

# San Antonio Alamo Area Local #195

Celebrating 100 Years of  
Representing Postal Workers



# DISPATCH

VOLUME 65 NO. 5

SAN ANTONIO ALAMO AREA LOCAL

SCS/187-10-14  
Prestige Printing, LLC

SEPTEMBER / OCTOBER 2019

PRESIDENT

CHRIS RINCON

## TOGETHER WE SURVIVE!!!!



### GETTING INVOLVED

Hello Union brothers and sisters. Now is time for all union members to start stepping up to the plate and get involved in your union's activities. Many members take for granted the benefits that they have now.

You need to realize that many of these benefits were won on the back of our fel-

low union brothers and sisters who came before us. The labor unions gave workers the power to negotiate for more favorable benefits through collective bargaining. They fought the long hard battles to get us the forty (40) hour work week, rest breaks and lunch breaks, paid annual leave and paid sick leave, bereavement leave, and many safety measures we have at our work are a result of union members standing up and demanding these rights. Members take these rights for granted and believe that these rights will always be there for them. Many members believe that management will always abide by the Collective Bargaining Agreement (CBA) and honor all the rights and benefits afforded to our members. Members need only to look around and see that every day management is trying to take these rights away from the employees.

Overtime is one example of management violating the CBA daily. Your rights under Family Medical Leave Act (FMLA) are constantly being violated by management. Veterans need to understand that they are covered under the Hoover Act.

This act allows our employees who are veterans to take leave for treatment of a service-connected injury. Management is not allowed to violate this basic federal regulation but they certainly will.

Wounded Warrior leave is another act that management violates daily. Many members are not willing to stand up and fight for these rights. Rather they would prefer to just stay on the sideline and not participate. It is important to the survival of the union for all members to partake and become committed and become a part of the solution. If this local is to survive, everybody needs to get involved. Everybody needs to have some knowledge of the contract. All members of this local should have a working knowledge of Article 8 and Article 10. An informed member becomes a dangerous member to management.

### NATIONAL ELECTIONS

National APWU election will be taking place in September. It is very important that every member participates in the election. Members will make the decision as to who your national officers will be for the next three years. Please read up on all the candidates running for offices. There are many articles that have been written and available on social media pertaining to all the candidates. Please visit the na-

tional website APWU.ORG and review some of the articles that were submitted by the candidates. Please read up and vote on the candidates that you consider will best serve your union. Do not be on the sideline thinking that your vote will not make a difference. Every vote counts.

### NEW ADVOCATES

Our local is proud to announce the certification of three new advocates by National President Mark Dimondstein. Clerk Craft Director Carlos Barrios, Motor Vehicle Service Director Faron Hierholzer and Maintenance Director Robert Proo.

### BEST NEW WEBSITE

Congratulations to our own San Antonio Alamo Area Local Network/IT Administrator Nick Di Pasquale for winning Honorable Mention Best New Website at the Postal Press Association (PPA) in Altoona, Iowa.

Semper Fi

*"...become committed and become a part of the solution. If this local is to survive, everybody needs to get involved. Everybody needs to have some knowledge of the contract."*

**ALAMO AREA LOCAL DISPATCH**

Carlos Barrios .....Editor  
Chris Rincon ..... Associate Editor

This is the Official Publication of the  
San Antonio Alamo Area Local,

American Postal Workers Union, AFL-CIO

**AFFILIATIONS**

American Postal Workers Union, AFL-CIO

Texas Postal Workers Union, AFL-CIO

San Antonio AFL-CIO Council

Public Employees Council, AFL-CIO

APWU Postal Press Association

Texas Postal Press Association

Post Office Women for Equal Rights

**GENERAL OFFICERS**

President..... Chris Rincon  
Vice-President..... Fred Duncan  
Secretary Treasurer..... Jeff Greenlee  
Recording Secretary..... Yolanda Deleon  
Legislative Director..... Paul Martin  
Network/IT Administrator .... Nick DiPasquale

**CRAFT OFFICERS**

Clerk Craft Director "A"..... Carlos Barrios  
Asst. Clerk Craft Dir. "A"..... Ruben Martinez  
Clerk Craft Director "B"..... Ruben Hernandez  
Asst. Clerk Craft Dir. "B"..... Robert Butke  
MVS Craft Director..... Faron Hierholzer  
Asst. MVS Craft Director..... Dennis Barbosa  
Maintenance Craft Director..... Robert Proo  
Asst. Maintenance Craft Dir..... Max Trevino

**UNION OFFICIALS**

Editor..... Carlos Barrios  
Trustee Chairperson..... Ron Odom  
Trustee (Clerk)..... Monique Kyles  
Trustee (Clerk)..... Daphne Belton  
Trustee (Clerk)..... David Hernandez  
Trustee Maintenance..... Albert (Red) Cardenas  
Trustee (MVS)..... Ronald Odom  
Delegate (Clerk)..... Carl Jemerson II  
Delegate (Clerk)..... Ruben Martinez  
Delegate (Clerk)..... Yolanda De Leon  
Delegate (Clerk)..... David Hernandez  
Delegate (Maintenance)... Albert (Red) Cardenas  
Delegate (MVS)..... Ron Odom  
Sergeant-At-Arms..... Faron Hierholzer  
APWU Health Plan Rep..... David Estrada

Opinions expressed in this publication are those of the individual writer and not necessarily those of the Editor or the Executive Board. Articles submitted for publication must not contain negative or derogatory comments about members or the union in articles or letters to the editor. Deadline for articles to appear in the upcoming issue of the Dispatch will be advertised in the Dispatch. All articles should be presented in MS Word format and email : plantcraftdirector0195@yahoo.com

**PHONE NUMBERS**

UNION OFFICE (210) 271-0853

FAX (210) 224- 6221

STEWARDS OFFICE GMF

(210) 967-4729

Web Site: [www.saaal0195-apwu.org](http://www.saaal0195-apwu.org)

**Membership Endorses Alex Aleman for National Business Agent (C) Clerk Division, Dallas Region**



The membership at the July General Membership Meeting voted to endorse Local Union member Alex Aleman in his candidacy for National Business Agent (C) Clerk Division, Dallas Region. Alex was the only candidate for any office that the local endorsed.

The Election Ballots will be mailed to all members the week of September 10 and must be returned by October 5, 2019 to be counted. It is important to realize that while Alex was endorsed by the Local membership, only Clerks will be able to vote for Clerk specific offices. If you have any questions about the voting process please call the Union Hall at 210-271-0853.

**FIGHT TODAY FOR A BETTER TOMORROW ONLINE**

Here are some ways you can show your solidarity and keep up-to-date on our contract online:

Add the [Good Contract Now](#) "Facebook frame to your profile picture here" Text **CONTRACT to 91990**

Sign up for contract email updates using the form below Use **#APWUnited** to post your union selfies and happening at your local on social media.

**STICK TOGETHER IN SEPTEMBER!**

On Sept. 4, the APWU and USPS will begin the interest arbitration proceedings for our new Collective Bargaining Agreement (union contract). **Further hearings dates are scheduled for later in the fall.**

Our negotiating team is fully prepared – backed by economists, attorneys, staff and postal worker witnesses! We faced a similar battle in the 2015 negotiations, and we intend to prevail again! and state organizations.

**CONTRACT TIMELINE**

The current Collective Bargaining Agreement (CBA), also known as a union contract, between the APWU and the USPS expired on Sept. 20, 2018. The contract determines wages, benefits and conditions of employment. On December 21, 2018 the APWU and USPS announced negotiations were at an impasse. Arbitrator Stephen B. Goldberg has been appointed as the impartial chair of the tri-partite interest arbitration panel and scheduled the opening day of the hearings for September 4, 2019.



VICE PRESIDENT

FRED DUNCAN

# UNDERSTANDING RETREAT RIGHTS



Hello again brothers & sisters!  
I am here again with more news you can use during your postal career.

Speaking of your postal career it is inevitable that at some point in time everyone will be impacted by management excessing within a section (it's happened to me a few times). Therefore, this article will address some of the basic information on that subject. So, what exactly are retreat rights? Retreat rights are union won rights that an employee receives when they hold a job bid that management deems no longer necessary or excessive to a section.

Retreat rights allow said employee/employees the ability to return to the *section* that they were removed from when a residual vacancy becomes available in that section in seniority order.

The impacted employees are given written notice of managements intent, and it is only during this process that retreat rights become available.

Retreat rights continue as long as there are employees who have lost their job bids and no residual vacancies have become available.

Now, how do retreat rights end? I'm glad you asked. Retreat rights only end when every employee who lost their job bid in that section has been offered a residual vacancy (left over job bid).

It's important to note that no residual vacancy can be posted for bid until all displaced employees (retreaters) have been given the opportunity to return to their section. Once a retreater has been offered a residual vacancy and they turn it down it's offered to the next junior retreater until all retreaters have been given this choice thus ending the right to retreat.

The remaining employees within the section are polled i.e. they choose by seniority from the job bids that are available.

Brothers & Sisters when management enacts this process, they are saying that only a certain number of jobs are needed in that section to perform that work.

Why is this important? Once this displacement of employees has occurred it now becomes a grievable offense

when management sends more employees into that section over the number they set. It doesn't matter if they use PSE's, or regulars anyone utilized over the new job count constitutes a violation.

The following is from Guide to APWU Members' Rights, An Educational Tool from Western Region Coordinator Omar M. Gonzalez Western Region.

## WHAT GOOD IS YOUR UNION?

Abolishment's and excessing are very traumatic. Your first impulse is to blame the Union. This is a natural thing for management which leads to their evil plans.

## THE UNION DOES NOT MAKE STAFFING PLANS

If it were up to the Union you would have the best hours, best rest days and a new car too! But it does not work this way in industrial America. Your union has secured

a benefit for you that most Americans do not have.

In the USPS, *because of your Union*, you cannot be laid off. Management must find you a job/position and keep you employed. This is a union secured protection. If it were up to management, they would just as soon let you go!

## MORE PORTECTIONS BESIDES NO LAY OFFS

The Union has secured seniority rules to protect you. Of course if you're junior you'll feel the brunt of reassignments. In some cases even very senior workers are being impacted. But the right of management to dislocate you is limited by your union contract. One day current junior employees will be senior employees.

## SEVERAL LEVELS OF UNION PROTECTION

On the work floor, your Local Union provides service and leadership to deal with management's mess, and monitor postings, bids, reversions and withholding.

## SUPPORT YOUR LOCAL UNION

The Regional level monitors entire states within your region. A handful of dedicated union officers deal with Area postal officials too quick to follow orders even if they impact service.

Regional union officers need your support too! National level officers negotiate the CBA and render backup/resources to local/regional offices. Working as a team we'll survive battles that lie ahead. I hope you found this information useful because I know you will need it. Once again, I will see you on the work room floor thank you for your time & membership!

In Solidarity, Fred Duncan

*“Abolishment's and excessing are very traumatic. Your first impulse is to blame the Union”*

SECRETARY TREASURER

JEFF GREENLEE

## MALFEASANCE – AN ATTACK ON ALL MEMBERS



**Merriam-Webster Dictionary defines Malfeasance as: wrongdoing or misconduct especially by a public official.**

I stated in the last Dispatch that "... there will be much finger pointing ahead and you will be bombarded with misinformation, rumors and innuendo.", concerning the dues

increase vote. I am not surprised this has come true.

When this administration first came into office in April 2018 the Local had over \$108,000 in the General Fund. Now the Local has a General Fund Balance in the negative or close to it.... not due to any malfeasance, but due to uncontrolled spending, an unfortunate legal bill and excessive expenditures. And now the membership has approved, by the slimmest of margins \$5.00 PP dues increase.

If you remember there was a motion a few months ago to have an independent accountant audits our books, I spoke in favor of the motion just so any allegation of impropriety would be squashed, and you, the members at the meeting, voted it down.

The same motion was made at the August General Membership Meeting where President Rincon made a wise and true statement when he said that we could do all the audits anyone would want and there would still be those that question the finances.

There would still be those lurking in the shadows making unfounded slanderous remarks about past and present officers to cover up their ignorance about the Union finances... the motion was withdrawn. But it is important to realize that by making these unfounded rumors, they are also attacking the Union as a whole.

In April 2018 I told the membership about the financial burden to the Local of two full time officers, who were also postal employees. Some on our own Executive Board said I was lying, even a member of the Trustees stated I was "exaggerating". Well.... Everything I stated has come true because NUMBERS DO NOT LIE!!!

### **WE HAVE A SYSTEM OF CHECKS AND BALANCES...**

It is important to realize that I do not authorize expenditures; they come from the membership or the President and Vice President. I just write the checks and make sure the expenditures do not violate the constitution or the law. YOU WILL NOT SEE MY NAME OR SIGNATURE AUTHORIZING ANY EXPENDITURE....

The President Signs All Checks and I explain each check to the President as he is signing them. Quarterly the Trustees do an audit on the books, they check every voucher,

deposit, check and receipts. Their Constitutional duties states that... **"They shall check the expenses, receipts, and procedures of all business, social, entertainment, recreational and welfare functions given or sponsored by this Local. The Trustees shall have the responsibility of verifying shall be determined by the Trustees..."**

Have the Trustees EVER came to the membership and stated there was something wrong with the BOOKS... **NO!!!**

***"I and the President have both stated that the books are open and transparent for any member to review, any question will be answered."***

We also have an accountant who verifies the books, makes sure checks have cleared the bank, helps maintain tax liabilities and checks the QuickBooks account for any irregularities.

Lastly, I give a full and detailed report to the membership at EACH General Membership Meeting accounting for each check, deposit, transfer and fund. I could count on one hand the number of questions that have been asked about the financial report since coming into office.

I have even gone so far as to prepare charts and graphs and present financial prospectus. I had prepared a first quarter financial budget report and was prepared to explain it at the April General Membership Meeting, but you, the membership, did not want me to present it.

I and the President have both stated that the books are open and transparent for any member to review, any question will be answered. Every member has a fiduciary responsibility when it comes to **YOUR** Union finances.

So when you hear someone state that there was perhaps some malfeasance going on, what they are stating is that none of us are doing our jobs, not only attacking those they mention directly but also the President, Vice President, Trustees, our Accountant and most importantly **YOU** the members.

If those spreading these slanderous lies believe it to be true, they should file charges or call the Department of Labor and stop trying to tear down this Union to further their own political agenda, or settle political scores, and slither back into shadows from where they came from!!!

*continued on page 8*

## MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

## PRESERVING MAINTENANCE JOBS

**Hello Brothers and Sisters**

I am sure by the time you read this article the beginning of the new school year would have started. So please watch out for kids and slow down to less than 20 miles per hour through the school zones. Be on the lookout for those Evil Knieval's and those bubble gum machines who love to give you a

ticket for not wearing your seat belt. As we are in the dog days of summer, I caution you brothers and sisters to stay hydrated during this heat wave. There doesn't seem to be no cooling down from this heat wave so stay safe and hydrated and refrain from drinking Soda water or your favorite Pop drink that will only dehydrate you. I want to thank your Maintenance Asst Craft Director Max Trevino, Chief Steward at the Stations Maria Carden, Chief Stewards at the Plant Jarrett Williams, Mike May and Nora Alvarado Garcia, Stewards Mike Divers, Mike White, Albert Red Cardenas and Barry Payne.

***“Don't be like management and falsify the work you have not completed...”***

**ACCOUNTING FOR OUR WORK**

We must make every effort to ensure we our properly accounting for the work we do everyday. Everyday at the beginning of every Tour we have a meeting and daily routes are passed out. Yet without failure we still have some Union brothers and sisters that turn in their daily worksheets as completed prior to doing any work. Don't be like management and falsify work that you have not completed on your daily route sheet. Every Maintenance Craft employee in every workgroup **must account** for all work you perform throughout your workday.

**MAIL PROCESSING WORKGROUP**

Maintenance Mechanic (MM7), Maintenance Processing Equipment Mechanic (MPE), Electrical Technicians (ET), Electronic maintenance Activity Report Schedule System (MARS), and Electronic Conditioned Based Maintenance (ECBM) who report Tasks in Checklists Do not sign off that you completed work on something that you did not personally complete. If the Supervisor is conveying to or instructing you not to by-pass any items on the checklist instead to sign complete on this report and then open a work order at the parts room, please ask to see a Steward and give us a statement.

We need to file grievances on these Supervisors who are threatening discipline on you because you do not put all complete on reports that you did not do the work on. Supervisors cannot close out your Tasks in Checklist ECBM Report we have a step 2 agreement that they cannot close out Task in reports. That is doing Bargaining unit work. Supervisors also cannot be the creator of your tasks in the checklist which is the responsibility of the Electronic Technician to be the originator of these tasks in checklists on the ECBM.

This is the responsibility of every workgroup in the Maintenance Craft level 4 custodian, MM7, BEM, MPE and ET. We need to stop performing higher level work that we are not getting properly compensated. Every time any of us do higher level work we are taking work from the higher-level work groups and allowing management to not fill these higher-level positions. We have this problem with MPE doing ET work and MM7 doing MPE work.

Building Side Workgroup Employees BEM and MM7 on the inside or outside crew must help to protect our work. If you see a contractor, Supervisor or another craft employee in your area performing the work that is assigned to you do not delay in filing. Inform your Supervisor that you are requesting to see a shop steward and provide a detailed statement of the violation you witness. The job you save may be yours!!!

If you witness any subcontracting violations (Article 32) such as parking lot striping, painting of offices or any supervisors Performing Bargaining work (Article 1.6) such as lock changes or remodeling offices

please ask to see a steward. Such work of this nature that is being done at the Stations and Associate Offices (AO's) needs to be reported so that work can be created for our craft. Get involved and file because you may be saving your job.

Custodial Workgroup, we must account for any other work Management assigns us for example, Moving Furniture, Black topping or detailing a Restroom. Make sure you ask for work orders and account for all time used on projects. We must ensure we account for all the Recycle duties that we do on all tours.

If your supervisor refuses to give you a work order for any work not on your worksheet, ask to see your steward.

*The attached MS-1 Step 4 settlement, dated August 08, 2019 stated in part:*

- Maintenance work in stations and branches transitioning to Field Maintenance Operations (FMO) as a result of the MS-1/TL-6 will continue to be performed by employees currently performing those duties until adjustments occur resulting from attrition.
- When attrition at the installation results in a staffing level below the authorized complement, management may determine the occupational group of the employees that will continue to perform the work in the stations and branches.
- The parties agree that due to the transferring of maintenance work of stations and branches from plant maintenance to FMO, the FMO authorized staffing may increase in order to provide maintenance for the stations and branches. For FMO staffing increases that exceed the available plant LDC 37 positions that were providing maintenance for the

## CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

## LEGACY OF DYNAMISM AND FORTITUDE



Greetings Sisters and Brothers of our Great APWU. I want to say thanks to the local for allowing me to represent you at the Postal Press Association (PPA) conference in Altoona, Iowa from July 30, 2019 to August 04, 2019. I had the pleasure of meeting PPA President Anthony 'Tony' Carobine. Tony has been very instrumental in helping me adjust to this new position. I met Editors that have

been attending this conference for the past 30 years and they wanted to send greetings to San Antonio Alamo Area Local and a special shout out to Jeff Greenlee and Alex Aleman. Many Editors gave their condolences and expressed having the delight of knowing Brother Lloyd Burrows who was the Editor for our Dispatch for many years. All of the instructors were outstanding and provided much needed resources to help develop us into effective editors.

**PPA AWARDS**

I'm proud to announce that our local website won Honorable Mention in the category of **Best New Website**

(SAAAL0195-APWU.ORG). Our own Network/IT Administrator Nick Di Pasquale is to be congratulated for his dedication and effort in maintaining your website. He has helped shape your website to be among the best in the country and he keeps making adjustments to bring the most valuable information to the members.

**SHOULDERS OF GIANTS**

Many former members of this local fought with pride and conviction to provide to the members what they all deserved. Many of these men and women sacrificed to give us what we enjoy today, unfortunately one can't place a price tag on what they did. They faced some of the same challenges we face today as in the early 1960's and 1970's, and the struggle continues yet they wouldn't let a few dollars impact the big picture of solidarity.

**ARCHIVE ARTICLE**

From January, 1967 Post Office Dispatch—Local 195 **Our Union - President Herman C. Barrios**

It is often the impulse of one placed in a top responsible position to declare to the people he represents the great things he intends to do for them. I must admit that I, too, want to do the possible, even the seemingly impossible, for our membership. But rather than submit a list of probable's and musts for this term of office, I prefer to promise you that as problems arise, and new ideas are born, we will strive to do the best for our membership. I will need your help and your support to do a good job for you.

I realize that it is impossible to please everyone, that in making decisions for the membership someone will be dis-

pleased, You may be assured that at all times I will try to do the things that will help the greatest number of members.

**NEW MEMBERS**

One of the projects I would like to see all of the members take a part in is to sign up the non-members in this office. Let the membership become a committee as a whole and approach each person to see if he is a member. If he is, he will quickly let you know it. If he isn't, he usually has the apologetic, sheepish look, which follows with an excuse for not belonging. Sell him on the idea of why he should belong. If you need any help, call on some of the more active members and they will be glad to help you sign them up.

Membership is strength— the larger the membership, the stronger the union. I have confidence that you will help in this project.

**READ BULLETINS**

We have a large bulletin board at the main union office and we are supposed to have a bulletin board at each of the stations. If you do not receive bulletins for your bulletin board at the stations, please let me know, and we will see that you get them. It will not

benefit you to walk by the bulletin board and not read the information posted for you. The wise keep up with the news as it happens. They do not want their knowledge second hand if it is available for them to read.

Make it a practice to read your bulletins that are posted weekly, and your local newspaper and the San Antonio AFL-CIO Reporter and the Texas AFL-CIO publication. You have plenty of union News coming your way—take advantage of it.

**LEGISLATION**

Congress is back in session and many bills will be introduced to benefit the postal employees. It is your duty to write your Congressman and Senators to let them know your sentiments on the bills introduced effecting us-both the favorable bills and unfavorable bills. It is rare that a Congressman or Senator gets unanimous requests for his support of some legislation. Any legislation in your favor will have opposition from some source, such as the Department, business and others.

**BANNER YEAR**

Don't forget—let us make this a banner year for new members - unity - progress.

**THANKS FOR LEADERSHIP**

*I, Carlos Barrios and my brother George Barrios Lead Clerk at the Downtown station were blessed that our Father Hermengildo Corona Barrios better known as "HC" instilled in us God, Family and Union.*

*"I realize that it is impossible to please everyone, that in making decisions for the membership someone will be displeased..."*

## MVS CRAFT DIRECTOR

## FARON HIERHOLZER

# NO CONCERN FOR SAFETY



The Union Officers and Motor Vehicle Service (MVS) Craft Stewards would like to give a shout out to our brothers and sisters for all that you do. Thank you for the hard work and long hours you put in, from day to day. Your hard work and dedication are a blessing and does not go undetected. Then there is the senior employees' who have volunteered to

work overtime and are being provided the opportunity per the Collective Bargaining Agreement (CBA) to work.

After meeting with management and educating them again on the proper protocols for giving overtime they are now negligent if they elect

not to provide the senior employees on the Overtime Desired List (OTDL) any overtime assignments over someone with less seniority per the rotation.

## LOCAL MEMORANDUM OF UNDERSTANDING

When during the quarter the need for overtime arises, regular full-time employees occupying traditional and non-traditional duty assignments having listed their names, on the overtime desired list will be selected in order of their seniority on a rotating basis. It is further agreed that the rotation by qualified skills, shall be maintained. Management is required to post the schedule every Wednesday.

## ARTICLE 8.4 IN THE LMOU

The employer agrees to post all changes of work schedules not later than the employees' scheduled end tour of Wednesday proceeding the scheduled work week.

## FULL TIME REGULAR (FTR) CONVERSIONS

MVS would like to congratulate the PTF's who were converted to FTR's. As of 2019, MVS has converted a total of 5 Part Time Flexibles (PTF's) to FTR's. I remember when these same PTF's were hired and going through orientation, and one of them asked, "it's going to take forever to get converted"? The union responded it will be sooner than you would expect! As orientation goes on so does the laughter and smiles of excitement. So many newly hired employees are excited to kick start their career and life. The union has worked so hard for so many years for what we have today, and continues to fight for our wages, annual & sick leave, and other benefits just to name a few. The point is the union was fighting for everyone's rights to have a better working environment, wages, and making it just a better place to work even for the ones who were just getting hired.

*"...the union was fighting for everyone's rights to have a better working environment, wages, and making it just a better place to work..."*

## Employee Labor Manual (ELM)

### 830 Motor Vehicle and Industrial Safety

### 831 Motor Vehicle Safety

#### 831.1 Objective

The objective of the Motor Vehicle Safety Program is to comply with applicable U.S. Department of Transportation regulations; require safe driving; and reduce potential losses, human suffering, and property damage, while maintaining the efficient delivery and collection of mail.

Per the Employee Labor Manual (ELM) dated March 2019 if the postal service is not in compliance with the ELM make certain to request a steward so that a Step 2 grievance can be filed immediately.

## HANDBOOKS AND MANUALS

The following handbooks provide policy and procedures for implementing an effective motor vehicle safety program: EL-801, *Supervisor's Safety Handbook*. EL-804, *Safe Driver Program*. EL-814, *Postal Employee's Guide to Safety*. PO-701, *Fleet Management*. The PTF's are very important to our operation, and sometimes they fail to get the recognition they truly deserve. There has also been some confusion when a senior PTF gets converted to the status of FTR. When the senior PTF declines to be converted to FTR, management will convert the next senior PTF until he/she accepts the job.

That senior PTF will remain the senior PTF. That person will not lose their entire seniority because they did not bid. It was brought to the union's attention management will implement their Lean Six Sigma program using the union employees. This is a violation against the agreement now in place. Management uses this to cut down on jobs and causing employees to cross crafts.

That senior PTF will remain the senior PTF. That person will not lose their entire seniority because they did not bid. It was brought to the union's attention management will implement their Lean Six Sigma program using the union employees. This is a violation against the agreement now in place. Management uses this to cut down on jobs and causing employees to cross crafts.

## AGREEMENT STATES

Prior to seeking input or participation from bargaining unit employees on LSS-type projects, management must contact the appropriate local union president (s) or his/her designee, who, in turn, may select employees from his/her craft (s) to participate. Should the union official decline to select employees he/she represents to participate in the project, then no employees from the subject craft (s) may do so.

VMF don't be a victim, ask to see your steward!

*The union is like a gym membership, if you don't use it you can't expect to get stronger!*

Thanks to all of you for making the American Postal Workers Union the proud and effective union we are today.

**Jeff Greenlee** (continued from page 4)**AUGUST GENERAL MEMBERSHIP MEETING**

This is an issue that is important to all members and as such, all members should be allowed the opportunity to vote on the dues increase. I am sure this Constitutional provision will be addressed soon.

So, what that means is that in the next couple of Pay Periods you will see an increase in your dues for a FTR from \$28.80 to \$33.80 and for a PSE from \$17.90 to \$22.90. This increase will generate approximately \$126,000/year more revenue than our current dues structure.

It is also important to remember that this does not have to be a permanent increase and can be subject to review in six (6) months according to our SAAAL Constitution as it presently reads.

Another hot issue was the expenditure to send 25 representatives to the APWU All-Craft Conference in Las Vegas in October. The projected expenditure was approximately \$43,000, but after much discussion and motions, and amendments it was decided by the membership, especially in light of our current financial predicament, to only send the President, Vice President and either the Craft Director or Assistant Craft Director for each sides of the house (6 total). This will save the Local approximately \$30,000.

**JULY FINANCIAL REPORT**

The beginning balance for July was \$-2,251.29 (yes, negative). On July 2, I made several deposits, the largest being the \$17,975 NPC (National Presidents Conference) Registration funds which I transferred from the Convention Fund. We also had a Hospitality/Vendor donation of \$5,820.

**LOCAL MADE OVER \$4,000 BY HOSTING THE NPC**

Another deposit was a transfer from the Building Maintenance Fund to the General Fund of \$2,800 for the 2<sup>nd</sup> Quarter Maintenance expenses... this covers custodial

service contracts, lawn maintenance and other maintenance agreements. There were some payouts of LWOP for the TPWU State Convention for those officers afforded LWOP in our Constitution. Other large expenditures for the month included printing of the Dispatch, legal fees, LWOP for the Trustees and the AMEX bill which included room charges for the TPWU Convention and room reservations for the All-Craft Conference.

Also it should be noted that in July and August we will be reimbursed for any expense to send Carlos Barrios to the Postal Press Association Conference by the TPWU (approx. \$3,200).

**MONTHLY TOTALS**

<b>Checking Balance</b>	<b>\$ 5,868.63</b>
<b>Total Deposits</b>	<b>\$59,437.97 (Much due to NPC)</b>
<b>Total Expenses</b>	<b>\$51,318.05</b>

**Final Numbers**

<b>BOA General Fund</b>	<b>\$ 5,868.63</b>
<b>SSFCU Fund Balance</b>	<b><u>\$99,060.60</u></b>
<b>Total Cash Assets</b>	<b>\$104,929.23</b>

**UPCOMING EXPENSES**

All-Craft Conference Expenses – Registrations, Reservations and Airline Tickets. The total cost of the Conference currently is approximately \$14,000.

**LEGAL EXPENSES**

Normally this time of year expenditures slow down.

As usual, if you have any questions or concerns about YOUR Union finances, do not hesitate to contact me, I am normally at the Union Office on Tuesdays and Wednesday mornings.

**Robert Proo** (continued from page 5)

stations and branches within the FMO coverage area, those positions shall be posted and filled under the FMO in accordance with Article 38 and the Joint Contract Interpretation Manual (JCIM).

- The Postal Service will publish the final versions of MS-1 TL 6 and MMOs on August 8, 2019.

**BACKGROUND**

In May 2016, the Postal Service issued a new MS1 TL 5, proposing draconian changes to the then current MS1 TL 4 Handbook. The APWU filed a dispute; Idowu Balogun was the assigned case Officer. In 2017, Arbitrator Goldberg concluded the dispute by remanding the case back to APWU and USPS to resolve. (*The Agency issued MS 1 TL 6 while we were still meeting in MS 1 TL 5.*) Arbitrator Goldberg September 13, 2017 Remand:

The issues of whether the revisions to the MS-1 dealing with (a) preventative maintenance time allowances and frequencies, and (b) space adjustments and miscellaneous work time allowances violated Article 19 are remanded to the parties.

As part of that remand, I shall direct the Postal Service to provide the Union with all data and data analysis collected by the Review Team, including Mr. Bratta, relating to appropriate allowances for (a) preventative maintenance time and frequencies; (b) space adjustment and miscellaneous work. (*If the parties wish to jointly validate appropriate allowances, they are encouraged to do so.*)

If this exchange of information does not lead to agreement, either party may request the Arbitrator to reopen the hearing, which that the proposed revisions in (a) preventative maintenance time allowances and frequencies; (b) space adjustment and miscellaneous work allowances are fair, reasonable, and equitable, it cannot prevail with respect to those proposed revisions.

In Solidarity,

Robert Proo  
Maintenance Craft Director  
proorobert@yahoo.com

ASST. CLERK CRAFT DIRECTOR "A"

RUBEN MARTINEZ

# KEYS FOR YOUR POSTAL CAREER



Hello, Brothers and Sisters of our San Antonio Alamo Area Local, I hope and pray that all of you are in good health and great spirits. Thanks to the American Postal Workers Union (APWU) who has continued to fight for all our members to have great pay and benefits.

Brothers and Sisters do you know that we are very blessed for having this great paying job which helps maintain our livelihoods?

Employment with the USPS has provided many opportunities of giving back to our families, like paying for your family members to attend college and much more. Keep in mind that if we are to ever get sick (God forbid) we would continue to have the benefits of outstanding resources to continue to provide for your loved ones if we saved our annual or sick leave. So, make certain to plan for the possibility of events that may occur during the duration of employment with the USPS.

Plan wisely for your retirement so when your golden years arrive you have the resources to care for you and your family for years to come. The union is relentlessly communicating to the membership to be discerning of the consequences about violence on the workroom floor.

When anyone gets into this type of a circumstance you place your families in a crucial situation of not having those benefits anymore. The resources that your job once provided to support your family will diminish because one workday, you couldn't maintain your composure. Keep in mind to control your emotions and don't allow for your emotions to control you.

Don't place the union into a situation where they will have to circle the wagons and fight to make some resolutions and try and restore your job. All this could be avoided by just performing your job and when situations of this nature arise remember to ask to see a steward so you can obtain some guidance.

DO NOT address this type of situation with management because although they may seem genuinely concerned for your needs, they will immediately place you and the other party involved off the clock with No Pay.

The Postal Service will then conduct their investigation and this matter can take many weeks or months depending on the individuals involved. I have seen when it's an employee who has not been what they may term a "hard working em-

ployee" or one with good attendance or an opinionated employee that the investigation may drag on. The agency only cares about getting the mail out whether you are part of the equation or not. To the postal service you are just another number on a roster. The main reason they don't care is because they know they have a long line of individuals waiting their opportunity to try and get employment with the USPS.

So, brothers and sisters, is it worth placing all the blessings that this job, and the benefits the APWU has provided to your family in jeopardy? Let me put things into perspective from a personal viewpoint. I have been employed with the USPS for over 36 years and I earn \$30.00 an hour, \$45.00 for overtime and finally \$60.00 an hour for penalty overtime.

You can do the calculation and see how much money I would be placing myself and my family for acting irrational? So I know that my Family is certainly worth me maintaining my job and I can only assume yours is as well. I know that mine is and so is yours.

I'm not a rocket scientist but I know that our families are worth every penny we earn. According to The American Heritage Dictionary, violence is defined as (a) *physical force exerted for the purpose of violating, damaging, or abusing*, and (b) *abusive or unjust use of power*.

The USPS is constantly reminding employees that the organization has a zero tolerance policy regarding workplace threats and violence. The purpose of the goals is to help reduce risks to employees and the Postal Service.

The USPS is here to assist employees if at any time you feel discouraged and fear that any inappropriate behavior conflicts may arise. If it does ask your supervisor to help setup a meeting with an Employee Assistance Program (EAP) counselor. The member needs to know that the first consultation with the EAP counselor is on the clock for one (1) hour.

The remaining sessions are scheduled before or after work by the employee and the counselor. Also, the stress that one may be having doesn't have to originate with work at the USPS. EAP is a resource for postal employees and their family members intended to help them with either an on the job issue, personal, or family problems.

Rio Grande District now has a new EAP Representative to assist USPS employees. Her name is Maria Byndom and her number is 1-800-327-4968 (EAP 4 YOU) Her email is mbyndom@eap4you.com and the website is eap4you.com

So, DON'T LOSE YOUR COOL and Respect each other and may God Bless.

In Solidarity Ruben Martinez

*"Plan wisely for your retirement so when your golden years arrive you have the resources to care for you and your family for years to come"*

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So, DON'T LOSE YOUR COOL and Respect each other and may God Bless.

In Solidarity Ruben Martinez

*"Plan wisely for your retirement so when your golden years arrive you have the resources to care for you and your family for years to come"*

## MAINTENANCE CRAFT DELEGATE/

## ALBERT "RED" CARDENAS

**SO, HELP YOUR UNION, HELP YOU!**

By Albert "RED" Cardenas  
Maintenance Craft Delegate and  
Trustee  
REDAPWU@yahoo.com

**GREETINGS**

Hello brothers and sisters, thanks to the maintenance craft for the opportunity to represent you at the 2019 Texas Postal Workers Union (TPWU) convention.

Our local is now more united across all crafts and we are working together to vote in the best interest of our members. I would like to congratulate the following San Antonio Alamo Area Local (SAAAL) members for winning the TPWU election for their perspective positions.

Maintenance Craft Director Robert Proo as the TPWU Legislative Aide, Clerk Craft Director Carlos Barrios as the TPWU Director of Information/News-Editor and the re-election of TPWU VP #4 Norma Impallari.

At the TPWU convention your delegates for the SAAAL led by our Delegation Chair Vice-President Fred Duncan gathered us all and laid down ground rules for meeting with any candidate(s). We made ourselves available for any and all the teams that were present at the TPWU that are running for the National Elections. We were only interested in what each candidate was bringing forth to the union and not any mudslinging.

We heard from the current President of the APWU Mark Dimondstein and his team, John L. Marcotte and Tony D. McKinnon as well as other candidates that are running for office. The current Industrial Relations Director Mr. Vance Zimmerman took the time to discuss some of the concerns/rumors that are being spread by their opponents.

It is too long to list the discussion in this article but the condensed response was that there were safeguards to the negotiated issues in the contract that would have to be adhered to by the USPS before the "relief" would go into effect and they would not give back contractual guarantees to the USPS. He also wanted the general membership to know that the Rank and File Committee was included in every step of the negotiations.

I do have a copy of the report that the Rank and File Committee put out with the concerns about the contract negotiations, if you would like a copy please email me.

**SAN ANTONIO SOCIAL AND RECREATION UPDATE**

We have not been able to negotiate an event at Sea World.

We are also trying to negotiate with ZDT's amusement park. We will continue to negotiate with companies to bring postal employees discounts and reasonably priced events, if you have any suggestion please let us know.

**WORKING CONDITIONS**

We, as united maintenance craft employees can improve the work conditions in our craft. I support our union leadership in reversing management's continued efforts to erode the effectiveness of this craft by failing to staff, by bypassing routes, by running equipment to failure and threatening our employees to close out ECBM items that have not been completed. As a local we are trying to produce positive changes across the maintenance craft, you, the member have the power to help us defend your rights and your jobs.

*"Your union continues to fight for our jobs and our rights but we have to be able to prove that there is a need for more work hours"*

Your union continues to fight for our jobs and our rights but we have to be able to prove that there is a need for more work hours and more maintenance employees ask for work orders for things not on your assigned route, stop taking short cuts, help

us identify safety hazards that are being created by managements run to failure philosophy. So, help your Union, help you!

**DUES UPDATE**

At the August general membership meeting the dues increase passed by 1 vote. Which goes to show the membership that in any election one vote can make the difference. The vote was 42 for and 41 against. Also at the meeting there was a motion by a retired former officer to audit the financial records for the last 10 years to clear the last administration of any financial wrong doing. Had this motion passed it would have cost the local a substantial amount of money and for what?

I think we are beyond the who did what to cause any financial hardship to this local either by how funds were spent or by exposing our local to a civil law suit, even if there was any wrongdoing in my opinion I really doubt this local would prosecute anyone from the past administrations.

The individual also wanted the trustees to clear the officers from the last administration of any wrongdoing. As your Maintenance trustee, no proof of any past wrongdoing by the officers of the past administrations was found. In closing, I will continue to carry out my duties of my elected and assigned positions to the best of my abilities, Thank you.

Support the APWU; it is the only organization exclusively for rights as a postal worker.

As always, I thank you, the member, for your support and for allowing me the opportunity to serve you.

WEBMASTER/ I.T. ADMINISTRATOR

NICK DIPASQUALE

# YOUR ROLE IN THE UNION?



Hello brothers and sisters of the San Antonio Alamo Area Local (SAAAL) 0195. I am sure by now that you all have heard about the vote at the August general membership meeting.

It was a very close vote. I want to thank every due paying member for showing up to cast your vote regardless of how you voted.

Participation is the key to get our local prepared for the future. For many years, the dues were very low since we were paying in less than the average of two and a half hours of pay a month for dues. It costs money for representation and if I ever need to be represented, I want it when I need it instead of waiting days for a steward to come to my assistance, which could happen if money ever were to run out.

Collective Bargaining helps employees from unjust dismissal and employees can't get fired without "just cause". Unions have helped shaped the economic status of many people and giving America a stronger middle class.

They helped raise wages, provide strong health coverage, reduce inequality for low-and middle-wage workers' ability to obtain a fair share of economic growth.

**The Utility Workers Union of America (UWUA) AFL-CIO** reported that today, unions are more important to working people than ever... Changing technologies are revolutionizing many types of work. Yet workers still require united strength to assure themselves of individual opportunity, dignity, and advancement.

Now I have heard of members that want to get out of the Union because of the raise of \$5 a pay period. Union membership provides strength in numbers. One of the great benefits from being in a union is the privilege to negotiate with employers with the power of Collective Bargaining.

We all know that we consume that in a heartbeat whether it be coffee in the morning or a beer or two at night or maybe a pack of cigarettes. It takes all of us to do whatever is needed to ensure that the local is here in the future for our younger membership. Speaking of our younger membership, our local needs you.

We are looking for some assistance. Ask your craft director to become a steward and learn what to look for when a supervisor violates the contract, or maybe assisting the editor with the Dispatch or even with our website.

The SAAAL will provide you with the tools you need and of course all training will be compensated.

To my brothers and sisters who feel that this cost is too much to bear and your answer is to leave the Union, please read my story. After losing in this last election for a second time, I felt frustrated as well, and I called the Union office to ask for my anniversary date. As a member in good standing of our local since around 2002 without ever dropping out I just felt that the Union obviously didn't need my knowledge or skills so why even stay in it.

The officers who had also lost their re-election as well and is now an officer in the retiree's chapter of our local asked for a minute of my time. He told me a very powerful message that changed my mind forever. Unbelievably, I could have mailed out a letter that day and been out of the Union because the time frame during my anniversary date was still active.

*"...you can only make changes in the Union to make it better if you are in it. It is like the lottery; you must be in it to win it"*

Fate, or perhaps luck, you may say, would have it that he was in the office to talk to me over my issue. Anyway, his message was this" **Nick you can only make changes in the Union to make it better if you are in it"**.

It is like the lottery; you must be in it to win it. I thought about it, approached the newly elected President and Vice President and said to them, **"what can I do to help both of you make this Union great again"**. Of course, the rest as they say is history.

To make a change, you simply must get involved, brainstorm ideas, and network with other people regardless of craft. Help by making yourself available and become a part of one strong Union force that will police the contract and help other brothers and sisters who are members of the APWU membership.

To the nonmember, I'm sure you will try to use this as an excuse, don't because you are already a nonmember. Instead, why not join, get involved, and learn what you can to make your craft or section of craft better. On a final note, please go to your website and on the front page there is a poem written called **Your Role in The Union** which is really a good read.

Please visit your website at [saaal0195-apwu.org](http://saaal0195-apwu.org)

**LABOR UNIONS:**  
**THE FOLKS WHO BROUGHT YOU THE WEEKEND.**  
**CHILD LABOR LAWS, OVERTIME,**  
**MINIMUM WAGE, INJURY PROTECTION,**  
**WORKMENS COMPENSATION INSURANCE,**  
**PENSION SECURITY, RIGHT TO ORGANIZE . ETC.**

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**FREE CHIROPRACTOR, MEDICATIONS, PAIN MANAGEMENT, ORTHOPEDIC DRs., NEUROSURGEON, MRIs-DIAGNOSTICS**

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# **210** WORKERS

THE WORKER'S COMPENSATION EXPERTS

## GENERAL MEMBERSHIP MEETING MINUTES — AUGUST 17, 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, Fred Duncan, Jeff Greenlee, Yolanda Deleon, Carlos Barrios, Ruben Hernandez, Faron Hierholzer, Robert Proo, Ruben Martinez, Robert Butke, Dennis Barboza, Max Trevino, Ron Odom, and Paul Martin.

President Rincon announced that voting for the dues increase would commence and that if members were in line at 12:30, they would be allowed to vote

**Motion to transpose the regular order of business** was made by Brother Carlos Barrios; second by Vice President Fred Duncan to allow 2 members to speak for the dues increase and 2 members to speak against. As a Point of Information VP Fred Duncan stated that even with the dues increase that he would not be returning from the floor.

President Rincon introduced EAP District Consultant, Maria Byndom to the membership. She wanted to let the members know who she is and encouraged us to use the EAP. EAP is not only for crisis situations, but for wellness changes, coaching. It is available to the employee and their household members 24/7. Face to face counseling is available as well as by phone. Contact EAP by 1-800-EAP-4-YOU or [www.EAP4YOU.com](http://www.EAP4YOU.com). Services are confidential. The first appointment is on the clock. EAP does not provide any information to your supervisor or the Postal Service.

**Motion to return to regular order of business** was made by Brother Jeff Greenlee; second by VP Fred Duncan.

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

**The Financial Report** for the month of July was presented by Treasurer Jeff Greenlee and is as follows: The beginning balance amended with \$279 credit from 6/12 for Retiree Chapter Deposit; **General fund balance** through 6/30/19 is: **-\$2,251.29**; **Expenditures** were \$51,318.05. **Deposits** were \$59,437.97.

**General Fund Checking Balance: \$5,686.63**; the General Fund is the primary funding source for the day-to-day operation of your Local. SSFCU Funds: \$99,060.60; special funds dedicated for specific purposes—not for general day-to-day expenses.

**Total Cash Assets: \$104,929.23.**

Treasurer Greenlee then asked the Trustees present to

make a report to the membership. It is important for members to get answers to their questions.

Trustee David Hernandez stated that the trustees monitor every penny spent by the Local. They see every receipt and signature, and make sure it deposited into correct account. We see every transfer and we monitor, they ask questions. How much? What is it used for? How much is spent? He stated that Jeff was doing an excellent job.

Trustee Red Cardenas stated that they review all checks and officers' signatures. We have checks and balance. Trustees review all checks and withdrawals and transfers and make sure they are the correct amount and correct account. Brother Greenlee stated that there have been rumors of malfeasance. Brother Greenlee does **NOT** authorize any expenditure.

Expenditures are authorized by the members, the president and vice president. He just writes the checks and enters into QuickBooks. He makes sure the expenditures do not violate the constitution or the law. The president or vice president signs every check; the trustees check every voucher and check. Every month the CPA checks our books for any irregularities and that we are compliant with the law. Sister Sandra Lira made a motion for an outside audit to be done; a second was received.

Sister Lira stated that she has confidence in the current and previous administration and that she was making the motion for members that were having questions with our finances. Brother David Hernandez spoke against the motion stating that if there are any questions, give the trustees a chance to review. A point of information was made by VP Fred Duncan. He stated that we can do more and suggested that we post a notice when the trustees meet, so members can see the process. Members can come sit in and observe the process instead of receiving information from non-reliable sources. President Rincon stated that even if we did such an audit and everything was ok there would still be those who would question the outcome. Sister Lira then withdrew her motion.

**Motion to accept the financial report** for July was made and second from the floor; motion passes.

### Executive Board Recommendations:

1. The \$75 monthly charitable donation be made to the Fischer House; passes.
2. To send 10 officers, to include the President, Vice President, Secretary Treasurer, Legislative Director and Craft Officers to the All Craft Conference to include Vice President Fred Duncan to attend the Installation of National officers and National President's Conference at cost not to exceed \$23,000. Amendment was made by Sister Sandra Lira to send only the Craft Director or the Assistant Craft Director; second by Sister Pam Cano-Desso. Brother Barry Payne made a motion to amend

*continued on next page*

## GENERAL MEMBERSHIP MEETING MINUTES — AUGUST 17, 2019

that only the Director, or craft steward—only those who file grievances and represent employees attend the All Craft Conference and to **not** include the Secretary Treasurer and Legislative Director. Only those who represent members should attend. Vice President Fred Duncan reported that Secretary Treasurer was only going to attend QuickBooks training and the Legislative Director was only going to the Legislative training. They would not be attending the All Craft Conference just the training. Brother Greenlee stated that in the 4 ½ years that he has been the Secretary Treasurer, he has not attended any Secretary Treasurer training offered by the National APWU and he was not going to attend this one. Brother David Hernandez stated that all of the executive board represents all members. Brother Payne withdrew his amendment. Vote was taken on the amendment presented by Sister Lira that only the Director or Assistant Craft Director attend the All Craft Conference; motion passes. The Local will send 6 officers to the All Craft Conference at cost not to exceed \$13,000; passes.

### **Motion to transpose the regular order of business**

was made by Brother Carlos Barrios; second by Brother Fred Duncan for the results of the vote. Trustee Chair Ron Odom reported that there were 42 yes votes to increase the dues by \$5 a pay period and 41 no votes. Dues will be increased \$5. **Motion to return to regular order of business** was made by Brother Jeff Greenlee; second by Brother Ruben Martinez

3. To approve the cost of Health Plan rep, David Estrada to attend the APWU Health Plan Open Season Seminar in Portland, Oregon at cost not to exceed \$1,400; passes.

4. To rescind the standing motion for Arnold Vasquez to continue lawn maintenance and allow Grounds Control to maintain landscaping in exchange for 8 to 10 parking spaces for personal vehicles, Monday through Friday; passes.

5. To participate with National APWU for a National "Get out the Vote" incentive. National will select 3 names of voters to be awarded \$50 each. Motion to amend was made by Brother Alex Aleman to have National draw two names of voters from each craft, Clerk, MVS, and Maintenance and five in general for a total of 11 names; second by Sister Sandra Lira for a total not to exceed \$550; amendment passes. Back to original motion that the Local participate with National APWU for "Get out the Vote" incentive. National will select 2 names each from the Clerk, MVS, and Maintenance Craft and 5 names in general to be awarded \$50 each; passes.

### **New Business:**

Brother Jeff Greenlee will notify National of the dues increase. He stated that it usually takes 2 to 3 pay periods.

President Rincon reported that he visited the Schertz Post Office and met with member and also spoke to the

supervisor. Supervisor did not have an email sent to him from President Rincon. The only email was the email sent to the member.

President Rincon thanked Nick Di Pasquale for receiving an honorable mention from the PPA for our website. He also thanked Nick for fixing the Postal Vision at the GMF. President Rincon also congratulated new arbitration advocates: Robert Proo, Faron Hierholzer, and Carlos Barrios. President Rincon stated that the Local will not have two full time officers and that VP Duncan would not be coming back. President Rincon reported that he has sent a letter to the Postmaster on staffing the ADUS being installed at the Heritage Station and awaiting his reply. President Rincon thanked Cesar from Fed Comp & Wellness for providing pizza today.

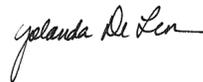
**Motion to suspend the Officers Reports** was made by Brother Robert Proo; second by Brother Jeff Greenlee; passes. **Motion to adjourn** was made by Brother Jeff Greenlee; second by Brother Robert Proo. Meeting was adjourned at 1:04 p.m.

**Drawing was held for the Monthly Door Prize** which is \$150. Names drawn were:

- |                        |        |
|------------------------|--------|
| 1. Cedric W Miles      | PL 239 |
| 2. Herald M Kunnapilly | PL 506 |
| 3. Danny Canales       | PL 335 |
| 4. Elizabeth A Sanchez | PL 000 |
| 5. Helen E Gray        | PL 045 |

The **\$25 sign-in door prize** was won by **Elizabeth Quiroga**. The Monthly Door Prize for August will be \$200.

Respectfully submitted by:



Yolanda DeLeon  
Recording Secretary SAAAL

## Shredding Service Available For APWU Members



We are proud to announce that  
this service is **FREE** and  
available to all  
APWU Members.

If you choose to utilize  
this **FREE** Service please contact  
Vice President **Fred Duncan**  
at 210-271-0853 for details.

**General Membership Meeting  
September 21, 2019  
11:30 A.M.**

**Union Hall—13102 Lookout Run  
Executive Board Meeting 10:00 A.M.**

**\*\*\*\*\* AGENDA \*\*\*\*\***

**Executive Board  
Recommendations  
Officers Reports  
Financial Report**

**Food  
And  
Refreshments**



**\$200 Door Prize  
\$25 Sign-In Door Prize**



**Don't Rely On Rumors!  
Attend Your Union Meeting!**

Non-Profit Org  
US POSTAGE  
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San Antonio, TX 78233

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**APWU National Elections**

**It's Your Union**

Be sure to VOTE in the election to decide who  
will lead the APWU for the next three years.



The Deadline for  
articles to appear  
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