



American Postal Workers Union, AFL-CIO

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We Try To Be Letter Perfect For You

General Membership Meeting Minutes July 20, 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: MVS Craft Director Faron Hierholzer.

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

The Minutes for the May General Membership Meeting were presented. Motion to accept the Minutes as presented was made by Sister Sunny Wirth; second by Brother Ruben Jalomo; passes.

The Financial Report for the month of **May and June** was presented by Treasurer Jeff Greenlee and is as follows: The **check balance** brought forward is \$11,262.79; beginning balance difference of \$284.50 credit for voided checks and bank error. **Expenditures** were \$89,662.28. **Deposits** were \$75,869.20. **BOA General Fund Checking Balance:** -\$2,530.29; the General Fund is the primary funding source for the day-to-day operation of your Local. SSFCU Funds: \$97,981.42; special funds dedicated for specific purposes—not for general day-to-day expenses. **Total Cash Assets:** \$95,451.13. Treasurer Greenlee asked if there were any questions, and 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 May-June was made by Brother Albert Cardenas; second by Brother Faron Hierholzer; passes.

Executive Board Recommendations:

1. The \$75 monthly charitable donation be made to Combat Marines Outdoors; passes.
2. Motion was made by Ruben Martinez, second by Carlos Barrios, to raise dues \$4.20 per PP for all members for a period of 1 year. The local will revisit the increase at the end of 1 year. David Hernandez made a motion to amend the motion to increase the dues by \$5; second by Ted Ruiz. The amendment to change the motion passed. As per Article 12, Section 2 of the SAAAL constitution, a vote by secret ballot will be taken at the August General Membership meeting by members in attendance to raise or not raise dues.

3. Approve \$300 for the registration of the President and Vice President to attend the Texas State AFL-CIO convention, July 25 to 27 in San Antonio; passes.
4. To purchase a table for ten at \$350 for the San Antonio Labor Council AFL-CIO, Labor Day event August 24th at Aggie Park; passes.
5. A standing motion that the Vice President be authorized 80 hours LWOP per year to attend conferences and conventions; passes.
6. Drawing for the Postal Pulse Survey for one \$50 winner and two \$25 winners; passes.

Point of Information: The Local will look into opening a Security Service Federal Credit Union business credit card.

Place on August General Membership meeting agenda:

The cost to send 25 officers and stewards to the All Craft Conference in Las Vegas, NV, October 25 - 31 and the cost to send the APWU Health Plant rep to Portland Oregon, October 26 - 29.

New Business: Brother David Hernandez made a motion that the Local endorse Brother Alex Aleman who is running for the office of Clerk National Business Agent C; second by Sister Sandra Lira; passes.

Motion to transpose the regular order of business was made by Brother Robert Proo; second by Brother Carlos Barrios.

Honorary member Gloria Herrera of 210 Workers Clinic addresses the membership. She is now the Chief Officer of Operations. Sister Herrera was a former Union steward. She also is the Senior Claims Manager. All doctors at the clinic are fully licensed and the clinic does not have any physician assistants. The clinic is run by the book with no cutting corners. Staff and doctors follow rules and regulations and provide the best quality care for injured employees. Doctors also do impairment ratings on site and the clinic has pain management specialists. Sister Sandra Lira thanked Gloria for her expertise and talking to the stewards representing injured employees. Brother Faron Hierholzer also expressed his appreciation on behalf of MVS. Sister Gloria Herrera stated that this Local made her what she is today and continues to fight against management and the Inspection Service.

Motion to return to regular order of business was made by Brother Jeff Greenlee; second by Brother Ruben Martinez

President Chris Rincon thanked the delegates that attended the State Convention. He reported that Carlos Barrios was elected editor of the State publication; Robert Proo was elected Legislative Aide; and Norma Impallari was re-elected District Vice President.

President Rincon also reported that San Antonio was the host for the National President's Conference and thanked Jeff Greenlee and Yolanda Deleon for helping out. Many officers that came by the counter said they were impressed with the San Antonio delegation at the State Convention.

Sister Monique Kyles of Schertz addressed the membership in stating that she feels that the President made allegations against her by email on June 28th and that no one from the Union has contacted her. The Vice President did call her during a break from the State Convention. She feels tried and convicted. President Rincon stated that he would address Sister Kyles' concerns after the meeting.

Officers Report:

Clerk Craft Director (A): Brother Carlos Barrios reported that there are safety issues with the AFSM 100 and the DBCS. The AFSM 100 is to be manned by 4 clerks—3 to feed and one in back. Management has been staffing with less. When you work without the correct staffing, you put your safety at risk and also management reduces staffing. DBCS are being stacked 4-5 high. Training manuals state not more than 2 high. Don't strain your shoulders. Submit a 1767. Brother Barrios reported that he and Chris have a meeting at 1300 on Monday with In Plant Support concerning the scheduler. He is hopeful it may lead to conversions.

Brother Barrios reminded members to follow instructions. Employee submitted a PS 3971 for 3 hrs FMLA and stated that they would return to work. Management asked for documentation.

Brother Barrios is asking for a new editor for the San Antonio Local now that he is the state editor. Submit your articles timely. All can submit an article.

Brother Barrios also notified Brother Aleman and Sister Sandra Lira that he would like to utilize them for training.

Brother Barrios reminded members that you must ask for an Article 10 letter at least 10 days before the schedule is up. Go through your Chief Steward to be added to Article 10 letter.

Brother Barrios encouraged recently retired APWU members to join the Retiree Chapter. Sterling Ricks is the President and RQ (Ruben Rodriguez) is the Vice President. They are ready to help you.

Clerk Craft Director (B): Assistant Craft Director Robert Butke reported that Director Ruben Hernandez was on leave. Brother Butke reported that he has received notices from PSEs that they are being harassed for speed and processing. Don't get into a

confrontation with the supervisor. Always request to see a steward. He reported that PSE hours have been cut and management does not exhaust the OTDL. Trays and buckets are all over the place. File a 1767; if not corrected, file a grievance. Call OSHA to get an inspection. Management doesn't care about Safety. There is no hot water at stations, the A/C doesn't work well. We deserve to have safe working conditions. Bargaining unit work is being done by supervisors, carriers, rural carriers. Protect your job. Keep a log and submit the log timely. Protect your job and file. Management is focusing on lunch clock rings. If you are to take a 30 minute lunch, take a 30 minute lunch. If you are to take an hour lunch take an hour. Do not shorten your lunch. Brother Butke enjoys his work as the Assistant Craft Director, but stated that they are in need of more stewards to be effective. Step up as steward.

Maintenance Craft Director: Robert Proo reported that the MS-1 is not in effect. Our National leaders are still negotiating and contesting. Management wants to cut jobs. The TL-5 was to cut 30% of custodial jobs. The MS-1 is to cut BEM jobs. We need to do all work. We need to file for our work to get BEM jobs back. MOPES work should be done by BEMs. Brother Proo encouraged BEMs to get on the AMT list. He also encouraged the Clerk Craft to inform us of work done by contractors and not the Maintenance Craft. We continue to have safety issues with cremated remains that have been broken open during shipment. The USPS stance is that there is no hazard. APWU Southern Region Safety is looking into. Brother Proo reported that the rollup doors were installed backwards by contractors and there is only 1 fire exit near exit 2. Grievance filed. He also reminded all not to touch the south dock switch. It is a Cat 3 and you will get shocked. Use your badge not the switch. Sister Sandra Lira rose and made a public apology to Brother Proo. Brother Proo thanked Sister Lira and accepted. He stated that he has been known to get heated and feels that he is getting better. Brother Proo reported that he is the TPWU legislative aide and encouraged all to call your representative to support HR 2382 the USPS Fairness Act. It has received support from Lloyd Doggett, Joaquin Castro, Veronica Escobar and Republican Will Hurd. There are 11 Texas supporters and 176 co-sponsors. Brother Proo reported that he has started a Facebook page as the Legislative site for the State—TPWU Legislative.

Brother Proo reported that a new machine, the U.S.S, which is a parcel sorter, will be assigned to the Mailhandler craft. ADUS machine will be installed at the Heritage station in September. Clerks will use the machine and the Maintenance craft will maintain.

MVS Craft Director: Faron Hierholzer reported that at the TPWU convention he got a lot of sit down time with Javier Pineres, Assistant Director MVS, concerning scanning. We must scan on time. Management is falsifying documents. Scanning is not to be used for sole disciplinary purposes. Grievances have been filed.

A Contractor went bankrupt and used our drivers to get mail. No Article 32 letter was received and grievance has been filed.

We had a successful bid July 9th. There was lot of confusion during bid because it is different than Annual Bidding. Issues were addressed. Employees are complaining that others are not completing their route. Some drivers are avoiding some stations and not following routes. Management is checking the driver's routes. Follow your route. Don't divert.

Brother Hierholzer reported that they have a new supervisor from Austin, Joe Vega. He is willing to work with the Union. He is doing good things. They have lunches during safety meeting and he has placed a refrigerator downstairs for hydration. Employees can wear shorts to be cooler. He wants employees to want to come to work and gave employees his cell phone number. Mr. Vega feels there is no need for grievance when he can work with the union.

Brother Hierholzer reported that some new PTFs and new transfers have stated that they did not load and unload where they came from. We load and unload when mailhandlers are not available. We will do the work to protect our jobs. Also, last but not least; don't expect, like a gym membership, for the union to be stronger if you don't use it.

Motion to adjourn was made by Sister Norma Impallari; second by Brother Jeff Greenlee. Meeting was adjourned at 1:46 p.m.

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

1. Roy Vaught PL 024
2. John Kijanka PL 711
3. Ed Wooten PL 000 487950
4. Dominique Perez PL 000 483130
5. Veronica Sales-Garcia PL 200 484685

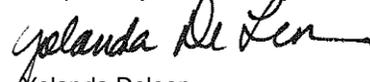
These members were not present. The \$25 sign-in door prize was won by Ted Ruiz.

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

Names drawn for Postal Pulse Survey:

1. \$50 Josephine Jones PL 239
2. \$25 John R Nanez PL 706
3. \$25 Samuel C Coco PL 712

Respectfully submitted by:


Yolanda DeLeon
Recording Secretary SAAAL