the floor concerning excessing. Verify them. Don't help spread them. Almost all have been proven to be wrong.

Most of you will find great humor in the following. Recently the League of Postmasters President Charley Mapa sent a message to his members asking them to boycott the "Voice of the Employee" survey. He stated "that the work situation for Postmasters continues to deteriorate. In so many districts dignity and respect for Postmasters have ceased to exist. The Postal Service deliberately does not staff in order to pile work hours on to Postmasters. Discipline for trivial reasons continues too and micromanagement reduces Postmasters to mindless robots."

Funny isn't it that our national and local APWU has been boycotting the "Voice of the Employee" survey for years. Management has continually tried to trick, bully or bulls@#t employees into participating. Over the years, we have filed numerous grievances on this. Remember, no good has come of the surveys. It is a waste of time and money. I am curious with the budget shortfalls why the Postal Service continues to finance

this item. How many millions of dollars has been spent on the survey throughout the years it has been implemented?

Remember, the local union is giving a bounty for your VOE. Simply turn it in to your union steward with your home address written on the front or you can donate the money to COPA.

If you have any questions or concerns, ask to see me. If I cannot answer you immediately, I will find the answer and get back to you as fast as I can.

Daniel M Gray
Tour One Steward

Dear Miss Management

What would you do if there was a fire alarm? We have been trained to go to the nearest exit. The supervisors get on their radios and try to do a head count. Once all of the employees have been accounted for, they give the all clear and everyone goes back to work. Every October, there is a fire drill at the P&DC.

On 10-14-09, at around 7:15 a.m, the fire alarm went off. Some of us evacuated to the loading dock parking lot. The supervisors in that area were Troy Withstandley and Andrew Harris. I noticed smoke coming from the northeast side of the roof. There were at least three contractors standing on the roof. I asked A. Harris why they were still on the roof. He said, "They probably didn't hear the alarm." I told him they shouldn't be there during a fire alarm. He said he'd check with maintenance manager Doug Diaz about protocol. I asked him if it was a fire drill, since they always have the drills in October. He said maintenance would have told him ahead of time if it was.

So here's the situation. The fire alarm went off. It was not a drill. There was smoke visible over the roof from the dock parking lot. There were people on the roof. Nobody told them to get down off the roof. Even after they were told about it

Later, I found out management never did find out what triggered the alarm. Maybe someday they'll get it right, but I'm not counting on it.

Lynne Cram
Editor

Welcome New Member

Jaime Rico

Hi from Mid Cape!

October is the beginning of a new fiscal year for the post office. I can see many changes. Management is more on edge, or in our office, over the edge. Management is watching us more closely than I have seen in a long time. It's almost like having your own private stalker.

They want to make sure that clerks are always working. They are checking the mail volume sheets like children making out their Christmas list; they don't want to miss a thing. Now when a truck drops off any mail after the carriers have left the building, we have to date plug the label on the mail container and put the time it entered the building.

In the afternoon, there is only one clerk. Everyone knows that the mail won't be worked until the next day, so why the date plug and time? Who comes up with these record keeping ideas?

Our safety team announced an incentive program. If there are no vehicle accidents for a quarter, one carrier will get rewarded. It was announced after there was an accident, so no reward for a carrier this quarter. Join the 6 clerks and 2 maintenance workers, we have no reward ever! This reminds me of the novel Animal Farm. "All animals are equal, but some animals are more equal than others."

The new fiscal year has brought a new first to Mid Cape, our first "mail emergency." Saturday is becoming the most stressful day of the week. One opening clerk had leave and it's the closing clerk's day off. This left two opening clerks and one closing clerk. The closing clerk doesn't come in until 8:30 a.m.

Earlier in the month, clerks were brought in on their day off when a clerk was on vacation. Here, they couldn't bring a clerk in for 2 hours overtime. They failed to see that the problems created were by them. It didn't matter that two clerks were doing the work of four until a carrier had to leave because there was too much stress waiting for the clerks to work the mail.

Management has the right to mismanage, but don't get mad at us when you do. We had a supervisor putting trays in DPS racks and carriers spreading parcels. Later the supervisor was soliciting statements from everyone as to "what happened today." I was told by that supervisor that the problem was caused because the post office was poor. What does that even mean?

I feel like Alice in Wonderland. When will I wake up from this crazy dream where

nothing makes sense? Earlier this week I was given a direct order on how to throw flats. I've been in the Postal Service for almost 26 years and this was a first for me.

What's happening at Mid Cape? I used to like my job, now not so much. If your office is like ours, hang in there and try to find the way back through the looking glass.

Just an animal,

Kathy Hartman
Mid Cape Steward

Postmaster Performing More Clerk Work

A recent grievance settlement awarded \$150.00 to the Bokeelia PTF clerk because the Bokeelia postmaster was performing clerk work. Now, the postmaster is at it again.

The Bokeelia Post Office is a small office with only 3 clerks. Due to very rare circumstances, only one of the three clerks was scheduled to work for a week. The lone remaining PTF clerk worked VERY HARD in the absence of both of the other clerks in this unique situation.

I never cease to be amazed by management. The PTF clerk worked six days that week and on some days, Postmaster Southwick gave the lone clerk a two hour lunch. Historically, two hour clerk lunches have occurred at Bokeelia, although they have been rare. In those instances, the FTR clerk would have been scheduled to work from 8 a.m. - 5 p.m. and would have been on the clock while the PTF clerk was out on the "extra" hour of lunch. This time, NO CLERK was on the clock during Customer Service Window hours - only the postmaster doing clerk work in the absence of the unscheduled PTF clerk. Apparently, management scheduled "two hour lunches" to avoid paying overtime to the lone clerk! Appalling!

It's hard to even imagine how management would "manage you" if the APWU and APWU contract was not here to protect you! If you see or hear something that doesn't look or sound right, don't hesitate to ask to speak to your steward. Don't be afraid to step up to the plate. Don't hesitate to write a statement for your APWU steward. Grieve it if needed. Look at the big picture. Helping to protect a fellow APWU member's job rights also helps to protect your job! We need to stand together.

Kathy Moyer
Bokeelia Steward

Make The Call

The Employee Assistance Program is a no disciplinary program that helps employees and their families in many aspects, from alcohol and drug abuse to mental, emotional, financial, legal and other problems. This assistance is provided to us through counseling or referrals to many resources.

An employee's voluntary referral of themselves can be made by calling 1-800-EAP4YOU. Your first visit may be on the clock, provided that your manager receives advance notice and concurs. You don't have to tell them anything if you go on your own time.

The ELM 871.31 states: "Participation in the EAP is voluntary and will not jeopardize the employee's job security or promotional opportunities. Please remember this. Counselors are state certified and they may not disclose any information regarding your confidential sessions without your written consent. "The only exceptions are when legal requirements impose a duty to warn, or a court ordered subpoena has been issued." This quote is from the FAQs on the national APWU website.

As a USPS employee, you or your family member is entitled to a minimum of six counseling sessions at no charge to you. I encourage anyone who is having difficulty with any situation that is affecting their work or personal life to contact the EAP. Anyone interested in more information please check the national APWU website and www.EAP4YOU.com. On these sites, you will find additional information, including self-help tools.

Make the call

Gail Miller
Tour 3 CFS Steward

Next Union Meeting

**Sunday,
November 22, 2009
9:30 a.m.
At the Union Hall**

Boy what a week I had in Las Vegas. I scheduled myself for a lot of great classes and hopefully will become a better craft director because of it.

One of the classes that I attended was on the MS-47. The instructor handed out an excel program that should help us out with understanding the way management screws us on time all of the time.

For those stewards who are at stations that I normally don't see, please e-mail me so that I can send you the files and explain a little bit about what you need to do to document your facility. If you have a station manager who wishes for you to clean areas more frequently than the plant's decision or wishes for you to perform something that is not on your route sheet, make sure that you document the work.

For those of you who have opted to take the \$15,000, I hope that you enjoy your retirement and have an enjoyable time outside of the post office. With your help, we will be able to keep more personnel in Southwest Florida. All personnel need to ensure that they properly document their routing paperwork.

If you know that the routes are being completed, but all of the work wasn't accomplished, make copies of your route sheets and hand them to a steward. We have to ensure that all of the work for the MMO or route is being finished and management is not saying that it is done even though we only did a partial job.

For those of you who work on voltage higher than 50VAC, there is a new OSHA guideline. You are required to wear fire retardant clothing.

Since it is written, fire retardant clothing, management needs to supply this clothing. You are suppose to wear the clothing only when working 50VAC. You should only wear them when needed.

There is a new refrigerant that we need to start using by 2010. Those BEMs who have R-22 certification is enough to work with the new refrigerant. Management needs to supply the new gauges and pumps.

Keith McGee
Maintenance Craft Director

You Can't Make This Stuff Up

Bailout News. The federal bailout of major financial houses has been an unqualified success enabling them (the financial houses; some of which should identify themselves with red lights) to pay \$140 billion in bonuses, much of it to individuals and groups who showed themselves to be absolute failures. Just what has this done for the economy as a whole? Virtually nothing.

The all important DOW has reached a magic number of 10,000, and all without creating a bevy of jobs or growing an extra barrel of turnips. Turnips are very important, they create 'real money.' A man walks into a country store outside Moab, Utah with a bushel of fresh dug turnips. The store owner says, "I'll give you \$10 for your turnips!" "Okay," says the turnip farmer, and 10 more dollars are created for the national economy.

Said farmer goes down the street to the local Seed & Feed, buys a \$9.00 shovel, which stimulates a stagnant shovel market, and adds to the local economy. He takes the extra dollar and deposits it in his local bank, boosting the nation's savings. This allows said bank to lend a dollar, which will help a local, and will make a profit for the bank.

The finance houses for the most part are creating no real products and adding nothing real to the economy, but are still buying and selling the same pieces of paper, even after the government - while bailing them out - said not to do it again. And who's doing all the big sales and manipulating? The same people who got them into a mess in the first place. People who they won't fire for fear that they will take their secrets elsewhere. Well, let them! An ideal situation would be for all the hot shots of Wall Street to land in the same financial house, with all of them being free to run their own schemes. Then we can go there after a reasonable time and seep up the bones after they turn feed on each other.

The houses justify keeping these people also by saying that as they created such a mess that no one can understand but them, and that only they can unravel it. Rather like the Gordian Knot, which bound the Ox cart to the tree. A knot so complex that it was forecast that anyone who could unravel it would conquer all of Asia. Alexander ended all that foolishness with one slash with his swords. Maybe swords went out of fashion too soon!

The morning news (23 October) carried a report that the 7 companies who had received stimulus money and not paid it

back, could only pay their people 500K a year. FOUL, they all cried. That means that other corporations would hire away their best talent. They don't agree with paragraphs 1 and 2.

Big bailout money is still out there. We seem to have a stimulus of the week program. The Cash for Clunkers was so successful that auto sales since then is down 40% +, as the public waits for the next freebie. But not a word about the good old USPS, rolling in debt, wanting to cut facilities, service, and personnel. The same USPS was ordered by congress in the Postal Accountability and Enhancement Act of 2006 to fund its entire retiree health-benefit fund within ten years-something which no other government agency or private company is required to do.

The "Hitch Hikes Guide To The Universe," introduced us to a remarkable innovation, the 'Babble Fish.' This small creature, when inserted into the ear automatically translated any language into the language of the wearer. A counter product, it seems, has been developed and introduced into the congress, and to loyal bureaucrat of any rank, down to and including Postal supervisors. Its purpose and use is to create a sensation of deafness to things they do not wish to hear, and amplifies those items which they wish to hear, or would stroke their ego. While their ability to hear may be impaired, perhaps they can still read. Dear Congress, your U. S. Postal Service is in deep trouble. Please help.

Numbers, again. The dear Postal God, who can be placated only by good numbers. Bad numbers bring down the wrath of all those above the producer of bad numbers.

Run standard mail as FCM, make good numbers. Dump FSM machines with 30 buckets (told to do that in early October) to make machine numbers look good. Dorinda actually at one time said dump at 90. Each bucket has 3 compartments. Say we are running a zone, that would be 90 pieces at the 30 number, and 270 at Dorinda's 90, pieces that instead of going to the carrier's route are sent to manual letters to be sorted to zone and then at the station to be sorted once again to the carrier. A most intelligent way to run a Rail Road, save 5 minutes on the machine, get a good print out, and who cares about the extra hour of work created.

The FSS (flats sequence sorter) is proving to be a failure. No matter how they select and primp the mail, they just can't get it up to the numbers that will cure

all the Postal woes. And we bought how many? We had an old rickety machine, the FSM 1000, that would sort just about anything you would feed it, from newspapers to license plates, but it was old and obsolete. Forget that it worked. Onward and upward, and it's out. You have to wonder what dim bulb had that idea.

There is mail that should never have gone to the FSM 100s, thousands of carrier routed fliers, that jammed the machines with great regularity. They are run on SCF, and then on Zone runs. Once prepped, they have lost their carrier route validly. It's now done by hand. Norbert who everyone who ever met him knows was a firm advocate of automated mail, to the point of dreaming at night that he would wake up to find all the pesky clerks gone.

Norbert, at one of his Employee of the Month meetings, explained how much it costs the Postal Service each time the human hand touches a piece of mail. In a more perfect world, all the mail would be processed automatically, by clerks of course, and the costs would drop. But we have supervisors!

Just what are a postal supervisors' responsibilities? What are they held responsible for? I have seen supervisors lie, and the person above them knows that they are lying, and nothing happens, for they are good and faithful toadies. I have seen them make mistakes so stupid as to be criminal, but see above. They will do anything to hold a supervisor who is one of them. So let's look at a few supervisory gems.

A GPC is rolled in, prepped by the Mail Handlers into the magazines, and run on a zone program. It is noticed that the run is having a 40% rejection rate. A little investigation shows that the GPC contained mail destined for St. Petersburg, 337, not Ft. Myers, 339. No one noticed, to the Mail Handlers, it was not their job to check the mail, only prep it, nor the supervisor? The magazines had to be rerouted, emptied, the mail put into tubs, reloaded, mail already sent to manual hunted down and put back with the other 337, and sent on its way. How late? How many numbers lost? How stupid, and who gets credit for the foul?

You will find mail on the FSM 100s that should never have been prepped. The carrier routed mail, the mail from the financial house which are covered with the flimsiest paper imaginable and create constant jams. Whose job is it to see that these mails are not prepped in the first place? Can you say supervisor? There is another type of mail that is marginal in

nature. It will run but it needs a little encouragement, a little jogging by hand, some separating when they stick together, all in all some TLC, which will put them on their way to the correct carrier. See the idea on manual handling above. But it brings down the numbers, so some operators, proud of their productivity, simply pull these slower running items and send them to manual. See Norbert's comments above. Me, I run the mail. I jog it by hand, and only as a last resort will I pull it from the loader, as in the carrier run fliers, but I am not pleasing the God of Numbers, so they don't want me to play. Poor little me. They only let me play when there is no one else available. But don't let them know, that I know, it would ruin their dream that supervisor is smart, employee is too stupid to figure out things.

It was a dark and stormy night. Actually it was early on a Tuesday morning, at 0103. FSM#2 finished it's zone run, emptied its buckets and had ejected its tubs. Five minutes later at 0108, FSM#1 finished its zone run. The operator was told to end run early, with buckets still occupied, and like #2, its tubs had also been ejected.

This action was followed by each machine having a new zone programmed in, and the command given to re-tub the machines, this would put the times at 0108, and 0112 respectfully. By 0115, both machines ceased tubing, they could not complete their task, because of the line of last run tubs on the lines, re-tubing did not resume until 0140. How could this be, if time and numbers are all important? All the mail handlers were on break, management will either not confront the mail handlers, or don't have sense enough to know how their own machines operate.

Like in the old song, nothing ever changes. "And The Beat Goes On." Ever wish to be a supervisor? Once, people actually wanted to become supervisors. Now most would prefer catching the plague. But if you want, just walk in the door and ask. Lobotomy not required, but desired.

Last month, I said I wanted my stimulus money for the 4 homes that I bought over the years, well I haven't heard anything from the Treasury so far. I did however, see on TV, and later read in the paper that a 4 year old had put in for her \$8,000.

The Milinda Twotrees Award goes to the person or persons who thought up the idea of an employee recognition day, and to those who keep it a joke, a cruel joke at that. It does little more than create litter, just more wasted paper to be swept up.

Isaac Yost

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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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The Cure For FERS Flu

Congress Approves FERS Sick-Leave Credit

APWU Web News Article #130-09, Oct. 22, 2009

At long last! After a protracted campaign, postal and federal workers who retire under the Federal Employees Retirement System (FERS) will receive credit for sick leave when they retire. The new benefit was included among a number of pay and retirement provisions in a compromise version of the 2010 Defense Authorization bill, which the Senate approved 68-29 on Oct. 22. The bill was approved in a House-Senate conference on Oct. 7, and the House adopted the measure the following day. The legislation will now be sent to President Obama, who is expected to sign it into law.

The bill includes a provision long-sought by the APWU and other organizations representing federal employees, which would allow FERS-covered workers to receive a 50 percent credit for unused sick leave until Dec. 31, 2013. Starting on Jan. 1, 2014, they would receive full credit. Employees covered by the Civil Service Retirement System (CSRS) already receive credit for sick leave when they retire. "This is a great accomplishment," said APWU Legislative and Political Director Myke Reid. "We have always believed sick-leave credit for FERS employees is a matter of basic fairness."

The original legislation was written by Rep. Jim Moran (D-

VA), who said the measure provided a financial incentive, because employees covered by the provision would avoid taking unnecessary time off toward the end of their careers.

The Defense bill — including the FERS benefit — was passed by the House on June 25, by a vote of 389-22. But the campaign for the sick-leave credit was dealt a setback a month later when an amendment granting the benefit was withdrawn at the insistence of Sen. Tom Coburn (R-OK), who threatened to filibuster. "Until this amendment is withdrawn, I will stay here, or I will have a colleague stay here, and we will talk about how this country is out of control in its spending," he said. "We've institutionalized sick leave. We've made it an entitlement."

Sen. Daniel Akaka (D-HI), the main sponsor of the amendment, agreed to withdraw it, but continued to defend the provision, saying, "This amendment will ensure that all federal employees are treated the same." Ten weeks after he withdrew the provision, Akaka was instrumental in getting it through the House-Senate conference committee, Reid said. Rep. Edolphus Towns, (D-NY), the chairman of the House Oversight and Government Reform Committee, and Rep. Stephen Lynch (D-MA), chairman of the House Oversight and Government Reform Federal Workforce Subcommittee, were also key to the effort to convince conferees to include the sick-leave

credit and other workforce provisions.

The compromise legislation also includes a provision that would make it easier for federal agencies, including the Postal Service, to rehire retirees (for a limited time) without forcing them to take a cut in their annuity checks. "This provision will help eliminate the USPS objections to APWU's efforts to return postal retirees to employment," Burrus said. "If the bill is passed, the union will renew our discussion with management on this issue." The bill also includes:

- A provision that would allow employees who choose to work part-time toward the end of their careers to use a higher salary figure in calculations for how the reduced work factors into their retirement benefits.

- A provision that would move workers in Hawaii, Alaska, the Virgin Islands and other U.S. territories from cost-of-living adjustments to a locality-pay system. [The territorial COLAs, as they are known, would be applied differently to postal employees than to other federal workers. The T-COLAs would not be taxed and would not be credited towards retirement; for other federal employees these earnings would be taxed and would be credited toward retirement.]

- A provision that would allow FERS employees who left and then returned to government service to redeposit savings in the retirement system and earn credit for years they had previously worked.

Pay Raise Set for November 21

Automatic Dues Increase Effective Same Date

APWU Web News Article #127-09, Oct. 19, 2009

APWU-represented postal workers will receive a 1.2 percent increase in annual salaries effective Nov. 21, based on the grades and levels in effect on Sept. 6, 2006. The raise will be reflected in paychecks issued Dec. 11, and apply to employees covered by the APWU-USPS 2006-2010 Collective Bargaining Agreement and the 2006-2010 Operating Services Agreement.

In accordance with Article 16, Section 2, of the APWU National Constitution and Bylaws, the raise will result in an automatic dues increase of 62 cents per member per pay period for career employees, and an increase of 40 cents per member per pay period for transitional employees.

Thirty-nine cents of the 62-cent increase will go to the career employees' locals, and 23 cents will go to the national union, including the union's private-sector organizing fund. Of the 40-cent increase from transitional employees, 25 cents will go to their locals, and 15 cents will go to national union, including the organizing fund.

Updated pay scales can be found in the November/December edition of *The American Postal Worker*, and on the union's Web site, at www.apwu.org.

Any local or state organization that wishes to absorb all or part of the dues increase must notify the union's Per Capita Department in writing at 1300 L Street, NW, Washington, DC 20005, or via fax at 202-216-2650, no later than Nov. 13, 2009. Questions concerning this matter should be directed to Andrea Chapman, Per Capita Department senior manager, at 202-842-8505.