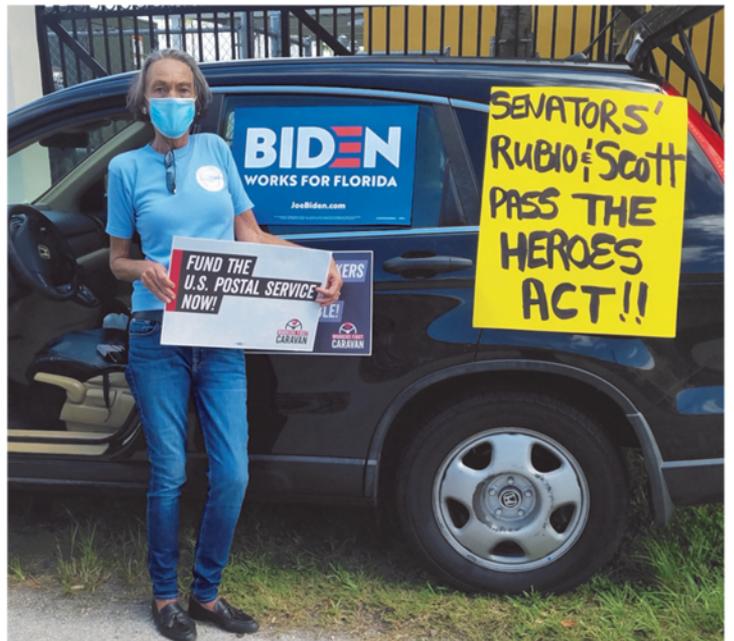


South Florida AFL-CIO Caravan Rally To Pass The Heroes Act and to Support ALL Essential Workers & Save the Postal Service



OUR "NEW NORMAL" OF SERVICE TALKS IN THE MIAMI AREA LOCAL



BLACK LIVES MATTER

APWU Statement on the Killing of George Floyd and the Continuing Struggle for Justice

June 1, 2020

The three General Officers of the APWU, President Mark Dimondstein, Executive-Vice President Debby Szeredy, and Secretary-Treasurer Elizabeth Powell issued the following statement:

Fair minded people from all walks of life and political viewpoints are deeply disturbed and rightfully outraged by the killing of unarmed and handcuffed African-American George Floyd at the hands of four Minneapolis police officers.

George Floyd was pinned face down on the ground with a knee on his neck for over eight minutes. Treated less than human, it made no difference that Mr. Floyd repeatedly pleaded for his life, "Please, I can't breathe."

Reflecting a long history of oppression worsened with the recent rise of white supremacy emboldened from the highest office of the land, this incident followed recent killings of innocent African American people, while jogging (Ahmaud

Arbery) or in their own home (Breonna Taylor). Mostly peaceful but understandably angry protests have erupted throughout the country.

Unions stand for good, living-wage jobs and solidarity of all working people, respect for each other and unyielding commitment to justice, fairness and equality in the workplace and in our neighborhoods in which we live. Postal workers live and work in every community across the nation, including the Minneapolis area. The people of the country are standing with us in defense of the public Postal Service and our good union jobs, and we must also stand with our communities' demands for justice. Martin Luther King Jr. put it so well: "Injustice anywhere is a threat to justice everywhere."

The APWU national convention is the highest authority of our union. At the 2016 convention, 2000 delegates from around the country, and all races, unanimously supported a "Black Lives Matter"

resolution. It stated, "... the APWU will encourage its members to participate in any rallies, petition drives or other actions pursued by the campaign against racial discrimination and for transparency in policing."

In line with this convention action and with human decency and compassion, with unity and solidarity of all people and the continuing struggle for freedom and civil rights, we encourage our members and locals to speak out, protest and demand justice for George Floyd's family and community as part of the broader struggle of "liberty and justice for all."

Let's fight for a new day. Whether a person is jogging, doing their jobs, birdwatching, driving, being arrested, attending union meetings, or going to and from work, all human beings, regardless of our race and the color of our skin, have the right to be treated with respect and dignity and to life itself.



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Taking Leave During COVID-19

Effective April 1, 2020, the Families First Coronavirus Response Act (FFCRA) provides employees with two additional types of leave. These new leave entitlements are in addition to leave you are already entitled to under the Employee and Labor Relations Manual (ELM) and any applicable Memorandum of Understanding (MOU).

As a postal employee, you have certain rights under the Families First Coronavirus Response Act recently signed into law. These provisions will apply from April 1 through the end of the year.

EMERGENCY SICK LEAVE (Up to 80 Hours)

Employees are eligible to use up to 80 hours of emergency paid sick leave based on average number of hours worked in a two-week period. This leave is available to both career and non-career employees regardless of tenure. The reasons for which an employee may use emergency sick leave include:

- To comply with a federal, state, or local quarantine order related to COVID-19, or to care for someone who is;
- To self-quarantine based on a health care provider's advice, or care for someone who has been advised to self-quarantine, related to COVID-19;
- To seek medical care related to symptoms of COVID-19 and obtain a medical diagnosis;
- To care for his or her child whose school or place of care is closed (or child care provider is unavailable due to COVID-19 related reasons).

There are pay rate limitations associated with this leave type; please go to Lite Blue to get more details.

FAMILY MEDICAL LEAVE ACT EXPANSION

Employees may also use Family Medical Leave Act (FMLA) to care for children under age 18 whose school or place of care is closed due to COVID-19. This entitlement is available to career and non-career employees after 30 days of employment.

- As with other qualifying reasons, an employee who is eligible for this type of leave can take up to 12 weeks of FMLA protected leave in a calendar year. If an employee has already exhausted all 12 weeks for a different qualifying reason, no additional FMLA leave is provided under this act.
- The first two weeks of this leave are unpaid, unless an employee chooses to substitute other types of paid leave.
- The following 10 weeks will be paid leave at two-thirds of an employee's normal pay, but in no event more than \$200 a day, or \$10,000 in the aggregate.

Both leave entitlements types can be used sequentially to avoid two weeks of unpaid leave if employees elect to do so.

This legislation is meant to ensure that workers are not forced to choose between their paychecks and the public health measures needed to combat the COVID-19 virus.

Additional details about the act's provisions and other COVID-19 information can be found on the special COVID-19 pages of Lite Blue. For additional questions please contact the HR Shared Service Center at 1-877-477-3273 and select Option 5.