



# American Postal Workers Union, AFL-CIO

13102 Lookout Run · San Antonio, Texas 78233 · Phone (210) 271-0853 · Fax (210) 224-6221

*We Try To Be Letter Perfect For You*

## General Membership Meeting Minutes March 16, 2019

**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: VP Fred Duncan.

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

**The Minutes** for the February General Membership Meeting were presented. Motion to accept the Minutes as presented was made by Brother Jeff Greenlee; second by Brother Fred Duncan; passes.

**Financial Report** for the month of February was presented by Treasurer Jeff Greenlee as follows: The **February check balance** brought forward is \$1,953.47. The beginning balance is different from January ending balance due to \$50 voided check. Expenses: \$38,639.85; Deposits \$43,574.20; Checking Balance \$6,692.82; Savings Balance \$75,494.94; Total Cash Assets: \$82,187.76. Treasurer Greenlee reported that the General Fund is our primary funding source for the day-to-day operation of your Local. He reported that the general fund balance was up \$4,800 from January but considering that we transferred \$7,300 from the Leave fund to the General Fund we actually were negative \$2,500 from January. We are down \$80,000 from last year's February ending General Fund balance. **Total Cash Assets** are \$82,000. This includes the general fund and the special funds. Special funds are dedicated funds for specific purposes—not for general day-to-day expenses. We are positive almost \$7,500 from the January end of month cash assets; that includes the \$7,300 from the Leave Fund. We were down STLY Month Cash assets by almost \$72,700, but on the bright side we are down only \$816 from the beginning of the year. This is the lowest Total Cash assets since January 2015. **Major Expenditures:** The Officer Fringe benefits are still adding up. At the end of February it has totaled almost \$46,000 but we are seeing some relief as the VP has returned to the floor. The Officer Fringe Benefits expense comes directly out of the Per Capita check. We transferred \$4,000 from the Training Fund to the General Fund to pay for the Stations/AOs training. This brought down the Training

Fund but now we have time to rebuild it. We paid out over \$7,300 in LWOP and Admin pay; this included the Stations/AOs training, Constitution Committee, and officer/official LWOP and Admin. Maintenance and Repair were a bit high at over \$1,200 but that included an unexpected plumbing expense of \$500. AMEX was well controlled except for the unexpected plumbing expense as previously stated. **Upcoming Expenses and Expenditures:** March will show legal fees payment of \$1,015.00; the Officer Accrued Leave payout will be in April at about \$7,000. March and April are usually good months financially with April being a 3 Per Capita month. This will allow us to build up some needed reserves in our funds. The next big planned event is the Texas Postal Workers Union Convention in June at around \$16,000.

Treasurer Greenlee expressed his concerns about the LWOP/Admin expenses as they are continuing to add up faster than anticipated or budgeted. As of the end of February, we have already spent 1/3 of the funds budgeted for LWOP and Admin Pay. Treasurer Greenlee will have a quarterly report at the April General Membership meeting and will bring the membership up to date on where we stand in relation to the budgeted expenses.

Treasurer Greenlee has heard it said that he does not allow training for crafts other than the Clerk Craft. Nothing could be farther from the truth. He said he only reports about the financial aspect of each proposed spending and that by spending from one hand you must take from the other. It is ultimately the membership who decides whether to allot funds for specific purposes or not. He stated that as a member he has a right to voice his opinion, and does on many occasions, but he is only ONE VOTE. The will of the membership will ALWAYS prevail. He then asked the membership if there are any Special Funds that should be generated for costs not yet realized or foreseen from the floor. **Motion to accept the financial report** for February was made by Brother Ruben Martinez; second by Brother Fred Duncan; passes.

### Executive Board Recommendations:

1. The \$75 monthly charitable donation be made to Meals on Wheels; passes.
2. To purchase a full page ad at cost of \$100 for the TPWU State Convention Booklet; passes.

3. To repair the brick on parking lot side of building at cost of \$525; passes.
4. The Executive Board, as publishers per the SAAAL constitution, will not allow limiting length of articles in the Dispatch; passes.
5. Ensure that issues of the Dispatch be brought up to date on the SAAAL website and that new issues be posted within 2 weeks; passes.

**The following items will be placed on the Agenda for the April meeting:** 1. Cost of PPA Conference to be held in Altoona, Iowa. 2. Cost of Arbitration Advocacy School for the Maintenance Craft to be held in June. 3. Cost of TPWU State Convention for 13 delegates to be held in June.

**New Business:** Motion was made by Brother Alex Aleman to terminate the A/C agreement; second by Brother David Hernandez. Discussion was held.

**Motion to table** was made by Brother Jeff Greenlee; second by Sister Pam Cano-Desso; passes.

Sister Sandra Lira reported that the USPS has an agreement with the NALC for a Hostile Work Environment Committee. The NALC does the investigation. Sister Lira requested that President Rincon approach the USPS to include all unions in this agreement.

**Other New Business:** the first reading of the constitutional amendments was read. See attached.

President Rincon reported that Sister Sandra Lira has resigned as the Clerk Craft Director and that Assistant Craft Director Ruben Hernandez becomes the Clerk Craft Director for Stations and Associate Offices. Brother Ruben Hernandez named Brother Robert Butke as Assistant Clerk Craft Director for Stations and Associate offices. Brother Ruben Hernandez made a motion that the clerk craft approve the appointment; second was made by Brother Alex Aleman. Motion passed.

**Motion to transpose the regular order of business** was made by President Chris Rincon, second by Vice President Fred Duncan to present a plaque to Sister Sandra Lira for recognizing her over 30 years of dedicated service to the SAAAL. Sister Lira stated that yesterday was her last day at work and that management put her "through the wringer." During her tenure she was proud to promote women's issues. She stated that she will not miss working and fighting with management. Brother Alex Aleman stated that Sandra was driven as the Clerk Craft Director. She was good at filing grievances and representing members. She won many money grievances, and saved jobs. **Motion to return to regular order of business** was made by Brother Jeff Greenlee; second by Brother Robert Proo.

#### **Officers Report:**

**Assistant Clerk Craft Director (A):** Brother Ruben Martinez thanked all for showing up and thanked all for being part of the family. He encouraged all to get to

know each other and to move forward. We need young members to move the Union forward. Brother Martinez reported that 28 PSEs were converted to regular.

Brother Martinez stated that we work hard every day; we fight all the time. Supervisors don't know how to supervise and manage. Don't get in a "lather" when a supervisor tells you to work faster, smile and say I'll try my best. When you are given overtime, just smile and say thank you. Don't let them get a reaction from you.

**Maintenance Craft Director:** Robert Proo reported that lock changes are at Step 3. It's our work. At the GMF, management is looking at safety. Employees told to lock out tag out to work on machines. Be safe. We need to do our due diligence. We will do all we can to be safe. Even if OSHA or congressman have to be called.

Brother Proo also reported that we still have issues with subcontracting and is now at Step 3. Management is under the impression that they can do what they want.

**MVS Craft Director:** Faron Hierholzer thanked all for coming. On the MVS side, Headquarters looking to purchase the small parcel between Jack in the Box property and the school district property for a turn around to parkway. Brother Hierholzer was notified by management that new tractors should be received in 18 months. VMF: Dennis and Ron Odom are doing a fine job. Labor Relations and the Labor Board got involved. Now the manager stays in his offices. They stopped management harassment. MVS has improved in accidents and now management is looking at sick leave. Watch your sick leave. Brother Hierholzer thanked Sister Sandra Lira for sharing her knowledge and stated that he will miss her.

**Clerk Craft Director (B):** Brother Ruben Hernandez thanked Sandra and stated that she was a great help to him. He reported that the Clerk Awards came out and some jobs were not correct. Awards will first go to the Union for review.

Brother David Hernandez asked if newly converted PSEs are not allowed paid leave for the first 90 days. This is still in effect as they are now career employees.

VP Fred Duncan reported that an employee injured at work should be given a CA-1. On the form you have two choices; continuation of pay (COP) where the post office pays 45 days or your own leave. Do not select your own leave. If you are going out due to an injury your main concern will be pay. If you have an accident, file an accident report. Take yourself to the doctor. Make certain you contact a steward to make sure you are taken care of. Make sure paperwork is sent to Injury Comp. Brother Jeff Greenlee also stated that an APWU benefit is the Voluntary Benefit Plan that offers long term and short term disability payments.

President Rincon reported that he was called to attend a meeting concerning the handicap parking. He was told that the handicap as well as motorcycle parking will be moved to the main parking lot. We will be filing grievances.

**Motion to adjourn** was made by Brother Jeff Greenlee; second by Brother Fred Duncan. Meeting was adjourned at 1:15 p.m.

**Drawing was held for the Monthly Door Prize** which is \$100. Names drawn were:

1. Nathan Garcia PL 339
2. Christopher M Hinojosa PL 339
3. Felix N Martinez PL 337
4. John Rodriguez PL 334
5. Edward A Wooten PL 033

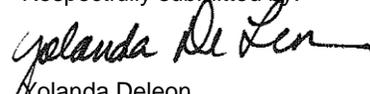
These members were not present. The \$25 sign-in door prize was won by Raymond Blackwell

The Monthly Door Prize for April will be \$150.

The \$25 gift cards donated by American Income were won by:

1. Andres Losa
2. Albert Cardenas

Respectfully submitted by:

  
Yolanda DeLeon  
Recording Secretary SAAAL