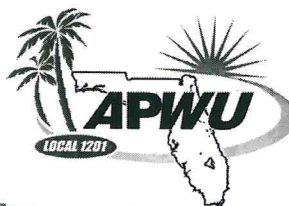


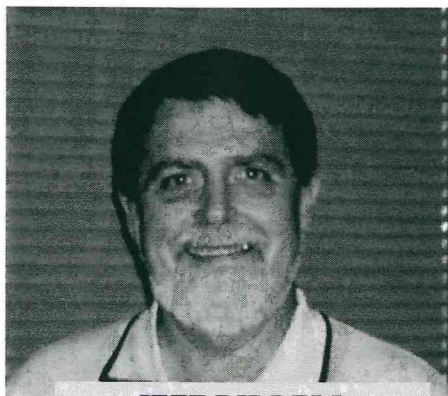


2013 PPA AWARD WINNING PAPER



OFFICIAL PUBLICATION OF BROWARD COUNTY AREA LOCAL 1201

American Postal Workers Union, AFL-CIO



JEFF RIDDELL
PRESIDENT

Shortly we will be entering the Holiday Season. Overtime rules change for the period that begins with Pay Period 26-13(Nov. 30, 2013) and ends at the conclusion of Pay Period 01-14 (Dec.27, 2013). This is the Penalty Overtime exclusion regulation language of Article 8 in the National Agreement.

The rest of Article 8 remains the same. Some Managers will try to tell you that the rules do not apply in December. That is pure garbage. The OT list is still in play, as are the rules concerning the use of PSE's working beyond 8 hours in a service day---that work goes to those qualified and available on the OT list. Remember, this is not when a PSE reaches 40+ hours going into a Friday. The language does not provide for the FTR on the list to be brought in before the PSE, in that case. The only issue there would be if a PSE working that Friday at the OT rate went beyond 8 in that service day. Then those on the list---at work---have an argument for those OT hours worked beyond 8.

HOLIDAY ISSUES

As we know, seems every Holiday Season in the past many years, we see major violations of Supervisors doing clerk work in the Lobby. Regularly in the past, we have seen Managers and Supervisors from other offices, or the District, sent to our office to do so-called "lobby sweeps", and work in the lobby. The Postal Service claims being broke, yet every year they do the same thing, and in offices that grieve the issue, large sums of money are paid to the employees. Usually, people who put their hand in a fire learn their lesson. Not in the USPS here in South Florida. I am willing

specific times and work the particular supervisor is doing are critical. Simple statements claiming the supervisor worked in the lobby all day will not work. While that is true, to be successful in this type of case a specific type of log as to what occurred each time. Remind your Steward that it is the understaffing that causes the problems. They will try and tell you they are just doing lobby sweeps, to justify their actions. A sweep is for a very short period of time (very). Once you get beyond that, you are talking about "Lobby Directing", which is clearly clerk work. Help us to help you.

Happy Holidays To All

to bet the lobby's will be staffed again this year with what we have seen in the past.

In order for your Steward to better represent you in cases of this nature, I ask you to help us.

Make note of who the people are in the lobby. Ask them their names. Ask them where they regularly work.

Clear and detailed statements listing the

With all the downsizing we have seen, it is nice to see growth in the Ft. Lauderdale VMF. There are now 2 Tours, and a number of new Full Time Regular employees have been hired. When was the last time you saw a 20 year old FTR??? Take a look in the VMF!!

For a long time the VMF had been contracting out much of the work that our men are capable of doing. We challenged this in numerous ways. We continue to file regularly on this Article 32 violation. But this past week the new A/Manager of the VMF told Shelli Kelly that this past week was the first week that there was zero contract out maintenance!!

HOLIDAY ISSUES FROM PAGE 1

Knowing what had been going out the door to contracts, that is great news. Somebody, somewhere, is obviously looking at what has been going on in the VMF. I wonder why?!?!??

I have written in the past about "bullies" in the workplace. Anybody who reads or listens to the news knows that this has been a major topic as of late, as the result of a number of deaths directly associated with those being "bullied."

It is not limited to children! It doesn't stop once one leaves High School. And it is present in our workplace. Unfortunately, from where I sit, the incidents of these hostile acts are increasing dramatically. Whether it is PSE's who are seen as non-human by many Managers and Supervisors, or female employees who are not receptive to inappropriate advances, or simply an older employee who just cannot move as quickly as in their youth, more and more of these sort of incidents are being reported. This is on top of the ill-equipped to manage

Manager/Supervisor, who through their inadequacies feel it is right to scream at people, or belittle employees in front of others. Recently a Steward was belittled in a service talk because they choose to pray!!!!!!

What does that have to do with Postal business???

What to do? There is a form called a CREDIBLE THREAT REPORT. On the top of that form, it identifies "assaults, harassment". The assault does not have to be physical. It can be mental, or emotional. Same with the harassment. Do not accept it.

If you are too uncomfortable asking your supervisor for it, because it is the particular supervisor that is causing the problem, then ask a Steward for the form, or call the Hall(954 792 2161). These forms are sent to the District Manager and the Manager of Human Resources. It gets it out of your office. There is a THREAT ASSESSMENT TEAM that the District will send in where this type of conduct is being reported. Sometimes policies are thought to be for craft employees

only. The ZERO TOLERANCE POLICY applies to all employees---including Management.

When you do fill out and submit these forms, please make sure you give a copy to your Steward. This will be included in your grievance, if you should choose to file one. It will also be kept to create a file on each and every Manager and Supervisor who conducts themselves in this manner. If we cannot get assistance from the District in removing these "bullies", then we will go to the Area. If they do not respond, we will go to National USPS. We will not accept this behavior-----don't you!!

In Solidarity,

Jeff Riddell

DIANES' WANDERINGS



Pictured above is myself and Patty White, President for the State of Florida CLUW chapter. (Coalition of Labor Union Women) As some of you know I have been in the process of getting a chapter of CLUW started in the Broward County area. More will be revealed on this as the plans to have a first meeting in the beginning of 2014 are drawing near.

At the Florida AFL-CIO convention in September I was fortunate to meet some people that are or

can be important to our Union and all unions. Below is a picture of myself with Senator and Governor hopeful Nan Rich. We had some very nice conversation about supporting the APWU and all the resolutions that are important to us. She requested to have my phone number to reach me at a future time. I was very impressed with her as we spoke and also as she spoke to the convention floor one of the days we were in session.



The holidays are upon us and that means more work. We all know or will soon find out (new members) what "the season is upon us" means. I would like to remind you that if you are feeling stressed out during this time or at any time for that fact; the EAP is there for you and your family members. Don't be afraid to call 1-800-EAP4you. If you were to have any problems reaching out for help or getting in touch with EAP you can call the hall at 954-792-2161 because "yours truly" is on the regional EAP Advisory committee.

By being involved in many areas we can serve you the member better.

HAPPY HOLIDAYS TO ALL

Diane North

With Gratitude



Shelli Kelly

Executive Vice-President

To day
I read an article with excerpts from an OIG report that said the USPS could save \$628 million by reducing work hours.

Last month I read an online article that said the USPS has paid out 3.5 billion dollars so far this year in overtime to bargaining workers. That's "B"illion!

Huh? Did I miss something? Maybe the guy that wrote the first article needs to talk to the guy that wrote the second article.

You don't have to be a Rocket Scientist to see there is a serious staffing problem. In fact, as it stands right now, the USPS appears to be drastically understaffed! Yet amazingly management continues to revert and abolish much needed positions. These cuts will probably lead to violations of our contract and ... you guessed it ... more overtime.

They're not the sharpest tools in the shed.

Reporting Violations - It is not okay for Supervisors to do our work. It is not ok for Carriers and Mailhandlers to do our work. I would like to stress the importance of reporting management violations of our national agreement. It is the responsibility of every member to report these violations. When we fail to grieve these issues, not only are there are no consequences for management, but the harm to each craft is immeasurable. The lost work hours ... are just that ... lost. It is impossible for anyone to gauge a needed employee complement when

REPORTING VIOLATIONS

the work involved is not reported accurately. Please report every violation. I see firsthand the effect on a section when the membership unites and becomes more active in enforcing their rights and the contract. Certain violations don't happen at some offices because the members have stood up and challenged management. If you don't enforce your contract, you can't expect management to enforce it.

The APWU is here for you AND your family

A long time member of our local recently passed away. I received a phone call from his family requesting assistance in the complicated process of survivor benefits. Even though the family had not experienced being a Postal Employee, they had reservations about dealing with postal management. Sadly this family (as well as all of our families) had heard stories of mistreatment and incompetence in the Postal Service, and in their vulnerable state they did not want to have additional stress. They needed help ... and turned to the Union.

I spoke to the family, and let them know who to contact and what they will need to begin the process, and told them not to hesitate to call me back. I was told their loved one had not been ill; however, he had been stressed about all the overtime he'd worked the past 6 months. He was eagerly waiting the birth of his grandchild and was excited about showing off a sonogram picture they had just given him. My heart goes out to this family. Please keep them in your prayers.

And I am compelled to remind everyone to make a point to manage your health and stress. These times are not like any other before at the Post Office. The demands are greater and we are not getting any younger, make a point to have regular health exams, don't put them off and follow doctor's orders.

Additionally, I briefly mentioned in our last newsletter to take advantage of a free booklet available on the APWU.org website. It is titled "*Survivor's Guide*" and located in the Retiree's Division. Even if you're not retired it's a helpful tool designed to assist your survivors. It will help you organize life insurance, TSP, life insurance, veteran's benefits, savings accounts deeds, titles, pensions etc ... It includes contact numbers for TSP, Veterans' benefits (each branch of service) and OPM if you are a retiree. We are fortunate to have many benefits and we should make sure our loved ones are prepared and informed of them.

BEST HOLIDAY WISHES

COASTAL



AMERICAN POSTAL WORKERS UNION
BROWARD COUNTY AREA LOCAL 1201

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PLANTATION, FL 33313



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Coastal Breeze

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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
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.....CARL JOHNSON
Oakland Park Branch.....CARL JOHNSON
Plantation.....CAROL ROZIER
Sabal Palm.....DOUG ELBAUM
Sawgrass.....DIANE NORTH
Southside.....CARL JOHNSON
Sunrise.....DIANE NORTH
Tamarac.....BRIDGETTE ANDERSON
Weston.....DIANE NORTH
Westside.....DIANE NORTH

HOLLYWOOD STEWARDS

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

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
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
...AlternateHENRIETTA THOMAS
Maintenance - Tour 1.....RON WHITING
Maintenance - Tour 2.....H. DONELL WASHINGTON
Maintenance - Tour 3.....JOHN MAGGIONCALDA

DANIA STEWARD

Dania.....Jeff Riddell

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

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