

San Antonio Alamo Area Local #195



Celebrating 103 Years of
Representing Postal Workers

DISPATCH

VOLUME 66 NO. 6

SAN ANTONIO ALAMO AREA LOCAL



NOVEMBER / DECEMBER 2020

PRESIDENT

CHRIS RINCON

MEMBERSHIP MEETING!!!!



Greetings Brothers and Sisters, It has been a while since this local has had a monthly membership meeting. Many members have been asking us about a meeting. We could not have any meeting in our union hall due to the social distancing required by the state and local regulations. Because of the pandemic, we have to abide by all state and local

nominations for offices, and then an election committee. Please take part and participate in your local elections.

REMOVAL OF MAIL PROCESSING MACHINES!!

The postal service wants to eliminate over 600 mail processing machines nationwide. Here in San Antonio, the postal service has removed several DBCS machines and wants to remove one AFSM-100 machine. APWU national is initiating a national dispute over the removal of the machines. With the removal of the machines it will mean less jobs/positions for member to bid on. It will also mean the reduction of the PSE's around the country. As the local get more information concerning this issue we will keep you all informed.

requirements concerning large gatherings. The local has been having executive board meetings over Zoom. The local has also had to figure out a way for the directors to get information concerning their craft out to the members. We have been recording the officer's report and posting them on our website as well as our You Tube channel. During these difficult times APWU National and many local have had to think outside the box on getting information out to our members. This seems to be the new way of conducting business for many locals around the country.

“During these difficult times APWU National and many local have had to think outside the box on getting information out to our members. This seems to be the new way of conducting business for many locals around the country”

SAFE HOLIDAY SEASON!!

It is that time a year when the holidays are upon us. Please remember to keep each other safe. With this season comes lots of work. This is the busiest time of year for the postal service. Many employees will be asked to work many

Since the pandemic is still all around us, the local is having the November monthly membership meeting at a nearby hotel. The hotel has a large conference room where we can have a meeting with the 6 foot social distance. We as leaders of this local have to ensure the members have a safe place for our monthly membership meeting. We also have an obligation to be wise with our finances when looking to outside venues to host our meetings.

ELECTIONS AND VOTING!!

The National election has shown that it is very important for people to vote. You should exercise your right to vote in our upcoming local election as well. During the January membership meeting members will be able to nominate the candidate of their choice for an elected office. The next three membership meetings are important meetings for our election process. We will have a nomination committee, actual

hours and long days. Postal employees will be stressed out from all the long days and nights of constant work. Management will want you to do more. Management will expect you to be on call whenever they need some one at the last minute. Please remember that you are not on call. Management can not just call you and have you report for work whenever they feel the need for more bodies. Please take care of yourself and your family this holiday season. Many members get caught up in the work hours and the money that can be made during the holiday season. Always remember that your family needs you more than they need the money. This local has lost members driving home after a long shift at work due to members not paying attention or getting drowsy from lack of rest and sleep. This local has had members fall asleep at the wheel and almost lose their lives due to the many hours at work. Sometime you just have to let management know that you are too tired to work. Make sure you are able to get home in a safe manner so you can provide for your family. You cant provide for your family if you have a fatality.

Have a Safe Holiday Season
Happy Thanksgiving, Merry Christmas & Happy New Year

Semper Fi!

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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Vice-President..... Fred Duncan

Secretary Treasurer..... Jeff Greenlee

Recording Secretary..... Yolanda Deleon

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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

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Editor..... Carlos Barrios

Network/IT Administrator Nick DiPasquale

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

Legislative Director..... Paul Martin

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 :

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**THE SAAAL EXECUTIVE BOARD
WISH ALL OUR MEMBERS &
FAMILY
A MERRY CHRISTMAS AND
HAPPY NEW YEAR**



Penalty Overtime Exclusion

***As referenced in Article 8, section 4 and 5,
of the USPS-APWU National Agreement,
the December Period (No Penalty Pay)***

***Consists of 4 consecutive
service weeks.***

***This year, the December
period begins:***

December 5, 2020 (Pay Period 26-20)

And ends

January 1, 2021 (Pay Period 01-21)

VICE PRESIDENT

FRED W. DUNCAN

How Your Grievance Works for You



Hello Brothers & Sisters, Today I am writing about a subject that is at the heart of the Union i.e. the grievance process. I will be providing a brief overview of the grievance process in order to give you the membership a better understanding of how the grievance process works.

The process begins with you the member believe you may have a grievance. Article 15 of the Collective Bargaining Agreement governs the grievance procedure between the APWU and the Postal Service.

A grievance is defined in Article 15 as a *“dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment.”* That definition is very broad. You should never let a postal supervisor or manager tell you that you “don’t have a grievance”. If you have questions about whether or not you have a grievance you should request “union time” from your immediate supervisor to meet with a local steward.

This is what is meant by aggrieved within article 15 of the collective bargaining agreement (contract) which explains the grievance arbitration procedure. It’s important to note that *not every issue* that a member feels aggrieved by rises to the level of contractual breach.

Article 15, section 2, step 1 (a), page 79 of the contract states a very important requirement. It reads “any employee who feels aggrieved must discuss the grievance with the employee’s immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned of its cause.”

Here is where the fourteen (14) day time frame to file a grievance originates. Moreover the employee must discuss the issue/issues with their supervisor, giving management an opportunity to address and/or fix the issue/issues. Sadly this has led to supervisors who do not know how or want to perform their job telling the employee to request to see a steward regarding issues only management can fix; such as pay adjustments or scheduling errors! If a grievance has to be filed on behalf of the employee it will be done by the ‘steward of record’, this is the steward certified in writing to represent employees in a specific work location.

Article 17 of the contract holds the controlling language regarding this requirement. If management cannot/will not resolve the employees issue the employee must request to see their steward from their supervisor.

The steward will meet with the employee to assess the griev-

ance potential. The employee should always give a detailed statement in writing in order to provide as clear a picture to the steward as possible. Here it is also important to note that a statement is not a grievance, the grievance comes about as a result of the statement once the steward has done their investigation. As an aggrieved employee you have the right to request to see your steward and follow up on the progression of said grievance. The steward will initiate a step 1, he/she will conduct an investigation utilizing the statement provided by the employee. During the step 1 the steward will meet with the employees immediate supervisor in an effort to resolve the issue/issues. If no agreement can be reached the steward will appeal the denied grievance to step 2.

During the step 2 process the steward will meet with a member of management called a labor relations specialist generally assigned at the district office. It is here where the steward must present all their arguments and evidence supporting the grievance. The steward assembles all evidence themselves, with each case having its own unique arguments. As stated earlier

if no agreement can be reached the steward appeals the grievance to step 3.

The step 3 process takes one of two routes depending upon the issue/issues within the case. The steward must make and send multiple copies of the grievance file to not only the local Union leaders, but to management & Union representatives who will oversee the case at a higher level. The grievance could finally end up being scheduled to be heard before an arbitrator if the step 3 management and Union designees cannot resolve the grievance at their level. The arbitration process for those unfamiliar is akin to a court hearing wherein the employee is present and represented by a union official. Management representatives are also present and both sides give their arguments before an arbitrator who gives the final decision on the case much in the same way a judge would in court.

In union settings, grievance procedures help protect employees against arbitrary decisions of management regarding discipline, discharge, promotions, or benefits. They also provide labor unions and employers with a formal process for enforcing the provisions of their contracts.

This is but a brief overview of the grievance process and in no way sheds light on the intricacies involved, I would like to personally thank all union representatives for their hard work and dedication to our members.

As always thank you for your time and membership.

In solidarity,
Fred Duncan

***“A grievance is defined in Article 15 as a
“dispute, difference, disagreement or
complaint between the parties related to wages,
hours, and conditions of employment”***

SECRETARY TREASURER**JEFF GREENLEE**

Finances – Disciplined with Common Sense



First and foremost, I hope and wish you, and your families, well during these trying times. I also wish you a very Happy and Safe Holiday season. Please be safe, protect yourselves and your families and remember that we are stronger together than apart... and that soon, this too shall pass.

I also want to assure you that YOUR Union is working hard to protect you in these difficult times and your health and welfare is always in our thoughts and prayers.

Union Finances.....

As I reported in the last issue of the Dispatch the Local's finances, and outlook, are positive and promising. But, 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.

During this Covid-19 Pandemic the Local has been paying their bills, making deposits to bank accounts as required and ensuring that the Local meets all it financial responsibilities.

We are in good financial shape, but we must remain vigilant and control spending if we are to remain solvent. Please remember that ALL members have a responsibility to ensure that our hard-earned dues monies are used wisely, in accordance with law, Local Constitution, and the will of the members!

As I have reported in the past, all financial reports should be looked at with a grain of salt. We still have many commitments coming up in the future and much of our cash assets are earmarked for specific expenditures. We must remember that in our special funds, while over \$190,000 of our total cash assets are committed amounts. These include Scholarship, Retiree Chapter, Stewards Rebate, Building Maintenance, Leave Fund, Convention Fund and many others. These funds are not part of the day-to-day operating monies and should not be looked at as a reservoir of ready cash.

I have been criticized as being repetitive in my articles, but the understanding and importance of what I have stated above cannot be overemphasized. The ramifications of not fully understanding the nature of your cash assets could have devastating results on the ability of the San Antonio Alamo Area Local to properly represent the members.

The period from January thru September were good months for the Local financially... we have the highest total. Checking/Savings assets in the history of the Local. We are at \$331,210, an increase of \$194,000 over last year at this time. So far, we have a net income (after expenses) for 2020 of over

\$109,000 above STLY. But it would be irresponsible of me not to report that much of that difference is due to three huge factors... 1. The \$5.00 dues increase passed by the membership in Au-

gust of last year and, 2. There was no Texas Postal Workers Union Convention or National Educational Conference where expenses were budgeted at over \$47,000, not including the officer LWOP and Admin Pay and, 3. We did not have a full-time Vice President, with benefits (well over \$110,000).

But I must still remind the members that much of the above totals include monies that are earmarked in the funds and not generally available for day-to-day operation of your union and all it would take is a couple of irresponsible actions to quickly deplete our cash reserves.

I wish I could report to the membership what large upcoming expenses the Local will incur but due to Covid-19 everything is up in the air as far as conferences, conventions, and the like. We will have the expense of holding our General Membership Meeting at a hotel for November, January and February, at a cost of approximately \$500 each meeting to provide our members with a safe, masked and socially distanced environment to conduct Union business. We also have the expense of the SAAAL Elections process starting at the November General Membership Meeting and progressing through April of next year. The Local elections are budgeted at \$10,000 but there are many variables, and that amount is subject to change.

All-in-all the SAAAL finances are being well controlled, and fiscally responsible, by the officers and members...

On a positive note, I have taken over the verification of the Dues Check-Off list and after research and communications with the National APWU we have identified those

“During this Covid-19 Pandemic the Local has been paying their bills, making deposits to bank accounts as required and ensuring that the Local meets all it financial responsibilities.”

continued on next page

members who slipped through the cracks as far as dues were concerned (no fault of their own) which has resulted in an increase of approximately \$640/PP (over \$16,000/year) as the errors were finally corrected by National.

Many members, especially those who transferred into SA, were not paying the correct amount and many PSEs that were converted to Regular were still paying the PSE dues rate. Hopefully now through careful monitoring we will not have this problem again.

I am also proud to report that the Trustee's held their quarterly review of the financial records of the Local and found no irregularities with the control of your due's monies. They did have some recommendations to the President concerning documentation of authorizations but nothing major.

Below is the Treasurers report for the month of September. And as usual if you have any questions please do not hesitate to contact me. Our financial records are open and transparent.

Treasurers Report for SEPTEMBER 2020

September was a bit more challenging month for the Local as far as the finances go. First of all, it was a three PP month with all of the associated costs of the salaries and the funds, as well as higher than expected LWOP and Admin expenses. While these expenses did not break the bank, we did show a net loss for the month in our General Fund of approximately \$4,500 but our overall cash assets increased approximately \$5,500 due to the fund deposits.

General Fund *****

The beginning balance for September was \$142,585.97

There were really no big surprises and most of the expenses were expected and/or budgeted.

We did have the expense of the printing of the Dispatch at approximately \$1,800 and we had to renew our Goto-mypc.com subscription at \$420.00.

We did pay the National APWU the national's portion of the dues for the cash dues paying members but all dues were collected from each cash dues paying member and will be shown as a deposit on the October Financial Report.

We did have an unexpectedly higher amount of reimbursement for grievance processing postage at approximately \$900 but these reimbursements were for postage expenses from stewards who do not have access to our meter machine and span several months.

NOTE: Executive Board LWOP was high in September but is understandable due to the limitations COVID-19 places on our ability to communicate with our members. The Craft Directors and President have been giving video reports that can be seen on our website and have been actively involved in training, fighting the new Postmasters destruction of the Postal Service, and just starting Local Memorandum of Understanding negotiations.

The Total Executive Board LWOP for the month was high

at \$9,671; the monthly average for the first 8 months was \$1,550/mo., so there was a significant increase. The other LWOP and Admin pay for the month was \$3,312 which, although a bit high, still falls close to the yearly average of \$2,843/mo.

Monthly General Fund Totals *****

Checking Ending Balance	\$138,075.47
Total Deposits	\$ 37,810.80
Total Expenses	\$ 42,321.30

SSFCU Funds *****

Because of the way the Pay Periods fell this month there were three deposits made to those funds where we still make deposits, normally there are only two deposits per month.

Many of the SSFCU funds are at their cap and I will not make deposits to those funds unless it puts undue pressure on the General Fund.

There were no withdrawals from any of the SSFCU fund accounts.

Final Numbers *****

BOA General Fund	\$138,075.47
SSFCU Fund Balance	\$189,197.80
Total Cash Assets	\$327,273.27

Upcoming Expenses and Expenditures *****

Local Negotiation are now taking place and the Local will incur some additional expense for LWOP and Admin Pay for those officers negotiating our new LMOU.

The Local is still actively training our stewards so there will be expenses associated with that, but these are expected. There are not out of the ordinary expenses anticipated for the month of October except as stated above and we still have not received a legal bill.

We will have the expense of holding our General Membership Meeting at the Hilton Garden Inn hotel for November, January and February, at a cost of approximately \$500 each meeting to provide our members with a safe, masked and socially distanced environment to conduct Union business.

We also have the expense of the SAAAL Elections process starting at the November General Membership Meeting and progressing through April of next year. The Local elections are budgeted at \$10,000 but there are many variables, and that amount is subject to change.



EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Maintain Our Benefits & Rights



Greetings to all Members, as the year draws to an end APWU has accomplished many issues. The new contract was awarded to all employees and a great thanks to National President Mark Dimondstein and his committee's for making the proper arguments for Victory.

I want to take this opportunity to thank all the stewards that are fighting to help maintain and support the Collective Bargaining Agreement. I like to thank former Chief Stewards Carl Jemerson II, and Daphne Belton for the time and effort as they helped keep stability for the members of this great local.

Although the COVID-19 pandemic has put a damper on meetings, conferences and conventions it could NOT quench the fire of the rank and file of the American Postal Workers Union (APWU).

I would like to Honor all Veterans of our Armed Forces past, present and future who protected the values of our country. As you are reading this we either have Donald Trump as the re-elected President or we have Joseph Robinette Biden Jr as the 46th President of the United States of America. We as Union members of the APWU need to remain in the fight to retain the rights and benefits that we have enjoyed. To the new employees and to those that believe they shouldn't have to participate because that's why we have the Union, well its time for you to unite with us and fight to win and protect our jobs.

Today we stand on the shoulders of Giants that paved the way for the benefits and rights that we have today. We didn't always enjoy these great wages and benefits. Nothing was given to us and today the same Post Office that fought to not give us these benefits are still fighting to take benefits away. We need to stand united more than ever to keep what we have and to fight all the forces and organizations to include political parties and private investors who want to steal your livelihood.

Safety at Work

Postal employees should work in a safe manner, so please be attentive to your surroundings and report hazards at work. At the San Antonio P&DC safety is not a premium. We need to take the bull by the horns and help create a safety culture. Managers and Supervisors are responsible to provide safe working conditions and to comply with federal safety laws, and to take the neces-



sary steps to correct any unsafe condition that was reported. A few weeks ago, I provided a PS Form 1767 to report an unsafe condition with the excess of Over The Road (OTR's) equipment in the parking lot and I provided it to my immediate Supervisor Francisco Garcia who then researched the safety concern and reported it to (A) Plant Manager Kimberly Calderon. As of today we are still having an issue with OTR's in the parking lot and with no solution in sight.

"We as Union members of the APWU need to remain in the fight to retain the rights and benefits that we have enjoyed."

More than 42,000 postal employees are injured at work each year and the USPS spends more than \$1 billion a

year in workers compensation costs and unfortunately postal workers even die every year. So don't become a postal statistic and take workplace safety seriously. If you believe you are being required to work under unsafe conditions or practices you need to notify your supervisor by filing a PS Form 1767 Report of Hazard, Unsafe Condition or Practice. Make certain to identify the work area or facility that you see a concern with and then briefly describe the unsafe condition you believe exists. Make certain not to make general statement rather give concrete details.

Submit your form to your supervisor or the safety office and make certain to maintain a copy to provide to the union so we can hold management accountable. When the form is provided to the supervisor they are required to immediately investigate the condition and take necessary corrective action. If your supervisor does NOT take any action don't hesitate to ask for your shop steward. The union will then file a Step 2 grievance to have the safety issue abated. The Union will take your written statement on the safety violation and report it to the Joint Labor-Management Safety and Health Committee to discuss the issue.

Government Protection

Unfortunately, the government doesn't protect us, however, they have enacted safety laws but it is the union leaders that has to enforce contractual safety provisions. In addition, an employee or union representative can always contact the Occupational Safety & Health Administration (OSHA) and file a complaint if, after reporting a hazardous condition, postal management has not corrected the unsafe condition. As the holiday season is here we will have less and less room at the Plant so please be careful.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

A Shout Out to Motor Vehicle Service



Greetings Brothers & Sisters, I hope everyone has a wonderful Thanksgiving Day, Christmas and New Years. I would like to thank the entire rank and file for all the hard work and dedication in performing your valuable jobs at the Postal Service while serving the general public. Let's face it folks, our jobs can be stressful at times which can take

a toll on you, friends, co-workers, and even your loved ones, but in the end we still manage to serve our customers.

Scheduling some paid leave may help reduce or even eliminate the stress in your life. You can go for a walk, spend the day with your loved ones, or even find a hobby. These are just some ways to reduce stress in our lives to live a healthier life. Our Motor Vehicle Service (MVS) stewards have done a tremendous job in the last several years. They have done such amazing work, and now more than ever we have new reassigned employees and new hires joining the ranks of the American Postal Workers Union (APWU). People from the outside are getting a transparent look as to how the MVS Division is now operating and they want to be part of a winning team. It takes all of us to make the APWU MVS Division the best craft in our union.

Our stewards are holding management accountable like never before. Stewards are accomplishing matters for our members that we didn't have in the past, for example providing the opportunity to take incidental leave in the month of December, and transportation has never had that option before.

The Part Time Flexible (PTF's) will be rotated every quarter to give them the opportunity to do most of the runs prior to them becoming Full Time Regulars (FTR). What this does is provide the employee an opportunity to know what run works for them may one day. One of our biggest accomplishments was converting PTF's to unassigned Full Time Flexible.

We have held management accountable like never before, and created positions, and now we are building the craft. We have even bigger and better things planned to increase the strength of our craft. Thank you for standing up to the challenges and making a difference, and without you we would not be successful.

A special thanks to all the stewards for all they have done and continue to do. I will continue to work side by side,

and offer training as needed, and with more than one hundred (100) employees in Transportation our stewards are doing a fantastic job to represent the employees.

The union would like to also congratulate Mr. Harris on his retirement. He spent many, many years with the Postal Service as was a strong and dedicated union member. Everyone that knew Mr. Harris will tell you he is a book full of wisdom and is very sharp. Mr. Harris retired with over 40 years of government service and he plans on spending much of his retirement back in Louisiana with his family and friends. He said "I can't wait to eat some of that good ole Cajun food". Mr. Harris has left a footprint here in the MVS craft, and that

footprint will definitely be hard to fill. Mr. Harris you will be missed.

On another note, the union would like to offer their condolences to the family of Francisco Flores Jr. Many technicians and drivers knew him as Poncho. Poncho was retired, but while he was working, he was a Lead Automotive Technician and worked on Tractors, Trailers, and Eleven-tons vehicles. Poncho was like an encyclopedia of knowledge and wisdom and was always one to help anyone who needed guidance. Our thoughts and prayers go out to family, friends, and loved ones.

Tips to Winterize your Vehicle

1. Replace your wipers
2. Maintain all your fluid levels
3. Maintain proper tire pressure
4. Test your Battery
5. Check you tires
6. Check cooling system
7. Maintain an emergency kit

The San Antonio Alamo Area Local would like to thank each and every union member for the great job you are doing in these difficult times and know that you are part of the fiber of this great fabric that makes us an excellent team. We will continue to strive to work together and not allow any entity like management or any outside source whether it be a political party or private company to try and separate us.

During the holiday seasons, reach out and help someone or volunteer at a homeless shelter. Everyone needs the holiday cheer to keep their spirits up.

In Solidarity,
Faron Hierholzer

"Stewards are accomplishing matters for our members that we didn't have in the past..."

MAINTENANCE CRAFT DIRECTOR**ROBERT PROO**

Outlook within Maintenance



Hello Brothers and Sisters

I always like to start by thanking and recognizing all the work Maintenance Assistant Craft Director Max Trevino, Chief Stewards Maria Carden, Nick DiPasquale and Mike May do, also Stewards Mike Divers, Jarrett Williams, Alternate Stewards, Albert "Red" Cardenas, Nora Alvarado and Bryan Gonzales. Without

their help we would not be able to represent the Maintenance Craft. I hope you and your family are doing well and as the Covid-19 pandemic is going on its seventh month, an increase of positive tests is occurring throughout the country. In Bexar County results have been slightly better than the rest of the country. Currently there is no cure or vaccine on how to contain or get rid of this virus. We still need to be proactive and take safety measures such as washing hands, practice social distancing, wearing a mask or face covering and continue to disinfect and sanitize touchable working areas. So, I ask every Brother and Sister to take care of yourself and your family members.

"We still need to be proactive and take safety measures such as washing hands, practice social distancing..."

Choice Vacation

When you read this article, we will be in choice vacation time polling. I recommend that you have your dates ready for your first and second choice vacation and have your date for your birthday or anniversary pick ready to go. Once you are informed by Management that it is your turn to choose your pick you have 24 hours to make your selection. If you have your picks ready the process will go much smoother for everyone, and the process will be completed sooner than later. If you have any questions on the process or have concerns, please do not hesitate to notify the union so we can answer any questions you might have.

Subcontracting

Maintenance Brothers and Sisters management is continuing to subcontract maintenance work at an alarming rate. They are failing to provide Article 32 reviews to the union which the Collective Bargaining Agreement (CBA) requires anytime management wants to subcontract work out to a contractor. Management is now subcontracting the preventive maintenance (PM) routes that the building equipment mechanics have always done. Brother and Sisters this is our work that they are taking from us and if this trend continues, we will lose more positions. We must protect our work from management's cronies who subcontract our work the first opportunity they get.

Contact your union steward and provide a detailed statement anytime you witness contractors in your facility performing your bargaining unit work.

This work belongs to the maintenance craft and we need to protect our work for you and our future maintenance craft brother and sisters.

Custodial Cleaning and Covid-19 Cleaning and Line H

Maintenance custodians cleaning is derived from the MS-47 TL5 Manual and each installation head ensures a safe and healthful environment for all facility occupants and ensures the Team cleaning process is sustained at a satisfactory level. The installation head must raise employee

awareness and promote employee commitment to maintain a clean and healthful working environment. The installation head shall ensure that cleaning activities in their facility are sustained satisfactorily and follow MS-

47 policy. Maintenance Managers or their designee are responsible for implementing policies defined in the MS-47 TL5 handbook at all facilities having an authorized maintenance management complement. All employees share responsibility for good housekeeping, proper disposal of trash, and maintaining a safe and healthful working environment.

Employees of each work area are responsible for the proper disposal of trash and recyclable materials including, but not limited to, plastic straps, labels, rubber bands, food waste, paper, and cardboard. Employees must assume responsibility for the proper disposal of excess material produced by their work activities. Custodians are responsible for the custodial duties of the work area, and all employees help keep the work area clean by placing waste in its proper place as it's generated. Covid-19 cleaning is addition to the MS-47 TL5 cleaning that is already being done. The often-touch surfaces in the facility must clean more frequently than what is being done during a standard MS-47 TL5 cleaning. The often touch areas of a facility are sinks, faucets, toilets, doors, and door handles, doorknobs, light switches, desks, tables, countertops, phones, and keyboards.

During this pandemic there is currently no vaccine or cure within sight. So, the only thing we can do is practice and maintain preventive measures. So, the maintaining of the facility in a healthful and clean environment is critical to deter the spread of the Covid-19 virus. We are in the process of obtaining the Line "H" numbers for September 2019 thru September 2020. Once we receive the information that management is obligated to give us, we would investigate to see if management met their obligation.

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ASSISTANT CLERK CRAFT DIRECTOR

RUBEN MARTINEZ

A New Era - A New Beginning....



Dear Sisters and Brothers, I hope the Lord is keeping you and your families well and healthy. By now you probably heard and or read about our next three union meetings. In fact, the Executive Board has invested time and resources for our next three meetings. The meetings will be November 21, 2020,

January 16, 2021, and February 20, 2021. My fellow activist you might ask why these meetings are being implemented now?

The reason these meetings are being scheduled is because of the upcoming elections. The elections have forced our hand in this pandemic. Per our local constitution and the by-laws, this local's elected term limits must be timely expedited.

In the next few months, the local must have in place members that will serve and participate in our local election process. This is the beginning of a new era of new participation by the membership while this local continues to evolve with the old and with the new. This election process will advance with or without your participation. I urge you to attend these meetings to learn and experience the democratic process of electing local officers for your great local union. Do not stand on the sidelines rather get involve.

Members you might say to yourself "What do I know about being a union officer?" You might ask, what if I screw it up? Well don't beat yourself up and keep in mind that some of the current officers today also had very little understanding. So, rather than bury your heads in the ground get involved and learn the daily operations of the union. So, as an old saying goes, "*the rest is history*". The best thing you can do for your union is to exercise your right as a member and vote, which is very important.

The next meetings will have information on how the process works and how you can witness the democratic process in action. By attending meetings and listening one can get informed. You will and can elect the officers that are best for this local. If, you think you can help move this local then have a member that is in good standing nominate you for office.

However, I will let you in on a little secret, that these elected positions are indeed a twenty-four hour (24) and 365 days position, and not an 8:00 to 5:00 job. Sacrifice for the rank and file comes with the position. Your Director

and stewards are doing a great job representing the rank and file day in and day out. Director Carlos Barrios has helped convert many PSEs, advocated many grievances to include returning many removals cases and has helped Pre-Arbitrate over \$50,000 of settlements. Stewards are only as good as their last grievance settlement and keep in mind that this position comes with little recognition from the membership. Being a steward may include sacrificing some of your personal family life to ensure the stability of the members, so keep in mind the next time you see your stewards, officers and Director on the floor. The clerk craft is looking for a few good members who want to step up to the challenge of maintaining the collective bargaining

agreement. The future of the APWU depends on the young members to take up the baton and run with the challenges ahead. I can honestly tell you that your officers will make mistakes, but they are not afraid to get back up once they fall. We

may not always agree with each other but the needs of the many will always outweigh the needs of the one.

Jim Watkins once said, "*Remember that a river cuts through rock, not because of its power, but because of its persistence*". Stewards will continue to be persistent in learning even from their mistakes and not quit. I want to personally thank Chief Steward Jennifer Wright as she has remained as one of the original stewards that we brought aboard when I was elected to office. Together with Director Carlos Barrios we selected Jennifer and she clearly has understood what it takes to put the matters of self to the side and concentrate on the matters of the union members. You too can be a strong union steward and learn like Jennifer did. As Vice President, Fred Duncan always says, "*Stewards are not born they are made*".

In November the "nomination committee" will be put in place, followed with the formal "nominations" in January. Then in February the selection for an "election committee" will occur, so make time and try to attend these meetings. It is important for you members to learn the process. It will be a tremendous experience and you will learn how your local works for your membership.

The election process comes around every three years, so I reiterate attend these meetings. As, posted these meetings will seat 100 members including the executive board.

With all due respect and the presence of this pandemic, family members and friends will not be allowed to attend. We will be following city, county and state covid -19 mandates. Members need to arrive early, and once the meeting reaches capacity no more members will be permitted to attend. If, you attend you must wear a mask.

"I urge you to attend these meetings to learn and experience the democratic process of electing local officers for your great local union."



Congratulations!

To the following PSE's who are now converted to Full Time Regulars

October 24 , 2020

Angela Lamkin, Keziah Strong & Richard Resendez

November 21, 2020

**Joy Maldonado, Rafael Hernandez, Alexander Bono &
Amy Echeverri**

Robert Proo continued from page 8

First if you have a declination letter in because you would like to stay in the job you currently occupy and you are also on the promotion eligibility register for other positions in the maintenance craft then be sure to update you're your declination letter that states what you want and make sure you get it signed and round dated and keep your copy in a safe place so you can have it ready when needed. Second your Preferred Assignment Register (PAR) form should be updated and should state what you want on the form. Make certain it is signed by your supervisor, round dated and you maintain a copy and keep in a safe place so you will have it when you need it. Please remember once a vacant job is posted you have seven days to change your bid sheet. After the seventh day close of business you can not bid on that vacant job. Please also remember you only can change your PAR three times per calendar year and one time at the beginning of each year. If this sounds a little confusing do not worry get with your steward and we can go over it with you and make sure it is correctly filled out.

Christmas Warehouse

The Maintenance Craft is working on getting the Christmas annex ready for use and should be open for business sometime in November. I encourage the maintenance craft employees to make sure you make the proper clock rings to account for all work that is being done at the Christmas annex.

Holiday Season

I want to wish everyone a Happy and safe Halloween, Veterans Day, Thanksgiving Day, Christmas, and New Year Day. As the holiday season arrives you will need to take time and take a deep breath and get ready for the hustle and bustle of the season. It is during this time that management will exercise every opportunity to break the contract on a daily basis, so do not forget to annotate any and all infractions you witness and ask for a steward to provide us the issues you witness being violated.

Have a great Holiday Season be safe and let us hope for a better New Year.



VETERANS DAY | NOVEMBER 11

Veterans Day

Veterans Day, observed annually on November 11, is a tribute to military veterans who have served in the U.S. Armed Forces.

History of Veterans Day

Veterans Day, which was originally celebrated as Armistice Day, was first issued on November 11, 1919 by President Woodrow Wilson a year after the end of World War I. Armistice Day was established to honor the fallen soldiers of The Great War for their sacrifice and bravery. Then in 1926, Congress adopted a resolution requesting President Coolidge issue an annual proclamation on November 11, setting up Armistice Day as a legal holiday.

In 1945, World War II Veteran Raymond Weeks recommended to make Armistice Day a day to celebrate all veterans not just those who lost their lives in World War 1.



ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

Lack of Ethical Integrity



Greetings fellow Union brothers and sisters. I wanted to shed some light on the use of Clerk Assistants (CA's) or lack of use in that stations. Back in March, in order to aid the clerk craft in Function 1 and Function 4 due to high absenteeism because of the COVID-19 pandemic, the Postal Service and

the APWU signed an MOU (Memorandum of Understanding) agreement that allowed the hiring of temporary Clerk Assistants.

"...management has not followed the terms of the agreement and has used it to their advantage to circumvent the use of overtime and penalty overtime."

In the agreement, that has currently been extended until December 31, 2020, there are provisions that management has to adhere to. Unfortunately, It goes without saying that management has not followed the terms of the agreement and has used it to their advantage to circumvent the use of overtime and penalty overtime. The agreement contained the provisions that "Available APWU bargaining unit employees, starting with career employees and including current Postal Support Employees (PSE's), within the installation will be utilized up to the maximum hours allowed." If this is not happening, please request a steward.

In many cases, management has allocated our work to these temporary clerk assistants (CA's) at many of the stations without making the work and hours available to the Overtime Desired List (10-hour, 12-hour and SDO) and possibly PSE's.

In addition, on September 16, 2020, a Q&A was signed into agreement by both parties that clarified the intent of the parties that was originally signed back on March 27, 2020. It states that CA's cannot be hired for any purpose. The intent for hiring these CA's was exclusively to cover absences directly related to the COVID-19 pandemic, to cover absences due to quarantines, dependent care, or the liberal leave policy due to the Corona virus. They cannot be used due to the increase of package volume, even though the increase in volume. If management has staffed your station with CA's and not followed the provisions in the agreement, please request a steward so we can investigate.

Mail delays were supposed to be a thing of the recent past as Postmaster Louis DeJoy and the Postal Service walked back policies that were causing delays in delivery service. But within the recent week, I've noticed recent delays in Priority Mail.

Encino Park, has on several days held back Priority Mail while having political mail accompany some of these containers. Management then pulled the political mail in immediate proximity without ensuring the total accuracy of the contents of the containers that were intentionally delayed without regard for customer service. If this is something that has been observed at your station, please DO NOT hesitate to request or contact a Steward. In a recent video to Postal Employees, Postmaster DeJoy states employees should escalate to higher authorities, issues involving delayed mail. This is very important, and it is a directive from the highest authority in the Postal Service. These delays should not be ignored.

Updates of Step 3 Settlements Payouts

Step 3 and Pre-Arb settlements awarded earlier in the year were initially not paid out until recently. The Union received updates from the members that they never saw these payouts in their paychecks. Due to the COVID-19 pandemic, there were delays that our National Business Agents (NBA) Jack Crawford was able to ensure the payment of these various grievances from the past few years.

Several of the awards included grievances from Cedar Elm, Highland Hills, Encino Park, Leon Valley, and Beacon Hill. Thanks to National Business Agents Jack Crawford and Charles Tillman and advocate Carlos Barrios who represent the Union at Pre-Arbitrations, Step 3 and Arbitration helped secure settlements over \$54,000 in various violations including crossing crafts.

Thanks to our stewards for devoting time, energy and dedication to representing the membership. I would like to recognize Chief Stewards Angel Jimenez, Norma Impallari, Chrissy Sherwood, Marisa Aguilera, and Stewards Rebecca Rixter, Jessica Martinez, Araceli Reyes, Paul Lindsley, and Monique Kyles for being proactive in their role as stewards. Being a steward takes a great amount of sacrifice.

Finally, I wanted to thank Ruben Martinez, Assistant Clerk Craft Director "A" for the Plant for all of his years of service. He recently retired earlier in the year but continues to serve the membership in his role as Assistant Director. I was honored to serve alongside him as a member of the Executive Board and was always impressed by the passion and arguments he made on various issues for the betterment of the membership. Thank you for your service and inspiration. Enjoy your retirement Brother! Finally, let us all continue to be safe.

Practice social distancing, wash hands, and wear face coverings at work. We are not out of the woods yet.

WEBMASTER/ I.T. ADMINISTRATOR

NICK DI PASQUALE

Prudently Watchful And Cautious



Hello brothers and sisters of the SAAAL 0195. When you receive this issue the elections will be over, hopefully, and we can now look forward to attacking this COVID 19 business once and for all.

I wanted to remind everyone that this virus is supposed to get

stronger during the colder weather. Heat supposedly kept it in check. With that said, Maintain your social distancing and be aware that just because someone is coughing, doesn't actually mean they have the virus. It could be something simply like, they are sick due to the cold weather. Don't let your guard down though, so continue washing your hands before eating and after touching surfaces like tables, chairs, work areas, etc.,

Hopefully many members will attend the January meeting. There will be the nominations coming and perhaps you have a candidate in mind that you would like to nominate. This is your chance to do so at that meeting only. This administration has accomplished many great things. Despite COVID hitting us hard, we have adapted and overcome some great hurdles and we are evolving more and more every day to insure that the membership continues to be informed and represented in these troubling times. Some things we implemented to do so were: updating the SAAAL Vision at the plant with a new larger screen and laptop, brand new award winning website, Zoom meetings conducted to keep all the officers in touch and a new YouTube channel so that you may know what is transpiring through your craft directors or executive board.

Remember to check the website for updates at least once a week. Especially the COVID 19 Updates tab. In there you will find the latest information on what is happening in the Rio Grande district. The more you know, the better prepared you will be to help out your co workers who may not remember what to do in the event of a COVID outbreak at your station, or pay location. Lately in the maintenance craft many issues have risen on drafting non OTDL employees for overtime. The issue has been addressed and hopefully the employees who prefer not to work overtime will enjoy their 2 days off. This will change of course come December when there is no penalty overtime (V time). The rules of course still remain the same such as the 12/60 rule, meaning, employees can't work more than 12 hours a day or more then 60 total hours a week (20 hours of overtime). At the 60th hour, management has an

obligation to send you home, not finish out your tour. If you are required to work more than the 12/60, ask to see a steward. So in the event mail gets heavy and management drafts non OTDL employees in for overtime, they are still required to maximize the OTDL first.

Remember that, it is the Union who determines whether or not a grievance exists, not management. You should be granted by management to see a steward within 2 hours after asking. If by some unforeseen issue arises and you can't see a steward within this time frame, management must provide you a steward at the beginning of your shift the next day. Do not be bullied by an aggressive supervisor! On one last important note, By now you may not have noticed that the dues were raised a year ago to help support the local in surviving what may happen in our

“Remember that, it is the Union who determines whether or not a grievance exists, not management.”

future. The reason initially was to keep the Vice President in the position because we were about to hit a deficit and one that we just couldn't absorb. The amount really isn't that much but combined with all the members, it turns out to be around \$130,000 yearly. It was a good thing we had raised the funds otherwise we would be left with only around \$25,000 by the end of the year in the general fund. As you have heard by now, a constitutional Amendment will be introduced at the November meeting and voted on in February. All the particulars will be published in the next Dispatch around January.

We were lucky that the current Vice President (VP) decided to save the Union and go back voluntarily to the floor. This allowed the Union to save up and the general fund is now high. If the amendments that are introduced aren't passed, or we get a different VP, the current language of the constitution will prevail and we will not have the funds to pay that officer. Now is the time for you, the member to attend the meetings and get informed. A part time officer would be beneficial to the local as well as keeping that dues increase another year to insure that the local survives. A year from now, we will surely know if the funds are sufficient and then a member can make a motion at that time to reduce the amount. There are no rules as to how high the funds in the general fund can be but more rather than less is best for our membership. Representation isn't a free process; many expenses come up throughout the year.

In my honest opinion, another year is needed to see where we stand and make an adjustment at that time after the elections. I wish you all happy holidays during these troubling times. Let's hope 2021 will be much better than 2020. May we all live as long as we want, however, never want as long as we live.

MAINTENANCE CRAFT DELEGATE/ TRUSTEE ALBERT "RED" CARDENAS

Decisions have Consequences



Hello brothers and sisters, I hope that everyone enjoys a safe and happy holiday season.

COVID-19

I am sorry for the loved ones that were taken away too soon due to this pandemic and for any other health reasons. We hear that the

survival rate is in the 99 percent range but even 1 loss is too many. In my opinion, even with the high survival rate we must continue to take precautions that not only protect us from the current virus but from other infections. We must work together to make decisions that will help us stay healthy. Vaccines are always a personal choice, some people take the flu shot and others do not. When the COVID 19 vaccine becomes available I am guessing that people will be the same way, some will accept the vaccine while others will not.

“Election choices are never easy and casting your vote is even harder when both parties have their shortcomings.”

Election

By the time the Dispatch goes out to the members, the elections will be over and hopefully we will not have delays in declaring a winner from the prevailing political party. I hope that families and friends have survived the election without animosity and discord. We as Americans have the right to free speech and should be able to exercise that right without the fear of attacks for not agreeing with the opposing party. Election choices are never easy and casting your vote is even harder when both parties have their shortcomings. There are so many issues to weigh when you are deciding on the candidate of your choice. Does the candidate you select supports your job, the economy, health care issues, the second (2nd) amendment or etc., In the end you have to cast your vote for the candidate that supports the majority of the issues that are important to you.

Facilities

Please take care of our facilities. Graffiti in the restrooms and intentionally damaging or breaking things does not hurt management, actually you are hurting your fellow employees that have to clean or repair the needless damage. This is our second home, so show some pride and help us keep our facilities clean and in good repair.

Hot Leave

With the pandemic many employees have not been able to use their annual leave, and therefore may lose earned leave if their balance is over 520 hours. So, please check

your balance and either schedule your leave or donate your excess leave to someone that is requesting leave through the share leave program.

December leave

There is no choice vacation in December but, incidental leave is authorized. So, make sure you submit 3 copies of your PS Form 3971 so management returns a receipted copy right away and maintain your receipt. (Preferably with a time annotated on the form that it was submitted).

TSP (Thrift Savings Plan)

There are new L funds covering dates all the way to 2065 Catch-up contribution this will be the last year that employees will have to go in and renew their contribution

Recreation Committee

As the holiday season is getting closer the recreation committee would like to remind the employees that the money that is usually provided to the employees by the Social and Recreation committee for the holiday meal is not funds that postal management provides or funds that are generated from union dues. This money is funded to the employees from the events held during the year by the Social and Recreation Committee. However, this year we were not able to have the events that we normally host to create the revenue for the holiday meal due to the pandemic. Another major concern is that hosting a holiday meal with employees from their specific pay locations would violate the current pandemic restrictions that apply to large gatherings.

Please visit our website at www.saaal0195-apwu.org and click on the SAAAL 0195 Menu & Links and then click on News you can use tab and then to Social Recreation Committee News tab. Here you will see the offers are Six Flags Fiesta Texas ,Sea World and Natural Bridge Caverns.

As a committee we are not encouraging that you attend these parks, but we are offering the employees that wish to visit an opportunity to purchase tickets that are available at a better price.

As always, I thank you, the member, for your support and for allowing me the opportunity to serve you. Please, do not get discouraged everyone has a voice and the right to be heard, so come out and be part of the solution. To the non-member I ask you to claim your voice, exercise your right to vote on issues that are important to you. I hope to see you at the local union meeting (once these COVID-19 restrictions are lifted.

CLERK DELEGATE / TRUSTEE

DAVID HERNANDEZ

Hoping COVID is Gone Forever!!!



Hello Brothers and Sisters, first, I want to thank everyone that are union members and hopefully one day we can be at 100 %. Thanks for your support; it takes a team effort to make our union great. I want to wish everyone a Happy Thanksgiving Day to you and your family, so please be safe.

By the time you are reading this, either we will still have President Donald J. Trump serving another four (4) years, or a new President of the United States. I'm just hoping everyone will respect the outcome and move forward and let us work together for the good of our country and hope 2021 brings relief and unity.

On a sad note, I know Covid-19 has caused much suffering for families and friends, and I certainly can feel your pain as I myself lost a family member to Covid-19. God has His plans and reasons, and I'm hoping that we have a vaccine soon and pray for those that are dealing with Covid-19 can have some relief I don't know if its politicians playing games or how serious it is, but the numbers don't lie, and I am aware that over 200 thousand people have died from it. The question remains is it as really and deadly as they say, or are the survival percentage as good as they say? Just hoping and praying like everyone else that everything goes back to normal. Until then please be safe and take care and let's have a blessed holiday season. Well it's been a quick year, with lock downs etc. and no place to go as I mention in my last article I can't wait to see our union brothers and sisters in our Union Hall and get back to normal monthly meetings.

Trustees

We had our trustee's meeting in October, and once again Jeff Greenlee did an awesome job of having all the financial reports in order. Everything was checked and balanced and our questions were all answered by our President and Secretary Treasure. I'm hoping our Chairperson Ron Odom will elaborate more during our next meeting of our findings and recommendations. For now, our finances are in good shape for our future.

Delegate

As for our National and State meetings, everything is still on hold until we get word from National to proceed with business as usual.

Plant Miscellaneous

It's been a busy year for all of us, working ten (10) to twelve (12) hours a day six (6) days a week along with non-overtime desired employees helping to get the mail out.

Personally it seems like the Christmas type volume started back in April, and now the long anticipated holiday season are upon us. The money being earned will always be great, however, always be careful and watch out for your own health. Bypassing overtime once in a while for your health sake is worth the sacrifice.

Safety

Management is working clerks alone on the DBCS machines and you need to file a grievance to get paid for working alone. Don't hesitate to ask for a union steward and file and don't let management tell you that you don't have a grievance. Also don't engage in a shouting match with the supervisor or the lead clerk over this issue rather get yourself put off the clock for causing violence in the workplace. That's why you have the union to represent you.

"... hoping everyone will respect the outcome and move forward and let us work together..."

NON-MEMBERS

I'm sure that every time you view your check and see the total amount you have earned year to date you can see how fortunate we are to have this great job with the United States Postal Service. Just for the record the non-members did not send a delegate to represent them at negotiations with management to obtain better wages and benefits. Rather it was the Union that advocated for all employees.

So the next time you hear the argument from a non-member employee that says the union has done nothing for them, have them pull out their pay stub and let them review the money and benefits that the union negotiated for them. Better off let them go and negotiate their own contract and see what they will obtain for themselves.

It's not rocket science to see all the benefits that a non-member has obtained from the Union. Don't judge the union as a whole based on a few incidents that you did not like from a steward, rather look at the big picture and see what has been provided to you.

Don't delay, join the union and be part of a great organization, get respect and dignity and be proud to say you help build it. Provide this article to a non-member so that they can read it and be educated. Take notice of the non-member list and provide them with a PS Form 1187 to join the Union. I would like to thank the current Administration for a great job that they have done for all the members. But as you know the Union elections are coming up next January, so keep in mind that any union member in good standing can run for any office. Best of luck to everyone that submits their names. Again Happy Holidays from our family to yours,

In solidarity
One Nation under God
Trustee/Delegate
David Hernandez

2021 San Antonio Alamo Area Local Election Timetable

Process	SAAAL Constitutional Requirement	Date
Appointment of nominating Committee	Art. 5, Sec 1 - A Nominating Committee shall be appointed at the General Membership Meeting in November to nominate at least one candidate for each office.	11/21/2020
Nominations	Art. 5, Sec 1 - Nominations shall be made at the General Membership meeting in January of the election year	01/16/2021
Acceptance of Nominations	Art. 5, Sec 1 - All Candidates must give their approval to run for office within ten (10) days of the nomination.	01/25/2021
Dispatch Deadline February "Election Issue"	Art. 19, Sec. 3 - Lays out guidelines for Dispatch Article...	01/22/2021
Appointment of Election Committee	Art. 5, Sec. 15 - The President shall name the members of the Election Committee with the approval of a majority of the members at the General Membership meeting in February	02/20/2021
Ballots Mailed	Art. 5, Sec. 8 - mail ballots to each member in good standing at their last known address 14 days prior to the second Monday in March	02/22/2021
Deadline to Return ballots	Art. 5, Sec. 8 - must be received at the postage due section by 9:00 AM of the Saturday following the second Monday in March	03/13/2021
Ballots Counted	Art. 5, Sec. 8 - The ballots shall be counted by the Election Committee on the closing date of the voting period and shall continue until completed	03/13/2021
Effective Date (3 year term)	Art. 5, Sec. 2- All elected officers and delegates of this local shall be elected by referendum vote for three (3) years effective the 2nd Saturday of April of the year they were elected to office	04/10/2021

2021 San Antonio Alamo Area Local Election Timetable

Notice of Nominations

**Nominations of officers and delegates will be held at the January Membership Meeting.
Nominations will be accepted for the following positions.**

President	Clerk Craft Dir. Stations	Asst. Maintenance Craft Dir.
Vice President	MVS Craft Dir.	Trustees/Trail Board—Clerk (3)
Secretary Treasurer	Maintenance Craft Dir.	Trustees/Trail Board—MVS
Recording Secretary	Asst. Clerk Craft Dir. Plant	Trustee/Trail Board—Maint.
Legislative Director	Asst. Clerk Craft Dir. Stations	Delegates to the State and Nat.
Clerk Craft Dir. - Plant	Asst/ MVS Craft Dir.	Conventions (Clerk, Maint. MVS)

UNION AND EMPLOYER FUNDS PROHIBITION LETTER

Since the campaign period is about to begin, I want to take this opportunity to advise you of certain restrictions on the use of union and employer funds for campaign purposes. Specifically, Section 401(g) of the Labor-Management Reporting and Disclosure Act of 1959, as amended, prohibits the use of union and employer funds to promote the candidacy of any person in a union officer election. This prohibition applies to facilities, equipment, supplies and cash, as well as to campaigning on time paid for by either a union or employer and to the use of the SAAAL Dispatch for campaign purposes. Unless specifically authorized by the SAAAL Constitution.

You should also be aware that the prohibition against the use of union and employer funds applies to any union and any employer, not just to SAAAL or to the employers with whom the SAAAL has a business arrangement with. Further, it is the responsibility of all Officers and Stewards to report any activity that may be in violation of the rules above. I am notifying all SAAAL officials of this legal prohibition to make them fully aware of the extent of the campaign restrictions so that any potential problems can be avoided. If you have any questions, please call me at 210-271-0853.

Your cooperation is appreciated.

Sincerely,
Chris Rincon
President
San Antonio Alamo Area Local

ELECTION PROCESS

One of the main responsibilities of an Editor is to make sure that the Dispatch is not used to promote or dissuade any candidate for Union office. According to Postal Press Association Guidelines concerning Local elections we are now technically within the election period (6 months prior to the election) as it pertains to the use of the Dispatch.

What this basically means is that if a contributing writer to the Dispatch has not contribution to at least 3 issues to the Dispatch within the previous year then I cannot accept an article for publication during the election process. To do so could cause the election to be challenged and overturned forcing the Local to incur additional costs to re-run the election.

To many this may see to be excessively restrictive but it is done in order to preserve the integrity of the election Process and to provide a level playing field for those that may see Union office. It is a move on the side of caution Because the ramifications of misuse could be costly.

There will be an opportunity in the future for AL candidates for union office to present their positions in a special edition of the Dispatch, under some restrictions, again in order to provide a fair and equitable playing field to all candidates. These limitations are imposed with the consent of the Executive Board who, according to our constitution, are the publishers of the Dispatch.

If you have any questions concerning this policy please contact the Union Office and we will be more than happy to show you the information concerning Local Union Elections.



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**Case Manager:
Gloria Herrera**



FEDERAL

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Kasey Frye, FNP



Thomas Martens, DO, MBA
Owner/Operator



Britt Myers, DC

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Pflugerville
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Ste. 150
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Nolanville
1875 E. Central Texas Expwy.
Ste. A
(254) 449-9099

Temple
3809 S. General Bruce Dr.
Ste. 105A
(254) 449-9099

San Antonio
2515 Babcock Rd.
210-910-4949

Waco
2020 N Valley Mills Dr
(254) 294-9600

San Antonio N.E.
10311 Perrin Beitel Rd.
(726) 666-7545

www.FCWTexas.com



512-523-HURT (4878)

General Membership Meeting

November 21, 2020

11:30 A.M.

Hilton Garden Inn 8101 Pat Booker Rd

Executive Board Meeting

10:00 A.M.

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

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

The Alamo Area Local Dispatch is
Published 6 times per year. There is
No subscription price.

*****AGENDA*****

Financial Report
Officers Reports

Executive Board Recommendations

DOOR PRIZE \$500.00

Gift Cards for Turkey



The Deadline for
articles to appear
in the
JANUARY
Dispatch is
DEC. 19
Your cooperation is
appreciated.

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www.saaal0195-apwu.org

