

SAN ANTONIO ALAMO AREA LOCAL - SERVING SOUTH CENTRAL TEXAS



Celebrating 100 Years of
Representing Postal Workers

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General Membership Meeting Minutes

SAN ANTONIO ALAMO AREA LOCAL

YOLANDA DELEON – RECORDING SECRETARY
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SEPTEMBER 14, 2018

September 8, 2018

Today's meeting is Alex Aleman Day and was called to order by President Chris Rincon at 11:30.

The Invocation was given by Recording Secretary Yolanda Deleon.

The Pledge of Allegiance was led by Brother Faron Hierholzer.

Roll Call of Officers: Chris Rincon, Fred Duncan, Jeff Greenlee, Yolanda Deleon, Carlos Barrios, Sandra Lira, Ruben Martinez, Ruben Hernandez. Faron Hierholzer, Robert Proo, Max Trevino, Paul Martin.
Absent was: Dennis Barboza and Ron Odum

The minutes for the July General Membership Meeting were presented. Motion to accept the Minutes as presented was made by Sister Sunny Wirth; second by Sister Pam Cano-Desso; passes.

Financial Report for the month of July was presented by Treasurer Jeff Greenlee and is as follows: we had the best July End of Month Cash Assets since 2002. We did exceed the STLY Month Cash Assets by \$2,200 but we are still down over \$20,000 for the year. Our Cash Assets are down \$50,000 lower than the end of April when we had a balance of approx. \$180,000. It was a fairly uneventful month financially but it should be concerning that our expenses still outpaced our income. Major expenditures: we paid approx. \$2,000 for the production of the Dispatch. The Trustees reviewed the financial records of the Local and were paid approx. \$1,200 in LWOP. American Express expenditures were well controlled. The General Fund balance did not move much because we withdrew funds from the Special Funds to cover expenditures. Upcoming Expenditures: In August the APWU National Convention will run about \$49,000 or more depending on any additional Convention expenses. The August/September financial reports will start to reflect the Full time Officer's fringe benefit expenses and how they will have an impact on our overall finances. In October, the President will be attending the National President's Conference. **July** Check balance brought forward is \$95,307.61; Expenses \$38,542.99; Deposits \$33,370.06; Checking Balance \$87,546.43; Savings Balance \$41,855.67; Total Cash Assets \$129,402.10. Motion to accept the July financial report was made by Brother Albert Cardenas; second by Sister Sandra Lira; passes. **Financial Report for the month of August** was presented by Treasurer Jeff Greenlee and is as follows: Worst End of Month Cash Assets since 2014. We are down over \$48,000 from last month. We were down STLY Monthly Cash Assets by almost \$50,000 and we are now down almost \$70,000 for the year. Our Cash Assets are down over 54% or \$98,000 lower than the end of April when we had a balance of approx. \$180,000. Unfortunately the Special Funds have taken a big hit, especially the Convention Fund where for the first time we will have to use funds from the General Fund to pay the remaining amount of the Convention expenses (approx. \$30,000) not covered by the Convention Fund. President Rincon's Officer fringe benefits have been adjusted. August saw a fringe benefit payment just for Chris at over \$7,000. Vice President's Duncan's fringe benefits have not yet been adjusted, when adjusted will be approximately \$11,000. Officers used all three methods of payment: Bank of America credit card, Bank of America debit card and AMEX card. Only one method should be used. Note that the General Fund has been reduced from a beginning balance of over \$87,000 to \$31,000. This is concerning because this is our

operating expense money. Major expenses were: Convention related expenses cost the local approximately \$49,000; Officer fringe benefits subtracted from per capita was at \$7,300; some Steward training with LWOP and paid invoice for legal work - \$3,700. Other than those expenditures that I have stated it was a fairly uneventful month, which is concerning. The **August** Check balance brought forward is \$87,546.43; Expenses \$92,332.08; Deposits \$33,613.98; Checking Balance \$31,828.33; Savings Balance \$49,325.46; Total Cash Assets \$81,153.79. Motion to accept the August financial report was made by Sister Sandra Lira; second by Brother Fred Duncan; passes. **Up-Coming Expenditures:** September financial reports will continue to reflect the Full time officer's fringe benefit expenses and how they will have an impact on our overall finances. In October the President will be attending the National Presidents Conference.

Motion to transpose the regular order of business was made by Brother David Hernandez; second by Brother Carlos Barrios; passes.

Letty Reyna, Texas State Auxiliary President addressed the membership. She is trying to get the SAAAL Auxiliary to start up again. She stated that at one time the SAAAL Auxiliary had 19 members. Today there are 2 members. Dues are \$10 a year; with \$5 going to the state and \$5 to National. The Auxiliary offers support to Locals such as contacting our Congressional representatives, participating in informational pickets, and anything else the Local needs. She encouraged all to join.

Tiffany Simpson, Managing Partner of Flex Fed+Med addressed the membership. Her company has been in the Dallas area for over 14 years. They help federal injured workers. They offer in house therapy, forms filled and they do not charge for FMLA paperwork. Each patient is on their own medical treatment plan. They believe in quality over quantity and specialize in federal compensation. Most claims are denied because of the medical narrative. Flex Fed+Med's acceptance rate is 100%. Their goal is to make a difficult process easier. They are located at 401 Isom Rd, San Antonio, TX 78216 and can be reached at 210-686-0330 and their hot line is 210-400-7585. www.flexfedmed.com.

Past president Alex Aleman was presented with an award for his 15 years of service as President of the Local. Alex Aleman thanked President Chris Rincon and the Executive Board for the recognition. Alex said that it was amazing looking back 15 years; from South Presa to a new union hall; to a new generation of postal workers. Our responsibility is that younger postal workers know our history. Postal workers are being hit with talks of privatization. The President is looking to privatizing to correct the finances of the Post Office. From reorganization in the 70's we fought privatization. Younger workers, the fight is now in your hands. We will help you. You need to fight the Post Office. It's your fight now. You have an opportunity. We need to vote. We must get our friends and family to register and to vote. Vote to keep your jobs and benefits. We need people in D.C. to fight against privatization, to fight for our jobs and benefits. Alex said thank you from the bottom of his heart and stated that we was still a full dues union member. He attended his first union meeting in June of 1981 and at that meeting the membership voted to go on strike if National called for one.

Luckily, we didn't have to strike. Alex urged all members to keep the spirit up and that it is all about the Union. No one person is bigger, no one is more important. The Union comes first. The Local comes first.

Motion to Return to regular order of business was made by David Hernandez; second by Jeff Greenlee; passes.

Executive Board Recommendations:

1. \$75 monthly donation be made to the San Antonio Food Bank; passes.
2. Approve the cost to send president Chris Rincon to the President's Conference in Portland, Maine at cost NTE \$2,000; passes.
3. Purchase 72 t-shirts for Breast Cancer Awareness to be given away at the October General Membership Meeting; passes.
4. To move the March 2019 General Membership Meeting to McArthur Park with a picnic to follow; passes.

Other New Business: Brother Red Cardenas made a motion to place on the agenda for the November meeting the repeal of 3006 and 3007; second by Brother David Hernandez. The motion was ruled improper because it was settled. It was a motion, a vote taken and passed. Brother Cardenas then made a motion to place on the agenda for the November meeting to have an armed security guard at union meetings; second by Brother David Hernandez; passes. The item will be placed on the agenda for the November meeting.

Officer's Reports:

Clerk Craft Director (B): Sister Sandra Lira reported that 5 PSEs have been separated or walked out. Newly hired PSES, even with medical documentation, or Wounded Warrior Leave are seen as not regular in attendance. PSE employees qualified on the window have been let go. Be aware. Come to work and be regular in attendance. Sister Lira is confident that some will come back but in the mean time they are not getting paid. A PSE needed 40 hours of OJT and was told they wanted her to put on makeup. At stations, RSS is replacing POS. Cash drawers are smaller and Lead Clerk is responsible for changing out. No locks. Cash drawers should open and are not where they should be. The whole counter needs to be replaced. Working drawers don't work; report to management. This is serious. Injured employees from other crafts are being put in the Clerk Craft. Management is not making an effort to place them in their own craft and not following the pecking order so not to post jobs or convert PSEs. File on injured duty employees in our craft. We have been successful in arbitration. Sister Lira also encouraged us to get our friends and family members to register and vote. This affects the younger workers. Sister Lira stated, Not me, I'm eligible to retire. Vote to keep your job.

Maintenance Craft Director: Robert Proo reported that he had been out on medical and his now back at work. He reported that he spoke to Paul Allen concerning incidental leave. Incidental leave was not granted to custodian due to Line H. Brother Proo reported that he will be meeting with Labor and Paul Allen to address issues. Robert thanked Alex Aleman and Sterling Ricks for their assistance through the years and agreed that the Union came first and we need to have jobs available for the next generation. Keep fighting.

Clerk Craft Director (A): Brother Carlos Barrios thanked Alex Aleman and Sterling Ricks and stated that they were instrumental in shaping him. They gave him their time. We don't forget where we've been. He stated that he is eligible to retire. Brother Barrios stated that he was moved by the retirees. The retirees are here to assist, to help the Union move forward, to lean on them. We grow and learn from that. Brother Barrios reported that there will be 8 PSEs converted on September 29, 2018. Two are from Sandra Lira's grievance. 4 positions are non-window; 1 position is window, and 3 are plant positions. New parking security measures—details have not been ironed out. There are 18 EAS parking spaces and the remainder are admin parking. Near the District building—cameras are to register criminal acts. The south dock entry is going away. We will be getting new badges and the badges won't work at the south dock. You will have to use the turnstile entry. Brother Barrios is trying to establish a MOU concerning issue of light duty and advance sick leave to have a response in a reasonable amount of time. He is looking at 3 days as being a reasonable timeframe. There will be 6 new ramp clerks at the North Dock. Employee will take postal vehicle to the airport. There will be 2 positions on Tour 1, 2 on Tour 2, and 2 on Tour 3. The Post office will provide the vehicle. Sexual harassment and violence in the workplace are two major issues. No placing hands. Some people are huggers—respect others space. No means No. You will be walked out. Please refrain. If you have an issue with another

employee—walk away. Lastly, 1 million union members in Texas did not register to vote or vote. Vote.

MVS Craft Director: Faron Hierholzer reported that he and Ron Odom received an abundance of information for MVS concerning HCRs and taking forward a grievance for HCR. New 11-ton: received updates for receiving trucks. On Friday pre-trip inspection and modifications have been released to Safety. Safety is putting together a course. On October 2 (TTO) and October 3rd (11 tons) will have annual bidding. Put in a bid sheet and place your phone number so you can be reached. VMF: It helps to ask for steward. It protects your job and other future postal employees. Help each other out. We are a family. Thank you Alex, I am where I am because of you and Sterling. Thank you for your hard work and dedicated hours. You are an inspiration to the Local and we continue to fight!

President Chris Rincon: reported that almost every officer at convention mentioned to Get Out the Vote. President Rincon has concerns on the parking lot. Management is only catering to the EAS. There will be many accidents and someone will be seriously hurt before anything is done. President Rincon will meet with Dennis Stasa to discuss.

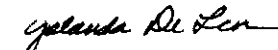
Motion to adjourn was made by Sister Sandra Lira; second by Brother Jeff Greenlee. Meeting was adjourned at 1:18 p.m.

Drawing was held for the Monthly Door Prize which is \$250. Names drawn were:

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|---------------------------|--------|
| 1. Timothy In | PL 059 |
| 2. Adonys Carmona | PL 237 |
| 3. Jacqueline M. Crenshaw | PL 018 |
| 4. Jim E. Moreton | PL 237 |
| 5. Michael S Divers | PL 742 |

These members were not present. The \$25 sign-in door prize was won by Sunny Wirth. The Monthly Door Prize for October will be \$300.

Respectfully submitted by:


Yolanda DeLeon
Recording Secretary SAAAL 0195

The names drawn for the "as is" computers were: Letty Alejandro, David Hernandez, Marisa Sanchez, Celeste Ornelas, Eloise Forge, and Maria Carden.