

PPA AWARD WINNING PAPER

COASTAL Breeze

OUT WITH THE OLD—IN WITH
THE NEW??????

President Jeff Riddell

By this time we all know of PMG Donahoe resigning in February, 2015. And many people cheered. I would have joined, if the replacement would be a person that really wanted to save the Service. A person that truly wanted to put some stability back in our lives. A person who demonstrated that they were interested in saving career jobs, rather than slashing and closing more. A person who would restore hope for a better future, rather than more of the same pain the workforce has felt for years.

Yet we listen to them tell us, "our workers are our most valuable resource." Really!!!!

Who is the replacement? Megan Brennan, a letter carrier from Pennsylvania. Recently, the Wall Street Journal wrote an article quoting Ms. Brennan as saying, "for starters, the Postal Service can continue to evolve and operate more like a private sector business....." Sound familiar?? The article goes on to say, "Over the course of four years, she led the agency's restructuring of its network, reducing the number of mail-processing centers by about a third to 318 in response to declining mail volume and saving the agency nearly \$900 million annually." Something new??? I believe in watching what a person does, rather than get lost in what they say. Her actions over the last number of years do not demonstrate anything that is labor friendly. Looking back over the last four years that the article references, this Local can report that due to her efforts, and the credit she takes for accomplishing it, we no longer have a Plant in Ft. Lauderdale, are currently in the process of shutting down the HUB operations leading to the excessing of the drivers in the Motor Vehicle craft, and Expeditors in the clerk craft, along with the shutting down of operations in the S. Fla. PDC.

From where I stand, there is nothing new at the top. Whether it is Donahoe or Brennan, I only see more of the same in the immediate future.

Which brings us to the issue of Tour movement. I have inquired as to what the Royal Palm PDC, AKA LDC, has in store for the employees there. While I can't believe they don't know what that will be, as of this date this Local has not been informed. We do know that in other areas (including Miami PDC) the service has advised there will be a concentration of bids on Tour 2, with a significant reduction of staffing on Tours 1 and 3. By the time you get this paper, we should all have a clearer picture of how our lives are being impacted again.

Continued on page 2



HAPPY HOLIDAYS FROM YOUR EXECUTIVE BOARD

EXECUTIVE BOARD

General President.....	JEFF RIDDELL
Executive Vice President.....	SANDRA MUNOZ
Secretary/Treasurer.....	CARL JOHNSON
Editor.....	DIANE NORTH
Clerk Craft Director.....	DALE LOPEZ
Human Relations Director.....	BRIDGETT ANDERSON

INSIDE THIS ISSUE

Challenges	2
Continuation of I.....	2
Officers Past and Present	3
Veterans Briefs.....	3
Questions and Answers	4
Making Peace with the Holidays	5
Stop Delaying the Mail	6

SPECIAL POINTS OF INTEREST

- Installation of Officers
- Retirements
- New Members
- Proposed Constitutional Amendments
- Losses

CHALLENGES

By Sandra Munoz, Vice President

We as a Union are facing many challenges with the Postal Service today, many old and repetitive challenges and many new ones. As a craft employee I know how difficult it can be to work on the floor. It can be physically and mentally exhausting. In addition to that, we have to work in consistently understaffed offices and face abusive supervisors at times. Management wants us to do more work with less help. While we cannot control the number of employees management hires, we can ensure that we grieve and bring light to the many violations that we are presented with on a daily basis. We cannot simply allow for these kinds of issues to be transpiring and look the other way because we are short staffed and appreciate any help we can get.

Although I have not received as of yet any official documentation from the USPS I have been told that certain retail offices that have a large volume of retail customers and sales will be receiving handheld scanners. The intent of these scanners is for lobby assistants to use in the lobby to sell individual stamps in an attempt to shorten the wait time in line. The handheld scanners have capability for credit card payment on them. We have to be vigilant that our employees receive proper training on them. As customary with the Post Office they roll out a new program or product and we do not receive the proper training prior to the implementation and then management wants to try and hold our employees accountable. Remember selling stamps, lobby

directing and working the window is clerk work. Make sure if you see a supervisor or manager in the lobby with the scanners that you request to see your stewards and file a grievance. We have heard through the grapevine already that some supervisors are intending to use the scanners themselves.

I have been approached many times from employees at small stations about not feeling comfortable with opening and closing their offices by themselves. This past week a coworker reported to work and forgot to turn off the alarm. I reported to work 15 minutes later and we both proceeded to work on our respective tasks. Twenty minutes after I had been at work we heard loud banging on the door that frightened us both. It ended up being a Pembroke Pines Police Officer saying that 45 minutes earlier the silent alarm had been triggered and they wanted to make sure that everything was ok. We did not receive a call from the alarm company nor Postal Police as soon as the alarm went off checking to see if we were ok. Had this been a real emergency God only knows what would have happened since it took someone over 45 minutes to respond. I tell you all this so that if you are an employee that is scheduled to open or close a facility you are weary and cautious of your surroundings. Also make sure to keep the doors locked and ensure that after the trucks unload and are pulling away from the dock that the building is secure. It is better to be safe than sorry.

I wish you all a safe and happy holiday season!!!

COMING AND GOING

Retired

Dawn Petito-Petrofske

Steven Schuber

Melvinn Lomack

Jose Lasaga

Raymond Jones

Michael Steinberg

Lawrence Lambert

Cathy Johnson

Michael Brown

New Members

Diana Hillsman

Gonzalo Valdes

Luciano Decicco

Carlos Ramos

Shatondra Cochran

Caquita Davis

Kamelyia McNeil

CONTINUED FROM PAGE ONE -OUT WITH THE OLD-IN WITH THE NEW????

I do not expect any excessings as a result of this movement----but nothing surprises me anymore, when it comes to the actions of the Postal Service. Again, this Brennan takes credit for!

Recently, this Local participated in the nationwide demonstration to "STOP DELAYING AMERICA'S MAIL." I have walked the picket lines before, but this was the first time I can remember standing together with the Mailhandlers Union, both branches of the NALC in our area, and the Miami APWU, who turned out in force. I was proud to stand with them, whether Presidents or workers, it was good to be united. Years ago, we used to bargain collectively with the NALC for contracts. There was great strength in numbers then----maybe, if the egos in Washington aren't so great, we can get back to that.

With the Holidays quickly closing in on us, I want to wish each and every one the happiest of times, whatever way you choose to celebrate. Let us all enjoy health, and may safe travels be with each of us.

Finally, let me speak about my friend and past co-worker---Shelli Kelly. She made the decision to go full time into retirement, and I wish her only the best. I will miss her greatly, as she was a true Unionist, and a tireless worker. Shelli was, unfortunately, an experiment. We made the decision, as a Local, to go to a part time Vice President. We didn't know how, or if, it would work. Shelli gave it everything---and then some. What she reported was very simple---this Local needs a fulltime Vice President. The job cannot be done part time, with fairness to all. I thank her from, and for, all of us. She has literally moved on to greener pastures, having bought a home in the mountains with her husband.

A personal note: I enjoy the job I have been entrusted with, as your President. Thank you for your confidence in electing me. I look forward to the next three years, meeting the challenges as they come. I also look forward to working with Sandra Munoz, as our new Vice President. Her generation is the future of the APWU. It is the new employees that are the face of the APWU going forward. Lets encourage them to get involved, to be stewards, to attend meetings, and ultimately, determine their own future. The youth is the "new" that will replace the "old"----including me!!!!!!

Officers Past and Present

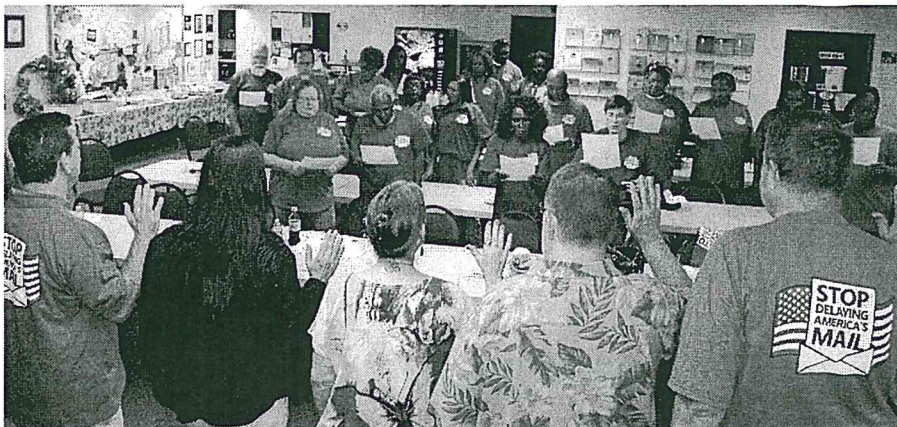
By Secretary/Treasurer—Carl Johnson

I would like to say what an honor it is to serve as Secretary-Treasurer for the members of this Local. I am truly humbled and honored to serve.

Most have heard by now that Shelli Kelly has retired. I can not tell you how valuable Shelli was to myself and the other Stewards and Officers. I remember when she was first starting as a Steward, the zeal she had to do what was right, and all I have to say is she never lost it. She was a friend. We will miss her smile.

We have had other Officers, past and present, tell you we need more Stewards. It is so true. If you were to attend one of our monthly membership meetings or Stewards meeting, you would understand why. There are serious violations of the contract being committed by management on a daily basis in every city, station and installation. We have multiple Stewards who must cover multiple areas. It makes it very difficult to properly handle an employee's grievance. If you work in a city, station or installation where your Steward must come to your location, no matter the size, think about this. Someone, anyone, maybe you, needs to step up and become a Steward for where you work. If you had your own Steward I am certain management would think twice before committing such blatant violations that happen on a daily basis. There are people to help you. Just like I and others helped Shelli when she first became a Steward. You will not fight the battle alone!

I say this because I know how hard it has been, and the long hours Jeff and Shelli put into their positions as President and Vice-President. And now, with Sandra Munoz as our new Vice-President, I know it is pretty much unreasonable to believe that our Local can function properly with a part-time Vice-President effectively. I did believe that we could function with a part-time VP, but as I have watched over the past two years the long hours put into the position of VP and the hours that Jeff puts in as President, we must consider changes. Important decisions will need to be made in the near future, and that is where you come in. Come to our monthly meetings and help us constructively make the decisions we need to make as we move forward. It's you, the membership of the Local, who must be involved.



Installation of Officers being performed by the membership at the November General Membership meeting.

VETERANS' BRIEFS COLA

The Senate recently passed S. 2258, the Veterans' Compensation Cost-of-Living Adjustment Act of 2014. The bill provides an increase in veterans' disability compensation and DIC for surviving spouses and children. The increase is tied to the social security and CPI index which has yet to be determined, but any increase will be effective December 1, 2014. The bill now awaits final action in the House.

HOUSE VA COMMITTEE TEE CLEARS VETS BILLS

Recently, the House Veterans Affairs' Committee, approved six bills designed to improve the lives of veterans and their families. Among the bills is a measure that would permit the VA secretary to recoup bonuses and performance awards tied to misconduct, lengthy wait times and patient deaths at VA facilities. Some of the other bills that cleared the Committee include:

HR 4399 -- Authorizes a change in SES performance metrics to better reflect quality of care.

HR 4276 -- Veterans Traumatic Brain Injury Care Improvement Act of 2014 allows TBI assisted living pilots to include community based living centers.

HR 4971 -- Requires VA to conduct a veterans' satisfaction survey. The bill also included the Classified Veterans Act and the Veterans Access to Speedy Review Act.

HR 4862 -- Authorizes VA to meet with special advisory committees to make recommendations on how to improve health care delivery.

HR 3594 -- Requires VA to work with the Army Corps of Engineers on all major construction projects.

HR 5404 -- Reauthorizes many critical existing VA programs that were set to expire.

The bills now move to the House floor for debate. Sounds like a lot of mumbo jumbo, but only time will tell.

Thank you to
John Smeekens

Questions and Answers

Clerk Craft Director—Dale Lopez

I am asked many questions on a daily basis from both Union members and management. So I thought I would for this issue of our Coastal Breeze share them and the answers.

Overtime

Q. When management calls overtime can they cancel it?

A. Yes, they can if the projected need for overtime has changed or the work had cleared up.

Q. Aren't we guaranteed 2 hours when management calls overtime even if the work runs out?

A. No, overtime is not guaranteed except as referenced in Article 8 section 8 of the Collective Bargaining agreement. Which states (concerning overtime) A full-time employee (including those in NTFT duty assignments) called in on a nonscheduled day is guaranteed eight (8) hours of work (or pay in lieu thereof).

Q. Supervisor asks, "I need to bring in an employee on Tour at 9am. It's clerk A's turn in the rotation which would be 2 hours overtime. If I bring in clerk B, it would only be 1 hour of overtime can I bring B in instead?"

A. No. Qualified full time employees with the necessary skills in crafts and position designation having listed their names, will be selected in order of their seniority on a rotating basis. So if it is A's turn in the rotation, A is the one to be given the overtime.

FMLA

Q. I turned in FMLA paperwork and my doctor listed a diagnosis, but it was sent back to me disapproved. I thought this was okay?

A. The condition(s) must be chronic and cause an absence, either extended or intermittent. An example such as Diabetes is a diagnosis, but if it is under control and does not require treatment or periodic doctor visits, then it is not a covered condition.

Q. My manager told me I have had to exhaust all of my annual leave before I can take LWOP (leave without pay) for a condition covered under FMLA, is this true?

A. You do not have to exhaust

your annual or sick leave prior to requesting LWOP. The use of leave, paid or unpaid, is subject to management's approval consistent with the handbooks, manuals, and the National Agreement and the FMLA.

I am often asked about management and employees from other crafts are performing work that normally clerks perform. This is addressed in two separate articles of the national agreement Article 1 and Article 7. They are violations and there are established remedies in resolving these issues.

When a manager, supervisor or acting supervisor (204b) performs work belonging to the clerk craft, Article 1.6 states; Supervisors are prohibited from performing bargaining unit work at post offices with 100 or more bargaining unit employees, except:

1. in an emergency;
2. for the purpose of training or instruction of employees;
3. to assure the proper operation of equipment;
4. to protect the safety of employees; or
5. to protect the property of the USPS.

Most of the time the five exceptions do not exist. The remedy for the Article 1.6 violation is as follows; Where bargaining unit work which would have been assigned to employees is performed by a supervisor and such work hours are not de minimus, the bargaining unit employee(s) who would have been assigned the work shall be paid for the time involved at the applicable rate.

Many times management contends that it was an emergency and they had to perform bargaining unit work. Unless the so called emergency is an unforeseen circumstance, management is in the wrong.

The Joint Contract Interpretation Manual defines emergency's as follows;

EMERGENCIES

It is understood that an emergency is defined as "an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature."

So being short staffed, which is usually the case, is not an emergency!

Article 7 states;

Normally, work in different crafts, occupational groups or levels will not be combined into one job. However, to provide maximum full-time

employment and provide necessary flexibility, management may establish full-time schedule assignments by including work within different crafts or occupational groups after the following sequential actions have been taken:

1. All available work within each separate craft by tour has been combined.
2. Work of different crafts in the same wage level by tour has been combined.

The remedy for an Article 7 Cross-ing Craft violation is as follows;

Generally, when the union establishes that an employee was assigned across craft lines or occupational groups in violation of Article 7.2.B or 7.2.C, a "make whole" remedy requires the payment (at the appropriate rate) to the available and qualified employee(s) who would have been scheduled to work but for the contractual violation.

Weather it is one of these issues or something else, notify your Union steward and report it in writing with who, what, where, how long, and another person or two, to also provide an eye witness account. This is essential because the Union has the burden of proof that the violation occurred.

This leads into the question I think I get more then any other over my 25 years as a steward. What is the Union doing about Sometime it is already known, often it is something I am hearing for the first time. This is why I say notify, ask questions, don't ignore something that you think may be wrong because it does not directly effect you. Yet!

Your Union is not just the few that serve the membership. The Union is all of us! So the next time you find yourself questioning what is the Union doing about this or that. Think about what your part might be. To see if the Union officers are aware of the issue, and provide, the Who, What, Where, When's. Don't just assume that the Union is aware of everything.

In Solidarity,

Dale Lopez



Making Peace with the Holidays ePromotion

Invitation by Vivian Perez, EAP Counselor

The holidays are almost here! Have you noticed that even though these holidays come every year at the same time, we still seem to approach them with a sense of anticipation? And that anticipation can be complex because it is an expression of where we are emotionally any particular year. Think about it ... are your holidays the same year to year? We aren't talking about whether you eat the same traditional foods or put up the same decorations. We don't even mean whether you choose to gather with the same family members. YOU aren't the same year to year. Some years, we can approach the holiday season feeling strong and confident. We bring a positive attitude and little judgment of ourselves or others to each festivity. But most years, this isn't reality. Perhaps we are exhausted from working extra hours, grieving a loss, anxious about bills, or not feeling well. And we may still go shopping and put up the lights and sometimes this lifts us along and helps us to change direction. Other times, we feel disconnected and all the more in pain as we watch the glad tidings going on all around us.

What to do? The EAP invites you to journey with us in a new ePromotion called "Making Peace with the Holidays." Sign up by sending us an email or responding to this invitation.

You may use your postal or home email address and your participation is strictly confidential. Please feel free to share "Making Peace with the Holidays" with your co-workers and family members and encourage them to sign up as well. This ePromotion is designed to help minimize unwelcome "visitors" at the holidays – stress and depression. By learning to manage the extra demands on your time and patience that any holiday season can bring, you may feel more like celebrating.

If you would like more information or to sign up, please contact me by email at vrperezgonzalez@magellanhealth.com or by calling 305-470-0327.

Broward County Area Local 1201 Proposed Constitutional Amendment

Submitted on 11/16/2014 by: Carl Johnson, Diane North, Dale Lopez, Bridgette Anderson, Jeff Riddell and Sandra Munoz

Amendment 1

Article X...Officers and Stewards

Currently reads:

Section 5.

The Executive Vice President shall be paid, as part time, an hourly rate commensurate to Top Level minus one, Top Step of the Postal scale and adjustments for COLA and contract raises during tenure of office for paid work hours or LWOP, as authorized by the President shall be limited to 1040 hours of paid work hours per calendar year. The Executive Vice President shall be limited to 1040 hours of paid work hours per calendar year. The Executive Vice President shall be responsible for the employee share of social security and Medicare taxes.

Change to read:

Section 5

The Executive Vice President shall be paid, as full time officer a salary commensurate to Top Level minus one, Top Step of the Postal scale and adjustments for COLA and contract raises during tenure of office. The Union, as the employer, will pay for all benefits (e.g. health, life) deductions incurred during Vice President's leave of absence from the USPS and the employer share of social security and Medicare taxes. The Vice President, as the employee, will pay the employee share of social security and Medicare taxes. The Vice President will receive annual leave as normally earned and sick leave as normally earned if they are on LWOP from the USPS. The sum of five hundred dollars (\$500.00) per pay period shall be set aside for these required benefits if they are on LWOP

Losses

Mother – Debra Sampson

Mother – John Staab

Mother – Miguel Nieves

Sister— Joann Golden



2015 GENERAL MEETINGS BROWARD COUNTY APWU

(GENERAL MEETINGS are at 9:30 AM usually the 3rd Sun of the month unless that is a holiday weekend, etc.)

January 11, 2015 (18th is MLK holiday)

February 22, 2015 (15th is Presidents Day)

March 15, 2015

April 19, 2015

May 17, 2015

June 14, 2015 (21st is Father's Day)

JULY – NO MEETINGS

August 16, 2015

September 20, 2015

October 18, 2015

November 15, 2015

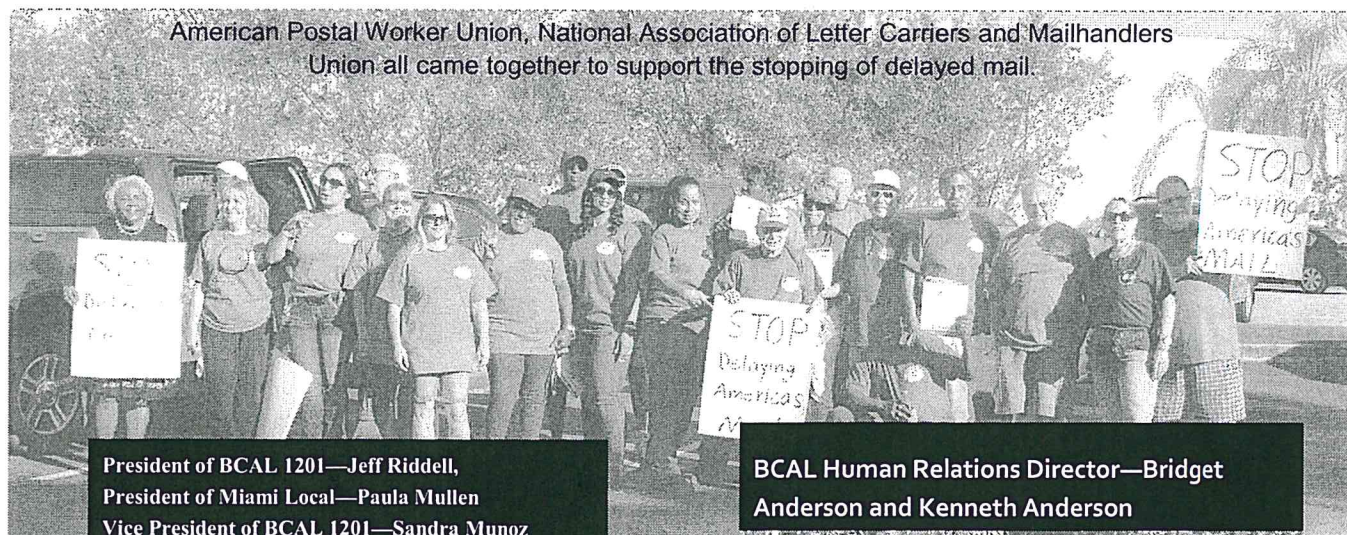
DECEMBER – NO MEETINGS

DELAY OF MAIL FORM

Are you concerned about the delay of mail in your office? You could use this form to notify the union of gross negligence of the mail. There may be some columns that are missing from this form. You could certainly add some of your own delays to this form. It gives you the idea of an easy way to write a statement.

STATION	UBBM	Business Reply	Postage Due	Final Notices for Certified Mail	Return to Sender	Address Correction
	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:
	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:	Date: Volume: Days Delayed:

November 14, 2014 Postal Employees all over the country came together for a National Day of Action to tell the Postmaster General and the Board of Governors to "STOP DELAYING THE MAIL".



Broward County Area Local 1201 General Membership meeting/ Installation of Officers/ Pot Luck Party



Broward County Area Local 1201 Proposed Constitutional Amendment continued

Amendment 2
ARTICLE X Section 6.3

Currently Reads:

3. Any Part-time officer retired from the USPS shall be allowed to use up to 3 1/2 paid personal days per quarter at their discretion. If the transition to retired status is mid-year, it shall be adjusted proportionately and there shall be no carryover from year to year.

Change to:
REMOVE ARTICLE X SECTION 6.3

Effective Immediately

Submitted on 11/16/2014 by:

Carl Johnson, Diane North, Dale Lopez, Bridgette Anderson, Jeff Riddell and Sandra Munoz.

COASTAL BREEZE
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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 the 1st of the month. All material must be signed, however, anonymity may be requested.

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Health Plan Director.....DOUG ELBAUM
Retiree Chapter President.....RON BARISH

STEWARDS

MAIN FACILITY

Clerks Tour 1.....BOB SCHIFFBAUER
Clerks Tour 2.....DALE LOPEZ, C. JOHNSON, L GUERRA
Clerks Tour 3.....DALE LOPEZ
Maintenance – Tour 1.....BOB SCHIFFBAUER
Maintenance – Tour 2.....BILL PICK
Maintenance – Tour 3.....DALE LOPEZ
VMF – Tour 3.....DALE LOPEZ
VMF – Tour 2.....LUIS GUERRA
MVO–Tour 2.....DALE LOPEZ.....Alternate.....W. PICK
MVO–Tour 3.....BOB LEHOUX.....Alternate.....C. JOHNSON

STATIONS & BRANCHES

FT. LAUDERDALE

Alridge.....LUIS GUERRA
Amex Tour 2.....CARL JOHNSON
Amex Tour 3.....CARL JOHNSON
Causway.....TAMIACHESON
Coke.....LUIS GUERRA
Coral Ridge.....TAMIACHESON
Davis.....DOUGELBAUM
Everglades.....DOUGELBAUM
Gal Ocean.....TAMIACHESON
Gateway.....TAMIACHESON
Inventory.....DIANE NORTH
Lands Ridge.....LUIS GUERRA
Marine Vista.....CAROL ROZIER
Northridge.....CARL JOHNSON
Oakland Park Branch.....DOUGELBAUM
Parkton.....CAROL ROZIER
Shal Palm.....DIANE NORTH
Sawgrass.....BRIDGETTE ANDERSON
Southside.....LUIS GUERRA
Sunrise.....BRIDGETTE ANDERSON
Tamarac.....BRIDGETTE ANDERSON
Weston.....DOUGELBAUM
Westside.....DOUGELBAUM
POMPANO
Atlantic.....JEFFRIDDELL
Coconut Creek.....JEFFRIDDELL
Coral Reef.....JEFFRIDDELL
Coral Springs.....JEFFRIDDELL
Lighthouse Point.....JEFFRIDDELL
Margate.....JEFFRIDDELL
Pompano Main.....JEFFRIDDELL
Tropical Reef.....JEFFRIDDELL
OPALOCKA
Carol City.....FREDERICK LARKIN JOHNSON
Opalocka.....FREDERICK LARKIN JOHNSON

HOLLYWOOD

Chapel Lakes.....SANDRAMUNOZ
Flamingo.....SANDRAMUNOZ
Hibiscus.....DANNY TARANTINO
Hollywood Main.....DANNY TARANTINO
Hollywood Maintenance.....DANNY TARANTINO
Miramar.....SANDRA MUNOZ
Pembroke Pines Annex.....JEFF RIDDELL
Pembroke Pines.....DANNY TARANTINO
University Postal Store.....JEFF RIDDELL
W Hollywood Hills.....VERONICA BUTLER-MILLER

HALLANDALE

Golden Isle.....FLECIA MCGRUFF
Hallandale.....FLECIA MCGRUFF

DANIA

Dania.....JEFF RIDDELL

DEERFIELD BEACH

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

L&DC OPA LOCKA

Tour 1.....YAMILKA REYES
Tour 2.....LINDA WIMBISH-VEGA,
BARBARA HAMM-PRATT
Tour 3.....YAMILKA REYES, DOLORES MELOTTO,
HENRIETTA THOMAS
Maintenance – Tour 1.....RON WHITING
Maintenance – Tour 2.....H. DONELL WASHINGTON
Maintenance – Tour 3.....JOHN MAGGIONCALDA

Jeff Riddell and Sandra Munoz are alternate stewards
for all cities in the Broward County Area Local