

San Antonio Alamo Area Local #195

Celebrating 100 Years of
Representing Postal Workers



DISPATCH

VOLUME 66 NO. 1

SAN ANTONIO ALAMO AREA LOCAL

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PRESIDENT

CHRIS RINCON

2020 New Year Is Here



Hello brothers and sisters, I hope your holidays were joyous. Now that all the celebrations are behind us, it's now time to get back to work.

Holiday Period

The holiday period has come and gone. There was chaos at the plant, priority annex, and the Christmas warehouse.

This is normal during the

Christmas holiday. There are clerks all over the place. Many times, management has too many clerks in one section and not enough in another.

There were many Postal Support Employees (PSE's) working in every section without supervisors knowing that those PSE's were sent to work in their sections. Many clerks on the overtime desired list worked many hours, while those not on the overtime list also worked many hours they didn't want to. During this time of year management always thinks that they have a blanket policy during the December time period to make any and all clerks work 12 hours and beyond. Which they **DO NOT!!**

Now that the Christmas warehouse has shut down management has began to release PSE's who were hired for the holiday rush due to the lack of work. As the workload picks up again they will be brought back by seniority. Many full time members have retired which leaves a greater void and management needs to replace them by bringing back the PSE's they let go due to the lack of work. This process happens every year with the PSE's who are hired during the Christmas season.

Contract Update

The new contract is still in the hands of the arbitrator. There is no timeline when this will be completed. The national officers presented our best case for a new contract that would be favorable to the APWU.

The arbitrator will carefully weigh what both sides are asking for and hopefully come up with a new contract that is favorable to what the Union is asking for. The Union is against the elimination of the NO layoff clause, and also against a third wage tier for incoming PSE's. Management also wants to do away with Sick and Annual Leave and replace it with a single paid time off. These are some of the big items that the postal service is looking to do away with in these contract negotiations.

Martin Luther King March (MLK)

The San Antonio Alamo Area Local (SAAAL) has been participating in the MLK March for many years. I am asking all members to come out and participate with the SAAAL at the MLK march on January 20, 2020. We encourage members to bring their family, friends and neighbors to march with us. It has been said that San Antonio has the largest MLK march in the country so let's show our union solidarity by marching together to commemorate the words and actions of Dr King.

Getting Involved

Some new members have asked how they can get involved in the union? Getting involved with the union does not mean you have to become an officer in the local. Members can do so by taking part of the MLK march in January and in the month of March, with the Cesar Chavez march. Show your union solidarity by coming together and marching for a cause. All new members should get involved in the union. Members who just started their postal careers should get involved with the many union activities, and should make an effort to attend a monthly meeting whenever possible to get the latest word on the different crafts. At the meeting, members have an opportunity to speak to their craft directors and ask questions on issues affecting you at work.

Another way to get involved is by picketing with the many different labor unions here in the area. The SAAAL local is a part of the San Antonio Central Labor Council and the Texas AFL-CIO. Their struggles are our struggles. We need to be helping our fellow Union brothers and sisters.

Semper Fil!!

“Getting involved with the union does not mean you have to become an officer in the local”

ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
 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

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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

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TEXAS POSTAL WORKERS UNION

EDUCATIONAL CONFERENCE

Thursday, June 4, 2020 – Saturday, June 6, 2020
Hilton Fort Worth
 815 Main St
 Fort Worth, TX 76102
 817-870-2000

For reservations follow the link below:
<http://www.hilton.com/en/hl/groups/personalized/F/FTWFHIF-TXPOST-20200602/index.jhtml>
 Or Call: 1-800-HILTONS (1-800-445-8667)
 Mention: Texas Postal Workers Educational Conference

A block of rooms has been reserved for June 2, 2020 - June 7, 2020. Booking a reservation from the Hilton site is simple. To begin the process, click on "Book a Room" to receive your group's preferred rate. See you at the Hilton Fort Worth in June! We hope you enjoy your stay and your group's event! Special room rates have been arranged for this event. Book early to reserve your room.

1 KING WITH SLEEPER SOFA
 rates from 149.00 USD/Night
 2 DOUBLE BEDS
 rates from 149.00 USD/Night

Room Rates are \$176.01 (includes all applicable taxes and fees)
CUT OFF DATE: MAY 11, 2020
 Each guest ROOM will receive TWO Breakfast Buffets Daily

For more information contact:
 Kaye Strawther, Chairperson
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VACANCY POSTING	VACANCY WITHDRAWN	AWARD POSTING	* EFFECTIVE DATE
1/10/2020	1/19/2020	1/28/2020	2/1/2020
3/6/2020	3/15/2020	3/24/2020	3/28/2020
5/8/2020	5/17/2020	5/26/2020	6/5/2020
6/26/2020	7/5/2020	7/14/2020	7/18/2020
8/21/2020	8/30/2020	9/8/2020	9/12/2020
10/9/2020	10/18/2020	10/27/2020	11/7/2020

2020 CLERK CRAFT JOB POSTINGS

**DON'T RELY ON RUMORS
 ATTEND YOUR NEXT UNION MEETING!!!!
SATURDAY JANUARY 18, 2020**

VICE PRESIDENT

FRED DUNCAN

What's in Your Time Analysis Sheet?



Hello Brothers & Sisters!

I am here again to bring you more news you can use to survive and thrive in the Postal Service.

My topic today deals with what you need to know regarding your personal information when you either need to transfer from facility to facility or craft to craft. Prior to doing either you must

request an updated/current copy of your PS Form 3972.

What is form 3972?

PS Form 3972 is your attendance for the year at a glance. Why is this important?

The answer is if you don't make sure your attendance is correctly recorded then any mistakes will prevent you from getting your transfer! You are responsible for making sure that ALL entries on your PS Form 3972 are correct.

More important than anything you need to make certain there are no incorrect NEGATIVE entries such as A.W.O.L. (absent without leave) and unscheduled absences that are not Family Medical Leave Act (FMLA) protected.

Those aren't the only negative entries to look out for, late begin tours and/or short tours can be counted as unscheduled absences thereby stopping a transfer cold! This is only half of the issue at hand.

The second thing that will prevent a transfer is your safety record, particularly accidents.

Whether you were at fault or not, having them you are, or will be deemed as having an unacceptable safety record. You **must** check you Employee Official Personnel File (eOPF) via liteblue for any negative safety entries. You also can ask for a review of your safety record through you supervisor.

It is your responsibility to check for these items before requesting a transfer; because once you do and management sees those entries, correct or not you will lose your opportunity to transfer and will have to wait for another chance.

“if you don't make sure your attendance is correctly recorded then any mistakes will prevent you from getting your transfer”

Finally, brothers and sisters I want to remind you all of the proper method to see a steward. You must request a steward from your immediate supervisor.

Also, only your steward will file your grievance. Per the Craft Director each steward will be assigned to each section, and that steward handles your grievance. The steward also assigns a grievance number to each grievance.

Once you have seen your steward and given a statement, request to see them again within 14 days in order to find out the grievance number.

This is how your grievance is tracked, and you need to know the number in order to find out about updates. Once again, your steward of record handles your grievance, not the craft director nor the president. With that I hope you all had happy holidays and I will see you soon!

In Solidarity, Fred Duncan

What is the APWU?

Through collective bargaining, legislative action and mobilization of its members and the public, APWU fights for dignity and respect on the job for postal workers throughout the postal industry—for decent pay and benefits and safe working places, for defense of the right of the people to public postal services and for solidarity with all workers, at home and abroad. We have joined with more than eighty (80) national organizations to form a Grand Alliance to Save Our Public Postal Service. The service that we provide to our customers must not be sacrificed for the sake of private investment and profit which some politicians want to do to our Postal Service. We must unite and galvanized our strengths and numbers and defeat the enemy together.

The US Mail is Not For Sale!

The US Mail Not for Sale is a worker-led campaign sponsored by the American Postal Workers Union and the National Association of Letter Carriers. The campaign brings together labor unions, elected officials, member organizations of A Grand Alliance to Save Our Public Postal Service, community supporters and the public to fight plans to sell the public Postal Service to the highest bidder.



SECRETARY TREASURER**JEFF GREENLEE**

2019 – Year in Review



First of all, I hope you had a Joyous and Safe Holiday Season... but now it is back to business....

Business of the Local

Let me define what a “Labor Union” is as it relates to the Unions business responsibilities.

A labor union is an association of workers who have combined to protect or promote their interests by bargaining collectively with their employers to secure better working conditions, wages, and similar benefits, and to resolve grievances against employers.

Labor unions protect the rights of workers in specific industries. A union works like a democracy in that it holds elections for its members that seek to appoint officers who are charged with the duty of making decisions for union participants. A union is structured as a locally based group of employees who obtain a charter from a national organization. Dues are paid by the employees to the national union, and in return, the labor union acts as an advocate on the employee’s behalf.

The Local as a Business

It is important to understand that although the “Business” of the local is representation, the Local must also be run AS a business to remain financially viable and enable the officers to represent the members to their fullest ability.

It must be understood that every Check, Electronic Funds Transfer (EFT), ePay, deposit, bill, invoice, charge to the Union Debit Card, has a paper trail with a voucher or authorization attached.

NO expenditure is made without such authorization. The authorization comes from the President, Vice President, or the members and is only done with the approval of the membership.

90% of the expenditures on the financial report are on each report every month, just as you have many of the same monthly bills, so does the Union. These bills include such items as officer salaries, labor organization dues, deposits to funds, payroll and other taxes, phone bills, electric bill, water bills, office equipment leases, building security, etc., and the amounts may vary slightly but only by small amounts, and some of those do not change at all.

Every check I write as your Secretary Treasurer, every deposit, every electronic transfer to cover these expenses is reported at the General Membership Meeting where each expenditure is open to review and discussion.

The financial records of the Union are inspected once each quarter by your elected Trustees, three from the Clerk Craft and one each from Maintenance and MVS.

Your Trustees certify each transaction looking for proper paper trail, authorizations and check management. The Trustees work closely with the Treasurer to identify any discrepancies and how to better resolve issues that may arise. They also make recommendations for consideration on how to better report transactions, improve transparency and attempt to resolve any financial disputes or misunderstanding.

“Every check I write as your Secretary Treasurer, every deposit, every electronic transfer to cover these expenses is reported at the General Membership Meeting where each expenditure is open to review and discussion.”

Needless to say, to properly maintain the financial records of the Union takes time and that is where the local pays the Secretary/ Treasurer to maintain the financial records and the Trustees to monitor and review.

The financial records of the Union are open for inspection by any member because it is important that transparency and accountability be the foundation of any organization, especially your Union. I am proud to report that, at this time, the financial health of the Local is good and promising.

In order to maintain that financial health, it takes discipline and common sense which will allow this Local to continue to be financially strong. A financially sound Union enables your leaders to be strong advocates for your contractual rights.

2019 – Year in Review

The first thing about the 2019 finances is that it was a wild roller-coaster ride.

At the beginning of the year I reported a budget to the membership that, if based on the expenditures of 2018 we would effectively run out of money sometime in February. A large amount of the 2019 projected deficit was due to the cost of a Full –Time Vice President and his benefits. It is important to remember that we had a **net loss of \$73,000 in 2018**.

The members, and the administration, then took measures to head off the insolvency, not the least was the Vice President’s volunteering to return to the workroom floor. By the end of the first quarter I reported that the projected deficit for 2019 had now been reduced to approximately \$25,000 (based on 2018 spending). We still had a way to go financially.

The members and officers took further measures to abate any deficit the Local may run by limiting the expense of Conventions and Seminars, LWOP/Admin pay and also passing a motion to increase the Union dues by \$5 per pay period (PP). All things considered I project that the Local will have a budget surplus of approximately **\$66,000** (the year is not quite over as of this Dispatch deadline).

continued on page 12

CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Clear Spotlight for 2020!



Hello Brothers and Sisters

of our great American Postal Workers Union (APWU). I hope that all your holidays were pleasant and spending time with your family and friends was enjoyable. I want to extend a great thanks to all the members of this local for their hard work and support.

The vision for 2020 is more than just focus, rather it is time to set ourselves to helping move the visualization of this local into motion. There is no time to spend hours harboring over issues that are from the past. I personally don't have the time or the energy to stay upset over issues that occurred in the past.

Dues Increase

We have increased our dues in order to sustain ourselves above water and now is NOT the time to stop our dues increase. This local back in October 1975 voted to increase their dues of \$2.75 extra per pay period raising the dues to \$10.00.

And they managed to survive so there is no reason we can't survive ourselves. If the members have any ideas in how we as a local can increase our revenue we are open to hearing all ideas. So please attend a meeting or contact the Union office at 210-271-0853.

In the **POST OFFICE DISPATCH, Volume 20, Number 10 October 1975**, A.J. Martinez, Secretary-Treasurer wrote in his article titled **New Dues Structure**. For the information for those members who were not present at our September Union meeting a vote was taken to accept an increase of \$2.75 raising our dues to \$10.00 per member. The increase will enable us to implement educational programs for our Shop Stewards and develop adequately our Arbitration and Negotiation funds.

Bureau of Labor Statistics

According to the U.S. Inflation Rate, \$10.00 in 1975 to 2020 the Bureau of Labor Statistics consumer price index, set today's prices in 2020 are 78.08% higher than average prices since 1975. The U.S. dollar experienced an average inflation rate of 3.54% per year during this period, meaning the real value of a dollar decreased.

If the local in 1975 was able to sustain themselves and we earn more money and receive a cost of living increase there is no reason that \$5.00 a pay period will bust anyone's budget.

Challenges Ahead

Our National Officers have presented strong arguments for a strong and viable new contract. These negotiations presented have been some of the same that the USPS has tried unsuccessfully in the past.

We are now having to fight for victories which we have already won in the past.

If you don't believe that the USPS is in full throttle to try and bring us closer to privatization then you have been asleep in a cave. The Postal Accountability and Enhancement Act of 2006 (PAEA) requires the USPS to pre-fund future retiree's health benefits for future employees who have not even been born.

"If you don't believe that the USPS is in full throttle to try and bring us closer to privatization then you have been asleep."

Management Manipulation

The Postal Service has habitually managed (or mismanaged)

its actions in a way that aids them during contract negotiations.

One can't ignore the Postal Service's financial situation. However, that does not give the Postal Service a free pass to violate our contract as they try to employ new cost-cutting measures that don't work.

It has become so easy for Postal Management to violate our signed collective bargaining agreement than to try and use their management skills and employ new tactics to keep our agency striving in success.

Future for Postal Supervisors

If the Postal Service were to hit the Iceberg ahead and they succeed to sink this great institution that has been entrusted to management what gives our supervisors any reason to believe that Fortune 500 companies are going to open their doors to these supervisors?

Filing a Stress Workers Comp Claim

Postal workers who are beleaguered by their supervisors need to file a Workers Compensation claim. Not every personnel or administrative event is compensable under the Federal Employees Compensation Act (FECA). Abuse has to be determined.

Make certain to properly document the events. Detailed description of stress of anxiety caused by supervisors.

My next article will be detailed in how to go and create a strong elements for a FECA claim.

#UNIONSTRONG

MVS CRAFT DIRECTOR

FARON HIERHOLZER

MVS Shifts into High Gear for 2020



Holidays with Family and Friends

The Motor Vehicle Service (MVS) stewards hope that your family and loved ones had a great Christmas and a safe New Year.

Over the last few months the majority of you continued to work long hours, nights, days, weekends and scheduled days off.

Working these long hours tend to be very stressful and can lead to a very unhealthy lifestyle. Sometimes we tend to take work home with us and not even realizing it.

Take a minute to stop and enjoy these holidays as they were intended. Time with Family and Friends are priceless and no monetary tag can be placed on it.

Settlements

This year is going to be a banner year for MVS. The union officers of MVS have been working continuously with our newly elected National Business Agent (NBA) Dyrike Shaw to attempt to resolve some grievances that have been on the docket for years. I have been pre-arbitrating some of the older cases and our NBA will arbitrate the complex cases and will concentrate on the grievance of the transporting of express mail in bulk quantities as soon as possible.

Vision for MVS

One of my goals for MVS employees is for employees to be able to request for (incidental) annual leave in the month of December. It was brought to my attention that MVS employees were being denied (incidental) annual leave in the month of December.

I filed a grievance on the denial of (incidental) annual leave for the month of December. I appealed the grievance and at step 2 the grievance was sustained for the unions favor. Employees can now use (incidental) annual leave in the month of December. Like we continue to say, our fight will not stop.

Mr. Shaw and I are currently working on training for all MVS stewards, and he intends to set up training for our stewards, so they are all united. He also plans on having me advocating grievances at the Arbitration level.

As you can see there will be big steps for MVS in 2020, and as a union member you can always do your part by participating in union functions and filing to support the contract. When you see a violation request to speak to a steward. There are many advantages when you request to see a steward and choose to speak up. You are policing the

contract and learning how and why violations occur. You are also supporting the union and your fellow union brothers and sisters.

Also sending a message to management that as an educated member you will pose a threat for them and you will not be taken advantage of.

You are also making a better working atmosphere for you and others. Lastly, you are making a difference for future employees. When we work together and not individually, we are stronger and unbeatable. We are asking for you to speak up and make a difference.

“...request to see a steward and choose to speak up”

Safety

The Postal Service can reduce motor vehicle accidents with training and consistent messaging on the importance of basic safe driving practices. By doing so, we not only reduce our accident counts, but also ensure that our employees feel prepared for their jobs.

Employees are our most valuable assets; so workplace driver safety programs not only make good business sense, but also engage and empower employees.

The Postal Service will continue to focus on the following:

- **Defensive driving,**
- **Seatbelts,**
- **Distracted driving,**
- **And Winter driving**

The Motor Vehicle Service Craft is composed of APWU members who transport mail and maintain postal vehicles. It is — and always has been — the best-organized craft in the APWU.

Approximately two thirds of MVS members are drivers and one-fifth are mechanics. The Motor Vehicle Service Craft also includes Driver Safety Instructors who train and familiarize all employees with driving duties and MVS Clerks who work in Vehicle Maintenance Facilities and in Transportation Departments in mail processing plants.

Brothers and Sisters, the MVS/VMF encourage you to join our team and become a steward. Together we will fight for our rights!

For anyone who is interested please reach out and contact me or any of my stewards.

In Solidarity,
Faron Hierholzer

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Ready for the Challenges Ahead!



Hello Brothers and Sisters

I hope everyone had a safe and wonderful Holiday Season. With the Christmas rush over and the New Year here we are faced with new challenges. Hopefully as you are reading this Article I hope we will have a resolution to our interest Arbitration. I feel optimistic from what I have heard from our National Officers that we will have

a contract that is favorable to us.

I want to thank our Maintenance Asst Craft Director Max Trevino our 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, Barry Payne. I want to thank all of you for all your hard work.

“The state of the maintenance craft at our local level will be filled with new challenges this coming year”

It is a New Year (PAR Time)

Article 38 Section 5. Selection Methods

A. Preferred Assignment

1. The Employer will maintain and/or establish preferred assignment selection registers. During the first fourteen days in January of each year a notice advising the employees of the opportunity to submit changes in preferred assignment selections shall be posted on all official bulletin boards at the installation, including stations and branches, to assure that it comes to the attention of all employees eligible to submit forms.

2. The employee shall indicate preference's in numerical order for any vacancy that may occur during that year, including tours and days off that they prefer over their current duty assignment. Change in preferred assignment selections shall be submitted on or before January 31. If requested, an employee will be allowed to review the preferred assignment registers and the employee's own preferred assignment selection forms. If the employee does not submit a change in preferred assignment selections during this period, existing preferred assignment selections shall continue.

6. An employee may submit a new or amended preferred assignment selection form in the following situations:

- the employee is promoted;
- the employee's duty assignment is eliminated;
- the duty assignment would result in the employee being assigned closer to the employee's place of residence;
- because of substantiated medical or health reasons whereby continuation in the employee's present assignment would be harmful;

e. Three times during each calendar year, an employee may submit additional preferred assignment selection forms. The times selected for submitting the additional preferred assignment selection forms shall be at the option of the employee.

The State of the Maintenance Craft

When I attended the APWU Educational Conference in October I asked our maintenance craft National Business Agents (NBA) and National Officers what the current state of the Maintenance Craft was, and they were all confident that a strong case was presented during interest Arbitration. Management's main concern was relief from the Line H and bringing back Postal Support Employees (PSE) to the maintenance craft for more flexibility.

During the hearings management failed to mention to the panel that it was their hat their responsibility for the implementation of the MS-47

TL5. The USPS is now asking for relief from the new cleaning methodology system called Team Cleaning that they created.

The other issue was the implementation of the MS-1 Settlement and with it is management's interpretation of the settlement which is nowhere near what the Arbitrator stated.

The state of the maintenance craft at our local level will be filled with new challenges this coming year. Maintenance Management will continue to subcontract Building Equipment Maintenance (BEM) work at the Plant, Station and AO's. We must continue to file when we are aware that these types of actions are occurring. Postal equipment at the Plant is in disrepair and management has no plan on how to fix and maintain this equipment.

We have DBCS, DIOSS and CIOSS Racks in such disrepair that employees have been injured in the past and are in danger of being injured if they continue to use this equipment. Maintenance management has flat sorter machine “*ergo carts*” stacked in the tent that are in need of repair and cannot be used due to safety concerns.

The Maintenance Manager informed me that we would have a designated work window in order to complete all of our preventive maintenance per the Run Plan Generator (RPG). Maintenance management has not provided the machines for us to do preventive maintenance.

We have only one Mechanic Processing Equipment (MPE) assigned to fix all the forklifts, mules, scissor lifts and pallet jacks at the Plant. He lacks the proper tools and equipment and assistance from other employees to complete this work. I have informed Maintenance Management in the past that this is BEM work and the union has filed a grievance on this issue.

We need at least 2 BEM and MM7 to be properly trained and take over all this work that we have for the Mobilization and Operations and Execution System (MOPES). Instead Maintenance Management is content to run until failure and put employees in danger with this equipment that is neglected and in disrepair.

Continued on page 12

ASSISTANT CLERK CRAFT DIRECTOR**RUBEN MARTINEZ**

Be Union Strong for Our Survival!!



Hello, Brothers and Sisters,
May the Lord keep all American Postal Workers Union (APWU) families in good health and great spirits on this past holiday season and into 2020.

This past year has been a bit hectic. There was so much to accomplish and so little time and fewer employees.

Everything from greeting cards to packages have been delivered which made many people happy to receive that cheer from a friend or family member. Yet we juggle work and families and try desperately to make time for our own leisure.

Good Times

Another year has gone by now and now it's time to face what the future presents for us. Well brothers and sisters the dawn of the new year is upon us and time to once again roll up our sleeves and get through another year.

We are truly blessed to have what we have because of the Postal Service and what the APWU has fought for. We must never forget our past as we look to the future. Let's not forget those love ones that have gone on with the Lord.

Let's not forget the good time and the good memories because life is short, and it will go by in a blink. I would like to look back at the November meeting and say that it was one of best meeting in recent years.

The atmosphere at the meeting was spontaneous, nice and full of sister and brotherly love. No fighting, no arguing, and just very festive. There was lots of food, prizes, and drinks.

We even had a visit by Santa Claus to brighten up the meeting for the little ones that attended. Why can't all of our monthly Union meeting be like this all the time." "Why does it only happen on Thanksgiving and on Christmas? This coming year we must think more about sharing, giving and caring for others.

Few Remember (William Burrus 2003)

There are few current postal employees who remember the dark days prior to the Postal Reorganization Act of 1971; few remember when postal workers qualified for welfare because wages were so depressed. Forgotten is the requirement to work 21 years before making the final progression from entry step to top step. We do not collectively remember when the Postal Service did not contribute to health benefits, and how when the program was first initiated it mandated a waiting time for coverage, including nine months prior enrollment for payment of childbirth benefits. The advances over the past 32 years have been so gradual that most employees who began their careers in the intervening years have little understanding of the conditions that existed during the darkest days — before collective bargaining.

"There can be no "free ride." In this struggle, you are either a part of the solution or you are part of the problem"

Because the unions have been successful in gradually improving wages and conditions of employment over three decades, the perception of permanency has fed the widespread belief that these rights and benefits are guaranteed. The report of the presidential commission and proposed congressional action promise to turn back the clock, wiping out all of the advances made since 1971. Your wages would be reduced substantially; your retirement and health benefits balanced against your salary, including COLA; your no-layoff protection would disappear (along with your job); your right to adequate compensation after injury on the job would be drastically reduced and your opportunity for career enhancement through the application of seniority to other postal jobs, i.e. retail, maintenance; transportation and other skilled positions, would be eliminated, along with the opportunities for transfer to other offices.

Hundreds of plants and thousands of post offices could be closed, taking with them tens of thousands of job opportunities. These proposed changes, bearing the stamp of a presidential commission would adversely impact all postal employees, without exception. The security that you have enjoyed over the length of your career would vanish, and you could easily become a transient worker in the new economy — the economy of Wal-Mart and McDonald's

What You Must Do

Whether or not other postal organizations find common ground with APWU objectives, it is your responsibility to join with efforts to protect your job. All of the benefits emanating from the strike of 1970 are in jeopardy. There can be no "free ride." In this struggle, you are either a part of the solution or you are part of the problem. You are being called upon to join in local efforts to engage with your elected representatives and your community. If you are too busy to spend the time necessary to effectively lobby, please give to the Committee On Political Action (COPA) so that others can represent your interest. Your future is at stake and you must be a part of the solution. Like it or not we are a family, and we must start acting like one. We must be united year-round and work hard to make this a better Union for years to come. We must make it better because the next generation deserve a better and even stronger Union. Thank you for your time and God Bless.

Condolences

I would like to take this time and offer my condolences to my immediate supervisor Stephanie Page for the lost of her husband, and to my co-worker Angie Talamantez for the lost of her husband.

In Solidarity Sisters and Brothers, be **UNION STRONG**

WEBMASTER / I.T. ADMINISTRATOR**NICK DIPASQUALE**

Union Representation should not be Free!!



Hello brothers and sisters of the SAAAL 0195.

While running Christmas errands I ran into a few friends and we spoke about our Union meetings. It just so happens that window clerks and many other employees that always work on Saturdays don't have the opportunity to attend a union meeting.

I came up with a possible solution to this dilemma. If we moved one of our Union meetings to a Sunday, it would afford those employees an opportunity to attend that particular month. I will make a motion in January to move the April membership meeting to a Sunday.

“... a fair day's representation for a fair day's contribution to the Union”

The members in attendance can discuss which time of day is acceptable. An earlier time of around 8AM would benefit everyone on Tour one(1) as well so in essence we could actually see many more new faces at that meeting. Anyone who can attend or have any ideas to add to this should attend the January meeting for discussion.

I would like to flashback to 2007 when the President of the National APWU, William Burris stated that if there is a way for a non member to pay their fair share on the financial burden the Union endures on them being “free riders”, he would find it! There were several problems back then with getting this passed.

1) Twenty One (21) states have laws banning agency shops, postal unions and the U.S. Postal Service – which employs workers in every state – are prohibited from negotiating such an agreement. Until new legislation is passed to remove these restrictions, a “free rider” is free to immorally ride on the backs of their co workers and receive all the same negotiated benefits like raises, time off, ect

2) These prohibitions against charging fees to non-members or denying them our services require that we try to find other ways to get them to pay for their fair share. Again, it is morally wrong for postal employees or workers in any industry to receive the benefits of Union negotiations without contributing to that cost of representation!

3) William Burris never surrendered his view that “free riders” don't have a right to receive Union services for free. He also stated that he intended to continue reaching out to these non members to voluntarily make a fair contribution to the Union. Unfortunately to this date not a single leader in the National APWU has brought up this issue.

Sadly, William Burris passed away in May of 2018. I hope that the current President, Mark Dimondstein will at least try to continue the work that was started by William Burris. The union is always harping on their motto of a fair days wage for a fair days work. The Union needs a similar motto like, a fair day's representation for a fair day's contribution to the Union.

Perhaps some people were brought up differently than me. My grandparents taught me to help others in need and become a team player as there is no “I” in team. It is morally wrong as stated by William Burris to place financial burdens on the Union by expecting them to incur all the expenses and freely provide these expensive services freely. It won't take long to run out of money if everyone just stopped and expected a handout. Management would love nothing more than to see the Union dissolve and go away.

Do you truly believe management would still give out any raises without a Union to bargain for those rights? How about the important protection of a no layoff clause? Do you think you would still get sick leave, or even any annual leave? How much overtime do you think you would receive, if any?

With no Union to negotiate means the employees might as well be classified as the USPS treats their supervisors, which means that overtime can be paid at straight time!

Thankfully our Union has negotiated many of these rights and as long as the Union survives these hard times, so will we all. If you know of a non member, ask them to look over all the benefits that they are afforded.

Without a Union, our pay alone would reflect just how bad it could be for all of us. These are just some of the thoughts I had over the holiday season and I for one am very grateful to have a great job that the pay reflects thankfully to the negotiating skills of Union representation.

If not for the Union many of our jobs would not be available, and how many employees today would still have a job? The Union is her to here to Fight for Today and for a Better Tomorrow.

Without the funds to continually educate the stewards, Officials, and Officers, as well as the operational costs of the local, failure on several levels would be imminent for all of us and not just the membership!

In Solidarity,

Nick DiPasquale

MAINTENANCE CRAFT DELEGATE/TRUSTEE**ALBERT "RED" CARDENAS**

Defend Your Rights & Your Jobs!



Hello brothers and sisters,
I would like to start by offering our condolences from the maintenance craft to our brother ET John Schul on the passing of his loving wife.

I hope everyone had a safe and joyous holiday season!

As another year has begun, I would like to discuss your retirement savings.

Many employees who are enrolled in the Federal Employee Retirement program (FERS) turn down free money by failing to take advantage of the USPS matching contributions to the Thrift Savings Plan (TSP) retirement savings program.

Beyond that, any career employee –FERS or CSRS – can take advantage of voluntary contributions to TSP, up to the maximum IRS limit for that year (2020 is \$19,500 max and \$6,500 max catch-up contribution for those age 50 and older).

Participation in TSP does not limit the amount of money that can be contributed to an Individual Retirement Account (IRA) the maximum contribution for 2020 is \$6000.

As our country is revving up for the upcoming elections, I hope that everyone will vote for the candidates that support the postal service and are aligned with your own personal beliefs and values. Research public voting records and elected representatives (regardless of party) based on where they stand on issues that concern you.

I hope that we as a local can embrace our differences and use them to become stronger instead of attacking each other over our political differences. We need to be civil and work on strengthening our local, to be able to fight and persevere against all the challenges that we will face together.

We are all on the same APWU boat and we do not have to like each other but, we need to fight united against the constant attacks from management.

You, the maintenance craft 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 and more maintenance employees. Don't let management threaten you, harass you, or intimidate you, if they do, ask to see a steward. We as united maintenance craft employees can improve the work conditions in our craft.

APWU Support

Support the APWU for it is the only organization that exclusively is here to support your rights as a postal worker. As always, I thank you, the member, for your support and for allowing me the opportunity to serve you.

"We need to be civil and work on strengthening our local, to be able to fight and persevere against all the challenges that we will face together"

If you have any suggestions, concerns or information please feel free to share it with your maintenance craft union representatives and we will do our best to address it and disseminate the information. Please, don't get discouraged everyone has a voice and the right to be heard, so come out and be part of the solution.

address it and disseminate the information. Please, don't get discouraged everyone has a voice and the right to be heard, so come out and be part of the solution.

Recreation Committee

You asked for it and now your recreation committee has secured several events for postal employees and friends and family to attend.

Sea World Event

Date: Mar. 8, 2020.

Price is \$50 dollars, which includes; free park admission, parking ticket and your meal ticket.

Family Fun Day at Six Flags Fiesta San Antonio

Date: 28th of June 2020. When all the details for this event has been finalized it will be presented to all postal employees.

Future Schitterbahn Event

Negotiations are pending with Schitterbahn for Labor Day weekend. The committee is working on the plans for this year's event. If you have any suggestions or concerns, please do not hesitate to contact me or one of the other members of the committee.

Non Member

To the non-member join the Union so that you can claim your voice. Exercise your right to vote on issues that are important to you by joining the Union and strengthen your voice and help secure the future for present and future union members. I hope to see you at the next local union meeting.

Thank you sincerely,
Albert "RED" Cardenas

DELEGATE/TRUSTEE**DAVID HERNADEZ**

Job Security equals Happiness



Hello my Union Brother & Sisters

Welcome to 2020, Wishing you all a very prosperous new year!!

I would like to thank you all for being involved in all functions of the union.

I know it takes a lot of time away from your family, and hopefully we can continue this dedication and pride and see new faces standing with us side by side in solidarity.

Thanks to President Chris Rincon and his administration, for doing an outstanding job and hopefully continue for a greater one in 2020.

Please come out and attend at least one or more of the union meetings and you'll learn the dynamics of your locals' structure. Remember to anyone that is new to this local or new hires, you are the future of this local. Let's all work together for the good of the UNION! Yes, we will have disagreements, but don't let it get to you. Rather let your voice be heard.

Trustee report

Our next trustee's meeting is January 8, 2020 and you are welcome to attend to see how your union operates in the check and balances of our locals finances.

I would like to personally address to our members that our Treasurer Jeff Greenlee is doing an outstanding job keeping us informed of the current and future state of our union's finances. **Our future looks good for 2020!**

We have no backlogs of any financial statements, receipts etc. If we are missing anything Jeff is present to make certain to assist us in anyway to make sure that everything is accounted for and that nothing is overlooked. As your trustee, I am always going to question everything that doesn't seem right. I am your eyes and ears, and along with the other trustee's we are doing our job to make certain that everything is correct, and no discrepancies arise.

If you have any question or concerns, rumors or hear of any unauthorized expenditures please feel free to contact anyone of us (trustees). My email contact information is **dhern79@yahoo.com.**

Delegate

I also serve as your delegate representative; if you have any questions contact me by email me or any other delegates on issues that need attention!

Holiday Season

Another Christmas mailing rush has come and gone, and I'm sure everyone is tired of the long hours that we all put in to get our customers their mail, and now we are ready to get back to normal.

This year a lot more retirements are coming, with new faces everywhere and more changes are coming as always.

Management will always try to change the rules, but the stewards will use the Contract and the Local Memorandum of Understanding (LMOU) to challenge managements schemes.

Management will always try to change the rules, but the stewards will use the Contract and the Local Memorandum of Understanding (LMOU) to challenge managements schemes.

"Fighting today for a better tomorrow" is not just a motto rather it calls for all of us to be part of the solution and not just sit back and do nothing.

With all the heavy mail volume seems to bring out the tension and difficult working environment. Don't allow for petty arguments to make your work environment uncomfortable which will impact productivity and your personal well being . It always seems odd to me that the smallest and pettiest of things causes arguments between co-workers. This job is a blessing to all of us, and if it's not for you then you should consider trying something else rather than end someone's career. I'm sure you'll think twice about placing your career in jeopardy when it impacts the well being of your family.

So, speak with the older generation that has been working at the USPS for the past 20 to 30 plus years and you will hear how blessed they have been. And they will tell you the hardest part is just getting to work.

I can recall back in 1985 when Billye Jones reached out to me and gave me this same sound advice. As I look back, I thank Billye Jones for taking the time to give me the proper guidance and leadership to help me sustain my postal career. So, please understand that this is your future and only you can make it last.

United We Stand, Divided We Fall
Solidarity
David Hernandez
Delegate / Trustee

"Remember to anyone that is new to this local or new hires, you are the future of this local. Let's all work together for the good"

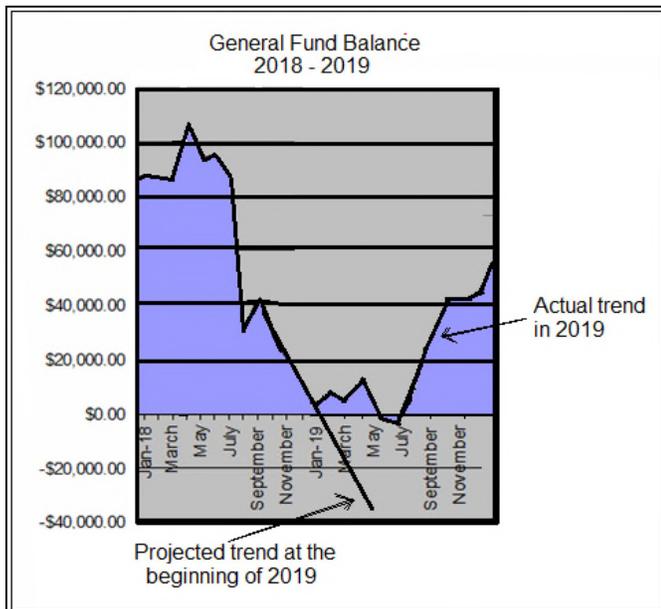
Jeff Greenlee... continued from page 4

It must be emphasized that the \$5 dues increase amounted to a net income increase of approximately \$40,000 for the year (it became effective PP19).

The costs saving measures are dramatically demonstrated in our General Fund Balance which at the beginning of 2019 which I projected would go negative sometime in February if cost savings measures were not implemented.

The General Fund has rebounded to approximately half of what it was in May of 2018 and is trending up at this point. Please remember that the General Fund is used for the everyday operation and expense of the Union and should not be confused with the Security Service FCU Special Funds that has money set aside and used for specific purposes such as Conventions and Seminars, Building Maintenance, Emergencies, Officers Leave, Scholarships, etc.,.

Please see the chart below:



2020 Looking Forward

So, what does this say looking forward to 2020?

At first estimate, based on 2019 expenditures, and 2018 Conference and Convention expenses, projected income, and in consultation with President Rincon, and with the understanding that we still have the \$5 dues increase in effect, I am projecting a surplus of approximately \$144,000 (\$125,000 of which is the dues increase).

It is important to realize that this projected surplus is very fluid and can be changed dramatically by any number of motions from the floor or something that may happen in the pending lawsuit we are currently involved in. It must also be realized that the building is over 10 years old and that unforeseen maintenance costs may arise.

Once again, I am stressing that I am proud to report that the financial health of the Local is good and promising.

In order to maintain that financial health, it takes discipline and common sense which will allow this Local to continue to be financially strong.

A financially sound Union enables your leaders to be strong advocates for your contractual rights. We as members and officers have a responsibility to maintain fiscal responsibility in the allocating of Union funds and ensure that such allocations are in the best interest of ALL members.

Lastly, as your Secretary Treasurer, I can give you the numbers, projections and figures, but it is ultimately your decision on the direction of your Local. You pay for the right to participate, vote, and attend your Union meetings. Use that right that you pay for to voice your opinions.

If you have any questions, or concerns, please do not hesitate to contact me, I am normally at the Union Hall Tuesday and Wednesday mornings.

Robert Proocontinued from page 7

The Asst Craft Director and I have had several meeting with Maintenance Management to try to address these issues. I have proposed a written plan on how to repair the racks and provided it to the Maintenance Management which they did not implement and yet we still have the same problem with no success in sight. I will continue to use every resource I have as Maintenance Craft Director to address these issues and get them corrected.

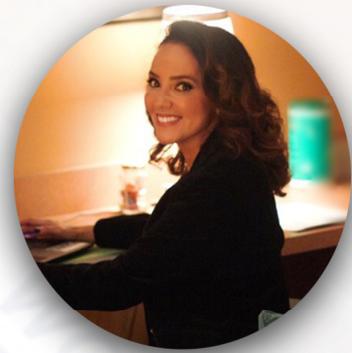
Steward Training

I have always advocated for more education for our stewards, and I feel one of my responsibilities as a Craft Director is to provide our membership with highly trained maintenance stewards. The future of our Local Maintenance Craft depends on our stewards to have the opportunity to attend training. The 13th annual Washington State APWU Stewards College is from **Jul 18, 2020 - Jul 25, 2020** and will be held in Tacoma WA . It features an outstanding curriculum of current and retired APWU National Officers to help enhance our knowledge, confidence and build solidarity of another class of stewards. This educational experience will be unmatched and unlike any steward training you have ever participated in. The training will be long, with the amount of information may at times seem overwhelming and the results are astounding, if you are willing to make the commitment. Registration fees cover all materials, lodging and three meals a day. The beginner's class instructor will be National Business Agent (NBA) John Jackson, and the Intermediate Class instructors are NBA Brian Dunn and NBA Brian Dunsmore and the Advance class instructors are Retired NBA Marty Barron and NBA JoAnn Gerhart. The Western Regional Coordinator Omar Gonzalez will share knowledge everyday with group breakouts. **Food and lodging included with registration.** I am asking the Membership of this local to support my effort by voting to send my Assistant Maintenance Craft Director and two of my Chief Stewards to attend this Stewards College.



INJURED ON THE JOB? WE CAN HELP!

At Federal Comp & Wellness, our patient's needs are our priority.
Our team provides the best medical care possible to get you well and back to a rewarding life.



WE ACCEPT WORKERS COMP!

FULL PHYSICAL REHABILITATION SERVICES

ON-SITE CLAIMS MANAGERS

FMLA/FORMS ASSISTANCE

IMPAIRMENT RATINGS

RETIREE CHAPTER PRESIDENT

STERLING RICKS

Are you close to Retirement?



Many of you are soon to retire and when you retire you will find that your life will change. Most of the time more than you can imagine. You can do what you want and when you want. As a member you helped build the union by being there when the American Postal Workers Union (APWU) fought for — and won — better wages,

benefits, and working conditions.

When you become a postal retiree, you rely on the retirement benefits and healthcare coverage the union negotiated to enrich the quality of your life. You may ask yourself why you would want to join the Retiree Chapter. It's really a simple answer from my perspective and should be from yours.

You spent numerous years as an APWU member for a multiple of various reasons. Some of the same reasons along with others such as APWU Health Plan, Voluntary Benefits Plan programs, APWU Accident Benefit Association and much more are reasons to join when you retire.

The National APWU continues to represent you after you retire. Although you will be moving on to a new chapter in your life, we hope you will remain involved with the union as an active member of the APWU San Antonio Alamo Area Retirees Chapter.

As a retired Union Officer and the President of the San Antonio Retiree's Chapter, I would like to encourage you to join us as a retiree of the Retirees Chapter.

You will have a choice of continuing your membership either by maintaining full dues paying membership or becoming a member of our local Retiree Chapter. The retiree membership dues are only \$3 a month (\$36 a year) and can be deducted directly from your retirement or you can use the option and pay cash and pay yearly. When you retire you can either obtain a retiree membership form to fill out from the local's office on Lookout Run or from the National APWU office.

If you need more information or a form you can contact the Local Union Hall 210-271-0853 or email me at sterlingricks0195@att.net. The San Antonio Retiree Chapter wants to include all APWU Retirees with no exclusion.

As retired Postal Workers you are still impacted by the CBA (Collective Bargaining Agreement).

Your dues will help the National Union fight for you while you enjoy your retirement. We have bi-monthly meetings on the last Wednesday of the month with guest speakers and lunch. It also is a time to share with your fellow retirees on ideas of things to do, or ways to help you with issues that may be new to you and other members may have experienced themselves.

So, if you are retiring soon please consider joining the San Antonio Retiree Chapter.

Yours in Solidarity,
Sterling Ricks
President San Antonio Alamo Area Retiree Chapter

Inspiration

"Be not afraid of life. Believe that life is worth living, and your belief will help create the fact."
- WILLIAM JAMES -

"When I stand before God at the end of my life, I would hope that I would not have a single bit of talent left and could say, 'I used everything you gave me.'"
- ERMA BOMBECK -

"When I hear somebody sigh, 'Life is hard,' I am always tempted to ask, 'Compared to what?'"
- SYDNEY HARRIS -

"Whoever loves much, performs much, and can accomplish much, and what is done in love is done well."
- VINCENT VAN GOGH -

GENERAL MEMBERSHIP MEETING MINUTES — NOVEMBER 16, 2019

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

The invocation was given by Brother Carlos Barrios.

The Pledge of Allegiance was led by Brother David Hernandez.

Moment of Silence for members and family lost this past year.

Roll Call of Officers:

Chris Rincon, Fred Duncan, Jeff Greenlee, Yolanda Deleon, Carlos Barrios, Ruben Hernandez, Robert Proo, Ruben Martinez, Robert Butke, Max Trevino, and Paul Martin.

Absent was: Faron Hierholzer, Dennis Barboza, and Ron Odom.

The Minutes for the October General Membership Meeting were presented.

Motion to accept the Minutes as presented was made by Brother John Brotherman; second by Brother Jeff Greenlee; passes.

The Financial Report for the month of October was presented by Treasurer Jeff Greenlee and is as follows:

General fund balance through 9/30/19 is: **\$34,149.61**

Expenditures were	\$ 34,149.61
Deposits were	\$ 51,739.31
General Fund Checking Balance:	\$ 34,325.13
SSFCU fund balance:	\$100,211.25
Total Cash Assets:	\$134,536.38

Highlighted expenses include: October was a 3 PP month for the full time officer; transfer was made from the Building Fund to the General Fund for 3rd Quarter maintenance costs.

Legal bill was paid and funds were transferred from Emergency Fund to General Fund to pay. \$2,500 will be transferred to Emergency Fund until cap of \$40,000.00 as mandated by the membership.

Monthly Debit Card Summary is listed on the Financial Report. Upcoming Expenses and Expenditures:

November will have the Leave payout and the steward rebate. We will also have the expense for the November meeting meal. Treasurer Greenlee then asked if there are any special funds to be set up for known or unknown reasons.

Vice President Duncan asked if we could set up an account with the Postal Service for postage that stewards could use. Treasurer Greenlee will research.

Question was raised about the cancellation fee of \$320.00 to Services by Vital Signs.

Vice President Duncan stated that the cancellation was

made less than 24 hours before the meeting therefore we were charged the fee but that this will not happen again.

Motion to accept the Financial Report for October was made by Brother John Brotherman; second by Brother Ruben Martinez; passes.

Old Business:

Alex Aleman asked question of why the Executive Board did not concur with the Trustees recommendation concerning item #2 that stated: Any union official/officer/member will be paid for performing official business authorized by the Local, can and may be paid LWOP on a reimbursement voucher.

President Rincon stated that this recommendation would "open a can of worms". Officials could submit a voucher because a member stopped and questions them at HEB, church, etc. Non-concurrence was made because of what we have in place: Any official business authorized is eligible for reimbursement.

Trustee David Hernandez stated that this came up because the Vice President took over the meeting for 5 minutes while the President went to vote and submitted a voucher for pay for 7 ½ hours.

Trustee Red Cardenas stated that the VP be paid according to the constitution.

Alex Aleman asked what is the definition of a full time officer. What is the criteria to get paid to attend a union meeting? Every member should have the same opportunity. You are elected.

Ruben Martinez stated that there was no issue and the last 15 years in the last Administration the VP was not paid. Vice President Duncan stated that since he has been back to the floor, that he has not been paid level 8 and he has been on admin pay since January. He stated that recently the issue has been resolved.

Secretary/Treasurer Jeff Greenlee stated that at the end of last meeting, the issue was put to rest; the VP will be paid Level 8 when he is in an LWOP status and will be paid \$20 per hour for the admin rate when not in LWOP status.

Other Old Business:

Brother Jeff Greenlee asked if the communications, a mailing, been made to stations? President Rincon stated that the mailing has been sent out.

Sister Sandra Lira stated that she appreciated that information was being sent out to stations, and that she would not be filing charges. Brother Red Cardenas asked what charges? Sister Lira stated that the issue in the constitution giving notice to members 15 days prior to vote.

New Business:

Brother Ruben Martinez made a motion to table all business to the next meeting and adjourn, so that we can show appreciation and enjoy the festivities; second was received.

continued on next page

CELEBRATE MARTIN LUTHER KING JR

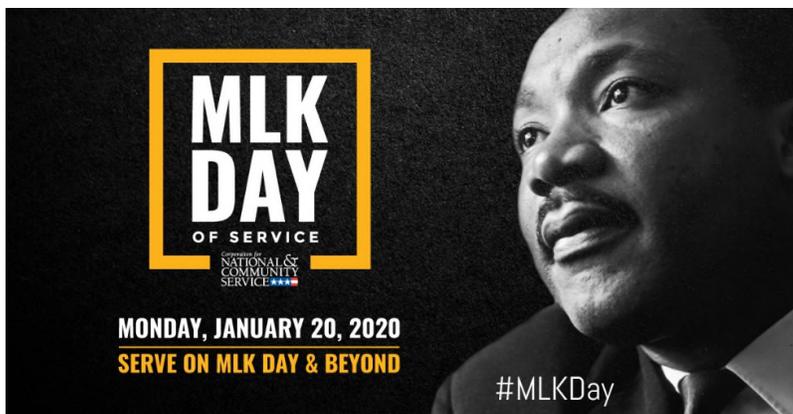
Come out and join San Antonio Alamo Area Local APWU members alongside thousands to celebrate the 52nd Anniversary of the Martin Luther King Jr March. The march will begin Monday, January 20, 2020 at 10:00 a.m. at the MLK Academy located at 3501 MLK Drive and end at Pittman-Sullivan Park, 1101 Iowa St. We will be meeting at the MLK Academy located at 3501 MLK Drive between 9 and 10 A.M.

Reach out to President Chris Rincon at 210-884-8224 for our exact location.

For any additional information please call the Union Hall at 210-271-0853 or visit our website for complete coverage.

<https://saaal0195-apwu.org>

VIA Transit will be providing Bus Service for those who want to participate in the March. Bus service to the March will be offered from St. Philip's College Lot 22, and the Freeman Coliseum Lot.





2020 Scholarship Information for APWU Family Members

Attention APWU members if you have any high school seniors planning to begin their college education, below are several scholarships opportunities available to family members of **APWU members**.

➤ **AFL-CIO - Deadline Jan 31, 2020**

Union Plus scholarships are available for all AFL-CIO union members and their children. Download a Union Plus Scholarship application and began the process. Applications must be postmarked no later than **Jan 31, 2020**.

<https://www.unionplus.org/scholarships>

➤ **Texas AFL-CIO - Deadline January 31, 2020**

Members of children of members of local unions or children whose legal guardians are members of local unions that are affiliated with the Texas AFL-CIO and the local Central Labor Council. Applicants must be high school seniors who are planning to attend a university, college or technical institute in the summer or fall term.

<https://www.texasaflcio.org/scholarship>

➤ **APWU Hallbeck Memorial Scholarship/Vocational Scholarships**

2020 Scholarship Applications **Due March 31, 2020**.

The APWU awards 10 scholarships each year - five academic scholarships and five vocational scholarships - to the children and grandchildren of APWU members.

<https://www.apwu.org/issues/scholarships>

➤ **San Antonio Alamo Area Local (SAAAL)**

Jonell MacKay Memorial Scholarship - Due April 30, 2020

High School Seniors of SAAAL Member in good standing. The SAAAL awards (3) three **\$500.00 Scholarships**. Applications available in January 2020 on your Local's website. www.saaal0195-apwu.org

If you have any questions or need any additional information or applications please don't hesitate to contact the union office at 210-271-0853

REGION 2 / LEGISLATIVE KEY CO-CHAIRMAN**LARRY GILLETT**

Please Help Support HB 2255

Previously published on Lone Star Postal News

Volume 48 Number 4 Oct-Dec 2019

By Aulby Larry Gillett, Texas Association of the Deaf
Region2/Legislative Key Co-Chairman

My name is Aulby Larry Gillett from San Angelo, Texas, and I am the Texas Association of the Deaf (TAD) legislative key co-chairman. I am a supporter of TAD because as an infant child my disability went unidentified until I was 5 years old. Due to this late diagnosis, it hurt my development and my family deeply.

But first! I just want to share with all of you about my background. I graduated at Texas School for the Deaf in 1976.

I am a former Governing Board member with 9 years of service. I intend to earn my masters thru the University of Commissioner Science Alamo Area Council for the Boy Scout of America program in San Antonio this year. In the future my passion is to help assist deaf and hard of hearing children with their parents.

I have with me a picture from the Capitol Building of former Texas House of Representatives Robert Junell, Former Governor of Texas George W Bush, Governor of Texas Ann W Richard, Governor of Texas Rick Perry, Former State Senate Bill Sims, State Senate Jeff Wentworth and Texas House of Representatives Drew Darby District 72 from San Angelo Texas whom I have known since 1991. I am proud to have known and worked with them to support the children for decades.

As I said, now, I struggled and was so frustrated for the first 5 years of my life. I didn't know there was sign language and I didn't use English.

My mother was always worrying about me and would take me to the doctor's office. When the doctors finally realized I was deaf, they told her, and she was very shocked and upset.

Actually, my parents were so lost and without good information and resources that it became a stressor that lead to their divorce – some of you may know that having a child with special needs – without good resources – can hurt families in this capacity.

I have since had a good job at U.S. Postal Office for 33 years. I was able to work hard and catch up and for that I am both proud and grateful. TAD has chosen this bill as its priority - to bring Educational Resource Center on Deafness (ERCOD) in earlier in reaching out and getting services to these families - because we want this kind of story to be in history only.

Times have changed but sadly we are one of the states at the very bottom of the national list when it comes to letting babies like myself slip through the cracks, and that must never be the case.

I am so happy to know that this committee wants to help. I really do appreciate it and thank you for your help and kindly support for this Baby Bill HB 2255.

Your sincerely

Aulby Larry Gillett San Angelo, Texas

Texas Association of the Deaf honors Drew Darby

Darby honored for helping deaf, hard-hearing Texans

Matthew McDaniel
San Angelo Standard-Times
USA TODAY NETWORK - TEXAS

State Representative Drew Darby was honored by the Texas Association of the Deaf in his San Angelo office on Wednesday, Oct. 23, in appreciation of his legislative assistance with "deep gratitude for strong support and leadership in furthering the human rights of all deaf and hard-of-hearing Texans."

A plaque was presented to Darby by Aulby "Larry" Gillett of San Angelo, who, with the assistance of sign-language interpreter Breanna Norman, told Darby his organization voted to recognize him during their 50th biennial celebration and conference held in Grapevine this September.

Among the legislation Darby aided in passing was HB 201, which was authored by Darby, and held the distinction of being the first bill signed by Gov. Greg Abbott during the most recent leg-

islative session. The bill changed the name of the Southwest Institute for the Deaf to Southwest College for the Deaf. Darby was also instrumental in passing three other bills:

■ SB 281, which related to the use of certain language regarding a person who is deaf or hard-of-hearing in statutes and resolutions.

■ HB 2255, which relates to hearing screening results for newborn children and infants, and provisions for information following the screening.

■ HB 548, which relates to data collection and language acquisition for deaf and hard-of-hearing children age 8 and younger.

Matthew McDaniel is a journalist covering community news and faith-related items in West Texas. Send him a news tip at mmcdaniel2@gannett.com. Consider supporting West Texas journalism with a subscription to GoSanAngelo.com.



From left: Breanna Norman joins Aulby "Larry" Gillett as he presents State Representative Drew Darby with a plaque. Gillett's wife, Patricia stands at far right. MATTHEW MCDANIEL / STANDARD-TIMES

GENERAL MEMBERSHIP MEETING MINUTES—November 16, 2019

The meeting was adjourned at 12:11 p.m.

Drawing was held for the Monthly Door Prize which is \$300.

Names drawn were:

Lauren Butler, PL 000 487967; Manuel Santana, PL 000 481980; Frank Bazan, PL 302; Antoine Rogers, PL 024; and William Gonzales, PL 139.

These members were not present and the \$300 door prize was won by **Robert Butke**.

The Door Prize of \$50 will be given away at the January General Membership Meeting.

Drawing was held for the Turkey gift cards.

Names Drawn were:

Michael De Luna, Raymond Canales, Albert Kim, Mary Skala, M.D., Donna Schreck, Ron Odom, Jeff Greenlee, Nick DiPasquale, Kevin Deen, David Vann, Gerardo Wolfe, Ruben Martinez, Michael May, Yolanda Deleon, Florencio Marquez, Bob Pyles, Tony Ramon, Tony Ramon Jr, and Amador Sepulveda.

Drawing was held for bottles of liquor from the National President's Council.

Names drawn were:

Ruben Jalomo, Ruben Hernandez, Delores Walls, Al Linton, Yolanda Deleon, Clarice Khan, Michael May, and Daphne Belton.

Drawing was held for two \$50 gift card donated by A.R.C. Rehab, Gloria Herrera.

Names Drawn were:

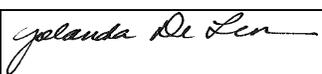
Frank Cervantes and Max Trevino

Drawing was held for a 50" TV donated by A.R.C Rehab, Gloria Herrera.

Name drawn was Delores Walls.

Drawing was held for a 65" TV donated by Federal Comp & Wellness.

Name drawn was Toni Ruffin.



Yolanda Deleon
Recording Secretary SAAAL

The following pictures are of Union members and special guests at our annual Thanksgiving Meeting.



General Membership Meeting

January 18, 2020

11:30 A.M.

Union Hall

13102 Lookout Run

Executive Board Meeting

10:00 A.M.

*****AGENDA*****

- Executive Board Recommendations
- Officers Reports
- Financial Report

\$50 Door Prize

Non-Profit Org
 US POSTAGE
 PAID
 Permit #301
 San Antonio, TX

American Postal Workers Union AFL-CIO
 13102 Lookout Run
 San Antonio, TX 78233

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