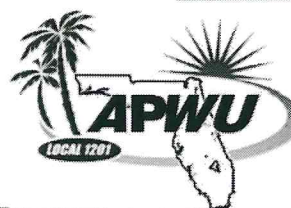


COASTAL



VOLUME 18 ISSUE 3

May/June



OFFICIAL PUBLICATION OF BROWARD COUNTY AREA LOCAL 1201

American Postal Workers Union, AFL-CIO

SHELLI SAYS....

WHERE'S THE BID SHEET?

We frequently get calls asking when the next Bid Sheet is coming out, and receive complaints that Bid Sheets have not been posted. They are supposed to be posted on all official bulletin boards at each post office for 10 days until bidding closes. In offices where they do not post under glass Bid Sheets can grow legs and walk away. The following is a schedule for the 2013 Clerk Bid Sheets.

06/05/13
07/03/13
07/31/13
08/28/13
09/25/13
10/23/13
12/04/13



On these dates, and 10 for the days following, jobs can be viewed online at www.liteblue.

(If you are absent your Installation Head is obligated to mail you a copy, provided you request in writing and provide your mailing address)



SHELLI KELLY
EXECUTIVE VICE PRESIDENT

Well, a good work ethic is a wonderful thing; unfortunately management will take advantage of it ... and consequently take advantage of you. How many AM clerks ignore their break or lunch scheduling privileges to "get the carriers

A good work ethic is a wonderful thing, unfortunately....

ARE YOU ACCOMMODATING MANAGEMENT'S SHORT STAFFING?

They have cut many assignments and offices are running with skeleton crews.

Customer lines are long at stations - yet management abolishes window positions. There is an increase in raw mail received at branches - yet management reduces (or eliminates) scheme qualified clerks. Shorthanded Plants schedule less operators to work sorting machines, 1 clerk to operate 4 feeders, - yet management continues to revert assignments. Crazy!

out"?

How many window clerks allow management to assist customers in the lobby "to get the line down"?

How many watch crossing craft violations "to assist getting the mail out" without filing a complaint?

How many employees allow management to force them to work in an unsafe manner?

Are you accommodating management's short staffing?

Lack of clerk staffing causes late carriers, causes long customer lines, and causes late processed mail.

These are problems they have created ... these are "their" problems ... not yours. Your stewards have been busy filing class action grievances for the much needed lost duty

assignments which have been reverted and abolished. This is an enormous job. The data required to document these grievances is substantial. Thank you stewards.

Unfortunately, grievance settlements are not for the impatient. They take time.

I do realize the pressure associated with these working conditions is great.

But remember, you are only one employee and can do the work of one only employee.

PSE WORK HOURS

It has come to our attention that some PSEs are being abused by management's scheduling. Some are reportedly working split shifts which extend beyond a 12 hour period. This is prohibited. The USPS Employee Labor Manual states the total hours of daily service may not be extended over a period longer than 12 consecutive hours. If you begin tour at 5:00AM - work a few hours and then

come
back
later in
the day -
you must
ET by

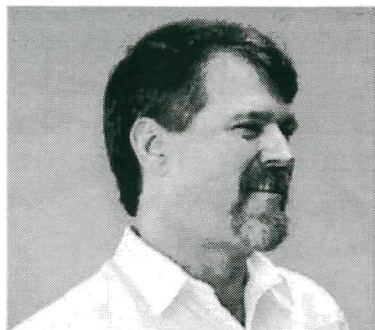
5:00PM.

WELCOME

Welcome to our new members from the South Florida P&DC who have arrived in Hollywood and the L&DC. Member information as well as our various Local Contracts can be found on our Local's web page at www.APWU1201.org. This summer's Union meetings are on June 23 and August 18. I hope to see you there!

REMINDER

There is a bounty on your VOE Surveys. Turn them in to your steward or send them to the union hall to be entered in the \$100 drawing held quarterly.



WILLIAM "BILL" PICK
MAINTENANCE CRAFT DIRECTOR

An employee is called in for an interview with an agent of either the Postal Inspection Service (IS) or the Office of Inspector General (OIG) and does not ask to have Union Representation at this interview. Another employee goes in for a meeting with their supervisor, where the supervisor starts asking questions about a work related issue and the employee doesn't request a shop steward. Later when these employees are disciplined up to removal for something they may have said in one of these meetings it puts the Union at a disadvantage representing the employee.

Merriam-Webster dictionary defines an interview as: *"...a meeting at which information is obtained from a person..."* There is no such thing as just a meeting with management or IS/OIG agents.

Agents of the IS and the OIG both conduct investigations into allegations of postal employee misconduct. The role of the OIG was limited to investigating fraud and waste in the Postal Service prior to 2005, but has since been expanded to include other investigative work that had previously been done by the IS.

Section 665.3 of the Employee and Labor Relations Manual (ELM) states that USPS employees must cooperate in any postal investigation including OIG investigations. But that doesn't mean that employees don't have rights in these instances.

OIG/IS Agents are trained interrogators and will play an employee like a cheap fiddle. The agents are telling the truth when they tell the employee they aren't going to discipline or fire the employee, they can't! The OIG/IS agents will prepare a document called an investigative memorandum which management will use in conducting its investigation to discipline or terminate the employee.

YOUR "BILL" OF RIGHTS

An employee should request union representation as soon as an individual identifies themselves as a postal inspector or as an agent from the OIG, and advise the employee they would like to ask the employee questions. This also applies when a window clerk stamp stock is counted by a postal inspector or OIG agent and the clerk suspects that they could become the subject of an investigation.

DO NOT SIGN "WARNING AND WAIVER OF RIGHTS" PS FORM 1067

Under no circumstances should an employee sign this form until they have hired an attorney.

Employees should never voluntarily submit to a polygraph examination until he or she obtains the advice of an attorney.

Neither the law nor the Collective Bargaining Agreement mandates the employee to give a written statement to agents of the OIG or the IS. Employees should consult with an attorney prior to giving a written or oral statement!

The Fifth Amendment to the U.S. Constitution provides that no person shall be compelled in any criminal case to be a witness against themselves. Postal Service employees have many rights that stem from this protection of an individual's Fifth Amendment privileges.

Too often employees give up or do not exercise their rights for different reasons, misinformation, intimidation or just the lack of knowing what their rights are. These rights come in different forms during questioning by law enforcement personnel, such as: Garrity, Kalkines, Miranda and Weingarten. During its investigative interview with an employee, the IS/OIG may provide one of these warnings that are based on several court rulings, either Garrity, Kalkines, and Miranda.

That being said the main rights every employee should be aware of are the Weingarten and Miranda.

Everyone who has ever watched a cop show on television should be familiar with what a Miranda warning is. If the agents read you a Miranda warning chances are you need a lawyer more than a steward.

Law enforcement officers are allowed to ask routine questions without reading the individual his/her *"Miranda Rights,"* such as: What's your name, address, date of birth, and Social Security number? This information may be necessary to help determine a person's true identity.

If postal inspectors or OIG agents question an employee about information that may be used to support a criminal charge, the agent should inform the employee of their Miranda rights which include the right to a lawyer's assistance and the right to remain silent.

The Miranda warning is part of a criminal procedure rule that law enforcement is required to administer to protect an individual who is in custody and subject to direct questioning or its functional equivalent from a violation of his or her Fifth Amendment right against compelled self-incrimination. In *Miranda v. Arizona*, the Supreme Court held that the admission of an elicited incriminating statement by a suspect not informed of these rights violates the Fifth and the Sixth Amendment right to counsel. Thus, if law enforcement officials decline to offer a *Miranda* warning to an individual in their custody, they may interrogate that person and act upon the knowledge gained, but may not use that person's statements to incriminate them in a criminal trial.

All employees are required to cooperate during an investigation by the OIG or the IS. However, if an employee has been arrested for a violation of criminal law, or is a suspect in the investigation, the employee must be informed of his/her constitutional rights against self-incrimination. The employee is entitled to remain silent and refuse to answer questions without his/her attorney present.

continued on page 3

CONTINUED FROM PAGE 2

In addition to contractual protections, an important right guaranteed under the National Labor Relations Act and upheld by the United States Supreme Court in 1975, these rights have become known as the Weingarten Rights, and grants an employee a right to union representation during an investigatory interview which he or she reasonably believes may lead to discipline. It is important to note that the employees must request union representation since management (or a IS/OIG agent) doesn't have to offer to provide it to them.

The Supreme Court Weingarten decision specifically provides that during an investigatory interview that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options. The employer must: grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; deny the request and end the interview immediately; or give the employee a choice of having the interview without representation or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

If an employee requests union representation, the OIG agent(s) or inspector(s) are required to grant the request and delay questioning until the representative arrives. If an agent or inspector denies the request for union representation and continues questioning, employees can refuse to answer questions

After an employee is granted the right to representation by a union steward, he or she has the right to a private discussion with the steward before the interview continues, and to have the steward present during the interview with an OIG agent or postal inspector.

If questioned by an agent of the OIG or IS, even if you believe you are not guilty of any wrong doing, it is suggested that you:

- Remain calm;
- Correctly identify yourself;
- Do not physically resist an arrest or a search of your person or property;
- Request representation;
- Remain silent until you have consulted with your APWU representative or an attorney as appropriate.

If called to a meeting with supervision read the following to management when the meeting begins.

"If this meeting could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this meeting."

Employees are only entitled to their Weingarten Rights during investigatory interviews, when a supervisor questions the employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he/she says, the employee has the right to union representation.

Employees are not entitled to Union representation during "official discussions" which are meetings to be held in private just between the supervisor and employee. There should be no questions asked during a discussion, once a question is posed by management then the discussion turns into an interview/investigation! Request Union Representation.

This article is only meant to encourage all employees to read, learn and understand what rights they do have.

ONCE AGAIN - This article is not meant to be legal advice.

Always consult with YOUR STEWARD OR ATTORNEY.

I would like to thank Luis A. Guerra, Esq. for his assistance on this article

THE COALITION OF LABOR UNION WOMEN

Mission Statement

The Coalition of Labor Union Women is America's only national organization for union women. Formed in 1974, CLUW is a nonpartisan organization within the union movement.

The primary mission of CLUW is to unify all union women in a viable organization to determine our common problems and concerns and to develop action programs within the framework of our unions to deal effectively with our objectives.

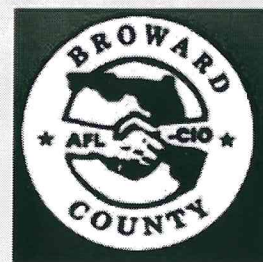
At its founding convention in Chicago, Illinois, CLUW adopted four basic goals of action: *to promote affirmative action in the workplace; to strengthen the role of women in unions; to organize the unorganized women; and to increase the involvement of women in the political and legislative process.*

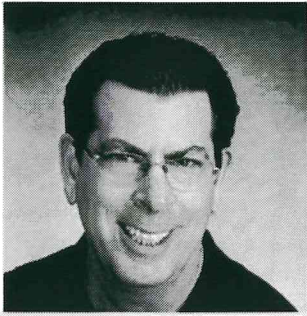
These goals continue to be the cornerstone of CLUW's activities as members speak out for equal pay, child and elder care benefits, job security, safe workplaces, affordable health care, contraceptive equity, and protection from sexual harassment and violence at work.

With members from 54 international and national unions across the U.S. and Canada, CLUW has a strong network of more than 40 chapters. CLUW is endorsed by the AFL-CIO and its international and national unions. CLUW local chapters educate members, keep them up-to-date on a variety of issues of concern to working families, and provide a support network for women in unions.

Sign up for CLUW at www.cluw.org or print the application and mail it in as per the instructions. We need you to sign up to have enough members to start a charter.

Stay tuned for chapter meetings to begin soon in conjunction with the Broward Central Labor Council of the AFL-CIO.





DALE LOPEZ
CLERK CRAFT DIRECTOR

EXPERIENCING NORMAN, OKLAHOMA

I have just returned from the National Center for Employee Development (NCED) in Norman Oklahoma.

I was there for two weeks, taking the Business Mail Acceptance course for the Bulk Mail Technician position. While there I made new postal friends and experienced things I will always remember.

The USPS's national training center is a very well maintained and organized place. It was like stepping into another world. At times, it even brought back a pride in me, of being a part of our organization, until I think of what is happening in the real postal world.

There were two classes of eighteen clerks from all over the country. Believe me they are all going through the same stuff you and I go through. It is just as crazy as it is here in our local. With excessing, short staffing, other crafts assigned to do our work and management performing our work.

While there, we experienced two events where we had to take shelter, due to severe weather that could produce a tornado, on Sunday and Monday, May 20th. Both events did have a tornado touchdown nearby. We all have seen the destruction of the one that hit in Moore, OK. That hit just ten miles away from the training center. You really do not have much time to prepare once the warnings come, you have to take immediate cover and wait. Our classes were taken to I guess, the lowest level room in the building and we just waited for forty five minutes for the all clear. Shortly after, we started hearing

reports that a big one touched down nearby. We in south Florida have our occasional hurricane and we have days to prepare. These people don't, it's their way of life, just as stressful.

The living facility at the training center which is run like a hotel managed by Marriott, opened available rooms to those who lost their homes, the Red Cross, FEMA, etc ...

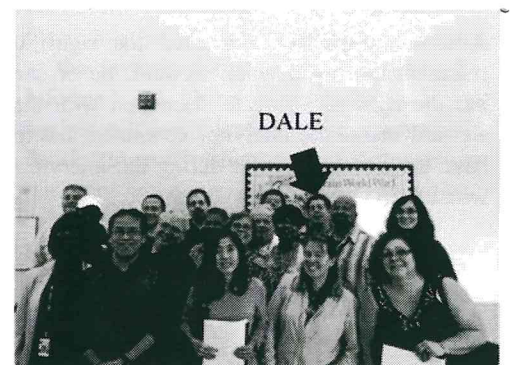
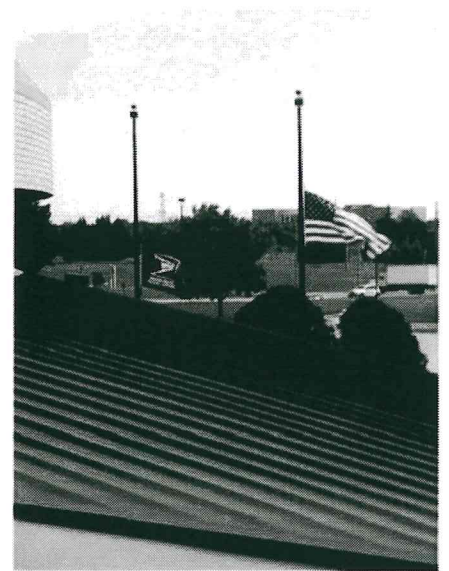
Sadly, the tornado killed 24 people in Moore, and claimed the life of Richard L. Jones, a Tour 3 Clerk who was a member of the Oklahoma City Area Local. Jones worked in mail processing! Certainly there are other Postal Workers affected by the disaster. When disasters like these hit our area, people like those in Oklahoma come to our aid in some way or another. Now we have the opportunity to give back, by at the least donating something, large or small, to the Postal Relief Fund or the Red Cross.

In closing, we have been going through a lot of things with the movement of employees and position changes. Make sure you know your rights. If your APWU representative is not available, you can call to the hall 954-792-2161, go online check out the national contract, and your installations local agreement. The National APWU web site is, apwu.org and your Broward County Area Locals web site is, apwu1201.org.

Dale Lopez

Clerk Craft Director

dlopez@apwu1201.org





DIANE NORTH
EDITOR

INTERESTING INFO

FROM THE "CHATTANOOGA UNION EXPRESS"

VETERANS' BRIEFS

Military.com connects over 10 million members to all the benefits earned in service to America. They cut the red tape between you and your military and veteran benefits by negotiating discounts and keeping you connected to friends and mentors from the service. They will help you make the most of your military experience. By going to their website and signing up, you will get updated information on benefits and a whole lot of other information about our present day military and Veterans issues out there that may affect you and your family.

WHAT'S SO GREAT ABOUT UNIONS, ANYWAY? BY LIZ SHULERFOLLOW

Let's be honest. Sometimes, outside of election campaign seasons, even progressives wonder what's so great about unions. Sure, we had a role to play before job safety laws, the eight-hour day, Social Security and civil rights laws were passed. But today?

Even our friends aren't immune to the relentless attacks on unions from the right and the stereotypes that come with them: union thugs, lazy workers, relics of the past, self-absorbed, yadda, yadda, yadda.

Most of you know that as union strength has declined over the past three or so decades, so has the middle class. That's because unions are just regular working people who come together to balance power with employers and bargain for better living and working standards. And when unions are weakened by corporate and right-wing politicians, all working people feel the squeeze.



But there's probably a lot about what unions do that's less familiar. Like that we run one of the largest worker training programs in this country. That innovative work by union members fuels today's green technology. And that we supply a great deal of the man- and woman-power as well as the funding for community service programs, from running food drives to disaster recovery and winning health care benefits for people who don't belong to unions.

These aren't things we do to win political elections—they're things we do because they represent our values. So we've created a new online feature that shows examples of working people and their union values in motion "@Work." I hope you'll visit it at www.aflcio.org/atwork—and until you do, here are some examples:

- UAW members are leading the way in creating more fuel-efficient cars. At Johnson Controls, they are manufacturing absorbent glass mat (AGM) batteries that allow your car to shut down its big energy users while idling, but keep your lights and radio on and easily restart your car when you take your foot off the brake pedal.

- AFT partners with the First Book program to provide new books to under-served children.

Teachers are making sure that students from any background have the tools they need to succeed in school.

- The Domestic Workers United grassroots organization in New York created the Park Slope Education Project to inform local domestic

workers of their rights under state and federal laws and to help responsible employers understand how to comply with the laws and be good bosses.

- Helmets to Hardhats helps train and place military veterans in civilian careers—including construction jobs rebuilding the World Trade Center.

- The United Steelworkers helped carwash workers in Los Angeles get the health care they need and deserve.

- Taxi drivers in New York City, despite being exempt from most labor laws because they are considered "independent" contractors, organized and formed the National Taxi Workers Alliance. They've won increased take-home pay and expanded access to health care.

Even if you think you know unions, give us another look—you might be surprised.

OUR HEALTH PLANS ARE IN JEPARDY

If the U.S. Postal Service is successful in its plan to withdraw from the Federal Employees Health Benefits Program (FEHBP), tremors will be felt throughout the federal workforce.

Now that statement above just barely covers the tip of the iceberg concerning what would happen to our health care if we pull out of the FEHB Program. Sure it would end the prefunding for the next ten years; but, what would happen to our health care?

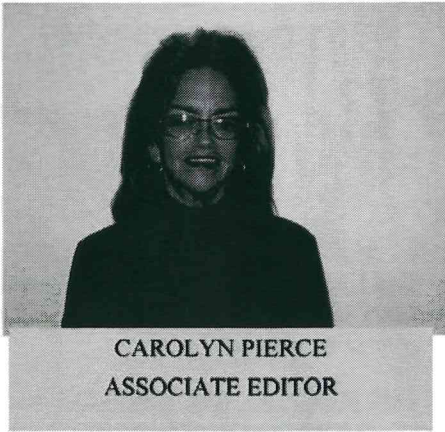
Can you imagine the same people that can't run the Post Office trying to operate and smoothly run a health care plan?

This is just one of the many important issues that need to be addressed legislatively. We



must contact our legislators on the issues that effect our lives.

By going to the websites www.apwu.org and www.afl-cio.org you can find the issues that are important to us not only as USPS employees but as caring human beings. However you write (e-mail or snail mail) **just do it.**

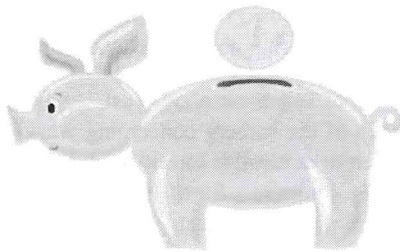


CAROLYN PIERCE
ASSOCIATE EDITOR

Extra cash...

No matter your age, you can get an estimate on what you will receive from Social Security. If you are Civil Service, you still may receive a check each month that will pay for groceries, phone, or cable. Trust me, every penny will count.

Of course if you're FERS it can mean much, much more.



You can go to www.Social Security.gov and set up an account and plan on what your check may be by using the formulas given. I found that in years where you waited tables and worked at the USPS as a PTF diffidently counts toward that extra check. It is complicated to figure out under the Windfall Provision (Civil Service) but the phone operators in D.C. are very helpful and pleasant. You will need your mother's maiden name and a few security questions to answer but it's real easy. Check it out just like you should be checking out your TSP account monthly. Please, at least match the percentage of what the USPS is giving under FERS and when you receive a COLA or raise just up your percentage for TSP. A few dollars will make a difference when you can get out.

STRANGE AND PROFOUND TRUTHS

COPA need...

No matter what you think about political action funds they do work. The cash cannot come from dues which are why we ask for donations or have drawings.

Recently, we sent out a mailing to our retired members concerning COPA. Yes, mailings are expensive but sometimes the cost is worth the return. The national union has started a new program for COPAmatic donations. This would come out of your paycheck or your annuity. As little as \$2.00 a pay period or a month will help. Next year, the National APWU will have a drawing at the National Convention for a trip of a lifetime. Anyone who has an automatic COPA deduction will be entered into this drawing. The winner can pick from anywhere, Hawaii, Las Vegas, Alaska and Europe. The entries will only come from COPAmatic members and COPA members who give \$1000, \$500, and \$200 amounts. The period to donate will run from July 1, 2012-June 30, 2014.

Retiree members...

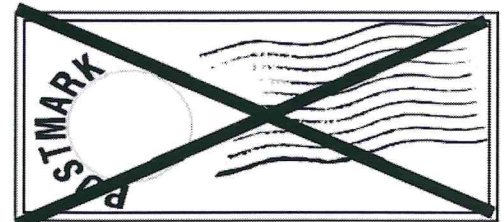
If you have retired from the USPS and not signed up as a retiree member it's still not too late. For \$36.00 a year, the benefits are endless. If you need any questions answered concerning your retirement, OPM issues or any other retirement questions that will come up over the years a simple call to the National APWU Retiree department in Washington is all it takes. If you need an application, call Barbara at the union hall and she will send one to you.

Dealing with OPM can be frustrating at times so having someone else to help is great. In addition, you can receive the national and local mailings including all discount programs. It's worth it for \$36 a year. You can be billed directly from D.C. or just have it taken out of your annuity, as I have.

For the first time in the history of the APWU, retirees will be able to vote in the National Election this year for the APWU President, Executive Vice- President, and Secretary Treasurer, and four resident department officers: Director and Assistant Director Legislative/Political Department, Director Human Relations, and Director APWU Health Plan. It is a powerful time to be an APWU Retiree.

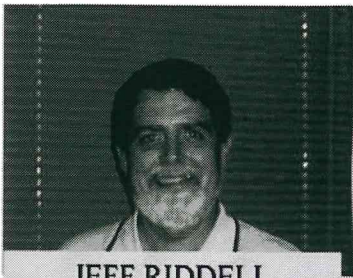
Always be watching...

Remember to always watch the actions in your plant and offices. Management is in their slice and dice mode. As you know, the



South Florida P&DC will be closed on June 1st just like Ft. Lauderdale was and this is happening all across the country. Watch who is doing your job and especially check on your non-scheduled days. We need eyes around every corner so why not come to one of our monthly steward meetings and see if it is something for you. We can use your help.

Peace CJP



JEFF RIDELL
PRESIDENT

What used to be unheard of has become the norm for postal employees. Installations closings, plant closings, consolidations, delivery unit optimization (they got creative there!), sectional excessing, out of craft excessing, out of installation excessing, retreat rights, and reposting of bids on a regular basis.

Just recently, in the mvs craft, there was a major APWU victory, out of California. This award impacted the entire country. That included our drivers also. What a relief---albeit brief! Now, less than 3 months after the award, the service has notified the APWU that they are considering contracting out 162 different sites.

Each time the dust seems to settle, we are being asked to do more with less. Next thing we know they are coming back for more of the same. Job security, which was a given years ago, is not so anymore. If you think otherwise, ask someone who has been impacted. Of equal concern, is that there really doesn't seem to be any sign as to where it will end. No sense trying to say anything different---that is the plain truth.

Maintenance has been battling subcontracting for years---very successfully. The problem here is not in our plant---they are there to see any violation, and address it. Where we lose as an organization is out in stations and branches, where contractors are called in for a multitude of things that APWU maintenance employees are qualified to do. Yet we say nothing. Nobody calls the hall to let us know. No steward at the office to see it.

Everything listed above is a management driven action. Not one of them was brought about by a craft employee. Oh yes, if you listen to some managers they will tell you it is all the unions fault. That the union files grievances that cost the agency money. What they are not saying is that we react to what they do! We do not subcontract improperly---they do. We do not improperly put people out of schedule---they do. We do not post bids late---they do. We do not schedule OT---they do. We do not assign

UNITED WE STAND---DIVIDED WE FALL

employees to cross crafts---they do. And there is not a craft employee reading this article who is authorized to tell management it is ok to do our work---they just do it! All of us experience hard times in our lives. You get to a certain point in the particular difficulty where you ask yourself what you are going to do to fix it. At least that is my experience---when you are in enough pain, you will change it.

When I began my postal career in 1981, the prevailing sentiment concerning the union was "united we stand---divided we fall." I bought into that proposition then, and I believe it now.

Think twice before you buy into all the negativity on the workroom floor. Is it dividing us, or is it making us stronger? What are you bringing to the table to help us as an organization be better?

I offer a simple example of what you can do to make it better for all. At the LDC, just prior to the last local negotiations, 3 clerk craft members contacted me with a request they had for their local. It was not a big thing---it was just different than what we have in any other local. They asked if it could be negotiated to allow a job to be moved 2 hours from its original begin tour, rather than the normal 1 hour, before it must be reposted. That change was made in the local agreement for the LDC, which just recently prevented a mass reposting in that facility. That is a local working together. That supports the position that a local is only as strong as its members.

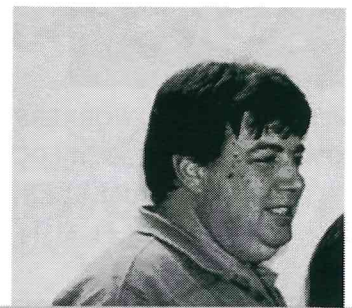
Thanks to those 3 clerks, who showed what can be brought to the table. As long as I am in this job, I commit to you that we will be open to any and all suggestions and ideas.

How do you feel about a name change---to include the Dade and West Palm Beach installations, which are all part of our local?

A name to be inclusive rather than exclusive?

How about the South Florida Area Local 1201?

We are strong---we are united---and together we will prevail for a better quality of life for each of us.



CARL JOHNSON
SECRETARY/TREASURER

SURVEY SAYS.....

The APWU is very concerned about how management uses the results of Voice of the Employee (VOE) surveys. The last time that contract negotiations failed and went to interest arbitration, management used the results of the VOE to go before the arbitration panelists and argue that the employees did not deserve the pay increase the APWU was requesting because, SURVEY SAYS . . . most employees answered VOE that they were satisfied with their pay. Although we have had a few contract renewals without going to arbitration, do not be complacent in thinking that management does not use current surveys to position themselves in how they will respond to APWU requests for pay increases and other matters in future negotiations.

When management hands you a VOE survey, it is yours. It's the same as if it was delivered to your home mailbox. Management may even go so far as to offer you some time off the workroom floor to complete it and throw in a bag of popcorn and soda. I have personally been involved in situations where management has forbidden employees from leaving the room without returning the survey. They cannot do that and you must request a Steward immediately if this should happen to you. It's your survey and you are entitled to do with it as you wish.

With that being said, our Local holds a quarterly drawing of all surveys that are turned in by you, to a Steward or Officer during each quarter. We do this at a regular membership meeting in the month immediately following the quarter. You do not need to be present to win. The member whose survey is randomly selected gets \$100.00. Some of our past winner would be glad to discuss with you the reasons why you should not return this survey to management. They are Bridgette Anderson, Maureen Clancy-Ciolek, James Pearson, Mercier Ingraham, Robert Naylor, Jackie Quintana, JoAnn Golden, Raynard Thompson, and Diane Hudgins.

COASTAL



AMERICAN POSTAL WORKERS UNION
BROWARD COUNTY AREA LOCAL 1201

6500 W SUNRISE BLVD
PLANTATION, FL 33313



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Coastal Breeze
Official Publication

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STEWARDS

FT. LAUD. MAIN FACILITY

Tour 1..... BOB SCHIFFBAUER
Tour 2..... DALE LOPEZ, CARL JOHNSON, LUIS GUERRA
Tour 3..... KEVIN ZEIM
Maintenance - Tour 1..... BOB SCHIFFBAUER
Maintenance - Tour 2..... BILL PICK
Maintenance - Tour 3..... KEVIN ZEIM
VMF..... SHELLI KELLY, KEVIN ZEIM
MVO-Tour 2..... Dale Lopez..... alt..... BILL PICK
MVO-Tour 3..... BOB LEHOUX..... alt..... CARL JOHNSON

OPA LOCKA

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

HALLANDALE STEWARD

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

DEERFIELD BEACH STEWARDS

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

STATIONS & BRANCHES

FT. LAUDERDALE STEWARDS

Alridge..... CARL JOHNSON
Amex Tour 2..... CARL JOHNSON
Amex Tour 3..... CARL JOHNSON
Causeway..... TAMI ACHESON
Colee..... TAMI ACHESON
Coral Ridge..... TAMI ACHESON
Davie..... DOUG ELBAUM
Everglades..... DOUG ELBAUM
Galt Ocean..... TAMI ACHESON
Gateway..... TAMI ACHESON
Inverrary..... DIANE NORTH
Melrose Vista..... CAROL ROZIER
Northridge..... CARL JOHNSON
Oakland Park Branch..... CARL JOHNSON
Plantation..... CAROL ROZIER
Sabal Palm..... DIANE NORTH
Sawgrass..... DOUG ELBAUM
Southside..... CARL JOHNSON
Sunrise..... DOUG ELBAUM
Tamarac..... BRIDGETTE ANDERSON
Weston..... DOUG ELBAUM
Westside..... DOUG ELBAUM

HOLLYWOOD STEWARDS

Chapel Lakes..... SANDRA MUNOZ
Flamingo..... JOHN KEELS
Hillcrest..... JEFF RIDDELL
Hollywood Main..... JEFF RIDDELL
Hollywood Maintenance..... DANIEL TARANTINO
Miramar..... SILVIA VILLAR
Pern. Pines Annex..... JEFF RIDDELL
Pembroke Pines..... DIANE CALFEE
Univ. Postal Store..... JEFF RIDDELL
W Hollywood Hills..... VERONICA BUTLER- MILLER

POMPAÑO 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
Pompano Main..... DAVID VITIELLO
Tropical Reef..... DAVID VITIELLO

L&DC OPA LOCKA STEWARDS

Tour 1..... YAMILKA REYES
Tour 2..... LUIS DEL VALLE
Tour 3..... YAMILKA REYES & DELORES MELOTTO
...Alternate HENRIETTA THOMAS
Maintenance - Tour 1..... RON WHITING
Maintenance - Tour 2..... H. DONELL WASHINGTON
Maintenance - Tour 3..... JOHN MAGGIONCALDA

DANIA STEWARD

Dania..... SHELLI KELLY

Jeff Riddell and Shelli Kelly are alternate stewards for all cities in the Broward County Area Local

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