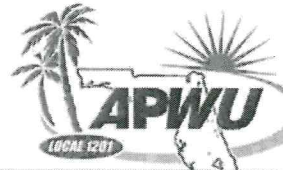


COASTAL

Breeze

Happy Holidays

OFFICIAL PUBLICATION OF THE AMERICAN POSTAL WORKERS UNION OF BROWARD COUNTY FLORIDA

Strange and Profound Truths



by
President Carolyn Pierce

You know the old saying it's not over till the fat lady sings. Well, I'm not overweight anymore and my singing voice from school is pretty much gone. So I've decided it's not completely over yet. But...

I have decided to retire from my job as your president, effective Jan. 2, 2013. I know that there is still two years left on this run but my health has been an issue this year and my doctors have convinced me that a less stressful lifestyle will help with my healing. I will remain a full dues paying member with a voice and vote and I pray that in a short while I will have the energy to help with whatever the Broward County Area Local needs.

I was in management before coming to the postal service and naturally saw that in my future. The management style I was showed in the Post Office wasn't what I wanted. I was hired quickly and went to Tour 1 in Hollywood, FL. I learned quickly. We had a very large Tour and it was all manual operations. The employees with the loudest mouths(me) were punished by unloading trucks and dumping the heavy, dirty sacks onto a belt where we then emptied them and loaded the flats

PROUD MEMORIES

onto a "woody" or "float" and would take them around to drop the mail at the carrier cases. I hurt my back while doing this, and to this day I can still feel a pain in the same place, 32 years later. Did I report it? NO, I was under 90 days. I then proceeded to back into a lift while "pulling" a full hamper and cut both ankles. Did I report it? NO, I was still under 90 days. But after those 90 days I was going to be "Norma Rae". They should have fired me when they had the chance. I went to union meetings and read everything I could about this movement and how it was so needed to protect employees. One night, I was throwing mail and saw two supervisors peeking through a case watching how fast I was working the mail. HA. That did it I was a steward before the night was through. For ten years I was an officer and president of the Hollywood Local and I pretty much taught myself, because I truly had "fire in the belly". We merged into the Broward County Area Local in 1991 and I've served on the executive board ever since.

I will never forget the feeling of all of us taking care of one another. We would have races to see who could throw the most mail. The winner had his or her drink bought that night. WE moved mail. At Christmas the mail was stacked up the walls and we would be singing Christmas carols. Recently, I was in our L&DC and as I watched the long line of manual cases working, the memories of 32 years ago were so vivid. I watched as those L&DC employees were getting the mail

out. Who said that automation was the answer? Some new "bright and shiny" penny in Washington who had never even touched a piece of mail I'm sure.

I represented thousands over the years and there is no issue that has not come up. I've served on most National APWU committees and been a delegate to approximately 16 national conventions or so. I've dealt with hundreds of management locally, regionally, and nationally. In the old days most of them wanted the same thing that I did and we would negotiate resolutions for the best of both parties. But something happened a few years ago. I do not know what happened. There are too many layers, too many to get through for an answer. Most bosses are frustrated and no one is allowed to manage their own operation. Everyone is told what to do by someone higher. It is really sad what we have become.

I wish for past days, when that proud feeling of service to the American public was so prevalent. I am proud of being a member of the United States Postal Service because of my memories. How wonderful it felt when we threw mail in a hot parking lot after Hurricane Andrew, so excited that a Postal truck would be the first in a devastated neighborhood. How wonderful when a group of Postal Workers volunteered on our non-scheduled day, management and crafts, to put tarps on roofs in Homestead.

continued on page 2

How wonderful to volunteer to stand in the hot sun in South Miami to give out Social Security checks to those who had nothing.

If you're a new employee or one of the older ones do not give up. If Congress lets us we can be great again and when I'm long gone, you too can be proud of all of your years with this company. If not, then it will never be again.

I can never list all the people I wish to thank for the honor of serving you. If you are retiring now I wish you health and happiness. If you're not, please, just keep the faith as much as you can and support those who work hard for your rights. Jeff Riddell will be a fine president for you and his Executive Board and stewards will continue to fight the fight, this I have no doubt.

Thank you for your support in good and bad times, I will not forget and I wish you.....

Peace

CJP



Broward County Area Local 1201
President Carolyn Pierce
being congratulated for
BEST ORGANIZED LOCAL
of our size
by
Martha Shunn-King,
APWU Organizing Director

Hello all!

I just wanted to start by saying what a great time I had attending the POWER Conference (Post Office Women for Equal Rights) over the Columbus Day weekend. POWER is a womens' committee within the APWU that unites women and their unique concerns. It is on a local, state, regional and notional level. If you are a female member of APWU, you are **ALREADY** a member of POWER. We enjoyed informative presentations by Pat Davis-Weeks on FMLA and Martha Shunn-King on organiozing. IHC Financial Group spoke about maximizing your benefits and Eastern Region POWER coordinator Joyce Robinson schooled us on Parliamentary Procedure. We had a wonderful luncheon and a good time was had by all. I would really love to see a local POWER committee formed. If you think you would be interested, please speak to our local president.



Also, on Sunday November 4th, the APWU hosted a retirement/benefit seminar given by IHC Financial Group. These gentleman gave a very informative presentation and provided pizza and soda as well. Some important information was distributed and I have gotten a lot of positive feedback. If you were unable to attend but think that you may be interested in some financial decision making regarding FERS, CSRS, FEGLI or TSP, I would be happy to get you in contact with this company.

Jackie Quintana
Human Relations Director

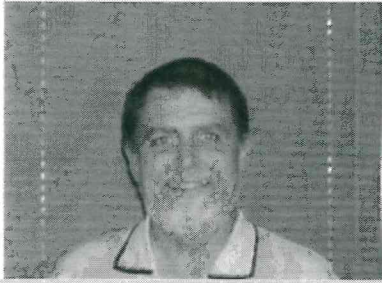
Last but not least, please look for the Toy Drive hampers which should be set up in your stations and/or facility. The Toy Drive will benefit Sheridan House and we will be collecting new unwrapped toys or gift cards for ages 1-12. If your station does not have a hamper set up, please call Barbara at the Union Hall (954-792-2161) and let her know. Please help make a childs Christmas special!

Happy Holidays!



Rozier,
Jackie Quintana and Bridgett Anderson all enjoyed the POWER conference.

Carol



Jeff Riddell
Executive Vice-President

COME JOIN US!

To all our members who have made the decision to take the incentive for retirement, I am truly happy for you. I trust you have made the right decisions over the years to prepare you for the future years financially.

To our younger members who are watching you go, I hope they learn the lesson many of us did not learn years ago----plan for your retirement now! When you hear that the union is presenting a retirement seminar, you would be wise to go to it. Find out how to better prepare yourself for your future now, so when the time comes you can make decisions on your terms, and enjoy what you have worked so hard for, without having to get a job---in retirement---- to supplement your income.

That is not what most of us envision retirement to be----but that is what the reality becomes for more than a few.

Speaking of younger members, we have a fair amount of brothers and sisters who are PSE's. It is important that you have an understanding of survival in the post office, to get to the point of retirement. It is relatively simple, but some people seem to get confused about the basic principle of hiring someone. There is an expectation that the hired employee is going to show up to work. Further, the expectation is that you show up on time. Pretty simple, but for some reason, we are seeing a rash of removals and other disciplines to employees for attendance. The next basic expectation is that when you show up, you work. If you are assigned to work in an area, disappearing for a period of time is not

suggested. So, if you want to make a career of the employment with the USPS, then follow the most basic of these rules, and you will accomplish your goal. At the end of that period of time, if you have planned properly, you too will be able to enjoy a retirement. There are not too many work environments left today that offer what we have.

What happened to the job vacated by the person that just retired? We talked about this at the November union meeting. The only reason that the USPS is offering an incentive is to get people to leave. The reason for this is to reduce the number of employees. So it follows that if 10 clerks retire in one installation, the agency is not going to post the 10 jobs that were just vacated. In fact, I expect a significant number of those jobs to be reverted.

That seems impossible in many of our stations and branches that are operating on reduced staffing already. Supervisors are doing craft work, as are carriers. And while we consistently

shocked to see them revert some jobs.

I recently came to find out that in a particular office, clerks had allowed management to schedule a full time regular carrier to come in early in the morning to throw parcels on a consistent basis over many months. The rationale was they didn't have enough help---and they were not going to kill themselves. They never let the union know, while they would call if they needed leave.

Let me make this clear. You do not have the right to give away our craft work. If the post office does, grieve it.

We will never get credit for the hours that carrier spent throwing those parcels.

We have no grievance to show as documentation, that our work is there. That is how we lose the fight when jobs get reverted.

A union is only as strong as its members.

Are you going to fight for our jobs alongside us, or are you going to continue to allow management to do our work and assign it to other crafts, without saying anything?

If you have finally had enough, and get frustrated because there isn't a union presence in your office, then come to a steward meeting in January, and help us protect our work. Learn what it means to help another, because that is what happens. Many stewards have started because of wrongs done to them, only to find the real reward is in helping those they represent. We need one another---come join us!



grieve it, where we are aware of it, and those members get paid for the violations, do not be

Mark Your Calendar

2013 MEETINGS

General meetings are at 9:30 AM and Steward meetings are at 7:00 PM



MONTH	STEWARD	GENERAL
January	9	13
February	13	24
March	13	17
April	10	21
May	8	19
June	12	23
August	14	18
September	11	15
October	9	20
November	no meeting	11
July and December	no meeting	no meeting

RETIRED

Jack Bornstein

Connie Davis

Thomas Paradiso

Ron Chasse

Emile Clermont

Nancy Marino

William Serenta

Elizabeth Emshoff

Philip Perez



HAPPY HOLIDAYS

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Jeff Riddell
Vice President

Carl Johnson
Secretary/Treasurer

Diane North
Editor

Dale Lopez
Clerk Craft Director

Bill Pick
Maintenance Craft Director

Jackie Quintana
Human Relations Director



Diane North
Editor

Who is Doing Your Work?

Seasons Greetings postal family! Another holiday season is upon us and once again (or should I say still) management and carriers are performing our work. Article 1 and article 7 of the collective bargaining agreement say that they cannot do that. The joint contract interpretation manual says that the remedy is for a clerk who would normally work the job to get paid.

I find there are several problems related to this last paragraph. First you need to ask to see a steward when this happens and then you need to have a steward write up the grievance with statements. Do we always get to see a steward when we ask for one? If you do not hear from a steward at least by the next day, then you need to call the union hall at 954-792-2161. Leave a message with anyone at that number and tell then who you are, what station and a short version of the problem. Someone will get back to you!

Then when you do see your steward you need to be prepared to write a statement. There are no drive by grievances in the contract. A drive by grievance is when a steward walks past you and you say someone is doing my job that isn't supposed to be.

Some of the problems related to crossing crafts and bargaining work are: box section mail is only put in the PO Boxes by clerks, the scans for up time in any area are done by a clerk, the scanning of express and parcels is done by a clerk, the spreading of mail is done by a clerk, the distribution is done by a clerk, the waste mail is done by a clerk, lobby directing is done by a clerk, etc. Are you starting to get the picture?

Protect Our Future

Remember not too long ago we had an excessing? Well, I for one do not want to see that happening again. If a function four is performed by the postal service in your office and the hours for the clerks are not showing because everyone else is doing our jobs then they will certainly take away more jobs in what ever office that is. You say you don't care because you aren't junior? Well, what if they pull everyones' bids again and revamp your hours and bid qualifications?

Scanning Up Time

Another problem in the stations is scanning the uptime of your mail. If your mail is supposed to be done at 8:00 and you are not finished with your mail until after that time; you scan when you are finished. The Union has documentation that shows that the scan is done when all committed mail is complete. All committed mail is priority, first class, second class and parcels. If management is scanning or ordering you to scan before the committed mail is completed then you need to ask to see your shop steward and be prepared to write a statement. This falsifying information will also cause function four to remove/change bids.

The Union cannot help you if you do not help yourself.

Retirement

Congratulations to all my postal family that have left behind the paper mites, dust and dirt for the rest of us. Well, I don't want you to feel bad about leaving! As if you could. I expect next papers retirement bulletin will be a whole page long. what will happen with the stations that will be left with no clerks? What will happen with the stations that will be left with only a couple of clerks? Your guess is as good as mine. We shall see what we shall see. And que sera sera!

AFL-CIO News (statements from President Richard Trumka)

Protect Our Future

Some politicians want to cut Social Security, Medicare and Medicaid benefits, all to give tax cuts to the wealthiest Americans.

Tell Congress:

- NO tax cuts for the richest 2% of Americans.
- NO benefit cuts to Social Security, Medicare or Medicaid

HAVE A HAPPY AND HEALTHY NEW YEAR!!



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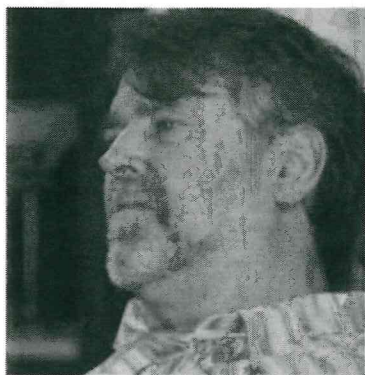
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W.L. "Bill" Pick
Maintenance Craft Director

Safety Depends On Me?

You may recognize the title of this article as what passes for one of many USPS safety programs, but it should serve as a warning to every employee that YOU need to pay attention and take care to ensure your own safety, and not to trust or rely on management to provide you with a safe and healthy work environment.

In the USPS your safety is only a secondary concern for far too many managers, supervisors as well as the USPS Safety Office, whose sole function appears to be enabling operations to do as they see fit.

One of my favorite examples is after Hurricane Wilma, a Supervisor of Maintenance Operations was filling the gas tank of a generator, outside the employee entrance at the Ft. Lauderdale P&DC, the generator was running and this Darwin award candidate had a lit cigarette hanging out of his mouth. Yeah that's the type of man I want in charge of my safety!

You don't believe that? At almost every USPS facility throughout the country the DBCS machines were installed ignoring the site prep guide and the USPS AS-504 handbook on the space requirements for the machines, so employees around the country have been experiencing Musculoskeletal Disorder injuries because there is not enough room around the machines. Some employees chalk these injuries up to old age, due to the fact that management has

made it so unpleasant to file a claim, the employee takes the path of least resistance and management doesn't have to record it as an injury. You should not be surprised to learn that USPS Management utilizes many scams or schemes, depending upon your point of view, to keep their OSHA Injury & Illness rates low. Behavior based safety, peer pressure, intimidation, discipline, NRP etc.

Check out the modified GPMCs, at first it was just the "Walker modification" for DBCS dispatch mail, which prevented the raising of the top shelf for safely loading/unloading the bottom shelf. Employees cut the top "mod" loose so they could safely perform their duties, in response someone in management came up with screwing the "walker mod" in place or performing the "Strut modification" where management has pop riveted struts between the back frame and the top and bottom shelves. If District Safety was on the ball they would have said something to stop the creation of this unsafe condition, which violates the PO-502, EL-814 and the proper USPS Job Safety Analysis, not the flawed copy many facilities have downloaded and adopted.

In the past the South Florida District Safety Manager had even permitted the towing of Utility Carts by Tow Motors, in contradiction of the USPS Training Manual. Management always likes to say "that was in the past", well you don't have to kick me more than once to teach me something. Management

should be demonstrating to the employees that they really are serious about changing the way they are going to conduct business, unfortunately most USPS management are like spoiled little kids, they want it this way today and that way tomorrow, to suit whatever crap they are attempting to pull. The USPS uses the Program Evaluation Guide (PEG) to judge a facility's administration of USPS safety programs.

In this program Clerk's are credited with getting "Safety Talks" just because they were on the clock a certain day. PEG is just a paper exercise by management to possibly soothe their guilty conscience that they are providing a safe work environment. It didn't work out so well for their Electrical Work Program, over \$6 million dollars in OSHA fines. But it looked good on paper!

I used to be a proponent to contract out the USPS Safety duties, but since 2007 when money got tight and



attending safety training seminars I have seen that many of these contract safety professionals have gotten collective amnesia of what their goal is... "to ensure a safe work environment and workforce". They have turned out not to be the hired safety guns they cast themselves as, but just common whores chasing the almighty dollar, enabling corporations to cut corners on employee safety. I think maybe we should stick with the USPS Safety people...

continued from page 6

Management's other warm and fuzzy programs, the Ergonomics Risk Reduction Process (ERRP) a partnership between the APWU, NPMHU, OSHA and the USPS, and the OSHA Voluntary Protection Program (VPP) were both touted by USPS Management and repeatedly stated that these programs were not going to be "flavor of the day" safety programs.

As far as ERRP goes in many places USPS Management had very few supervisors who were willing to participate in the process or give the craft members the necessary time to meet. In the end it appears they were interested in just the "low hanging fruit" ergonomic issues, some quick cheap fixes. I guess we should be thankful for that crumb. But Ergonomics on the DBCS was not an ergonomic priority, and there are so many of those machines in service throughout the system.

VPP was to be an employee owned and employee driven safety program, but many times it was being done by management for a feather in their cap and an achievement they could list on their 991 or bragging rights. Who knows?

In Region IV OSHA granted VPP Star status to almost any USPS facility that applied provided the building wasn't on fire on the day of the OSHA audit of the facility. It was really watered down, and USPS Management in the Southeast and Southwest Areas seemed to be more interested in the number of sites, so they could show the "FED-UP" lobbyists responsible for the Postal Employee Safety Enhancement Act, that put the USPS under OSHA rules, that the USPS had more safe workplaces. See above reference to spoiled little kids.

At some VPP recertification audits when a different OSHA auditor from the original auditor is performing the audit I have heard them question how the facility gained Star status in the first place or during the exit meeting at the conclusion of one audit OSHA told management it was believed that it would be better for the facility to withdraw from VPP rather than be kicked out. If the facility withdraws they can reapply a year after getting their house in order, if the facility is expelled they can't reapply to the program for three years.

But OSHA has their own headaches with VPP, their own IG, a GAO report that ripped them, the Center for Public Integrity reporting on OSHA recertifying sites for VPP Star status after there were fatalities, or there were fatalities shortly after the recertification audit (Tropicana, Valero, International Paper, etc) at OSHAVPP Star facilities, citations stemming from these fatality investigations found that some of the facilities were not even meeting the minimum OSHA standards, which as a VPP Star site they were allegedly exceeding to earn the Star rating. So much for OSHA's awarding facilities VPP Star status, as being a model workplace line of crap.

ERRP & VPP were to be safety programs that USPS Management swore up and down were not going to be "flavor of the day" safety programs, yet if you check out management's commitment to those programs these days both are being allowed to die a slow death.

I am working at the different Ft. Lauderdale stations and branches, I am appalled at the safety violations I am seeing at these facilities, and yet when

asked there are very few safety items submitted for the Joint Labor Management Safety & Health Committee meeting agenda. Please submit safety items. The Ft. Lauderdale Joint Labor Management Safety & Health Committee meets in the months of January, April, July and October. But, if you have a pressing safety issue, do not wait contact your steward or the Union Hall. I was once told by a clerk, at a station, that management had a NALC steward talk to her about not filing PS1767 forms, instead to notify management verbally and give them a chance to correct the issue. Do not take the advice of any other Union's stewards, they have their own agenda, and their NALC joint task force doesn't seem to be doing that good of a job when it comes to safety at the stations from what I am seeing. A paper trail is hard to hide, where "verbal isn't worth the paper it is not written on."

The OSHA General Duty Clause states that it is your right to have a safe, clean and healthy workplace, but you also are required to follow the safety rules.

File 1767s, Article 14 grievances, OSHA complaints, file them promptly, you can't and shouldn't save them as your ace in the hole. These are protected activities and are covered by the OSHA 333 whistleblower act. For more information for your safety you can go to OSHA's website or call them.

www.osha.gov
1-800-321-OSHA (1-800-321-6742)

Guffey Asks Members to Send Congress a Message:

Extend Tax Cuts for Americans Making Less Than \$250,000

(11/29/12) APWU President Cliff Guffey is calling on union members to send a message to Congress: Extend the tax cuts for Americans making less than \$250,000 per year and oppose any efforts to cut Social Security, Medicare, or Medicaid benefits. The APWU president is echoing a call by President Obama, who urged middle-class Americans to let Congress know how a tax increase of \$2,000 per year would hurt them. An average increase of \$2,000 will take effect on Jan. 1 if Congress fails to extend the tax cuts.

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Official Publication

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STEWARDS

FT. LAUD. MAIN FACILITY

Tour 1..... BOB SCHIFFBAUER
Tour 2..... DALE LOPEZ, SHELLI KELLY
Tour 3..... CARL JOHNSON, LUIS GUERRA
Maintenance – Tour 1..... BOB SCHIFFBAUER
Maintenance – Tour 2..... BILL PICK
Maintenance – Tour 3..... CARL JOHNSON
VMF..... SHELLI KELLY
MVO–Tour 2..... BILL PICK alt.BOB LEHOUX
MVO–Tour 3..... BOB LEHOUX..... aIT. BILL PICK
FTL WINDOW..... SHELLI KELLY

OPA LOCKA

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

HALLANDALE STEWARD

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

DANIA STEWARD

Dania..... CAROLYN PIERCE

STATIONS & BRANCHES

FT. LAUDERDALE STEWARDS

Alridge..... SHELLI KELLY
Causeway..... TAMI ACHESON
Colee..... SHELLI KELLY
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..... SHELLI KELLY
Sunrise..... DIANE NORTH
Tamarac..... BRIDGETTE ANDERSON
Weston..... DIANE NORTH
Westside..... DIANE NORTH

HOLLYWOOD STEWARDS

Chapel Lakes..... SANDRA MUNOZ
Flamingo..... JOHN KEELS
Hillcrest..... LORNA "BUNNY" BOSSE
Hollywood Main..... LORNA "BUNNY" BOSSE
Miramar..... SILVIA VILLAR
Pem. Pines Annex..... JEFF RIDDELL
Pembroke Pines..... DIANE CALFEE
Univ. Postal Store..... JEFF RIDDELL
W Hollywood Annex..... CAROLYN PIERCE
W Hollywood Fin..... CAROLYN PIERCE

DEERFIELD BEACH STEWARDS

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

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
N Laud. Annex..... JEFF RIDDELL alt.
DAVID VITIELLO
Pompano Main..... DAVID VITIELLO
Tropical Reef..... DAVID VITIELLO

L&DC OPA LOCKA STEWARDS

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

Carolyn Pierce and Jeff Riddell are alternate stewards
for all cities in the Broward County Area Local

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