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THE OFFICIAL NEWSPAPER FOR ALL MEMBERS OF THE SOUTHWEST FLORIDA AREA LOCAL AMERICAN POSTAL WORKERS UNION

## Postal Service In Desperate Need For A Change In Leadership



Sam Wood  
President  
SWFAL APWU

### PLANT CLOSINGS

Every time we think everything is improving for the United States Postal Service, the current Postmaster General Patrick Donahoe does things to screw up the momentum. Let's face it, as long as Donahoe remains as the Postmaster General, the worse things will get. The Postal Service is in desperate need for a change in leadership.

Patrick Donahoe has ramped up his Plant Closing Plan to start once again in 2015. Donahoe seeks to close over 80 plants, displacing thousands of employees and dismantling the USPS.

On August 13, 2014 the USPS updated those plants to be deactivated along with the date to complete the process.

Manasota's "342" mail is scheduled to come to the Fort Myers Processing and Distribution Center beginning on July 25, 2015.

Immediately following this "Update", local managers and supervisors began spreading word that the Fort Myers Processing and Distribution Center may once again be under an AMP Study to see whether it would be more feasible to move Southwest Florida's mail to Sarasota.

I do not believe for a minute that the USPS wants or will close the Fort Myers P&DC. However, I wouldn't put it past management scaring employees so that they can attempt boosting their productivity numbers. After all, this is how they operate and we have to understand that. We cannot over-react to every threat management throws at us, it is more important that we react immediately only to real issues.

The SWFAL-APWU Executive Board will provide information on those threats that are real as soon as we know what they are. We will not allow management to use scare tactics on our members, nor will we react to management rumors.

### LOBBY DIRECTOR WORK

Locally, we have resolved issues of management or other Craft Employees performing Lobby Director work and in many cases have received monetary settlements for those employees

entitled to it.

To prevail in these cases, we must have:

- 1) The name of the supervisor or non Clerk Craft employee performing the work.
- 2) What work or duties are they performing.
- 3) The begin and end time of when the work was being performed.

In order to be compensated for this work being performed by others, this documentation is needed.

Supervisors may perform "Lobby Sweeps" (usually less than 5-10 minutes) to reduce wait time in lines. If this is what is being performed, do not expect to prevail in those cases.

If you need log sheets to track this work being performed, you can find them on our website or contact the Union Office.

### RI-399 ISSUES

Management is beginning to understand that the APWU is correct in our RI-399 disputes. It is now the Mail Handler Craft that is seeing the results of our hard work on RI-399 issues.

Last year the Southwest Florida Area Local - APWU won what could be mentioned as one of the largest arbitration awards that any local has won in the United States on a RI-399 issue.

We are now waiting on a Federal Court Judge to rule on whether management must negotiate with our attorneys on the monetary settlement, as well as getting the work back from the Mail Handler Craft, or if we have to go back to

**See: Change In Leadership**

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## Secretary-Treasurer's Report Felicia Gluhareff



### General Membership Meeting Minutes

**August 17, 2014**

**CALL TO ORDER:**

Time 9:30 a.m. There were 20 members in attendance.

**PLEDGE OF ALLEGIANCE:**

The pledge of allegiance was led by Cassie Hogrefe

**ROLL CALL OF OFFICERS:**

The roll call of officers was performed by Felicia Gluhareff. Present were Sam Wood, Dan Gray, Paul McAvoy, Mickey Szymonik, Kathy Moyer and Felicia Gluhareff.

**MAP:**

Robert Nowall told a couple jokes in honor of Charles Glennon. Charles passed away in March of 2009.

**NEW MEMBERS:**

Welcome new members James Thomas Rust and Javier Gutierrez

**EXECUTIVE BOARD  
MINUTES:**

Cassie Hogrefe requested to be a steward at the Downtown Fort Myers station. Sam Wood recommended accepting her request. The executive board unanimously approved. Other steward issues were discussed.

AMP rumor studies. Even though an AMP study may be performed, it does not mean that we are being looked at for closure. We believe the rumors of our plant being looked at for closure are being created by management to increase productivity. Custodian route sheets at stations discussed. Issues with custodians delivering mail. RI-399 arbitration postponed for 90 days.

**SECRETARY-  
TREASURER'S REPORT:**

Paul McAvoy made a motion to accept the minutes as reported in last month's Eagle's Eye. The motion passed. Dave Rock donated \$10 of his last month's member's incentive award winnings to COPA.

**REPORT/SELECTION OF  
COMMITTEES:**

Eileen DiMase volunteered to chair the election committee. Barbara Carr offered to train her in that position. Robert Nowall and Vivian Finley also volun-

teered for the election committee.

**REPORT OF CONVENTION  
COMMITTEES:**

Danny Carinci and Sam Wood spoke on events and experiences at the nation convention. If you are interested in seeing the report Sam emailed to members at the time of the convention, contact him at SWoodFla@aol.com and request his convention email.

**REPORT OF TRUSTEES:**

None

**COMMUNICATIONS:**

Notice from Bokeelia Postmaster that parking spaces will change. There will be a September 5th union leadership meeting in Lakeland. Naples custodian grievance reward, \$1,000 will be split between custodians. Letter from APWU National president Mark Dimondstein urging all PSEs to join our union. Letter from our local mail handler union president disputing the work of re-inducting mail from the JAX line at the plant. As per a 2009 sign-off mail handlers can induct initial truck mail and mail processors will induct processed mail. The mail handlers are now challenging that and requesting a LRDC. Paul McAvoy is asking that any clerk who witnesses a mail handler inducting JAX line mail to inform your steward.

**UPDATE OF GRIEVANCES:**

If you would like to ask the executive board and/or stewards a question via email please CC all those you would like to receive it vs. sending individual emails to individual recipients. This will cut down on confusion. Please also remember that our President, Vice President and Clerk Craft director work tour 1 hours and sleep during the day so they may not be immediately available but will get back to you ASAP. The quickest way to receive a helpful, informative response is to leave a detailed message, be it by phone or email, explaining your situation and your question. This alleviates the frustration and delay of playing phone tag. If you are looking for an update on the status of your grievance it is very helpful to call the union office, give our office secretary your grievance number and ask for an update. It is a wise practice to ask your steward for the grievance number at the time of them filing your grievance and to keep that number for your records. Sandy Beckler spoke about the

"Back to Basics" program being implemented at the Tice station. This program is in violation of our contract.

**OLD BUSINESS:**

RI-399 updates discussed. Management is currently debating the dates of the RI-399 award. Gray and Paul McAvoy reminded everyone that we are boycotting the VOE survey. As a reminder as to why, the postal service has used these surveys against us in contract negotiations. Eileen DiMase wants to remind all those at the stations who scan mail to make sure you log off your scanners. It is also very important to make sure you are clocked on to the correct operation at all times.

**NEW BUSINESS:**

Sam Wood suggested selling "Fire PMG Donahoe" shirts. We will research the cost. You can sign up for the APWU E-Team on the APWU.org site. This will keep you up to date on any action you can participate in to help save OUR postal service. The teachers union is now boycotting Staples in support of postal unions.

**LABOR/MANAGEMENT:**

Dan Gray spoke about the labor/management meeting.

**GOOD AND WELFARE:**

The winner of the COPA 50/50 drawing was Dawn Reske who won \$46. The total netted for COPA was \$92. The name drawn for the member's incentive award was Kathleen Cook. She would have won \$50 had she been present. The pot will be \$60 at the next general membership meeting.

**ELECTION OF OFFICERS AND  
DELEGATES:**

None

**LEFTOVERS:**

None

**ROLL CALL OF OFFICERS:**

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

**NEXT MEETING:**

Robert Nowall moved to have the next meeting on September 14, 2014 at 9:30 a.m. at the union hall. The motion passed.

**ADJOURNMENT:**

Robert Nowall moved to adjourn at 11:23 a.m. The motion passed.



# Somebody Is Not Telling The Truth

This month we are going to play a game of amateur detective. You have to figure out who is lying.



**Paul McAvoy**  
Clerk Craft Director  
SWFAL APWU

In July there were a number of employees from different crafts complaining about the water fountains. They all said the water tasted funky.

One of the mechanics stated that Dorinda had ordered to have them removed because the filters and the time spent on fixing and replacing assemblies was too expensive.

At our labor management meeting I brought this up to Dorinda. She denied having any knowledge of

this. I told her that is what is being said on the floor.

She said, "They probably said I was too cheap". To this, I replied, "Pretty much".

Dorinda then said it was disgusting and she drank out of those water fountains sometimes and would get it fixed.

A few days later I sent an email to Dorinda asking her if she has made any progress on getting filters for the water fountains.

Dorinda sent me an email that stated, "They should have been installed on Saturday. Steve was off today so I don't have an update. I'll find out when he comes in tomorrow".

A few days later I received another email from Dorinda that stated, "Apparently the water filters have not been on the fountains for

around five years. They were removed for some reason approximately five years ago. We have put all the filters we have in stock in the fountains. We are ordering additional filters, as we did not have enough in stock to cover all the fountains".

Can you even begin to imagine how disgusting the condition that these water fountains must have been in after five years?

Some employees were coming up to me and saying the water tasted like sewer water that had been urinated in.

Four maintenance employees and two maintenance supervisors were asked about the filters. They all said Dorinda had ordered them taken out years ago because it was too expensive.

In the entire P&DC there was only one water fountain with filters. This

was in the hallway by the maintenance supervisors offices. A supervisor had the assembly replaced and filters put on because this supervisor made his coffee with the water from this fountain.

So someone is lying, either six different employees or Dorinda. You do the math, put on your detective hat and see if you came to the same conclusion as I did.

If you didn't come to the same verdict (on who is lying) as me, then you just flunked detective training 101.

Southwest Florida Area Local  
Clerk Craft Director,  
Detective Paul McAvoy

## SWFAL APWU Election Committee Formed

At the general membership meeting on August 17, 2014 the election committee was formed. This committee will oversee the upcoming fall election for SWFAL APWU officers.

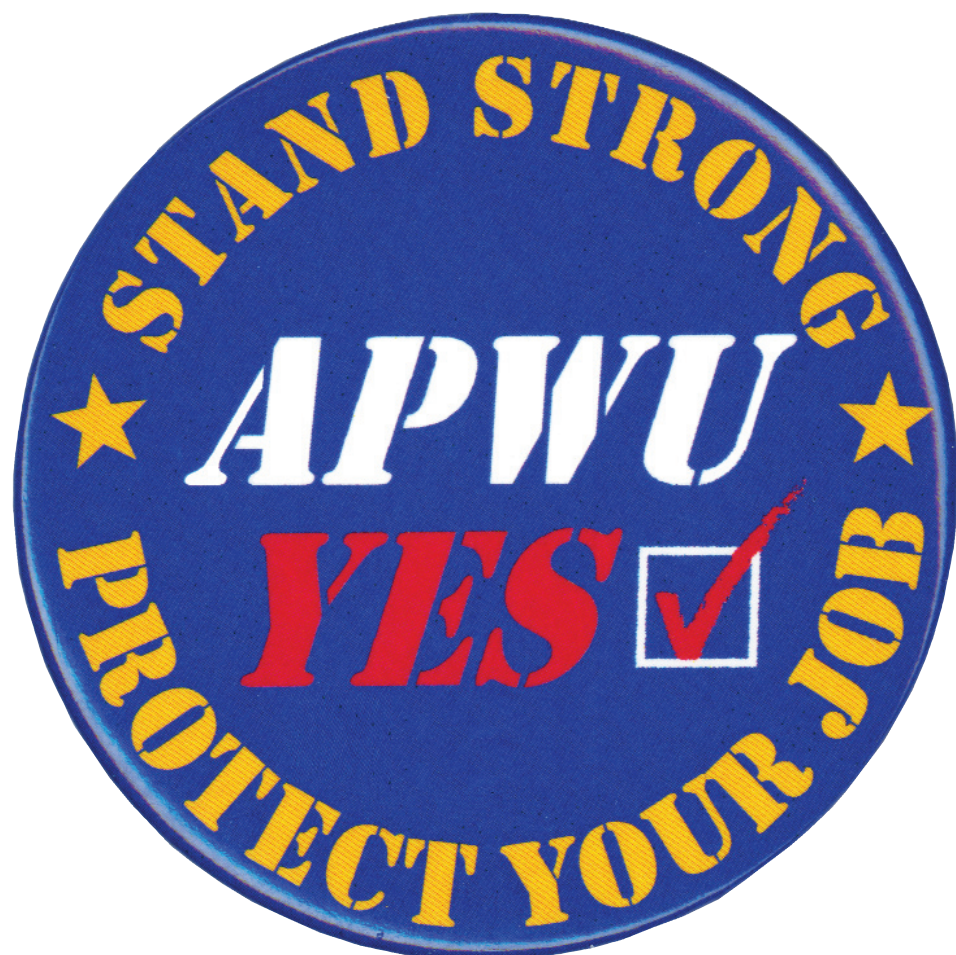


**Eileen DiMase**  
SWFAL APWU  
Election  
Committee  
Chairman

The newly formed committee consists of myself, Robert Norwall, Vivianne Finley and Barbara Carr.

As a reminder, nominations are made at the October general membership meeting, where unopposed candidates are elected by acclamation. The date of the October meeting will be determined at the September 14, 2014 meeting.

Eileen



# Our Next Union Meeting

**AMERICAN POSTAL**

**APWU**

**WORKERS UNION AFL-CIO**

## Sunday, September 14, 2014

9:30 am

## 11000 Metro Parkway, Unit 8

## Fort Myers, FL 33966



# Management Uses The Voice Of The Employee Survey Against Employees: Boycott It

Remember the Voice of the Employee Survey (VOE) is boycotted by all levels of the Union. National and locally the Union requests that you do not participate in the VOE.



**Daniel M. Gray**  
Vice President  
SWFAL APWU

The VOE is strictly voluntary and the letter is your first class mail to do with as you please. We recommend that you give the VOE to your Union Steward, and the local Union will donate \$5.00 in to COPA in your name.

The other option is to throw the VOE away in the trash. You are in no way required to check the box that you are not participating and give the VOE to your supervisor.

Now if management wants to give you a talk or presentation as long as it is on the clock you can be required to be present.

If you need to see a Union Steward you must first ask to be released to see your Union Steward. The request should be made to your immediate supervisor.

When immediate steward release cannot be met, the supervisor will notify the employee the reasons for the delay and an alternate time for release.

Normally the employee will be released before the end of the tour. However, if you are not released within that time frame, you must be released immediately upon the beginning of your next tour of duty.

In the event you are delayed until your next tour, you should notify your supervisor of the prior request when you clock in.

Another issue we are seeing is when an employee returns from an unscheduled absence they are being given an "attendance review" and are confusing this with an "official discussion".

Now an "attendance review" is different from an "official discussion". The following must occur for a proper "official discussion".

- (1) Employee placed on notice of an employment deficiency.
- (2) Employee advised of how to correct the employment deficiency.
- (3) Employee advised of the

consequences if correction does not occur.

Your supervisor should also be informing you that they are giving you an "official discussion", and this discussion must be done in private.

Your supervisor cannot cite an FMLA protected absence during any "official discussion". Where normally an "official discussion" is not grievable, if your supervisor cites any FMLA protected absences in your discussion this has been determined to be grievable and a violation of the Family Medical Leave Act. So please, in those circumstances, ask to see your steward.

Also document for your own records the date and content of the "official discussion" you were given.

There is a difference between light and limited duty. Limited duty applies to an on-the job illness or injury where light duty applies to an off-the-job illness or injury.

Determining whether an illness or injury is job related is solely within the jurisdiction of the Office of Workers' Compensation Programs (OWCP).

When an employee requests light duty management is required to make "maximum effort" to assign an employee who is recovering from illness or injury.

Article 13.2.A of the National Agreement establishes the following requirements for a light duty request:

The request must be submitted in writing.

The request must be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor.

The employee bears the cost of obtaining the medical statement for light duty.

The employee must agree to submit to a further examination by a physician designated by the installation head, if requested. (The Postal Service will be responsible for any costs incurred when management requests a second medical examination).

The employee may specifically seek light duty or may seek "other assignment" within the employee's medial limitations.

Management is required to provide the employee a written explanation if light duty work is not

provided. A dispute concerning whether light duty was available may be addressed through the grievance-arbitration procedure.

Unfortunately employees on light duty are not entitled to out-of-schedule premium pay when assigned to work hours other than those of their regular schedule.

However, management is not granted an "unbridled right" to make an out-of-schedule assignment if an assignment could be offered during the employee's

regular tour.

You must also remember that full-time employees on "light duty" are not guaranteed eight hours a day or forty hours a week of light duty work. Management can send you home before the end of your tour due to lack of work.

Remember if you have any questions or concerns ask to see your Union Steward.

Also there is no such thing as a dumb question (well almost).

## Count me in and enroll me as an APWU Retiree for only \$3 a month!

*Complete details for the following are listed in APWU National Constitution and Bylaws.*

### OPTION 1

**Retiree Membership of only \$36 per year**, ANNUITY DEDUCTION of retiree \$3 dues monthly.

Privileges: The right to vote and run for office as a Retiree National Convention Delegate or National Director of the APWU Retirees Department. Shall be eligible for vote for the three (3) APWU General Officers: President, Executive Vice President, and Secretary-Treasurer, and four resident department officers: Director and Assistant Director Legislative/Political Department, Director Human Relations Department, and Director, APWU Health Plan; excluding all local, state, and national resident and craft/division officers not specifically listed herein, or in any matter pertaining to national agreement ratification, LMOU's, or proposed work stoppage.

### OPTION 2

**Retiree Membership of \$36 per year plus APWU National Per Capita Tax**, ANNUITY DEDUCTION of approximately \$23 per month. \*

Privileges: Same as OPTION 1 plus eligible to participate in national elections (limited to areas outlined in the election rules).

### OPTION 3

**Retiree Membership of \$36 per year plus APWU full dues (National Per Capita Tax and local dues)**, ANNUITY DEDUCTION of retiree \$3 dues monthly. You will be billed for the National Per Capita Tax and the required local dues amount. This amount will vary from approximately \$200 to \$600 annually.\* (*Note: Constitution or reinstatement of full dues-paying membership requires compliance with Article 3, Section 4 of the APWU National Constitution and Bylaws. This language can be reviewed on the APWU web-page, [www.apwu.org](http://www.apwu.org), in the Secretary-Treasurer section under "Constitution and Bylaws".*)

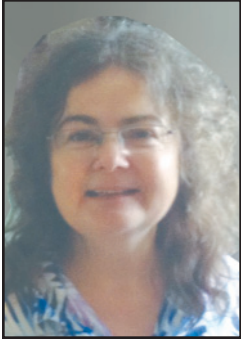
Privileges: Same as OPTION 2 plus eligible for full local and national membership rights.

\* For Options 2 and 3 only, contact 202-842-4288 to find out the current amount.

## Count me in and enroll me as an APWU Retiree for only \$3 a month!

# Union Matters

I want to offer my congratulations to our former PSE Custodial Maintenance employees Edwin Millheim, James Marceau, Steven Smith and James Rust. They have, as of Aug. 9, 2014, been made career employees.



**Mickey Szymonik**  
Maintenance Craft  
Director  
SWFAL APWU

Let's hope this transition goes more smoothly than the Clerk Craft PSE conversion/unconversion/reconversion debacle which continues to unfold.

The PSEs were converted in the Custodial Craft after a memorandum of understanding (MOU) was agreed upon by both the USPS and the APWU. First, the bad news; the MS-47 TL-5 will ultimately

result in a reduction of staffing at most locations . . . with larger staffing reductions in terms of the number of positions at the largest facilities: Smaller facilities, not so much. Jump ship now if you can.

The good news is that all Maintenance PSEs have been, or should have been, converted to career employees no later than August 9, 2014.

Further good news is that facilities maintained by USPS custodians will have to submit proof every fiscal year that Preventative Maintenance Routes (PM) were completed at least 90 percent of the time.

If not, the compensation for each hour short of ninety percent will be paid at the overtime rate to the custodial employees identified by the APWU Local.

Furthermore, if the Service does

not meet the 90% PM route completion mandate for the 2nd year in a row, the Service must pay compensation for each hour short of 100% completion at the overtime rate to the custodial employees identified by the APWU.

More good news is that there will be no excessing during the course of this contract (except for cross-sections) within the Craft and installation (Article 12.5.C.4) of employees based on a change at the facility to MS-47 TL-5.

Another positive aspect of the MOU requires that all duties custodians perform be incorporated into the new staffing package.

That means all mail delivery hours that take you away from your custodial duties. That means your UBBM and other recycling responsibilities for which you are currently receiving 20% of the actual labor hours you are expending. (I have no idea why labor hours logged on a standing work order, as opposed to a PM route, are only captured at 20% of the total time, but they are. It's the Post Office!)

Ultimately, the impact of the new MS-47 TL-5 on custodial work-

force depends on our custodial workers. It is critical that you accurately fill out your paperwork.

If you cannot complete a daily route for whatever reason, "partial" it on your worksheet with a "P". If it is a senior route (weekly, monthly, etc.), document that you are still working on it with a "W". If you complete any given task, write a "C" for that route.

This information is what will determine if Management has to payout at the end of the fiscal year for routes not completed. If you don't fill this information in on your worksheet, chances are they will and every route will miraculously be completed 100%.

Correctly completing your Employee Assignment Worksheet is crucial to documenting labor hours and saving jobs. Claim the hours you work or lose them!

For any assistance regarding filling out your paperwork, or in regards to this article, request Union time from your supervisor and I will be happy to assist you.

Solidarity, Prosperity, Peace

## Gotta Put 'Em Somewhere

Here we go again. The little out-of-the-way Bokeelia Post Office has once again been made the dumping ground for a manager without a position to call their own.

Every year or so, we have a new manager at Bokeelia. None of them ever seem to have much, if any, experience with the operation of post office, even on a small scale. After a few weeks in the position, they become panicky, nervous, frustrated and madder by the day.

The best way to describe USPS training is the "sink or swim method". This method has been discarded as a loser by normal or forward thinking organizations. However, the method is alive and well at the USPS. (No surprise on that one).

Our current "troubled" manager occupant is OIC Lupo. I think one of the reasons that OIC Lupo, and many of her predecessors have become so harried so quickly is that they are dumped here to sink or swim. Unfortunately, for postal bargaining unit employees, manager see, manager do.

In an effort to cover up for the fact that these managers have inadequate training to succeed in their job, they have to find a scapegoat for workplace problems on which

to attach blame. OIC Lupo, as others before her, begin engaging in work sabotage, set-ups, misinformation and misdirection campaigns, in an effort to make their failures in job performance appear to be the responsibility of others.

Taking responsibility seems to be frowned on by the higher ups in the USPS, and so, many manager initiated shenanigans ensue. If one or two employees can be tagged as "troublemakers", then OIC Lupo, can cover up her inadequacies by shifting responsibility for her poor performance on others.

I have had more than one temporary manager occupant at our Bokeelia Post Office, as well as others in positions to know, inform me that this is the post office way.

When a temporary manager leaves Bokeelia, they supposedly start anew, at another location. However, when the same manager performance problems resurface, no one should be surprised.

OIC Lupo came to the Bokeelia Post Office with a history of performance problems. However, you gotta put 'em somewhere and Bokeelia Post Office is where management likes to put 'em.

Kathy Moyer, Editor

**Don't buy your school supplies at**

**STAPLES**

*It's so easy to buy elsewhere!*



# MS-47 TL-5 Implementation And Maintenance Craft PSE Conversions

As of today (August 12, 2014), all custodians were put on notice that they are on mandatory overtime effective immediately.



**Scott J. Wiser**  
Tour 1 Maintenance  
Steward  
Fort Myers P&DC  
SWFAL APWU

This action is in response to a Memorandum of Understanding between the USPS and the APWU that was signed into effect on July 9, 2014.

"TL-5 is not a guideline, it is

mandatory. The frequencies must be adhered to and are developed locally. The staffing level is to be maintained. The work is required to be scheduled and performed."

Essentially, what has happened is that the USPS has been slacking on the amount of custodial work required by the MS-47 (this is a manual that describes custodian workloads and routes among other things). As a result, required routes were not being performed and custodians were being denied those work assignments.

Subsequent negotiations produced the aforementioned Memorandum of Understanding

and basically it boils down to this: All facilities will be required to schedule and work at least 90% of the required work load by the end of the Fiscal Year. Failing this then the USPS will have to pay the difference and that money will be distributed to those affected. (EX: if only 80% of the work hours are completed then the difference paid is 90% - 80% or 10%)

At the end of the 2nd fiscal year and the USPS misses the 90% completion yet again then the difference paid out will be up to the 100% requirement. (EX: if only 85% of the work hours are completed then the difference paid out is 100% - 85% or 15%)

Now we all understand the push to get all the custodian OT hours in place before the end of September which is the fiscal year end for the USPS.

The custodians will be working an NS day and 2 hours OT each scheduled day, each week, in order for the USPS to make it to the 90% mark. The race is on. We'll see what happens by the end of September.

The other good news is that all Maintenance PSEs are to be converted to career status within 30 days of the signing of this agreement. Their patience has paid off.

Welcome to the rank and file.

## YOUR Union

## APWU



## CHANGE IN LEADERSHIP

*Continued from Page 1*

arbitration on non-compliance of the award. Either way, we will continue to fight this battle until we prevail.

The odds are definitely in our favor as management at least partially admits that we are entitled to a portion of back pay. Of course, we know that we are entitled to all back pay from 2000 and ongoing (until we get the work back).

Our attorneys are also seeking interest on the amount owed.

### UNION STEWARDS

We are seeking Union Stewards in offices where there is no Union Representative. We understand the issues facing employees in those smaller offices.

If we have active Union Stewards in those offices, we are better suited to fight the issues we face every day. The Union is strong when we have representatives who step up in each and every office.

Your Executive Board and I can only do so much. We need you to get involved and act now. Please consider becoming a Steward by

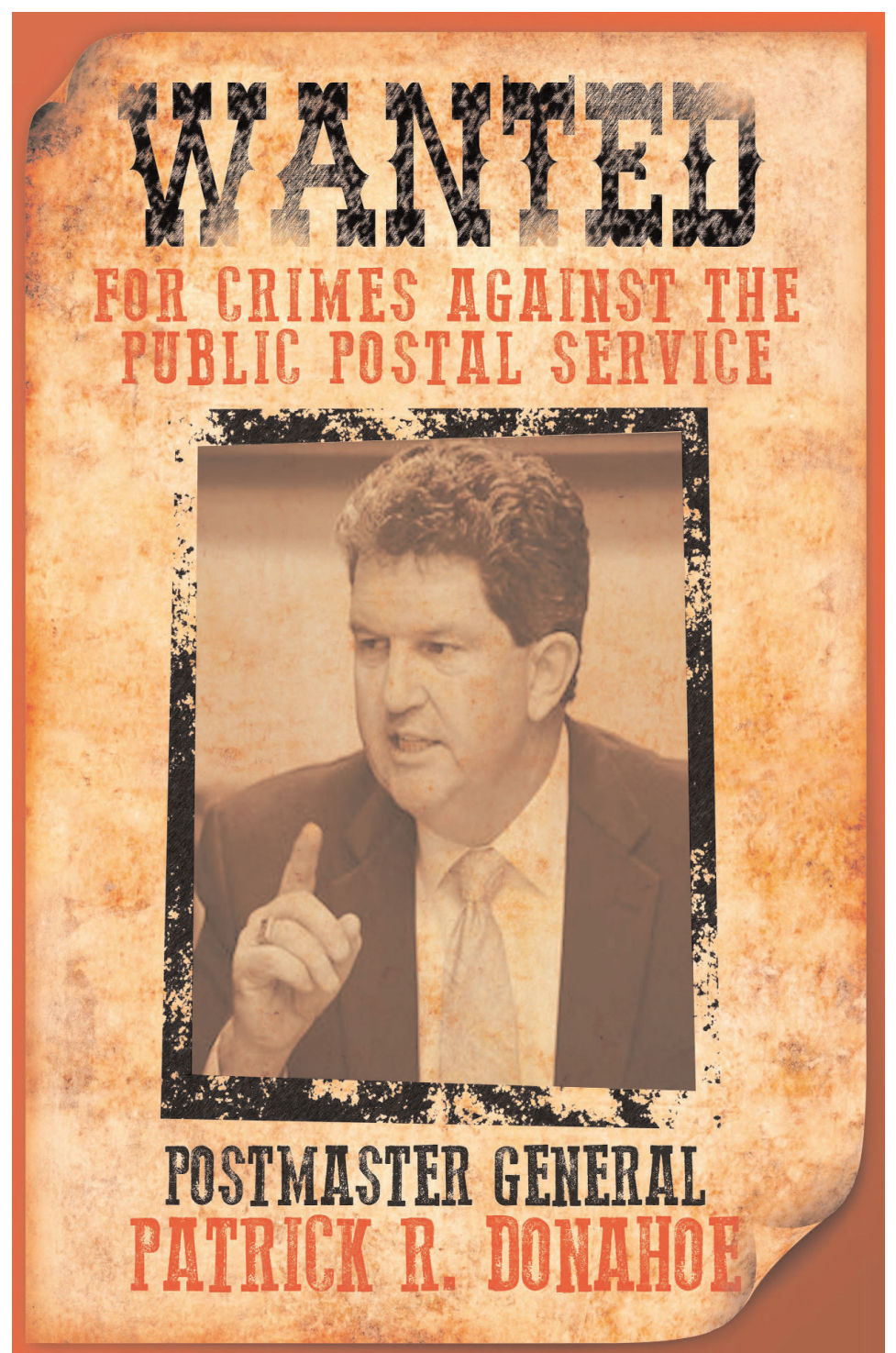
submitting a letter so I can bring the recommendation to become a Steward to the Executive Board.

I also want to acknowledge all of our Local's Union Representatives. These representatives have been responsible for winning thousands upon thousands of dollars in monetary grievance settlements in the recent past, along with winning a record amount of grievances (including those on Lobby Director work and the RI-399 Flats Prep Award).

Finally, I want to thank and congratulate our membership. Without help documenting these grievances, we wouldn't have a chance to win these cases.

Documentation wins grievances. No, every grievance doesn't result in a monetary remedy, but with your help, we will move forward in resolving each dispute and knowing what we can do to move forward.

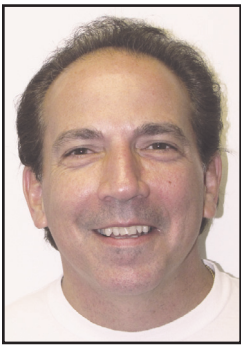
As I have told many before, if you believe your Union is weak or it is strong, to see who is responsible for that, all you have to do is look in the mirror. Thanks to everyone for all you do. Keep up the great work!





# APWU Biennial "Smackdown" Rumble in "CHICAGO"

So, just picture you are in beautiful downtown Chicago on a lovely summer's day.



**Danny Carinci**  
T2 & T3 Steward  
Ft. Myers P&DC  
SWFAL APWU

As you stroll along the streets, shopping or maybe looking for a place to eat, you suddenly start to hear a sound.

As you continue on, the sound gets louder and louder until finally you round the corner and "Bam"! You're smack dab in the middle of over a thousand angry postal workers protesting in front of a Staples store (Not a good time to be store manager).

You see and hear all of these postal workers yelling at the top of their lungs, "THE U.S. MAIL IS NOT FOR SALE!", "WHO'S POST OFFICE"? "THE PEOPLE'S POST OFFICE"!

You would tend to think that most people would turn and walk away from such a gathering.

But "No", they stayed, they joined in and the crowd got bigger. It was

a great feeling for me to see everyday people stand with us and join the fight to preserve our Post Office.

There were policemen, news crew members, even the train conductor passing overhead shouting and showing support to our cause.

That was the atmosphere of the whole APWU Biennial Convention in Chicago. With the theme being "Stand and Fight", the mood was set to get things rolling.

When our local president, Sam Wood, and I first arrived at the convention center I was in awe at the scale of the convention floor.

I learned quite a lot from representing our local at the State Convention and I knew that this was going to be an even greater opportunity.

With 1440 Delegates at the start of the convention and over 334 resolutions to address it was time to get busy.

President Mark Dimondstein addressed the convention floor on matters such as the Stop Staples Campaign, the conversion of 2000 PSE's, adding Postal Banking services, the alliance of all Postal Unions to fight against plant closures; and then he gained unanimous support from the floor on the removal of Postmaster General Patrick Donahoe from office.

We began our deliberations on constitutional resolutions at what started to be a fast pace. Addressing a cost saving measure and amending the

APWU constitution, shortening the National Convention from five days to four and adding one hour to each of the four days the convention is in session.

This seemed to be a little ironic because shortly after that began some long and lengthy debates regarding a dues increase (voted down) and the elimination of 7 National officer positions which became vacant.

The delegation voted on abolishing the positions of Maintenance National Representative at large, Assistant Legislative / Political Director, Assistant Clerk Director "A", Wichita Area National Business Agent "A", Clerk Division and Cincinnati National Business Agent "A", Clerk Division. These resolutions in themselves took more than a day.

This debate became very heated at times, for no one likes to lose what they already have. But the fact of the matter was made quite apparent and clear by our Secretary/Treasurer Liz Powell.

The USPS has decreased its number of employees and with it the number of APWU members. We must find ways to keep our Union financially viable and strong.

I was shocked when the report was presented showing over "37,000" non-members. I know the old saying, "Don't judge a man till you have walked a mile in his shoes", but there is NO excuse for anyone NOT to take part in ensuring the preservation of their own job. And especially, to stand back and watch while others fight and pay out their own pocket to protect "your" contractual rights!

We must not condemn the non-member but rather we must let them know that we are not

blind to who they are and emphasize how essential it is that we have their support.

Although we spent long hours at deliberations, never leaving the convention floor, time went by quickly. We were fortunate to have a variety of speakers, from congressman to celebrities - all with inspiring messages.

The Convention floor was moved by the young fast food worker and the Wal-Mart workers who shared stories of their struggles to unionize and earn a decent wage.

The week of deliberations may have been long but during all of this time, one thing was made quite clear to me: We are not alone in our fight.

We have the support of the people, the unions and workers. We will continue to stand and fight together and keep the public informed of Postmaster General Donahoe's attempts to dismantle and degrade our Post Office. Remember, it is "THE PEOPLE'S POST OFFICE"!

I thank all of you again for the privilege of representing our fine Local and look forward to seeing you all at the next meeting.

In Solidarity, Danny C.

*"They can't beat us collectively. If we stick together, fight hard and stay focused, we can't lose."*

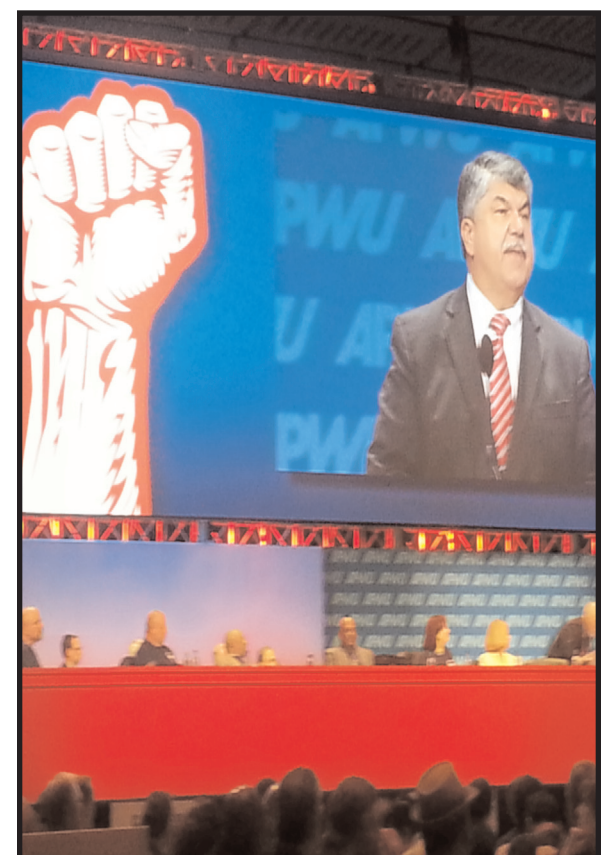
Ed Shultz,  
MSNBC Host, The Ed Show  
Honorary APWU member



**APWU National President Mark Dimondstein speaks to postal workers and their supporters at a "Stop Staples" rally.**



**The Reverend Jesse Jackson addresses a crowd of postal workers and supporters of the "Stop Staples" campaign during the recent APWU Biennial National Convention in Chicago. Standing immediately left of Reverend Jackson is APWU National President Mark Dimondstein.**



**AFL-CIO President Richard Trumka addresses the 2014 APWU Biennial National Convention on July 22 in Chicago. The AFL-CIO announced its endorsement of the APWU "Stop Staples" boycott on June 2, 2014.**



## Your Elected Officials

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Our members live in several different districts. For your representative's information, go to [www.congress.org](http://www.congress.org). Enter your zip code and the web site does the rest. You can e-mail most of your representatives at once with a click of your mouse at this web site. Their voting records are also available here. Check it out! Let them know how you feel, it's your DUTY!

## THE EAGLE'S EYE EDITORIAL POLICY

*The Eagle's Eye* is the official publication of the Southwest Florida Area Local, APWU, AFL-CIO. The editor has the right to determine whether the material submitted shall be printed, and has the right to edit as needed. It is the policy of this newsletter to disallow any attacks on individuals. Opinions expressed are those of the writers, and not necessarily those of the Executive Board. The deadline for submission of all articles is the day of the monthly membership meeting. You must be an APWU member to submit an article. Name may be withheld upon request. All articles may be reprinted with proper credit given. Captions/cartoons may only be reprinted upon written permission of the editor.

## Southwest Florida Area Local Membership News

We wish to extend our welcome to all new employees coming on board at the United States Postal Service by inviting you to our next SWFAL APWU meeting on September 14, 2014, at the Union Hall located at 11000 Metro Parkway, Unit 8, in Fort Myers.

Meetings are held once a month on Sunday at 9:30am. Be united, protect your job and discover the many benefits of becoming a member of the SWFAL APWU.

Join us at our next local meeting - united we can make a positive difference in our workplaces. We look forward to seeing you there!

Retirees who wish to continue receiving *The Eagle's Eye* newspaper, please email the Editor at [Edswfal@aol.com](mailto:Edswfal@aol.com) or call Karen at our SWFAL APWU office at 239-275-1007.

We want to encourage our members to email information to the



editor regarding marriages, graduations, special events or achievements of our employees, or their families. Please email information to *The Eagle's Eye* at [Edswfal@aol.com](mailto:Edswfal@aol.com). We will be pleased to include as many member announcements as possible.

## Mammograms Still an Important Weapon in the Fight Against Breast Cancer

The mammogram has been widely used as the standard of care for breast health since it was first put in use in 1969. Countless breast cancer survivors credit early detection via mammogram as the reason they are still alive today. Over the 45-year history of the use of mammograms, the screening has been scrutinized and there have been many attempts at revising the guidelines for its use. However, experts keep coming back to the same conclusion: Early detection is the key to surviving breast cancer and mammograms aid in early detection.

You may have heard about a medical study published this past spring that garnered a lot of attention for questioning the role of mammograms in the early detection of and, ultimately, the survival rates of breast cancer. Office of Personnel Management (OPM) has been reviewing recent studies on mammograms and, like most people in the medical community, still strongly agrees that the mammogram is a valuable tool in the early detection of breast cancer, therefore increasing the chances of survival if cancer is detected.

A study published in the U.S. by Harvard-based medical experts supports the importance of screening. In a study of 7,300 women diagnosed with breast cancer, 71% of those who succumbed to the disease were among those who did not participate in regular screenings.

The American Cancer Society's guidelines on mammograms recommends yearly mammograms starting at age 40. The Health Plan covers yearly routine mammograms at 100% (in-network) starting at age 40. At age 65, every other year a mammogram will be covered at 100% (in-network).

Combining self exams, clinical exams by a health professional and regular mammogram screenings, women can give themselves a fighting chance against a highly curable (if caught early) cancer. Remember, early detection is key and screenings are key to early detection!



Early detection saved Good Morning America's anchor Robin Roberts! Schedule your mammogram today!

**APWU**  
HEALTH PLAN  
Together. Better Health.®

1-800-222-2798

[www.apwuhp.com](http://www.apwuhp.com)