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General Membership Meeting Minutes

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SAN ANTONIO ALAMO AREA LOCAL

YOLANDA DELEON – RECORDING SECRETARY
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October 26, 2018

General Membership Meeting Minutes

October 20, 2018

Meeting was called to order by President Chris Rincon at 11:30 a.m.

The invocation was given by Recording Secretary Yolanda Deleon.

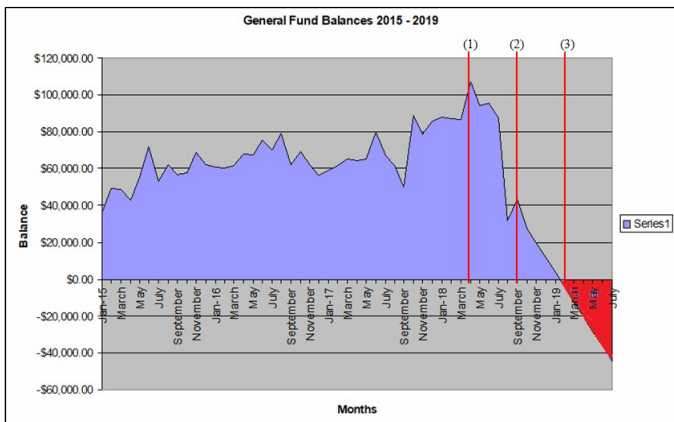
The Pledge of Allegiance was led by: Clerk Craft Director Carlos Barrios.

Roll Call of Officers: Chris Rincon, Fred Duncan, Jeff Greenlee, Yolanda Deleon, Carlos Barrios, Sandra Lira, Ruben Martinez, Ruben Hernandez, Dennis Barboza, Robert Proo, Max Trevino, and Ron Odom. **Absent was:** Faron Hierholzer and Paul Martin. Excuse provided by: Faron Hierholzer. The members approved the excuse for Faron Hierholzer.

The Minutes for the September General Membership Meeting were presented. Motion to accept the Minutes as presented was made by Sister Sandra Lira; second by Sister Sunny Wirth; passes.

Financial Report for the month of September was presented by Treasurer Jeff Greenlee as is as follows: Brother Greenlee stated that he was going to focus on the General Fund since that is our primary funding source for the day-to-day operations of your Local. Please remember that the SSFCU Fund Accounts are dedicated funds for specific purposes – NOT for general day-to-day expenses. He reported that September was the second lowest General Fund Balance since January 2015, last month, August, was the lowest. The only reason it was not the lowest because we transferred \$18,500 from the Convention Fund to the General Fund to cover Convention expenses. In April, we had over \$107,000 in the General Fund. **Total Cash Assets:** We were down STLY Month Cash Assets by almost \$40,000 and we are now down almost \$67,000 from the beginning of the year. This is the lowest Total Cash Assets since 2014. In April we had almost \$180,000 in Total Cash Assets. **Major Expenditures:** President Rincon's fringe benefits (Health benefits, Retirement, TSP and Insurance) have been adjusted. President Rincon's fringe benefits of \$2,100. Through the month of September, President Rincon's fringe benefit is over \$9,000 at this point; these funds come directly out of the Per Capita check. Vice President Fred Duncan's fringe benefits have been adjusted and will appear in the October Financial Report; approximately \$15,000. We

did receive a check from National as reimbursement for the "35 and under" program for Carl Jemerson of \$1,255 (50% of LWOP, hotel and travel). Otherwise, there were no major or out of the normal expenditures. This concerning. If we did not transfer the \$18,500 from the Convention Fund and get the check from National for \$1,255 we would have ran a deficit for the month of over \$8,000, and if VP Duncan's fringe benefits had caught in September as I thought they would; then the deficit for the month would have been over \$21,000. **Upcoming expenditures in October;** October is a 3 per capita check month (normally around \$15,700) but one check was used to pay the President's and Vice president's fringe benefit catch-up. We will pay \$18,684 in October alone for the officer's fringe benefits. That amount will be deducted from the per capita checks (includes the VP fringe benefits catch-up). Three pay period month for Full Time Officers with associated benefits and fund deposits are approximately \$27,000; \$3,400 legal fee (money was in the Emergency Fund and accounted for); September/October Dispatch at about \$2,000. Treasurer is estimating a deficit for the month of October of over \$17,000. **Upcoming expenditures in November:** General Membership meeting expense; November/December Dispatch at approximately \$2,000; Stewards rebates will be approximately \$3,000. Treasurer estimates that the deficit for the month of November of almost \$10,000. Treasurer gave a **6 month report** (April to September 2018) Total Expenditures for 6 month period (13 pay periods) was \$356,817 (included Officer Fringe Benefits). Note: Our Total Income for an entire year (26 pay periods) is approximately \$408,000. We are only \$50,000 away before we have a negative Profit/Loss for the year with 6 months to go. Total Income for the 6 month period was approximately \$204,000. We outspent our income by approximately \$153,000. Of every per capita check, each approximately \$15,700, 82% or almost \$13,000 goes to Full Time Officer pay/benefits and special funds; which leaves the Local with approximately \$2,700 for all other expenses. We are currently running a deficit of approximately \$8,000 to \$9,000 per month. At this pace, if nothing is done, the General Fund Ending Balances (Operating Expense) are estimated to be in October \$27,292; November \$20,618; December \$13,944; January 7,270; February \$596; March -\$6,078.



Projected Gen. Fund Balance Since 2015 thru July 2019

The **September check balance** brought forward is \$32,041.78. Note beginning balance is different from August ending balance due to void of duplicate check for \$213.45; Expenses \$39,925.60; Deposits \$51,338.39; Checking Balance \$43,454.57; Savings Balance \$43,468.92; Total Cash Assets: 86,923.49. Motion to accept the September Financial Report was made by Brother David Hernandez; second by Sister Monique Kyles; passes. Motion was made by Brother Alex Aleman that the Treasurer provide a written copy of the Financial Report and graph that was referenced in his financial report to the members; second by Eathel Mitchell; passes. Treasurer made copies of report and passed out to the members.

Executive Board Recommendations:

1. The \$75 monthly charitable donation be made to the Texas Department of Family & Protective Services for a mass adoption ceremony to be held on November 8th; passes.

Motion to transpose the regular order of business was made by Brother Robert Proo; second by Brother Ruben Hernandez; passes. Ann Marie Proo-Davila, Adoption Supervisor addressed the membership and thanked us for our donation. Child Protective Services holds a Mass Adoption Ceremony during November for National Adoption Awareness Month. The ceremony celebrates current and past adoptions. This agency does not receive any funding from the state for this ceremony and case workers use their own funds to provide this celebration for neglected and abused children who have found their forever home and other children awaiting their forever home. Brother Proo was also conducting a raffle of a bottle of liquor and a gift basket with liquor and snacks to raise funds for Child Protective Services.

Candidate for 150th District Court Judge, Monique Diaz spoke to the membership. She is a former city attorney and city prosecutor. She built her own lawn firm and has devoted her practice serving hard working families and volunteers as a pro bono attorney for low income individuals, elderly and veterans. She has been endorsed by the AFL-CIO.

Candidate Oscar Kazen spoke to the membership. He is running for Probate Court #1. He is a Marine and has

his own law practice. He has served this court for many years. He has been endorsed by the AFL-CIO.

Brother Robert Proo made a motion that the Local endorse Monique Diaz and Oscar Kazen; second by Sister Monique Kyles; passes.

Point of Information was made by Brother Alex Aleman. Brother Aleman encouraged the membership to vote early and support these candidates. Early voting begins Monday, October 22nd and you can go to any early voting site to vote. You do not have to go to your precinct. Brother Jeff Greenlee made a motion that the Local send out the locations of the early voting polling sites; second by Brother John Ericson; passes.

Craft Director Sandra Lira called Laura Aleman Benavides to the podium to present her with a retirement plaque. Sister Laura recently retired from the Tejada Station. She stated that she has lost 90% of her aches and pains and is volunteering for Beto O'Rourke and encouraged all to vote and to volunteer.

Motion to return to regular order of business was made by VP Duncan; second by Brother Proo; passes.

Executive Board Recommendation #2: To accept the Emergency Executive Board Meeting Minutes in whole.

President Rincon reported that because of officer's benefits and legal funds that we do not have enough funds. Recommendations will be voted on next general membership meeting. It was recommended that dues be raised to \$4 for all members. President Rincon reported that in some locals, PSEs pay the same amount of dues as career employees. The deficit affects all. A question from the floor inquired if all options were considered. President Rincon reported that SAAAL Constitution Article VIII Section 4, which allows the Executive Board to recommend to increase or decrease officers time, did not pass by a 2/3rd majority vote by the Executive Board. Brother Alex Aleman made a motion that the vote be placed on the meeting notice agenda; second by VP Duncan. President Rincon stated that the agenda would be placed on the meeting notice. Several members stated that only one member from an office can attend and are not able to attend the meeting, even with an Article 10 letter. Brother Alex Aleman made a motion that the dues increase be made by referendum; every member mailed a ballot; second by Monique Kyles. Motion to amend was made by Brother David Hernandez to include all recommendations; second by Brother David Vargas; passes. Back to original motion as amended that all 4 recommendations will be included in the referendum ballot; passes. President read the recommendations of the Emergency Executive Board meeting minutes of October 11, 2018. Recommendation #1: to suspend the salaries of the Executive Board for 3 months and after the 3 months return to the previous lower salary rate; #2. Suspend the new member cash incentive; #3. Rescind the standing motion for Arnold Vasquez lawn service; #4. Increase the dues by \$4 for all members.

Executive Board Recommendation #3: To have an outside auditor review our books. The Secretary Treasure welcomed an outside auditor. Several trustees

were in attendance and stated that they don't know how trustees previously reviewed, but that every penny of our money is accounted for. The Trustees review the books quarterly. Every payment has a receipt and a signed voucher approved by the President or Vice President. Every check is also signed by President Rincon or Vice President Duncan. The local also employs a CPA that reviews our books monthly. Recommendation was defeated.

Officers Report:

President Rincon reported that Brother Dan Mendoza has not signed the service contract or provided service for the HVAC system. VP Duncan has reached out to Brother Mendoza but he has not returned calls or come to sign contract. Motion was made to obtain the services of a new company to service the HVAC; second by Brother Ruben Martinez; passes.

Clerk Craft Director (B): Sister Sandra Lira reported that October is Breast Cancer Awareness Month. Many of our members have been affected; themselves, family members, friends, neighbors, co-workers. Early detection is the key. Sister Lira reported that she, Fred, and Carlos, along with mailhandlers requested to go to Stations. They visited Lockhill, Cedar Elm, Encino, Heritage, and Thousand Oaks to inventory the work at stations under RI-399. An arbitrator has ruled that if no mailhandlers at station, that work belongs to the Clerk Craft. An inquiry was made by Brother Butke on reviewing political mail. This work belongs to the clerk craft. Sister Lira spoke on the missing OT issue. This is a nationwide issue. Employees can make a request for a salary advance and a pay adjustment will be made. Management asked for volunteers from clerks and carriers to work in Florida to get mail to customers. A pre-arb settlement was made concerning the abolishment of rover positions. The Postmaster abolished rover positions June 2017 and employees were unencumbered 120 days. The union identified 8 jobs to be created. Letter will be sent to postmaster and the Marketing Manager. Management will revert and continue to violate contract. Pre-arb settlement was made concerning TACS clerk duties and ruled in the Union's favor, which affects Lead Clerks city-wide. Sister Lira reported that there are lots of injured on duty carriers, RCAs and CCAs. There is a process that management must follow. They must notify the Local president. Management makes a job offer and then sends a notice to the president. The president must be informed in advance. There is lots going on at the Associate Offices and Norma Impallari is filing lot of grievances. Sister Lira stated that she appreciates all stewards.

Maintenance Craft Director: Robert Proo reported that Maintenance Manager Paul Allen has left for a job at the Area. MMO Robert Spagnolia is acting on a temporary basis. We continue to have issues with Article 32 sub-contracting. These grievances have been sent to Step 3. Two MPE jobs were not posted timely and management did not meet at Step 1. Brother Proo met with Spagnolia and Wilma Huertas concerning a hostile work environment, stewards not being given steward time. We will continue to do what we need to do. We

are not given due consideration and we will be moving forward, working together and pulling together.

Clerk Craft Director (B): Carlos Barrios reported that management is affecting your pay. Brother Barrios requested a RFI on who is affected; who is in charge of getting corrected and also requested OT Alert forms. Brother Barrios reported that he, Sandra, and Chris will be fighting with management on converting four more PSEs. Brother Barrios thanked Cesar and Federal Comp and Wellness for today's lunch. Brother Barrios asked that members do not blame PSEs when they are working overtime. A class action on PSEs working overtime is being filed. Brother Barrios went with Sandra for RI 399 inventory what's clerk work and what's mailhandler work. MOU of September 2017 states station work stays with clerks. There are no mailhandlers at stations.

Motion to adjourn was made by Brother Ruben Martinez; second by Sister Sandra Lira. Meeting was adjourned at 1:39 p.m.

Drawing was held for the Monthly Door Prize which is \$300. Names drawn were:

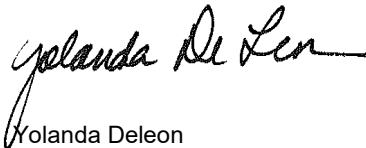
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|--------------------|---------------|
| 1. Tracy Franklin | PL 334 |
| 2. Ronald W Weigel | PL 335 |
| 3. Monique L Kyles | PL 000 488150 |

Sister Monique was present and won the door prize.

The monthly door prize for November will be \$50.

Sister Daphne Belton won the liquor/snack basket and Monique Kyles won the bottle. Brother Robert Proo reported that \$315 was raised from the raffle for CPS.

Respectfully submitted by:



Yolanda DeLeon
Recording Secretary SAAAL