

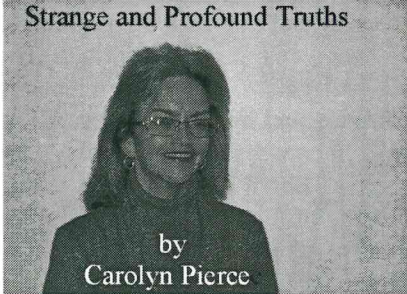
COASTAL

Breeze



OFFICIAL PUBLICATION OF THE AMERICAN POSTAL WORKERS UNION OF BROWARD COUNTY FLORIDA

Strange and Profound Truths



by
Carolyn Pierce
President

Paying your bills...

So...we have new service standards that begin July 1, and I am embarrassed. Companies that send you statements at home will have troubles that we created. Customers will need to be informed that our payments sent by mail will take a few days longer to be posted. What does this mean to the Postal Service? A horrible public relations problem, for sure. If you are given a 30 day window to pay without a late charge the time that you have to have the company receive your money must be extended by two to four days. Once people start getting late charges because no one has told them of our changes, I hope Congress hears from every one. I hope you use the Postal Service every day, it does help our company no matter what anyone says. I can see the advertisements now that we should all use the internet to pay our bills instead of a slower mail service. I'm embarrassed aren't you? I sent a personal letter to my Congressional representatives today concerning how I felt. Remember, Congress created our problems by the 2006 lame duck Postal Enchantment Act and they can now fix this problem for us this summer.

Customer Service?

Early- Out...

The APWU and USPS are discussing an early-out offer, with incentives. Today, I do not know where this will lead but I do know that if you are ready and are waiting for an incentive to jump, start your plans now. I'm sure the time frame to do this will be short. If all of you who have asked me about an early-out do take it, I believe we will not need to excess anywhere near the amount that the Postal Service has proposed.

Good job Larry Jaffee...

Our member Larry Jaffee has a good reason to be an APWU member. His son

Retreat rights are a negotiated contractual right.....

Jonathan Andrew Jaffe has won a \$2,000 per year scholarship, for four consecutive years, from the APWU. This privilege is only available to APWU members. There are always scholarships available from the state of Florida APWU, as well as, the national APWU. They can be researched on their respective web sites. Congratulations to Larry and his family.

Retreating back...

Retreat rights are a negotiated contractual right (Article 12). When you are excessed from an installation you have the right to retreat back to the installation or craft when there are future openings. These "retreat rights" are given for the rest of your postal career or until you withdraw your request or decline a job back to the losing installation. You

request these rights to the Installation head of the installation you are leaving. As of June 1, 2012, you do this request thru www.liteblue.usps.gov. I would suggest that you also do so by hard copy to the boss. I'm "old school" and always need a piece of paper in my hand. In addition, there are retreat rights questions and answers available on liteblue.

Who is on our side...

On May 10, 2012, the House of Representatives voted to increase the amount you pay toward your pension. The bill (H.R. 5652) would phase-in this increase over a five year period.

The bill requires FERS employees

es to give 5.8% of each paycheck and CSRS employees 12%. The Republican members of the House voted 218 votes for the "pay-cut" and 183 Democrats voted against it. Something to think about in this election year.

PSEs...

The first group of Postal Support Employees (PSEs) hired by the USPS are close to their one year anniversary. They will be able to sign-up for health insurance. This benefit was a negotiated part of our last contract. After a PSE completes one year of

continued from page 1

continuous employment with no break in service of more than five day they can sign-up. We will be having service talks conducted by Diane North and Doug Elbaum with all PSEs to explain these benefits. If you choose the APWU Consumer Driven Health Plan, the USPS will pay 75% of the cost and our members will pay the remaining 25%. You can enroll in other federal plans but will have to pay 100% of the premium cost. PSEs will have 60 days to enroll after the one year period. If you do not sign within the 60 day period you must wait till health plan open season is in December. This is another great reason to be a member of the APWU.

L&DC...

We were successful in negotiations to post 55 new jobs at the L&DC and are in the process of negotiating additional jobs there for the next posting. Some of these were NFTY 4 days/10 hours with three consecutive days off. These jobs were for bidding only to the L&DC employees and any that were not bid will be residual and offered on the next e-reassign 21-day posting for other facilities.

TODAY...

As of today, the out-going mail will be leaving the Ft. Lauderdale P&DC on June 30. In addition, 23 mail handlers will leave on June 30 to report to the L&DC. Our clerks are still awaiting assignment and the opportunity to pref on the open residual vacancies for the South Florida District. In Ft. Lauderdale, you now can bid on the e-reassign 21 day posting for June and there should be quite a few openings for the July list.

There will be an open house at the South Florida L&DC on June 24th from 12:00pm -4:00pm. If you have never seen this monstrosity you can bring your family for a tour. This will give you an opportunity to witness the future of mail processing operations and see what your friends that work there have been talking about. It is different.

Convention...

I attended the State of Florida Convention in May to represent the Broward County Area Local. Conventions, national or state, are about the directions we as members wish these organizations to

run. We meet and decide on constitution changes and at the Florida convention we elect our state officers for the next two years. The entire executive board ran unopposed and our own editor, Diane North, has been reelected to her third term as the editor of the APWU of Florida. Congratulations to Diane. There were also numerous national APWU officers there speaking to the delegates about changes in our Collective Bargaining Agreement and updating us on changes since we voted on our contract. The state delegates voted on many constitution and by-law changes. A few were; in convention years the Executive Board of the state could waive one of the training seminars; the amount of state delegates being sent to the National Convention in August and one delegate must be from a state Local having 25 or fewer members; the scholarship program will provide two winners annually selected by the Executive Board by June 1 of each year. The delegates also passed many resolutions to be presented at the National Convention in August. One that will be a hot topic at the conventions is Resolution 216. The purpose of this is to give the national president the authority to fill vacancies subject to the approval of a majority of the National Executive Board, or combine the duties of a vacant position, when they can be absorbed by other officers. This has been debated nationally for years. This and other changes to our national constitution hopefully will be completed at this year's convention in order to give flexibility in running our union. As the Postal Service changes so must we.

If you would like to see any of the resolutions or constitutional changes I have them in the office and will be glad to send them to you.

Peace

CJP



Electronic Savings Bonds

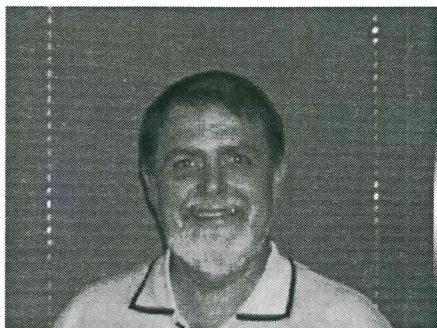
Although the U.S. Department of the Treasury stopped offering paper savings bonds through payroll deduction, you can continue to save automatically using **Treasury Direct**. This is a free online system

allowing you to purchase, manage, and redeem electronic (paperless) savings bonds 24/7.

In addition, you can convert the paper savings bonds that you already own to electronic ones using a feature called SmartExchange.

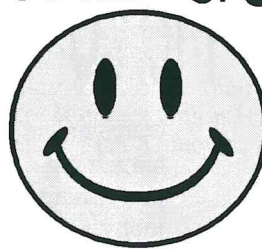
To learn more about **Treasury Direct**, take a guided tour, or open an account, please visit www.treasurydirect.gov.

Jackie Quintana, Human Relations Director



Jeff Riddell
Executive Vice President

HERE IS THE GOOD NEWS!



Sooner or later this madness has to stop. That is an absolute. It cannot continue this way---at this rate.

Presently, this local has 3 excessings going on, in 3 separate installations. Additionally, the L&DC has just finished a bidding process that included multiple repostings, which further impacted employees lives.

The new language in the

national agreement called for the posting of **lead 7 positions**. Nowhere in this agreement does it say that to do so meant the abolishment of a level 6 job to create the level 7. But that is what the service decided to do, in our customer service areas and installations. Well, by doing so, they created an excessing of the level 6 clerk that was abolished. That clerk is then excessed from that section (office).

To further confuse things, there is language in article 37.3.b.2 that says, "...in the clerk craft, when excessing from a section occurs (article 12.5.c.4), any duty assignment remaining within the section occupied by the clerks junior to the senior clerk whose duty assignment was abolished will be posted for bid to currently qualified clerks within the section." So, if the service made the decision to abolish a senior clerks job (which they have, in some cases) then there will be a domino effect.

But that is not the end of the story!!!!!!

Let's create more chaos!!!! That's right---let's change begin tours of clerks to match the newly created truck schedules. Well, when you move a start time from 0400 hours to an earlier time---say 0300 hours, you have put that bid on a **different tour**. That then has created an excessing off tour 2! Again, the service has made a decision to reduce

choice of their own be included in that number. Why should a clerk, excessed from customer service and unassigned, be counted against that number. N3one of those employees hold a bid position that is impacted in this event. Yet it appears the postal service has them included. We are still challenging that issue. To this date, there is not a firm number of employees impacted.

We are not in agreement with the USPS as to how many people are impacted...

the number of employees on tour 2---that is an excessing. Those new jobs on tour 1 (before 4 am starts) go up for bid installation wide. Those successful bidders to these jobs will be in their own section (tour 1) for the purpose of bidding annual leave. Then, once again, the above contractual language kicks in, with the remaining bids on tour 2---junior to the senior---are posted in a closed bid for that particular office only (closed bidding).

And during all this, the excessing due to the Ft. Lauderdale plant operations being moved, continues. We are not in agreement with the USPS as to how many people are truly impacted. If the plant is what is being impacted, then it is this local's position that the number of positions assigned to the plant should dictate the amount of employees impacted throughout the installation. Why should a rehab clerk, who has not worked for a year (through no

While pandamonium reigns, remember the good news---sooner or later, this madness has to stop!!!!

More good news----you do not work for Hewlett-Packard, where they are laying off 27,000 people. You know the difference? And tell this to the scab that you might work with----because you have a Union!!!!!! Don't think for a minute that if the USPS had the option, without contractual restraints, that they would not send you and me both packing. I am not available june 28, or 29th.

That is the good news.....

CONFUSED?



Stay Informed
Read Your Union Paper 3



Diane North, Editor

CEO PAY WATCH

CEO's of S&P 500 Index companies received an average of \$12.9 million in pay in 2011. That's on top of a 23 percent raise in 2010. The ratio of CEO worker pay widened to an amazing 380 to 1.

How much do we make a year? Is there something wrong with our economy? What do you think? The misconception lies in the point of the large company believing that their success is due to the CEO. I take a look around me everyday and see that is not so.

Where would the postal business be without the employees? Where would any big business be without its employees? I just don't understand why those millions wouldn't be better off spread around to the people who do the work.

GRIEVANCE REQUEST

A special request was made by our National Business Agent, Pat Davis-Weeks at the Florida State APWU convention. When you are writing a statement for a grievance: Please put your contact phone number on the statement. Even if the grievance is not yours, we still need it in case you are needed for an arbitration or just for a question.

HAVE YOU HEARD OF ARTICLE 1.6?

That is the article in our collective bargaining agreement that talks about

Have You Heard of Article 1.6?

management NOT performing bargaining work. That would be performing lobby sweeps, stocking the lobby, stocking the APC, distributing mail in the box section, cleaning up empty trays and tubs, sorting waste mail, spreading mail, answering the caller service door, etc.

It seems that management is ignoring 1.6 and doing whatever they darn well please. Is that so in your office? Is anyone being exsessed or has been exsessed from your office? Look at the work hours that are being stolen from the clerk craft! You can do something about this.

If management is performing bargaining work all you need to do is ask to see a steward. When you sit down with the steward you will write a statement as to who, what, when and where this work was performed. The steward will take care of who it affected and how much pay is owed for this violation. Every violation adds up. We need to be accounting for all the time that is ours in function 1 and 4 offices.

REQUESTING A STEWARD?

Are you requesting a steward and not getting your request answered? You must ask your supervisor when you need to see a shop steward and give a brief explanation as to the nature of the grievance. If you do not get a reply from your steward by the next day then call the Union Hall at 954-792-2161. I know according to the contract you are supposed to see a steward withing two hours or the first thing the very next day; but, that isn't always possible when you do not have a steward in your office. Do not wait until day 14

of your complaint to call the hall. **Call by the next day after you put in your request.**

WORKING OFF THE CLOCK?

I know the feeling of trying to get your job completed before you go home (and so you don't have to hear about it). there is no reason to work on your lunch hour, breaks or off the clock. Now if you do this: **YOU ARE STEALING CLERK HOURS.** I would say that makes you as much a theif as the supervisor who is doin our work. Sorry if I offended anyone. Just **STOP IT!!!!**



Do you want to be President of the United States? Deadline for write in candidates for President and Vice President are 8am June 18, 2012 through noon on June 26, 2012. But seriously now, request your absentee ballots for elections. You can do this on line by googling florida voting or you can call your voter registration office.

The book closing dates to register to vote are as follows: Primary Election is July 15, 2012 and General Election is October 9, 2012.

Broward County 954-357-7050,
PalmBeachCounty-
561-656-6200,
Dade County - 305-499-8683,
MartinCounty - 772-288-5637.

PROUD TO WELCOME NEW MEMBERS

We have added many new members in the past couple of months. Our contract has provided for the Postal Support Employees as part of our membership. I am proud to announce that the picture below are just a handful of the new members i have signed up this past few months. There are some postal support employees that are getting ready to celbrate their first year in the post office and their eligibility to sign up for the Consumer Driven Option of our American Postal Workers Union Health Plan. When that time arrives we will be given the opportunity to present another orientation and our Helath Plan Director, Doug Elbaum will available for any questions pertaining to this plan.

How and When to Enroll

The Office of Personnel Management (OPM) will send PSEs a *2012 Guide to Benefits For Certain Temporary (non-Career) USPS Employees*, which is similar to the booklets career employees receive during open season. To enroll, employees must complete the *PostalEASE FEHB Worksheet* and send it to Shared Services, at PO BOX 970400, Greensboro NC 27497-0400. Once they are enrolled, employees will be able to use *PostalEASE* to make changes.

Coverage will be effective the first day of the first pay period after the Postal Service receives an enrollment form, if employees have been assigned for another 360 days.

PSEs must enroll within 60 days of eligibility or they will have to wait for the next Health Plan Open Season to sign-up.

Managers cannot give employees a six-day break to prevent them from achieving eligibility for insurance. They can assign five-day breaks before workers complete 360 days, but such employees will be eligible, provided they reach 360 days after the break.

For additional information, employees can call Shared Services at 1-877-477-3273, and select Option 5, Shunn-King said. "You also can call me or e-mail me," she said, at mshunn-king@apwu.org or 202-842-4227.



Service - What Service?

By Lance Coles - Iowa Postal Solidarity

The United States Postal Service announced the other day that it is officially changing its name to United States Postal. Depending on what the do nothing Congress does, it may have to change its name back to the Post Office Department.

The USPS has made this decision because providing "service" was becoming too costly and got in the way of making money.



Don't Close That Station

I was at the Saints Church for the rally to keep Cooly station open. I did a lot of participation in this rally. The rally took place on Saturday, May 5th, 2012. My name was mentioned on am radio 850, W.F.T.L. that I was down there to save that station which is 66 years old. It is a monument which should not be touched by the U.S.P.S. This station was built one year after the Japanese surrendered to the U.S. ending World War 2 in 1945. I know it's a small post office and those postal workers in it will also have to be exccessed to another facility/post office. The main reason to save this office is that it is the oldest standing one in South Florida.

Everyone has to get together and write their congressman and senators; especially Patrick Donhaue/P.M.G. Let them Know that the Cooly Postal Station in Ft. Lauderdale should remain open and why. I'm also asking all retirees to do the same. I will be also writing to them.

Thank you

Ronald B. Barish
40 year veteran of the U.S.P.S.
"RETIRED"

APWUHealth Plan News

Health Management Programs

Value based benefits are becoming a trend in the healthcare industry. These benefits are designed to give members financial incentives such as, zero to low co-pays to cover condition specific costs, such as lab tests and medications. These incentives help individuals manage specific conditions so they can maintain a healthy way of life and have been proven to reduce the likelihood of a life altering event.

APWU Health Plan is proud to offer our members the opportunity to take part in our Health Management Program. APWU Health Plan primary health plan members who enroll in the management programs will be eligible for cost saving benefits to help them manage their specific condition. Currently the APWU Health Plan offers a Diabetes Management Program and Hypertension Management Program.

Diabetes Management Program

(High Option and Consumer Driven Option members)

- Zero co-pay for in-network medical office visits for diabetes management (this does not include visits to a Podiatrist or Ophthalmologist)
- Zero coinsurance for in-network lab tests related to diabetes management
- Zero out-of-pocket costs for generic drugs from [Medco by Mail](#)
- Zero out-of-pocket costs for Insulin, test strips, lancets, syringes, and pen needles from [Medco by Mail](#)
- Zero out-of-pocket costs for Insulin pumps and supplies purchased in-network

Weight Management Program

(High Option members only)

Starting in 2012, if you are an APWU Health Plan primary member enrolled in the CIGNA/CareAllies Weight Management Program and participate as required by the program, you may eligible for the following incentives for in-network services only:

- Zero co-pay for in-network office visits to a registered Dietician/Nutritionist
- To visit our directory of PPO providers [click here](#), enter "Nutrition Services" in the search field and your zip code; or call CIGNA at 1-800-582-1314 for PPO providers.

High Option Members:

ENROLLMENT

To enroll please call 1-800-582-1314:

- **Prompt 5 (for Diabetes Management Program)**
- **Prompt 6 (for Hypertension Management Program and Weight Management Program)**

After you enroll and speak to a Health Coach, you will be mailed a letter and Diabetes Management Program ID card showing the effective date of entitlement to the \$0.00 incentives. Show this card when you visit your in-network physician.

The Diabetes and Hypertension Management program is managed by [CareAllies](#). Please visit their website for more information as well as more information on other services provided.

Consumer Driven Option Members:

ENROLLMENT

To join, you must be diagnosed with diabetes or pre-diabetes, or have a fasting blood sugar in range of either condition.

If you are not yet diagnosed but have risk factors: Make an appointment with your doctor to get screened. If your fasting blood sugar is 100 or over, you are eligible to register and enroll.

If you're an existing UnitedHealthcare member, and have been treated for diabetes or pre-diabetes within the last 12 months or received a fasting blood sugar score of 100 or higher at a worksite screening, register online anytime at:

uhc.healthinsight.com/apwuhpdiabetesprogram

(you will have to register if you haven't already done so)

or use the enrollment eligibility form, which can be found at:

www.welcometouhc.com/apwuhp

If you're new to UnitedHealthcare or recently visited your doctor and were diagnosed with diabetes or pre-diabetes, use the enrollment eligibility form.

For more information please call 1-800-718-1299.

A few questions and answers pertaining to the new Lead Clerk positions that have been posted recently in Fort Laud

Question: What is the intent of the Lead Clerk positions?

Answer: To provide oversight, direction and support in the absence of supervisory presence to bargaining unit employees in retail or mail processing operations. If the employees in the group comprise more than one craft, the Lead Clerk has authority via the direction and guidance of postal management. The expectation is to reduce/eliminate 204-B activities where Lead Clerks are present.

Question: Can a Lead Sales Service Associate (LSSA) duty assignment be posted with a scheme requirement?

Answer: No.

Question: How will employees be assigned to higher-level details in Lead Clerk positions?

Answer: Article 25.4 of the Collective Bargaining Agreement requires a detail of an anticipated duration of one week (five working days within seven calendar days) or longer to be filled by the senior-qualified employee in the immediate work area in which the temporarily vacant higher-level position exists. If the detail is less than five days, the same applies except the employee does not have to be the senior employee.

Question: If a section is undergoing excessing and/or there are clerks with retreat rights to a section and level where Lead Clerk duty assignments are being posted, will the assignment be posted installation wide?

Answer: Excessing is still by level in the Clerk Craft as of the signing of the lead Clerk Questions & Answers.

Question: Will Lead Clerks have access to TACS?

Answer: The Lead Clerk will have access to TACS with supervisory approval.

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

Answer: All Lead Clerks - Senior Qualified and pass entrance exam 473 (formerly the 470)

Lead Mail Processing Clerk - One year experience in a mail processing position (F-1)

Lead Customer Service Clerk - One year experience in a customer service (F-4) position

Lead Sales Service Associate - One year experience in a window position and window qualified.

McCain Is a Pain
by Paul Felton - Michigan Messenger

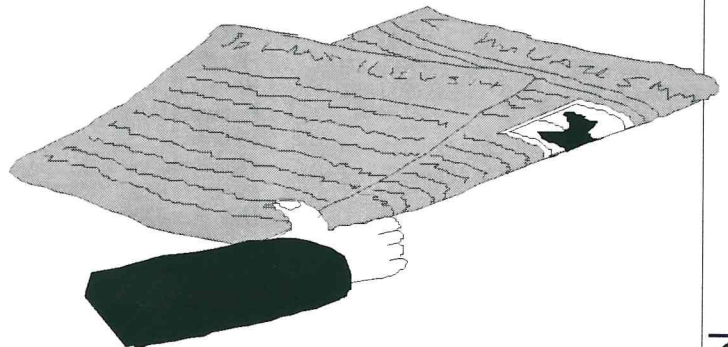
Did you vote for John McCain in the last Presidential election? Well, as I write these words on April 19th, Senator McCain has introduced amendments to pending legislation that would eliminate the no-layoff clause in our contract, permit an immediate reduction to 5-day deliver, set up a commission on closing post offices, and increase employee contributions to health benefit plans. By the way, if you're one of the employees who wants an early retirement offer, that would probably be out the window if the no-layoff clause was eliminated.

Other amendments introduced by Republicans would force employees to retire when they become eligible, eliminate the Post Office's monopoly on the mailbox and first class mail, and eliminate collective bargaining.

By the time you read this we will know a lot more about the outcome of the Senate debate. But regardless of the outcome, members are encouraged to remember these items when you vote in November.



We welcome original articles, stories and artwork from our local union members and their families. All opinions expressed herein are those of the writer and not necessarily those of the editor, local officers of the Broward County Area Local or the publisher. The editor reserves the right to determine whether material submitted for this publication shall be printed and will edit if needed for space. Libelous statements or personal, unwarranted attacks will not be printed. Deadline for submitting material to the editor is to be released by the editor in advance. All material must be signed, however, anonymity may be requested.



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STEWARDS

FT. LAUD. MAIN FACILITY

Tour 1.....BOB SCHIFFBAUER,
DOLORES MELLOTO, JERRY DELEO
Tour 2.....DALE LOPEZ, DOUG ELBAUM,
SHELLI KELLY
Tour 3.....CARL JOHNSON, LUIS GUERRA
Maintenance – Tour 1.....BOB SCHIFFBAUER
Maintenance – Tour 2.....BILL PICK
Maintenance – Tour 3.....CARL JOHNSON
VMF.....SHELLI KELLY
MVO–Tour 2.....DOUG ELBAUM alt. BOB LEHOX
MVO–Tour 3.....BOB LEHOX alt. DOUG ELBAUM
FTL WINDOW.....SHELLI KELLY

OPA LOCKA

Carol City.....FREDERICKA LARKIN-JOHNSON
Opa Locka.....FREDERICKA LARKIN-JOHNSON

HALLANDALE STEWARD

Golden Isle.....FELICIA MCGRUFF
Hallandale.....FELICIA MCGRUFF

DANIA STEWARD

Dania.....CAROLYN PIERCE

STATIONS & BRANCHES

FT. LAUDERDALE STEWARDS

Alridge.....SHELLI KELLY
Causeway.....TAMI ACHESON
Colee.....SHELLI KELLY
Coral Ridge.....TAMI ACHESON
Crossroads Annex.....CAROL ROZIER
Davie.....DOUG ELBAUM
Everglades.....DIANE NORTH
Galt Ocean.....TAMI ACHESON
Gateway.....TAMI ACHESON
Inverrary.....DIANE NORTH
Melrose Vista.....CAROL ROZIER
Northridge.....DOUG ELBAUM
Oakland Park Branch.....DOUG ELBAUM
Plantation.....CAROL ROZIER
Sabal Palm.....DOUG ELBAUM
Sawgrass.....DIANE NORTH
Southside.....SHELLI KELLY
Sunrise.....DIANE NORTH
Tamarac.....BRIDGETTE ANDERSON
Weston.....DIANE NORTH
Westside.....DIANE NORTH

HOLLYWOOD STEWARDS

Chapel Lakes.....SANDRA MUNOZ
Flamingo.....JEFF RIDDELL
Hillcrest.....LORNA "BUNNY" BOSSE
Hollywood Main.....LORNA "BUNNY" BOSSE
Miramar.....SILVIA VILLAR
Pem. Pines Annex.....JEFF RIDDELL
Pembroke Pines.....DIANE CALFEE
Univ. Postal Store.....JEFF RIDDELL
W Hollywood Annex.....CAROLYN PIERCE
W Hollywood Fin.....CAROLYN PIERCE

DEERFIELD BEACH STEWARDS

Deerfield Annex.....MICHAEL CLARK
Deerfield Beach.....MICHAEL CLARK

POMPANO STEWARDS

Atlantic.....DAVID VITIELLO
Coconut Creek.....JEFF RIDDELL
Coral Reef.....JEFF RIDDELL
Coral Springs.....JEFF RIDDELL
Lighthouse Point.....DAVID VITIELLO
Margate.....JEFF RIDDELL
Alt. DAVID VITIELLO
N Laud. Annex.....JEFF RIDDELL alt.
DAVID VITIELLO
Pompano Main.....DAVID VITIELLO
Tropical Reef.....DAVID VITIELLO

L&DC OPA LOCKA STEWARDS

Tour 1.....LUIS DELVALLE
Tour 2.....RUSSELL HENSON
Tour 3.....YAMILKA REYES
Maintenance – Tour 1.....RON WHITING
Maintenance – Tour 2.....H. DONELL WASHINGTON
Maintenance – Tour 3.....JOHN MAGGIONCALDA

Carolyn Pierce and Jeff Riddell are alternate stewards
for all cities in the Broward County Area Local

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