

This is a summary of e mails I received related to the convention. I personally would like to thank Sam Wood [www.swfloridaapwu.org](http://www.swfloridaapwu.org), President - Southwest Florida Area Local / APWU, for all the work he did. This is unofficial but provides a lot of information for our members.

**To those who believe I am in some sort of competition with others who have e-mail lists, you obviously don't know me. Also, if that is your belief, please ask me to be removed from my e-mail list, as I am here to educate and inform our membership, not to compete against others.**

Here is more of what happened after my first e-mail.

Resolution #1: Making it a priority to enforce contract language and MOU's to bring back work being performed by management into the APWU Bargaining Unit. **PASSED**

Resolution #2: That the APWU institute a program to identify and report abusive management personnel to USPS headquarters and that procedures be put in place to resolve these issues. **PASSED**

Resolution #3: Referred to Resolution #8

Resolution #4: Referred to Resolution #12

Resolution #5: In Level 18 and smaller offices, qualified and available PTF's be utilized to the maximum extent possible prior to utilizing PSE's. **PASSED**

Resolution #6: Not yet addressed

Resolution #7: Referred to Resolution #8

Resolution #8: PSE's be converted/hired to career status and future hires be considered career employees

Resolution #9: PSE's shall be scheduled for 5 day break upon completion, not prior to, 360 calendar days from their appointment. PSE's will be notified not later than two months prior to the actual date. **PASSED**

Resolution #10: PSE usage be counted against both Function 1 & 4 caps. **PASSED**

Resolution #11: Not Yet Addressed

Resolution #12: Adding "PSE's" to Article 7.3.c **PASSED**

Resolution #13: Not Yet Addressed

Resolution #14: PSE's be paid an additional 50% for all work over 56 hours and be limited to 12 hours in a day and 60 hours per week. **PASSED**

Resolution #15: Not Yet Addressed

Resolution #16: Referred to Resolution #14

Resolution #17: Not Yet Addressed

Resolution #18: Not Yet Addressed

Resolution #19: Not Yet Addressed

Resolution #20: Schedules for FTF's at Remote Encoding Centers will not be changed more than 2 hours from the begin tour for the duty assignment that they bid on and with consecutive days off as posted on the duty assignment. **PASSED**

Resolution #21: Overtime for OTDL prior to utilizing PSE's over 8 hours in a day or 40 hours in a service week. **PASSED**

Resolution #22: Equalization of PSE straight time work hours. **PASSED**

Resolution #23: Not Yet Addressed

Resolution #24: PSE Split Shift **FAILED**

Resolution #25: Referred to Resolution #21

Resolution #34: Referred to Resolution #21

Resolution #37: Referred to Resolution #21

Resolution #40: Referred to Resolution #21

Resolution #40A: Referred to Resolution #21

Resolution #40B: Referred to Resolution #21

Eastern Region Coordinator John Dirzius made a motion to change the order of business to address Resolution #246. **PASSED**

Resolution 246: The 2014 APWU National Convention Delegates call for the resignation of Postmaster General Patrick Donahoe, and his replacement with a PMG who will defend public postal services instead of dismantling them. **PASSED UNANIMOUSLY**

Day Two of the 2014 APWU National Convention started out with a few speeches. Two major speeches came from the President of the Canadian Union of Postal Workers (CUPW) Denis Lemelin and also the President of the AFL-CIO Richard Trumka. The order of business was changed to vote on Resolutions 231 and 225 (Below).

Resolution #231: That the APWU go on record opposing Wal-Mart's abusive employment practices and low workers wages. Also, salute the struggle of the Walmart Workers and pledge full support of their struggle for decent working conditions and a better life. **PASSED**

Resolution #225: That the APWU shall support the fight for Canadian Postal Workers Union in whatever way we can, and also to create alliances to fight cutbacks in postal services here in the United States as they have done in Canada. **PASSED**

The Credentials Committee Reported that:

There are 1815 delegates

Representing 292 Locals, 50 States (including Guam, Puerto Rico and the Virgin Islands).

Here is more of what happened in today's Labor Management Resolutions:

Resolution #27: Negotiate language to give PSE's and PTF's notice of their weekly schedules the Wednesday prior, in all level 18 and above offices. **PASSED**

Resolution #28: Negotiate with the USPS to install software that will automatically pay an additional 50% each hour when employees work over 12 hours in a service day and 60 hours in a service week. **FAILED**

Resolution #29: Referred to Resolution #30

Resolution #30: Any PTF/PSE who is scheduled or requested to work in a post office or facility will be guaranteed at least 5 hours of work or pay. **PASSED**

Resolution #31: No employee will be required to take more than a one hour lunch period. **PASSED**

Resolution #31A: Not Yet Addressed

Resolution #32: Overtime built into NTFT assignment (exceeding 40 hours in a week) will be postal overtime and not subject to Article 8, OTDL of LMOU scheduling rules. **PASSED**

Resolution #33: Any PSE who is scheduled to work, and who reports shall be guaranteed 4 hours of pay or work (In 200 or more man-year offices) and (2 hours of work or pay in less than 200 man year offices). **PASSED**

Resolution #34: Referred to Resolution #21

Resolution #35: PSE's will be guaranteed at least 1 day off per service week. **PASSED**

Resolution #36: Not Yet Addressed

Resolution #37: Referred to Resolution #21

Resolution #38: PTF and PSE employees will receive penalty overtime for all work in excess of 10 hours in a service day and 56 hours in a service week. **PASSED**

Resolution #39: Not Yet Addressed

Resolution #40: Referred to Resolution #21

Resolution #40A: Referred to Resolution #21

Resolution #40B: Referred to Resolution #21

Resolution #40C: Not Yet Addressed

Resolution #40D: Not Yet Addressed

Resolution #41: PSE's shall be paid overtime for work performed in excess of 8 hours in a service day and work performed in excess of 40 hours in any one service week. Overtime pay for PSE's is to be paid at the rate of 1 ½ times the basic hourly straight time rate. **PASSED**

Resolution #42: Negotiate Sunday Premium Payment for all PSE's when working on Sunday. **PASSED**

Resolution #43: Not Yet Addressed

Resolution #44: Not Yet Addressed

Resolution #45: Referred to Resolution #30

Resolution #45A: Make it a priority to negotiate to eliminate the two tiered wage system. **PASSED**

Resolution #46: Negotiate locality pay. **FAILED**

Resolution #47: The Pay scale for employees hired after the effective date of the last CBA be adjusted to top out these employees at the same rate as employees hired prior to the agreement. **PASSED**

Resolution #48: Not Yet Addressed

Resolution #49: Not Yet Addressed

Resolution #50: Referred to Resolution #45A

Resolution #51: Negotiate the elimination of the two tier pay scale, eliminating all steps lower than A and pay all career bargaining unit employees based on the same pay scale. **PASSED**

Resolution #52: Negotiate that PSE's receive cost of living increases. **PASSED**

Resolution #53: Not Yet Addressed

Resolution #54: PSE's given annual leave credit for hours worked after the first Monday of the pay period. **MOOT ISSUE**

Resolution #55: Negotiate leave provisions that allow PSE's the ability to utilize earned annual leave after 1 pay period on the rolls. **PASSED**

Resolution #56: Negotiate sick leave for PSE's, to be earned at the same pay rate per pay period as all career employees. Sick leave shall not be cashed out at the end of an employee's appointment except at the written request of the employee. **PASSED**

Resolution #57: The 40 hours of annual leave an employee is eligible to sell back shall be deducted from the employees 440 maximum leave carry over hours. **PASSED**

Resolution #58: Not Yet Addressed

Resolution #59: Referred to Resolution #60

Resolution #60: Negotiate that PSE's be allowed to carry over their unused annual leave into a new appointment, or to be paid a lump sum (at the discretion of the employee.) **PASSED**

Resolution #61: Not Yet Addressed

Resolution #62: PSE's shall be afforded the opportunity to sign for annual leave in advance, during vacation sign up. Negotiate for PSE's similar to Art.10 into account Art. 10.2. B **PASSED**

Resolution #63: Referred to Resolution #60

Resolution #64: Referred to Resolution #56

Resolution #65: Referred to Resolution #56

Resolution #66: Referred to Resolution #60

Resolution #67: Negotiate a nationwide program for vacation planning for all employees with emphasis upon the choice vacation period(s) of variations thereof. **FAILED**

Resolution #68: Postal Installations will guarantee an annual leave quota of at least one per day during choice vacation periods. **PASSED**

Resolution #69: PSE's shall receive Sick Leave. **PASSED**

Resolution #70: PSE's who are members military reserve units be eligible for Military Pay. **PASSED**

Resolution #70A: No discipline for FMLA qualifying conditions despite not meeting the 12 month/1250 hour qualifications. **PASSED**

Resolution #70B: Not Yet Addressed

Resolution #71: Amend Article 11 to apply remedies for improperly forced to work holidays. **PASSED**

Resolution #72: Negotiate procedures whereby employees who are bypassed are given the option of choosing pay or annual leave. **PASSED**

Resolution #73: Referred to Resolution #72

Resolution #74: Not Yet Addressed

Resolution #75: Article 11.6.C will be eliminated in its entirety. **PASSED**

Resolution #76: Not Yet Addressed

Resolution #77: Not Yet Addressed

Resolution #78: Not Yet Addressed

Resolution #79: Retain the 50 mile radius through the next contract. **PASSED**

Resolution #79A: Negotiate language into Article 12.5.C.1 that states "an employee excessed out of an installation, out of an APWU represented position, the employee shall have reassignment rights back into an APWU craft residual vacancy within a 50 mile radius of the installation that the employee was excessed out of. Such reassignment shall be awarded on a seniority basis. **PASSED**

Resolution #80: Referred to Resolution #86

Resolution #81: Referred to Resolution #86

Resolution #82: Referred to Resolution #86

Resolution #82A: Referred to Resolution #86

Resolution #83: Referred to Resolution #86

Resolution #84: Referred to Resolution #86

Resolution #84A: Probationary employees should have access to the grievance procedure. **PASSED**

Resolution #85: Referred to Resolution #86

Resolution #86: PSE employees will not serve a probationary period upon either reinstatement or conversion to career. **PASSED**

Resolution #87: Referred to Resolution #86

Resolution #87A: Allow probationary employees to use annual leave. **PASSED**

Resolution #88: Amend Strunk MOU and CBA permitting excess employees to be returned with retreat rights without regard to level the same way they were excessed outside their installation. **PASSED**

Resolution #89: Not Yet Addressed

Resolution #90: Not Yet Addressed

Resolution #91: Referred to Resolution #90

Resolution #91A: Not Yet Addressed

Resolution #92: Residual Duty Assignments will be posted to the 21 day eReassign within 45 days of becoming a residual. **PASSED**

Resolution #93: Local and State Unions will be supplied each month with a list of duty assignments posted to the 21 day and/or nationwide eReassign. If no duty assignments, notification would be given of such. **PASSED**

Resolution #94: Notify that in the event a successful bidder would decline their retreat right to the next senior bidder will be offered until the position is filled or retreat rights are exhausted. **PASSED**

Resolution #95: Strike the phrase to the extent possible and replace with shall separate all PSE's before impacting any of the full time regular work force. **PASSED**

Resolution #96: The same benefit applies for any voluntary transfer under the MOU. **PASSED**

Resolution #97: Referred to Resolution #95

Resolution #98: Not Yet Addressed

Resolution #99: Referred to Resolution #95

Resolution #100: Referred to Resolution #168

Resolution #101: Reject appointments or reappointments of any arbitrator that has served as USPS management personnel in the past. **PASSED**

Resolution #102: Not Yet Addressed

Resolution #103: Not Yet Addressed

Resolution #104: Employees awarded grievance settlements will receive additional pay for nonpayment (for each pay period not paid). **PASSED**

Resolution #105: Article 15.2.F shall be changed to state: "Where agreement is not reached, the employer's decision shall be to the Union representatives in writing, within ten (10) days after the Step 2 meeting unless the parties extend the 10 day period. The decision shall include a full statement of the employer's understanding of: 1) All relevant facts. 2) The contractual provisions involved, 3) the detailed reasons for denial, and 4) the GATS number." Extend the Union's timeline to move the case to the next step to 15 days. **PASSED**

Resolution #105A: Grievance number should be included on the adjustment section of an employee's pay stub when receiving a grievance adjustment. **PASSED**

Resolution #105B: Not Yet Addressed

Resolution #106: Article 15.5.A.5 be amended to include a financial enforcement procedure against management for not complying to an arbitration decision (to include reimbursement to the Union). **PASSED**

Resolution #107: Address Management System Technician and Complaints and Inquiry Clerk be upgraded by 1 level. **PASSED**

Resolution #108: Provide PSE's with full protection (to include all steps of discipline) through Article 16 of the CBA. **PASSED**

Resolution #108A: Not Yet Addressed

Resolution #109: Strive to add full time union official whom are holding a duty assignment, to the contractual language of Article 17.3. **PASSED**

Resolution #110: Negotiate to have "and compensated by the Union" removed from Article 17 Section 2C. **PASSED**

Resolution #111: Designated organizers shall attempt to organize all APWU represented employees regardless of local or state affiliation. **PASSED**

Resolution #112: Not Yet Addressed

Resolution #112A: Not Yet Addressed

Resolution #113: Career employees, who retire and have earned terminal leave balance in excess of 440 hours at the time of separation, be paid for the total terminal (annual) leave balance on record at the time of separation. **PASSED**

Resolution #114: APWU negotiate with the USPS to allow submission of form 3971 for unscheduled leave via the Lite Blue website. **PASSED**

Resolution #115: Negotiate language that allows newly converted PSE's to career status the ability to use Annual Leave within the first 90 days. **PASSED**

Resolution #116: Negotiate paid court leave for PSE's when required to serve jury duty. **PASSED**

Resolution #117: Negotiate a 401k plan for PSE that will roll over to TSP upon appointment to career. **PASSED**

Resolution #117AS: Negotiate for Union representatives, retired or active have access to the postal service Intranet (Blue Page) and E-Reassign. **PASSED**

Resolution #117RS: Retirees Sick Leave **PREVIOUSLY ADOPTED**

Resolution #118: If an employee works for 35 years of continuous service, the USPS pay the full cost of a 35 year employee's medical insurance premium. **PASSED**

Resolution #119: Not Yet Addressed

Resolution #119A: Not Yet Addressed

Resolution #120: Negotiate lower health insurance premiums for newly promoted career employees hired after May 23, 2011. **PASSED**

Resolution #121: Not Yet Addressed

Resolution #122: Change the language in Article 25.4 to offer higher level details by Seniority and force by Juniority (as long as they are qualified, eligible and available). **PASSED**

Resolution #123: Not Yet Addressed

Resolution #124: Clerks that are subject to SOX audits should be compensated at higher level pay and should receive remedial training rather than discipline. **PASSED**

Resolution #125: Referred to Resolution #122

Resolution #126: Referred to Resolution #122

Resolution #127: Uniform Allowance - Referred to Clerk Craft

Resolution #128: Negotiate to allow all employees (including Sales Service Associates) the option of shorts while in performance of their assigned tasks. **PASSED**

Resolution #129: Referred to Resolution #128

Resolution #130: Negotiate substantial increase in Uniform allowance. Uniform allowance rollover for unused funds. Allow PSE the appropriate uniform allowance for their job category. **PASSED**

Resolution #131: Uniform Allowance - Referred to Maintenance Craft

Resolution #132: Negotiate additional uniform allowance for employees who work outside during inclement weather. **PASSED**

Resolution #133: Referred to Resolution #130

Resolution #134: Referred to Resolution #130

Resolution #134A: Referred to Resolution #130

Resolution #135: Provide local and state presidents a list of job ID's and notified of any changes made. **PASSED**

Resolution #136: Change the CBA to give the APWU an equal opportunity to establish the need to fill residual vacancies. **PASSED**

Resolution #136A: Remove the following language from Section 3.3 of the PSE MOU: "The separation of PSE's upon completion of their 360 day term and the decision to not reappoint PSE's to a new term are not grievable." **PASSED**

Resolution #136B: Not Yet Addressed

Resolution #136C: Referred to Resolution #10

Resolution #136D: Not Yet Addressed

Resolution #136E: Ensure that PSE's get full credit for all annual leave earned during a pay period. **PASSED**

Resolution #136F: Remove from the PSE MOU (A.3.B): "In addition, PSE's must provide acceptable evidence for absences when required" and that all PSE absences be administered in accordance with current ELM provisions. **PASSED**

Resolution #136G: Solidify language for PSE Seniority tie-breaker as their Assessment 473 Test Score. **PASSED**

Resolution #137: Strengthen and clarify the opting language for PSE's. **PASSED**

Resolution #138: Change PSE MOU Appendix A, Section 3.F Paragraph 2, to read: "...Such opting does not create any work hour or assignment guarantees, however, management must make every effort for an opted PSE to work residual vacancies hours and days off. **PASSED**

Resolution #139: Remove language in the PSE MOU: "Such opting does not create any work hour guarantees." **PASSED**

Resolution #140: Negotiate triggers that would convert PSE's. **PASSED**

Resolution #141: Not Yet Addressed

Resolution #142: PSE be afforded the same seniority rights as career employees. PSE seniority be carried over into career. Negotiate only one probationary period. **PASSED**

Resolution #143: Eliminate all NTFT positions not approved by the local. **PASSED**

Resolution #144: Not Yet Addressed

Resolution #145: Revert NTFT positions back to traditional positions in Level 21 offices and above. **FAILED**

Resolution #145A: Not Yet Addressed

Resolution #145B: Not Yet Addressed

Today's "STOP STAPLES" rally in downtown Chicago was a huge success. Over one thousand APWU Delegates, other Union workers, and curious citizens filled the area in front of a Staples store. The event was well organized and many media affiliates

were there to witness the successful event. The Reverend Jessie Jackson also came out to support our fight against Staples. Make no mistake, the word is getting out about what the USPS and Staples are doing to the USPS. We will win this fight!

To show that I do in fact make mistakes in my e-mails, I improperly called Brother John Dirzius the Eastern Region Coordinator. Brother John H. Dirzius is in fact the Northeast Regional Coordinator. Once again, I apologize in advance for any errors in my report.

Sam Wood [www.swfloridaapwu.org](http://www.swfloridaapwu.org)  
President - Southwest Florida Area Local / APWU

Day Three of the 2014 APWU National Convention began with speeches by Walmart workers and Larry Cohen who is President of the Communications Workers of America. Cohen spoke that we must all unite together in order to fight greed and corruption in our country. When we all fight to help each other, we are much stronger and can make a difference. Cohen stated that his Union membership will stand with and beside us during our struggle with Staples.

The Credentials Committee Reported that on Wednesday:  
There are currently 1879 delegates  
Representing 304 Locals, 50 States (including Guam, Puerto Rico and the Virgin Islands).

Here is more of what happened in today's **Constitution Committee Resolutions**:

Resolution #1: Changing the future APWU National Conventions from five days down to four days and increasing each business day by 1 hour. **PASSED**

**The first teller count of the 2014 National Convention took place. This was to add six resolutions to discuss that were referred to Resolution #2. These resolutions were to discuss abolishment and absorbing the duties of vacant APWU National Positions individually and also to address the issue of raising dues by \$1.00 per pay period (which would be discussed first). MOTION PASSED**

CO 13 – To raise dues by 1.00 per pay period. **EASILY FAILED**

CO 06 – Supporting the NEB Decision to abolish or absorb the duty of the Maintenance Representative at Large. **PASSED**

CO 07 – Supporting the NEB Decision to abolish or absorb the duty of the Pacific Area National Business Agent. **AFTER A SECOND TELLER VOTE, BY A VOTE OF (844-594) THE MOTION FAILED (A MOTION FOR A ROLL CALL WAS CALLED, AND WAS DEFEATED).**

CO 08 - Supporting the NEB Decision to abolish or absorb the duty of the Wichita Area National Business Agent "A" Clerk Division. (Vote from the NEB was 31 yes, 8 No and 2 abstained) **PASSED**

CO 09 – Supporting the NEB Decision to abolish or absorb the duty of the Assistant Legislative / Political Director. **PASSED**

Heated debate occurred today as delegates spent most of the day addressing resolutions to support the decisions of the National Executive Board to eliminate or absorb vacant APWU positions. It was apparent that some of the 2014 delegates are having buyer's remorse from the 2012 National Convention where the delegates voted to allow the NEB to decide whether to abolish or absorb vacant positions. The 2014 APWU National Convention Delegates narrowly voted to uphold the decision of three of the positions and failed to support one by a narrow margin.

Thanks to the Convention Delegates for making my day easier today.

Sam Wood [www.swfloridaapwu.org](http://www.swfloridaapwu.org)  
President - Southwest Florida Area Local / APWU

Day Four of the 2014 APWU National Convention began with a speech by MSNBC Broadcaster & Radio Show Host Ed Schultz who has regularly addressed APWU issues on his programs.

The Credentials Committee Reported that on Wednesday:  
There are currently 1898 delegates  
Representing 305 Locals, 50 States (including Guam, Puerto Rico and the Virgin Islands).

Day two started out with the discussion of final two positions that were abolished or absorbed and were not filled. Here is what happened in today's Constitution Committee Resolutions:

CO 10 – Supporting the NEB Decision to abolish or absorb the duty of the Cincinnati National Business Agent "A" Clerk Division. **PASSED**

CO 11 – Supporting the NEB Decision to abolish or absorb the duty of the Assistant Clerk Director "A". **PASSED**

NOTE: Six out of seven jobs that were abolished or absorbed by the APWU National Executive Council were upheld by the delegates. Although there was much debate and the convention seemed to be spiraling out of control, APWU President Mark Dimondstein (in my opinion) did a very good job of allowing delegates to speak their mind. This has been a refreshing change from the past conventions. As we move forward, I am sure that our President will become better at stopping some of the chaos that occurred during this convention.

Resolution #3 – Deleted language from Article 8, Section 4 about appointment of educational representatives. **PASSED**

Delegates voted to move to Resolution #14

Resolution #14 – Add a Retiree Technician to the Retiree's Department – **FAILED**

Delegates voted to move to Resolution #CO 15

Resolution #CO 15 – Vote to Support the abolish or absorb the duties of Chicago Business Agent. **FAILED**

Resolution #CO 04 – Allow for the APWU President to appoint representatives to handle OWCP and EEO cases under the direction of the Human Relations Director. **PASSED**

Here is what happened in the second half of day four from Constitution Committee Resolutions:

Delegates voted to move to Resolution #CO 16

Resolution CO 16 – Change the APWU National Officers retirement plan and their contribution percentage and the APWU's contribution. The following information was provided to the delegates: (Currently officers pay 3% towards retirement and the APWU pays 27%). I was hoping that I heard this wrong, but was informed that I heard the information correctly by many other delegates.

Resolution #CO 16 would change to have Officers contribute up to 22% and the APWU contributing only 5%). **THE MOTION WAS TABLED UNTIL THE COMMITTEE REPORTS ON THEIR RECOMENDATION.**

Resolution #6 – Those APWU members who are retirees who were not APWU members prior to retirement would not be able to vote for the APWU National Officers in elections. **PASSED**

Resolution #7 – Change the language for the APWU President convening a Constitution Committee. **PASSED**

Resolution #CO 3 – Change the eligibility to vote in National Elections when becoming a member of the APWU to the first full pay period in June of the Election Year. **PASSED**

Resolution #23 – Allow the disaster relief fund dispersed by the Human Relations Director. After deliberating this resolution the maker attempted to pull the resolution after seeing that the resolution would not pass. The vote occurred and the resolution **FAILED** overwhelmingly.

The delegates finished the day with a speech from the Rev. William Barber from North Carolina who extended the delegates day by about 45 minutes. Delegates were both entertained and fired up by the charisma and energy of Rev. Barber.

A motion was made to make Rev. Barber an honorary member of the APWU. **PASSED**

A motion was made to go to Resolution #234. **PASSED**

Resolution #234 – This was a resolution for the APWU to both support and participate the Moral Monday Movement that will help us in our fight to defend America's Postal Service from the privateers that want to destroy it.

Once again, I apologize in advance of any errors or inaccurate information that may be in my e-mails. I finish most of these e-mails on my own time after the delegates have been dismissed for the day.

Sam Wood [www.swfloridaapwu.org](http://www.swfloridaapwu.org)  
President - Southwest Florida Area Local / APWU

First of all, I would like to amend my report yesterday, the delegates upheld five (5) out of the seven (7) National Positions that were abolished or absorbed by the National Executive Council. The two positions that were not upheld were:

- 1) Pacific Area National Business Agent
- 2) Chicago National Business Agent

The final day of the 2014 APWU National Convention began with the Credentials Committee.

The Credentials Committee Reported that on Wednesday:

There are currently 1900 delegates

Representing 305 Locals, representing 50 States (It was noted that there were not any delegates from South Dakota) including Guam, Puerto Rico and the Virgin Islands.

Motion was made to move to Resolution #17 – **PASSED**

Resolution #17 – To create one (1) Support Services NBA. This salary and necessary expenses of this NBA would be the same as all other APWU NBA's. **FAILED**

A motion was made to limit the amount of points of order, personal privilege, parliamentary inquiry, and points of information (Yellow Lights). **FAILED**

Resolution #8 – To make Las Vegas, Nevada the permanent APWU National Convention site. **FAILED**

Motion was made to move to Resolution #CO 1 – **FAILED**

Resolution #10 – **WITHDRAWN BY THE MAKER OF THE MOTION**

Resolution #12 – To Re-Designate the APWU Retirees Department to the APWU Retirees Division. **FAILED**

Motion was made to accept the rest of the Constitution Committee's non-concurred Recommendations in Toto. An amendment were made to exclude Resolution #20 –**AMENDED MOTION AND MAIN MOTION FAILED**

Resolution #13 – **WITHDRAWN BY THE MAKER OF THE MOTION**

Resolution #15 – Would raise the Support Services Director's Salary to be equivalent to the other Assistant Division Directors, plus expenses. **FAILED**

Resolution #16 – Was ruled by the chair that this resolution had been disposed of.

Resolution #18 – Change Elective Retiree Nation Delegate Position to Regional Retire Representative. This would include compensation when performing authorized duties that may be assigned and also necessary expenses to attend both Retirees Department Conference and the National Convention. **THE MAKER OF THE RESOLUTION WITHDREW THE MOTION, AND STATED THAT IT WOULD BE BROUGHT UP AT THE NEXT CONVENTION.**

Resolution #19 - **WITHDRAWN BY THE MAKER OF THE MOTION, BECAUSE IT IS SIMILAR TO RESOLUTION #20**

Resolution #20 – Change the ballot order of Election of National Officers. This would be done by a Drawing. **FAILED**

Resolution #21 – Would add the Legislative/Political Director on the Executive Board. **FAILED**

Resolution #22 - **WITHDRAWN BY THE MAKER OF THE MOTION**

Resolution #24 – To fill the Pacific Area National Business Agent vacancy within 60 days. **WITHDRAWN BY THE MAKER OF THE MOTION**

Resolution #24A - **WITHDRAWN BY THE MAKER OF THE MOTION**

Resolution #CO 1 - **WITHDRAWN BY THE MAKER OF THE MOTION**

Resolution #CO 2 – Change the nomination deadlines for APWU National Elections. **PASSED**

Resolution #CO 12 – Changing the authority to appoint National Organizers from the National APWU President to the Director of Organization. Was amended to strike taking power away from the President, and only remove National Organizers from the APWU National Clerk Division Council. **PASSED AS AMENDED**

Resolution #CO -17 – Was an attempt to change the APWU President's Authority in the constitution. **FAILED**

Resolution NEB 1 – Change the APWU Logo. **FAILED**

Resolution NEB 2 – Update members on APWU national contract negotiations on the secured member section on the APWU website. **PASSED**

Resolution NEB 3 – Making available Educational Audio and Video Recordings Available. **PASSED**

Resolution NEB 4 – Stop making Village Post Offices. **PASSED**

Motion was made to approve and pass the rest of the National Executive Board recommendations in Toto. **PASSED**

The APWU National Convention delegates upheld the Appeals Committee Recommendations from charges that were made from locals.

President Dimondstein brought up a dispute at the National Level in regards to merger guidelines for Chicago Local and O'Hara/Midway T Local. The two locals and National each had 5 minutes to speak on the merger issue. The issue arose on the consolidation of two facilities represented by two different locals. The issue being: Which local should represent the consolidated facility (including funds)? A vote occurred and the results were that the Chicago Local had 199 votes and O'Hara/Midway T Local had 122 votes. The National Executive Board Ruled in favor of the Chicago Local and the O'Hara/Midway T Local was dissolved. **THE DELEGATES PASSED THE MOTION TO UPHOLD THE EXECUTIVE BOARD DECISION.**

#### LABOR MANAGEMENT COMMITTEE REPORT

Resolution LM 1 – To treat PSE indebtedness for Health Care Premiums in accordance with Article 28. **PASSED**

Motion to move to Resolution #LM 10 – **PASSED**

Resolution #LM 10 – Stand up and Fight Back for PSE conversions to career. Low wages, benefits, and mistreated non career workforce. Fight back against EAS performing bargaining unit work. Fight back against Post Offices closures, reduction of hours of retail operations and reduction of delivery days. Maintaining a vibrant, healthy and growing Postal Service. **PASSED**

Motion was made to accept the remainder of the Labor Management Committee's Recommendations in Toto (except Resolutions #89, #LM 5, and #LM 6). **PASSED**

Resolution #89 – Change the Q&A on DUO from No to Yes for employees to have the right to follow work to gaining installations. **FAILED**

Resolution #LM 5 – PSE's be included in Article 11.3.A for Holiday Pay. **PASSED**

Resolution #LM 6 – Allow PSE's to pick one holiday a year for Holiday Pay. **FAILED**

#### LEGISLATIVE/POLITICAL COMMITTEE

Motion was made to accept the Legislative/Political Committee Resolution Report in Toto. **PASSED**

#### CLERK CRAFT COMMITTEE REPORT

Motion was made to accept the Clerk Craft Committee Resolution Report in Toto. Amended motion made to exclude 146, 148, 161 and 168. **AMENDED MOTION FAILED and the MAIN MOTION PASSED**

RESOLUTION CC 04 – **FAILED**

RESOLUTION 127 – **FAILED**

RESOLUTION LM 7 – PSE Seniority Lists. **PASSED**

#### HUMAN/RELATIONS COMMITTEE

Resolution HR 1 – The APWU encourage and help with the hiring of Veterans into the United States Postal Service. **PASSED**

#### MAINTENANCE CRAFT COMMITTEE

Motion was made to accept the Maintenance Craft Committee Resolution Report in Toto. An Amended motion was made to exclude Resolution #196. **Amended Motion FAILED the MAIN MOTION PASSED**

#### MOTOR VEHICLE CRAFT REPORT

Motion was made to accept the Maintenance Craft Committee Resolution Report in Toto. An Amended motion was made to exclude Resolution #202. **MOTION AS AMENDED PASSED**

Resolution #202 – Eliminate PSE's in MVS and replace with PTF's.

#### SUPPORT SERVICES CRAFT COMMITTEE REPORT

Motion was made to accept the Support Services Craft Committee Resolution Report in Toto. **PASSED**

#### FORMAL RESOLUTION COMMITTEE REPORT

Motion was made to accept the Formal Resolution Committee Report in Toto. **PASSED**

The main theme for the 2014 APWU National Convention Delegates seemed to have been not to spend money. Although some motions did pass that would spend money, most resolutions that dealt with either spending money or raising dues, failed.

It also seemed that some elected National APWU Officers attempted (through resolutions) to take power away from the NATIONAL APWU Union President without having to run successfully for the office of APWU President. There were also some resolutions presented that would add more power to some National APWU Officers. It was good to see that these resolutions were soundly defeated by the 2014 APWU Convention Delegates.

There was a huge debate as to what is the proper procedure for a teller count during this convention. This issue caused hard feelings amongst the delegates. I am sure the rules in the 2016 APWU Convention will clearly reflect the proper procedure for future teller counts as so many disagreed with the rule that was in place. Some delegates placed blame on APWU President Dimondstein; however, Dimondstein received guidance from the Parliamentarian on the issue, so the blame may not be properly placed on our APWU President. At one point during the convention a delegate went to a microphone and sat down on the ground to speak. It seemed as though this action was in protest of the teller count issue. This incident was entertaining to watch, but his microphone was properly cut off as his actions (I felt) was inappropriate and was not in line with the issue that was being debated at the time. This same delegate went to the microphone today when time was an issue and attempted to utilize his full 3 minutes to clearly waste time. You could see that President Dimondstein learned by the end of the week to not allow these shenanigans from a delegate.

The Convention ended without Resolution CO 16 being debated. As I reported yesterday this Resolution would Change the APWU National Officers retirement plan and their contribution percentage and the APWU's contribution. The following information was provided to the delegates: (Currently officers pay 3% towards retirement and the APWU pays 27%). Resolution #CO 16 would change to have Officers contribute up to 22% and the APWU contributing only 5%). **THE MOTION WAS TABLED UNTIL THE COMMITTEE REPORTS ON THEIR RECOMENDATION.** It will be interesting to see what (if anything) will be done on this issue as the legacy cost of National Officers was much debated during this convention.

There has and will be some debate as to whether this convention was a success. I agree that this Convention along with the Clerk Craft Conference had its share of chaos, but I hope that we all learn from this convention and move forward. I believe that PSE's were the overall winners of the 2014 APWU National Convention as so many Resolutions were passed

in order to give our National Officers guidance in next year's contract negotiations. I am proud to have been able to report on this convention for my e-mail list and hope that it has been of use to you and your membership. STAND UP, FIGHT BACK!

I would encourage everyone to stand up and continue to Stop Staples. Lets also start the fight on replacing Postmaster Patrick Donahoe. I urge all Locals, all States and our National Union to start a campaign to get us a new Postmaster who will move the USPS forward and not destroy it. STAND UP, FIGHT BACK!

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President - Southwest Florida Area Local / APWU

In closing thank you Sam Wood for the summary. This is not any easy task.