

San Antonio Alamo Area Local #195



DISPATCH

Celebrating 103 Years of
Representing Postal Workers

VOLUME 67 NO. 1

SAN ANTONIO ALAMO AREA LOCAL



JANUARY 2021

PRESIDENT

CHRIS RINCON

NEW YEAR, NEW CHALLENGES



Greetings Brothers and Sisters, I hope all had a Happy and Festive holiday season.

National Presidential Election

Now that the National Presidential elections are over, let's hope the leaders in Washington can get this country back together again. The USPS did an outstanding

job of processing the million of ballots that were cast for the election during this pandemic.

The American Postal Workers Union (APWU) showed the country that we can and will continue to do an outstanding job of processing the mail by the clerks as well as the transporting of the mail to the stations and Associate Offices by our Motor Vehicle Service (MVS) brothers and sisters. Let's not forget the contribution of the maintenance members who kept the machines running. The APWU again showed the country what we can do by working together to process the many letters and packages during the Christmas rush. Every year it seems like the volume of packages increases, and so does the efforts of APWU employees. Thanks to all the APWU/SAAAL family for doing an outstanding job. BIG shout out to our extended family members who support our Union members.

Christmas PSE's/MPA's

Every year the postal service hires many Postal Support Employees (PSE's) for the Christmas rush. This year the post office hired many more PSE's due to the extreme high volume of packages to include a new category of hired employees. Mail Processing Assistants (MPA) was hired to supplement the work force due to many clerks being out due to the COVID-19 pandemic. The (MPA's) were hired until December 31, 2020. These employees are not PSE's and will not have a relative standing once they are let go at the end of the year.

MLK March/Pandemic

The COVID-19 pandemic is still upon us which has put many meetings and gatherings on hold due to the possible spreading of the virus. The annual Martin Luther King march will not be held this year due to the city of San Antonio exercising caution to prevent any spread of this deadly virus. Also, many other events have been cancelled as well due to the pandemic.

Local Elections

The local will be having upcoming elections. Local elections are held every three (3) years. Any member in good standing can run for offices within the local. The National elections

have shown that every vote counts so therefore, please take the time to get involved in your local elections. This is your opportunity to decide the candidates you believe will take the local in the direction you prefer and what is best for the local.

The nomination committee will be conducting the nominations at the January meeting. Good luck to all candidates.

Local Membership Meetings

The local had not had a membership meeting for several months due to the COVID-19 virus which was not safe to conduct any meetings in our Union hall at the time. The city of San Antonio and Metro Health required social distance and mask to be worn for any such meetings of large gatherings.

The Union hall is not large enough to adequately provide safe social distancing for all of our members. The local has held one meeting at a nearby hotel which was able to accommodate the social distancing required by the city. The next two general membership meetings for January and February will be held in the same hotel as well. The local is now capable of accommodating up to 100 members in the hotel conference room with proper space between members. These next few meetings are very important for the local since we have several issues that need to be brought to the membership for a vote. Please do your best to attend these meetings.

Semper Fi!!!

“The APWU again showed the country what we can do by working together to process the many letters and packages during the Christmas rush”

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

GENERAL OFFICERS

President..... Chris Rincon
Vice-President..... Fred Duncan
Secretary Treasurer..... Jeff Greenlee
Recording Secretary..... Vacant

CRAFT OFFICERS

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

UNION OFFICIALS

Editor..... Carlos Barrios
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 :

plantcraftdirector0195@yahoo.com

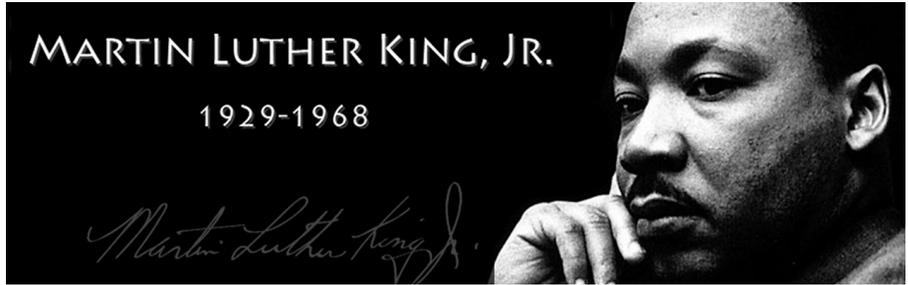
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Web Site: www.saaal0195-apwu.org



**Although Due to the
Pandemic this Year's MLK
MARCH will be cancelled.**

**The Pandemic may have
cancelled the March,
however, it could NOT
Quench the Spirits and
Hearts of those who still are
carrying the Torch of
Justice & Equality
Forward.**



VICE PRESIDENT **FRED W. DUNCAN**

Save Money with Flexible Spending



Hello Brothers & Sisters!
To say 2020 was unusual and stressing is an UNDERSTATEMENT!

I hope that your year ending is much better than its beginning.
On to the info!

Flexible Spending

I wanted to inform you of a very important benefit that is available to you as a United States Postal Employee called Flexible Spending Account (FSA).

As a working man or woman, we all know too well how expensive it is just trying to make it day to day. Wherever a savings can be had is truly a gift and this is where an FSA comes into play.

Two types of FSA's that I will be sharing are the Health Care FSA & the Dependent Care FSA.

First is the Health Care FSA (HCFSA), which is a pre-tax benefit account that's used to pay for eligible medical, dental & vision care expenses that are not covered by your health care plan or elsewhere. In essence during the open season, you choose to have pre-tax dollars withheld from your pay check to cover items such as glasses, contact lens' and solution. Expenses that are also covered are chiropractic, acupuncture, and massage therapy! Including claiming for mileage to and from the appointment!

The next FSA is the Dependent Care FSA. I wish I had known about this one when I first started with the post office! This one is very useful if you have children 13 & under or elderly dependents.

A Dependent Care FSA (DCFSA) is a pre-tax benefit account used to pay for eligible dependent care services, such as preschool, summer day camp, before or after-school programs, and child or adult daycare.

Some of the lesser know eligible dependent care expenses are a nanny, or a housekeeper who cares for a child (only portion of payment attributable to work-related childcare, but I mean really who wouldn't want that!?). Also covered is babysitting (fees) by your relative who isn't your tax dependent (work-related). Nothing gets you a babysitter faster than somebody getting paid on a regular!

The maximum benefit for an individual is \$2,750.00 for a year and a minimum of \$100 with an annual carry over of \$550 that must be used by the end of April the following year. That's \$2,750.00 back in your pocket for other items such as allergy meds, medical equipment such as a blood

“Expenses that are also covered are chiropractic, acupuncture, and massage therapy!”

pressure monitor or medical in-network co-payments! If you missed the open season for 2020 make sure you check out 2021's open season enrollment period. Also, for more in information on these flexible spending accounts visit FSAFEDS.COM where you can also signup.

Well brothers and sisters as always, I hope I provided you with adequate information you can use in order to make the day to day grind a little more bearable.

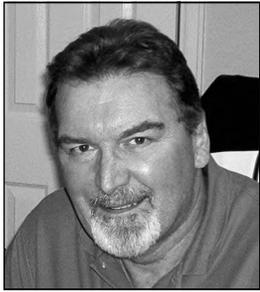
Please continue to stay safe, be positive, and it remains a pleasure to be your Vice-President.

Without FSA		With FSA	
Gross annual pay	\$35,000	Gross annual pay	\$35,000
Estimated tax rate	- \$9,677	HFSA contribution	- \$2,500
Net annual pay	= \$25,322	Adjusted gross pay	= \$32,500
Estimated annual healthcare expenses	- \$2,500	Estimated tax rate (30%)	- \$8,986
Final take-home pay	= \$22,822	Final take-home pay	= \$23,513

SECRETARY TREASURER

JEFF GREENLEE

The Importance of Union Meetings



First of all, I hope you and your families had a joyous, and safe Holiday Season, and as we look to closing this terrible year of 2020, I hope we all look to 2021 in the spirit of renewal and with a deep appreciation and gratitude for all we have.

Yolanda Deleon

On a sad note, as I am sure you are aware, our longtime Recording Secretary,

Yolanda Deleon, has resigned as our Recording Secretary effective December 18, 2020.

I have known Yolie for approximately 30 years, and in that time, we have built a bond that will last a lifetime. I have sat next to her on the Executive Board since she became the Recording Secretary in October 2010.

The reason for her resignation is her's and her's alone, and she has my full support. But, and perhaps I am being a bit selfish, I will miss our time and our interactions together on the Executive Board, but most of all I will miss my friend sitting beside me.

Union Meetings

The Local's General Membership Meeting is the heart of the democratic trade union, and its decisions are the pulse of the organization. The General Member Meetings establishes that the union, as an organization, exists and has structure. And, as with any democracy, it allows the members to attend and participate... or not to attend and participate.

It would be hard to over-emphasize the importance and value of our General Membership Meetings. It is here that our union's membership makes decisions concerning the goals, activities, and direction of the local. Regular meetings help establish a regular and dependable forum for the membership. It is an indicator of trust and stability.

The frequency and dates of our membership meetings are established in our Constitution but can be changed by a majority vote.

Unfortunately, with the Covid-19 crisis we have not been able to hold our normal monthly meetings, but now we have made every effort to hold the meetings, even renting a meeting venue to hold them.

The meetings in January and February are very important. Nominations for Local office will be held in January and Constitutional Amendments will be discussed and voted on in February, so please make every effort to attend. General Membership Meetings are a sign of a vibrant, democratic and organized union. The union meeting has many purposes and should be used as a forum to:

- Meet as a group and inform the membership (and learn from the membership) about what is happening, what might be happening, and why.
- Conduct union business by allowing the membership to discuss issues, exchange ideas, debate and make decisions on implementing the local's policies and programs.
- Allow members to make proposals and have input while getting updates on events and business that affects them.
- Build unity and solidarity within the local while meeting with your leaders and fellow members in a social atmosphere.
- Provide a platform for members to question their leadership on any and all issues from contractual matters to financial allocations.

The Union Meeting is a place for members to express their ideas and concerns, even if it is not the popular thing to do, without fear of reprimand from the chair or the members.

“The Union Meeting is a place for members to express their ideas and concerns, even if it is not the popular thing to do, without fear of reprimand from the chair or the members.”

There should be no reason for anyone to raise their voice at another member, disagreements will happen and respectful arguments should be presented, but regardless of the passion of the issue, no member should be chastised for asking a question,

the frequency of their questions, or limited in their free speech, especially from an officer of the Local. All members should realize that the first step to receiving an answer is being brave enough to ask a question.

Our Union meetings are planned in advance by the officers. We have a published agenda that allows for the free flow of information but that does not mean that the meeting is only limited to those agenda items. Members are less inclined to come to a gathering where they will be “preached to” with no input of their own, and more inclined to attend if they know their ideas and opinions are heard and respected.

General Membership Meetings are a forum for the exchange of ideas, the questioning of your leadership, and the ability to hold your Union Officials accountable and transparent.

Finally, meetings should always be kept as positive as possible. Participation should be encouraged.

Unfortunately our General Membership Meetings are only attended by about 5% of the membership. There are many reasons why someone cannot, or will not, attend but much has to do with the fact that Postal Workers work 24/7 and no time is the best time for all members, but it is still an unfortunate fact that only 5% make decisions for 100% of

continued on next page

the members. I commend those that do attend and the Local is willing to discuss any ideas that may improve the attendance. For those that do attend, the meetings must stay focused, orderly, efficient and to the point.

I sincerely invite all members to the January 16 General Membership Meeting, become active, get involved and make your opinions known on the direction of YOUR Local.

Locals Finances

The first item I want to bring to your attention, and is of great concern right now, is the drop in membership which ultimately affects the Union finances. We are organized at only 79.2%. In PP 24/2020 our local's membership stood at 936 members, this is in comparison to the same time last year when we had 1007 members; the result is an approximate loss of \$45,000 in dues income in just one year. We must ALL actively engage in organizing, remember we have strength in numbers.

"The first item I want to bring to your attention, and is of great concern right now, is the drop in membership which ultimately affects the Union finances. We are organized at only 79.2%.... the result is an approximate loss of \$45,000 in dues income.."

As of the end of November and halfway through December, the Local's finances, and outlook, are positive 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.

Treasurers Report for November 2020

First, I would like to thank President Rincon for his assistance during this Covid 19 pandemic. I have been able to do most of the QuickBooks work from home but without his assistance, maintaining the Union's accounts would have been much more difficult.

November was an unremarkable month. There were just a few items of note but nothing that would break the bank or that should not have been unexpected or out of the ordinary.

General Fund *****

The beginning balance for November was \$146,793.39

Again, there were really no big surprises and most of the expenses were expected and/or budgeted.

We did have the expected expense of Stewards Rebates and Stewards Awards which totaled approximately \$4,000.

We also had the expected expense of publishing the Dispatch at approximately \$2,000.

We also had the expense of the November General Membership Meeting which included the Banquet Hall rental at

\$712, the Turkey Giveaways at \$300.00, cash giveaways to members present at \$2,000, another \$500 cash Door Prizes at \$100 (5) each, and the regular Monthly DCO Door Prize at \$500.00. Some of these expenses were not expected but they did not put undo pressure on our finances.

Also, expenditures included the Business Reply Permit and the PO Box associated with the upcoming elections which totaled approximately \$500. This is expected as we move closer to the Elections.

Also, we ordered a new supply of checks and envelopes for the Secretary/Treasurer at \$540.00

We also purchased a new TV for the Union Hall, as per a motion passed at the November General Membership Meeting, as we are upgrading our Audio/Visual capabilities at a cost of \$517.

Executive Board LWOP was again high in November.

Monthly General Fund Totals *****

Total Deposits \$ 37,683.60

Total Expenses \$ 36,319.34

Checking Ending Balance \$148,157.65

SSFCU Funds *****

As I reported in the past, many of the 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 fund accounts.

Final Numbers *****

BOA General Fund \$148,157.65

SSFCU Fund Balance \$203,313.94

Total Cash Assets \$351,471.59

Upcoming Expenses and Expenditures *****

Upcoming anticipated expenses will be the January and February General Membership Meetings which will run approximately \$900 and \$700 respectively, each due to it being held at the hotel for safe Covid-19 protocols.

We also will be making room deposits for the TPWU State Convention in June 2021 at about \$2,000.

We also have the Local election process starting. The elections in total run around \$10,000 through April on next year.



EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Management Lies! Is that a Fact?



Happy New Year

Greetings to all my Brothers and Sisters of our American Postal Workers Union. I hope everyone had a great time spending with love ones in these difficult times. Having to deal with the pandemic is never an easy task and although the spread of cases is spiking again having to live with this new life-

style can at times be very stressful. However, we must continue to practice all the safe precautions even if the people around you have not been stricken with this ugly virus.

Farewell Yolanda

I want to express my gratitude of servitude and professionalism that Recording Secretary Yolanda Deleon

demonstrated for the Union the past 10 years. Durability, reliability and trust are values that she brought to our Local, and again thanks and I hope success follows you in your new endeavor's.

Merry Go-Around

Once again postal management is moving employees times again, with and without out of schedule letters. The first time postal management conducted this plan of ignorance they moved employees and did not provide them any out of schedule pay. That mistake by the fearless leaders caused the Union to file and get employees paid. Now the rat patrol is back at it again. This time they have moved Tour 2 DBCS full time regulars back 1 hour without a letter and Tour 3 DBCS employees up to 6 hours from their bid positions. This attempt was conducted without the use of an out of schedule letter and employees were not properly paid for this move. So, now after weeks of incorrect payment employees have received a out of schedule letter, but now nobody is receiving any out of schedule pay. What excuse will they have this time? It doesn't matter they believe they have the power to make movements without considering any liabilities that it will cause the Postal Service or the lively hoods of anyone.

Conversions

I happy to report that five (5) Postal Support Employees (PSEs) will get converted on January 2, 2021 after they meet the qualifications that the jobs they selected have been fulfilled. When other conversions are provided all dates and numbers will be provided to Union members in a NewsFlash sent out to the members who have requested to receive such communication.

"...the rat patrol is back at it again. This time they have moved Tour 2 DBCS full time regulars back 1 hour without a letter and Tour 3 DBCS employees up to 6 hours..."

NewsFlash

A newsflash is a short one page information on issues and matters needed to keep the rank and file updated to upcoming evens. If you are a union member and care to receive notices please send your email to Vice President Fred Duncan at fredapwu0195vp@yahoo.com

January Meeting

In our next meeting those full-time members in good standing who care to nominate someone who is also a full-time member in good standing may nominate one such local member for our election.

Excess of Sixty Hours

If any employee was asked to work in excess of sixty (60) hours then the member should request to see a steward and provide a statement so proper compensation can be paid.

Lack of Safety

In December the lack of safety precautions for our members was demonstrated by certain Supervisors and 204B's. During weekly COVID telecom's, issues with the District Manager, Human Resource (HR) Manager and various Managers and Union leaders discussed issues to make certain that all employees are provided latex gloves, hand sanitizers and masks with no delay.

Personal Protective Equipment (PPE) must always be available for all employees. When supplies runs low it is the responsibility of management to notify their leadership to get their supplies replenished. According to HR Manager Marcel Polanco the San Antonio Plant, Stations & Associate Offices have enough supplies. The District Office has made certain that plenty of supplies are available for all employees.

PS Form 1767

Use this form to report hazards, unsafe condition, work practice and , in the opinion of the APWU, hostile work environments. You can use this form to report anything that you think could jeopardize your health: Dirty condition, pests, mold, disturbed or broken building materials (tiles, insulation, etc.) This form must be readily available and easily accessible to all workers on the workroom floor, You should not have to ask a supervisor for a form- they are not supposed to be locked up in a desk or stored where an employee cannot get them.

The form can be submitted anonymously, but if it is you will not receive back a copy of the form that includes management's actions to abate the problem.

MVS CRAFT DIRECTOR**FARON HIERHOLZER**

2020 Was a Good Year for MVS



I hope you and your loved ones enjoyed Christmas and the holidays. I also hope you all continue to stay safe and healthy. It has been a heck of a year to say the least.

Many people will tell you that 2020 was a disaster, and 2021 can not come soon enough. Even though 2020 was a difficult year, it was a

successfully year for the Motor Vehicle Service (MVS).

Banner Year

As the MVS members brought forth issues the stewards in MVS took immediate action and was successful in correcting

issues. One of the union's biggest accomplishments was getting new runs created, which was a huge success. Transportation Network has added 2 additional runs which brings the total to ninety (90) Full Time Employees, Tractor Trailer and Motor Vehicle Operators positions. The union continues to work hard fighting for our jobs. The union has also filed numerous grievances because management bypassed employees on the overtime desired list, instead they elected to work employees' overtime who are not on the overtime desired list.

The union has also filed many grievances and been successful in overturning issues connected with discipline, accidents, and letters of demands. The union was instrumental in achieving victory to get an MVS non-career employee converted to a Full-Time career employee. The union was also successful in obtaining compensation for the time that this employee was in a non-career status. These are just some examples of how your union is fighting for your rights. The union's goal is to keep creating more and more jobs in the MVS Craft.

Route Adjustments

The MVS continues to grow just as the city of San Antonio and surrounding areas expands. This is a good opportunity to look at your route times and see if your time needs to be adjusted because of city growth. Are you safely capable of arriving to your designations at the selected time? Some of these routes in the run books have not been adjusted in 6 or more years. These are just some of the issues that might impact your run and will need to be addressed with management. We cannot sit back and do nothing, we must all work together and address these issues as well as any others.

“One of the union’s biggest accomplishments was getting new runs created, which was a huge success”

Holiday Rush

As all of you know, December is our busiest time of year, and you all have worked countless hours around the clock making sure the mail gets delivered. Many members have worked a gross amount of overtime and have gone out of their way to help others and worked together to get the job done. A big shout out from the San Antonio Alamo Area Local for awesome teamwork.

Winterize Your Vehicle

Here are some tips to winterize your vehicles. Install new wipers, proper tires, keep washer fluids full, pack a winter safety kit, service your vehicle regularly, maintain proper tire pressure, keep the gas tank at least half full and make certain your rear window defroster is working properly.

Union Meetings

Our union meetings are an opportunity for members to attend and see the operations of how your local works. It is a time to practice and maintain the Constitution and By-Laws and stay within the decrees and foundations that have been written. The January meeting will be instrumental as full-time members in good standing have an opportunity to nominate someone to run for office who are also members in good standing and are full-time members of our local. Also, some new proposed constitutional amendments will be discussed and then voted on at the February meeting.

Enjoy Retirement

With that being said, the Local as well as the union would like to wish Mr. Villarreal of the VMF a very happy, long, and successful retirement. Mr. Villarreal was a former steward as well as a long, long time member. Mr. Villarreal has worked more than 24 years at the VMF. He has a wealth of knowledge that will definitely be missed. He was always that go-to guy for that bolt, nut, bracket, or part you needed that was not in stock at the time but needed to get that vehicle back to the station. He would also give back to others by making his famous homemade Menudo.

Mr. Villarreal would occasionally surprise members at the VMF and bring some of his homemade Menudo. Some will tell you his Menudo was best in the universe. His kindness, knowledge, and life lessons will definitely be missed as he enters his next chapter in life. These are big shoes to be filled. Mr. Villarreal you will be missed.

MAINTENANCE CRAFT DIRECTOR **ROBERT PROO**

Promising New Changes



Hello Brothers and Sisters, I hope everyone had a wonderful and Safe Holiday Season. I would like to thank my Assistant Craft Director, our maintenance craft chief stewards and stewards for all their hard work during the holiday season.

The maintenance craft has had are own confrontation with the Covid-19 virus and hopefully by the time you read this those impacted will have totally recovered and back to work.

We must continue to take whatever precautions we can to prevent the spread of the virus by wearing our masks and practice safe social distance, washing our hands, and wiping down work areas to keep you safe. I encourage everyone to continue these preventive measures. The recent news of two vaccines has brought hope, but it will still be a while before these vaccines will be available to everyone in the country.

We are happy to report that the maintenance craft grew by seven new employees and all new employees joined the San Antonio Alamo Area Local 195.

In January, maintenance craft employees in accordance with the collective bargaining agreement have an option to make changes to their Preferred Assignment Register (PAR). If you elect to make changes to your PAR, then you must make the change before the end of January 2021. After January you are only allowed to change your PAR three times during the year. Maintenance Brothers and Sisters take some time to look over your PAR and make any changes you might need to make.

The 2021 New Year will hopefully bring new promise for the existence of the Postal Service. These changes will not come automatically so we will still need to bring awareness to our elected officials and our new Elected President of the United States Joe Biden. We must continue to state our case to save the Postal Service, and we must continue to pressure our elected leaders to pass a stimulus package that will help all Americans. As I said before, changes will be coming, and some things will remain the same.

Soon many of our Maintenance craft brothers and sisters will be retiring and leaving the Postal Service and thus providing opportunities for upward mobility. This means we will have movement from one workgroup to another, and therefore, we will need to have maintenance employees trained to continue to account for all work we do in every work group. We continue to have the service subcontracting out our work, and we need to continue to work on having proper staffing of all work groups in the maintenance craft.

Even though Covid-19 pandemic has impacted our craft the spirit of unity and solidarity in representing all employees continue to not be fazed. And we continue to collectively file grievances to provide excellent service for

our members. Please be patient as we continue to represent the membership and fully represent you as we not only fight management for their negligence but also fighting Covid-19.

At our next meeting in January nominations will be made for our upcoming local elections. I encourage all union members in our local who are in good standing to please participate. If you care to run for a position, ask a union brother or sister to nominate you, find out about the candidate that is running for these positions and please vote.

Hope to see you on the work room floor or the next union meeting

In Solidarity,

Robert Proo

“The 2021 New Year will hopefully bring new promise for the existence of the Postal Service.”



ASSISTANT CLERK CRAFT DIRECTOR

RUBEN MARTINEZ

Times Are Changing



Greetings brothers and sisters let me start off with a huge thanks for those who attended the General Membership Union Meeting in November. For those who could not make it you missed a constructive meeting. The meeting location that the Union rented was safe and adequate.

Hotel Accommodations

The Hilton Hotel staff went far and beyond expectations and followed the city and county guidelines set by the Centers for Disease Control and Prevention (CDC). The hotel staff maintained safe seating arrangements and made our members feel safe and welcomed. All those in attendance wore masks and kept themselves safely from each other. Although we only had fifty (50) plus in attendance we still conducted a very productive and informative meeting.

Meeting Prizes

While this November meeting was not the same as in years past this Administration still provided prizes and door prizes. Every Full-Time Union member who attended was provided \$20 bill for just showing up.

Awards

Each Craft Director and Assistant Director met to discuss who they were going to recognize for outstanding steward of the year. The first President's Award for the Clerks was presented to Jennifer Wright with a plaque that read, "*In Honor of Your Unparalleled Performance and Exemplary Dedication Serving Our Members as a Union Steward*"

Attend Meetings

I want to reach out to all members and implore for all to come out and attend your local's meeting which has much beneficial information for all members. Although the meetings notes, and pictures can be viewed on our tremendous website (saaal0195-apwu.org) still nothing compares with being in person so that the members can stay informed.

Rumors

Members cannot not rely on rumors, gossip, even hearsay for accurate information. Merriam-Webster dictionary defines **Rumor** as talk or opinion widely disseminated with no discernible source, a statement or report current without known authority for its truth, archaic: talk or report of a notable person or event, a soft low indistinct sound: MURMUR.

Challenge

This action brings me up to my next point. During the meeting, our Honorable President Chris Rincon stop deliberation for a bit, and pointed out that some vicious rumors about the current administration were still circulating about fiduciary irresponsibility's. A **fiduciary** duty is a commitment to act in the best interests of another person or entity. Broadly speaking, a **fiduciary** duty is a duty of loyalty and a duty of care. That is, the **fiduciary** must act only in the best interests of a client or beneficiary

This rumor came to light from several union members in good standing. Chris challenged the members at the meeting and made the following message, "*If any member in this room has evidence that this administration is stealing then bring forth the evidence right now.*"

"The person spreading these rumors is only demonstrating their adolescent and intellectual immaturity."

His request was followed by an uncomfortable silence for a few moments. There was no reply from the membership and no reply by the audit team (SAAAL trustees). The trustees along with Secretary/Treasurer Jeff Greenlee have found no legitimate support to this rumor.

The person spreading these rumors is only demonstrating their adolescent and intellectual immaturity. Some people spread rumors as a way to intimidate others and gain status or popularity, which is a form of bullying.

So, I ask all the members of this local if you know of any member spreading this toxic rumor or hear of any member doing this cowardly deed please address it to the Trustees and the President and Vice President of this local. This type of behavior will not be condoned. This is a cowardly act, and it has no place on the workroom floor. This kind of vicious lies and rumors only hurts the membership. WE ARE BROTHERS AND SISTERS lets act like it.

All members must remember to follow the Constitutional By-Laws of our Local and followed them as they have been established. Too many want to alter these set rules to meet their personal agenda. We must keep to the basic pillars of these established rules. The Parliamentarian has to be allowed to assist in keeping with these rulings of certain by-laws even if time limits don't permit a certain side of defense to continue to make their argument and request extra time. We the members need to stand together and not on each other's throats.

We are Christians in faith, and we know better. STOP THE HATE, LEARN FROM OUR OWN CHILDREN!!!

ASSISTANT CLERK CRAFT DIRECTOR "B"**ROBERT BUTKE**

No Sleigh and Reindeer



Greetings fellow Union sisters and brothers, I hope everyone had a wonderful holiday season even in these unprecedented times of the pandemic.

Many of us practiced social distancing for the holidays and sacrificed seeing our loved ones, hoping to do our part to see each

other for future holidays and special moments. As vaccines are on the horizon, we can only hope that normalcy is around the corner. In the meantime, we should continue to practice the recommended safety guidelines that we have been practicing since March.

The holidays once again brought much madness to the clerk craft at the stations as the mail volume, specifically the parcels, reached astonishing volumes. Management reacted in bewilderment as they lacked any real plan to handle the workload. As usual, one of their answers was to utilize rural carriers to scan and pitch parcels in addition to other clerk duties especially at Encino Park, Cedar Elm, and New Braunfels.

At management's disposal was the ability to hire holiday clerk assistants (HCA's) but the lack of a significant amount of availability of HCA's showed management's lack of commitment to provide customer service and timely delivery of people's packages of gifts. U.S. Priority parcel packages at Encino Park were constantly in a 1-to-2-day delay status while the "priority" was given to Amazon, Fed Ex, UPS, and Wal-Mart over our own product. This is unacceptable and saddening to disregard our own customers. Encino Park management simply refused to properly staff the morning crew and adjust to the package increased volume.

At times, PSE's were removed from morning scheduling while the expectations were to still get the workload done. After weeks of management having their heads in the sand, CSOM Regina Moya finally decided that the solution to getting out all the delayed mail was to not bring in additional HCA's from around the city or additional PSE's from other stations. So rather to properly follow the Collective Bargaining Agreement and use clerks on the Overtime Desired List for 12 hours, and mandate non Overtime Desired List, an All Points Bulletin to all Area One management personnel descended at Encino Park, to violate the national agreement and pitch parcels for approximately 6-8 hours.

Despite management's ineffectiveness to lead and make

incorrect decisions, the Union, and the assigned stewards at these stations, will continue the fight to protect our jobs, and file grievances.

With all the Parcels that are being delivered by the Postal Service one needs to practice protective measures for their own deliveries. This will also keep your home safe from unwanted visitors.

Five (5) ways for to Protect Mail & Package.

1. Don't leave packages unattended for any length of time.
2. Won't be home? Use the Hold for Pickup option at USPS.com.
3. Leaving town? Use the request Hold Mail service at USPS.com
4. Customize delivery by using USPS.com and your tracking number.
5. Use USPS special services like Signature Confirmation or Registered Mail.

"The holidays once again brought much madness to the clerk craft at the stations as the mail volume, specifically the parcels, reached astonishing volumes"

Many thanks to our members that were able to make it to our November meeting. Because of the COVID-19 pandemic, we were forced to adjust and accommodate to a safe social setting as the local had urgent union business to present to the membership. While we would have liked to see a higher turnout, it is understandable for all our members that chose to take precautions to still be safe and not attend a meeting at this time. The next two meetings in January and February will also be held at the Hilton Garden Inn. The staff at the hotel went above and beyond to make certain to keep all of us safe by placing seating 6 feet apart. The maximum capacity for our meetings has been capped at 100 hundred members to include the Executive Board.

Farewell Yolanda

Finally, Sister Yolanda Deleon stepped away from her position of Recording Secretary after many years of service. I want to thank her for her dedication to the local for all the years she gave of herself and her time. When I first joined the executive board, she made me feel welcome as a part of the group as we had conversations about my daughter and her first year of college. Thank you, Yolanda, for everything!

Once again, I plead for all of us to continue to be safe as COVID-19 cases continue to rise nationwide and in San Antonio/Bexar County. Continue to practice social distancing when possible, wash your hands as much as possible, and wearing of the face mask while at work Stay safe everyone!

WEBMASTER/ I.T. ADMINISTRATOR

NICK DI PASQUALE

Stop the Spread, Practice Safeguards



Hello brothers and sisters of the SAAAL. As we reflect upon this year of 2020 and how hard it was, I wanted to wish everyone a Merry Christmas and a Happy New Year.

Yes, let us hope that 2021 brings about a much better attitude since 2020 had a bad attitude indeed!

Resignation

Thanks to our Recording Secretary Yolanda Deleon for all your contributions to our local and helping to keep the discussions of our meetings properly maintained and recorded. Your presence at our meetings was professional and always on target. Thanks for the memories and much success in your new endeavors.

COVID Cautions

Please be careful during these chilly winter days ahead. COVID is not over and from what the experts have stated, it gets stronger with colder weather. Wear your mask, wash your hands frequently and be vigilant of what you are touching. The Center for Disease Control CDC has not released anything updated yet but when they do, please look under the COVID 19 Updates tab on our website.

Vaccines

Texas expects to receive 620,400 doses of COVID-19 vaccine distributed to more than 1,100 providers in 185 Texas counties in Week 2 of vaccine distribution. The CDC will deliver 460,500 doses of the vaccine manufactured by Moderna and 159,900 doses of the Pfizer vaccine to continue to vaccinate front-line health care workers and residents of long-term care facilities.

If the Moderna vaccine is authorized as expected, it will begin shipping over the weekend and start arriving in Texas on Monday at providers like hospitals, freestanding Emergency Rooms, EMS providers, pharmacies, local health departments, health centers and other clinics. Department of State Health Services (DSHS) encourages providers that have received vaccine to partner with other health care facilities and workers in the area to maximize vaccination.

Most of the Pfizer vaccine, 124,800 doses, will go to the federal Pharmacy Partnership for Long-Term Care Program. Vaccination under the program is expected to begin

Dec. 28 in Texas. The remaining doses will be distributed to 29 hospitals that received Pfizer doses this week to continue vaccinating health care workers.

Website Updates

I will continue to keep the information on the website updated and keep the membership updated with all information needed. As the Webmaster and IT Administrator I continue to log in daily to log in and post new information of high importance. As the Craft Directors provide me information to keep their crafts updated, I will continue to update the information for the members to read.

“The Center for Disease Control (CDC) has not released anything updated yet but when they do, please look under the COVID 19 Updates tab on our website.”

General Membership Meeting

These next couple of Union meetings will be taking place at the Hilton Garden Inn and not the Union hall, so try to attend and see what is happening with your local. The January General Membership Meeting will feature nominations for officers and officials.

So, if you have a candidate in mind that you would want to nominate, please attend that meeting. Candidates must be in good standing with our local and can not have been a 204b for the last year. If you are new to the election process, then the January meeting will introduce you to the entire process. Come by and nominate a candidate that you think will do a great job for the local.

So, if you have a candidate in mind that you would want to nominate, please attend that meeting. Candidates must be in good standing with our local and can not have been a 204b for the last year. If you are new to the election process, then the January meeting will introduce you to the entire process. Come by and nominate a candidate that you think will do a great job for the local.

Constitutional Amendments

There were a few amendments submitted at the last meeting in November. They should be in the January Dispatch for you members to review so please read them carefully. If you have any questions, reach out to the authors. If you cannot reach them, call the Union office, and speak with one of the officers.

The best advice I can give one is to attend the meetings so that your questions can be answered. Every full due paying member's voice counts in the Union. Collectively we are stronger, but everyone can voice their opinion. These amendments will be read and voted on in the upcoming meetings. In solidarity, Nick D

CORONAVIRUS SAFETY 
Follow these easy steps to help prevent the spread of COVID-19.



MAINTENANCE CRAFT DELEGATE/ TRUSTEE ALBERT "RED" CARDENAS

Breach of Agreement



Hello brothers and sisters, I hope everyone had a safe Holiday Season and a Happy New Year! I would like to welcome new maintenance employees Peter Batista, Jason Cerda, Christopher Galan, Matthew Gonzalez, Vincent Gonzalez, David Shepard, and Mario Varela Jr. who were recently hired and joined our San Antonio Alamo Area Local.

Maintenance News

What a year this has been, COVID-19 has touched the lives of some employees from our own craft. To respect their privacy, I will just wish them and the rest of the craft and all USPS employees a quick recovery. If you have managed to stay healthy please continue to do what is in your best interest to

keep yourself safe from not only COVID-19 but all other seasonal nuances. The latest from management is that Maintenance Manager Spagnolia is trying to do away with the long-standing practice of Annual overtime signup. This has been a practice since the Local Memorandum of Understanding (LMOU) negotiations between Maintenance Craft Director Doug Yarnes and Maintenance Manager Bill McKeag. This was agreed to for the maintenance craft and it has prevented many grievances and given the maintenance craft employee peace of mind of not having to sign up for overtime every quarter. Maintenance Manager Spagnolia did not give any notice to the union that he was taking this action. Your maintenance craft union representatives are trying to get this process reinstated.

Sick Leave As Extra Vacation

It's your right to use sick leave when your are sick, however, remember the people that pick up your work load during your absence when you are not ill. Be considerate.

Importance of an Emergency Fund

The rule of thumb is that you set up a six month to a year emergency fund.

RETIREMENT SAVINGS

Thousands of postal employees who are enrolled in the Federal Employee Retirement program (FERS) turn down free money by failing to take advantage of the USPS matching contribution to the Thrift Savings Plan (TSP) retirement savings program. Contribution from FERS employees up to 5 % will be matched. Beyond that, any career employee –FERS or Civil Service Retirement System (CSRS)- can still take advantage of voluntary contributions to TSP, up to the maximum IRS limit for 2020 which is \$19500 max and \$6500 max catch-up contribution for a total \$26000. You have a choice of either Traditional contributions or Roth contributions. Traditional contributions are made before taxes are taken out, which means you will pay taxes when you withdraw the money.

With Roth contributions, you pay the taxes upfront, so during retirement, you will receive qualified Roth distributions tax-free. You can make both Traditional and Roth contributions if you want. You can contribute to any percentages or amounts you choose subject to IRS limits listed above and you can make changes to your election at any time. Starting January 2021, it will be easier to make catchup contributions because you will no longer need to make a separate election. If you are turning 50 or older and exceed the IRS elective deferral limit, then your contributions will start counting toward the IRS catch-up limit. You just add any contributions toward the catch-up limit in the same place as your other TSP contributions. Your election will carry over each year until you submit

a change. You may start, stop, or change your contributions at any time. Participation in TSP does not limit the amount of money that can be contributed to an individual retirement account (IRA). The limits for 2020 are \$6500 and

\$500 catch-up if you are 50 years old or older for a total of \$7000.

“Maintenance Manager Spagnolia is trying to do away with the long-standing practice of Annual overtime signup.”

Trustee Duties

As written by Liz Powell in the American Postal worker. The Local trustees are the financial gatekeepers of local finances and ensure local officers are maintaining fiduciary responsibilities, A trustee's primary task is ensuring that all union resources (money/assets) are used for legitimate union purposes as authorized by the membership, in accordance with our local constitution and bylaws.

The Trustees make recommendations to the executive board and to the membership to try to have policies and procedures in place to establish acceptable and unacceptable practices. Written policies and procedures are clear, reflect the values and principals of our local, and ensure uniformity and consistency in decision making and operational procedures. The Trustees can clarify functions, responsibilities and establish accountability.

Recreation Committee

We still have some discount codes on our local's website. We are negotiating with Six Flags to continue to offer postal employees discount admission or package deals. Thanks for your continued support and we will to continue to try to find opportunities for you to enjoy your time away from work. Support the APWU, it is the only organization exclusively for 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. In closing, I please ask that you 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 by signing up to be a member, so you can exercise your right to vote on issues that are important to you. You are welcome to email me your concerns and I will do what I can to help find a resolution.

CLERK DELEGATE / TRUSTEE

DAVID HERNANDEZ

A Historical Year of Changes



Hello brothers and Sisters

Hopefully, the holidays brought you joy and happiness and finally a closure to 2020. Now for a new start in 2021, thank the good lord for allowing us to see another year. Prayers for those we loss in 2020 may they R.I.P. It was a sad and ugly year, but times to start a

new one. 2020 will be one for the history books but a year we don't ever want to see again, hopefully.

For those who still believe in our democracy, maybe things

will change in our future elections and people will start to trust it again. I will leave it there for now! It was a blessing for us as Postal Employees to still be working and provide for our families. I know things were hard for people and business, so please never take anything for granted. By now the work hours should be dwelling down for the non OTDL, for those that like the overtime hours hopefully it continues. I never got to see the Christmas warehouse I'm sure the Union was part of the arrangement and hopefully it was adequate and safe for those that worked there, maybe a little cold, but warehouses are always like that.

Plant

I know it was hectic at the plant too, running out of equipment, working out of Gaylord's, working alone at times and management expecting more out of you and pushing you to the limits, so remember safely always comes first. If you feel that something is not right, then question it or ask to see your steward. You are the Union's eyes and ears of our membership.

Vacation Selections

Vacation schedules should have been completed by now and if you were missed please check with your section supervisor or steward. Try saving your leave if possible, because I have seen far too many employees needing the time off at the middle or end of the year for whatever reason and not having it.

Trustee Meeting

We are having our quarterly meeting on January 13, 2021 and if you have any question don't hesitate to email me or contact any trustee member. According to our

Secretary/Treasurer Jeff Greenlee the finances of our local are still looking great and everything has been checked and balance without any discrepancies. Again, Thanks Jeff for a Job well done.

General

For those that made the November union meeting I'm sure you saw it was different, not something we are accustom too but it was nice to finally have a Union meeting and hearing each other's issues and with members and fellow workers getting sick we still need to be caution.

Vaccine

Now that we have a COVID-19 vaccine thanks to our President for pushing and getting it done in less than a year and our future looks

bright. People want to get back to feeling normal and being free to move around without the use of a mask if things go the way they plan. Hope to see you all in our next union meeting. Many agenda items will be addressed so your attendance is welcomed. Please bring a mask if you plan to attend.

General Elections

Well as you all know our local Union election are also coming up with nominations in January 2021. If you want to be part of our great democracy and help don't be scared to put your name in the running. Especially our young members as I have said before, you are the future!!

Good luck to all those who are elected as winners and let us remember it's all for the good of the members and the future of our local will always be first. Congratulations to all those who have retired in 2020, and I hope you enjoy your new journey. It is a blessing, and a milestone for anyone that has reached this status. Now your fun begins!

"It was a blessing for us as Postal Employees to still be working and provide for our families."



2021 San Antonio Alamo Area Local Election Timetable

PROCESS	SAAAL CONSTITUTIONAL REQUIREMENT	DATE
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	Art. 5, Sec. 2- All elected officers and delegates of this local shall be elected by referendum vote for	04/10/2021
PROCESS	SAAAL CONSTITUTIONAL REQUIREMENT	DATE

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.

Constitutional Amendment # 1

Whereas the SAAAL Constitution has been updated to reflect the current of the Vice President position and, Whereas the SAAAL Constitutional does not clearly define the Vice Presidents duties, responsibilities and pay, and, Whereas the Vice President position has been interpreted as "full time" even though the Vice President does not work for the Union Full time, the interpretation of the Constitution is that he is allowed to be paid full benefits, including Sick Leave paid by the Union, and Whereas the SAAAL Constitution does not define the salary, and benefits of the current Vice President position, and Whereas the language is contrary and ambiguous, Therefore the following Constitutional Amendments are presented:

Current Language:

Article IV Duties of officers

Section 2A.

The Vice-President shall in the absence or in the incapacity of the President, preside at all meetings and have vested in him/her the same power and authority as the President, and shall assume the duties and responsibilities of the President. He/she shall perform such other duties as the President shall assign for the good of the Union. He/she shall assist and work with the resident in all executive responsibilities and duties that pertain to this office. Shall be a member of the local negotiating committee. Shall be an automatic delegate to all State and National convention.

Shall be charged with the responsibility of promoting and administering educational and organizational programs of the local. Shall act as coordinator of all activities in the local as assigned. Shall act as human Relations Programs Coordinator for the Local. Shall succeed to the office of the President should the President resign or in any way vacate his/her office prior to the completion of his/her term of office. Shall be a full-time officer of the local and shall receive an annual salary and fringe benefits to Step PS-8.

Proposed Amendment:

Eliminate last sentence in the last 2nd paragraph and replace with:

Shall receive a monthly salary as established in ARTICLE VI - Salaries of Officers. Upon the approval of the membership shall be reimbursed for LWOP/Administrative pay for the purpose of carrying out these duties in the best interest of the Local. Such reimbursement shall be at the prevailing hourly postal rates, or prevailing Administrative pay rate, at a no gain no lost basics.

To read:

ARTICLE IV Duties of Officers

Section 2A.

The Vice-President shall in the absence or in the incapacity of the President, preside at all meetings and have vested in him/her the same power and authority as the President, and shall assume the duties and responsibilities of the President. He/she shall perform such other duties as the President shall assign for the good of the Union. He/she shall assist and work with the resident in all executive responsibilities and duties that pertain to this office. Shall be a member of the local negotiating committee. Shall be an automatic delegate to all State and National convention.

Shall be charged with the responsibility of promoting and administering educational and organizational programs of the local. Shall act as coordinator of all activities in the local as assigned. Shall act as Human Relations Programs Coordinator for the Local. Shall succeed to the office of the President should the president resign or in any way vacate his/her office prior to the completion of his/her term of office. **Shall receive a monthly salary as established in ARTICLE VI Salaries of Officers. Upon the approval of the membership shall be reimbursed for LWOP/Administrative pay for the purpose of carrying out these duties in the best interest of the Local. Such reimbursement shall be at the prevailing hourly postal rates, or prevailing Administrative pay rate, at a no gain no lost basis.**

Constitutional Amendment # 1 Continued

Current Language:

Article IV
Duties of Officers

Section 2B.

In the event the Vice-president of the SAAAL decides to retire from the USPS whether it be on day one after the election or any time there after during their elected term, the new salary will be a flat salary of \$750 per month. This will be effective immediately starting their retirement, for the duration of their elected term of office. The salary stated in section 2A will no longer be offered for any retired officer if such officer is retired however, such officer is still considered a full time officer and will receive 208 hours annually for personal leave. This leave is to be a use it or Lose it type of leave and without the ability to cash out any portion of unused leave. The unused portion of leave will be forfeited on December 31st of that use year (No carry over of leave will be allowed).

Proposed Amendment:
Eliminate Section 2B.

Current Language:

ARTICLE VIII
Executive Board

Section 4.

When it is deemed necessary, the Executive Board may propose to reduce or increase the work hours of the President by a 2/3rd majority vote. The proposal shall be presented at the following General Membership Meeting for a majority vote. The President will only be compensated for those hours authorized at their pay rate.

Change to read:
Eliminate ALL reference to the Vice President

ARTICLE VIII
Executive Board

Section 4.

When it is deemed necessary, the Executive Board may propose to reduce or increase the work hours of the President by a 2/3rd majority vote. The proposal shall be presented at the following General Membership Meeting for a majority vote. The President will only be compensated for those hours authorized at their pay rate.

Present Language:

ARTICLE XIV
SPECIAL FUNDS

Section 3. - Leave Fund - Annual Leave and / or Sick Leave

- A. The Treasurer shall deposit the appropriate hours of pay per full-time officer each pay period to the leave fund.
- B. At the end of their term of office (3 years), the unused portion of sick leave accrued by full-time officers shall be Paid to them at their postal rate. The Trustees shall review all leave records prior to payment.
- C. The President and Vice President shall receive an annual allotment of 208 hours of annual leave and, if not retired, they shall receive an additional 104 hours of sick leave. No officer can receive any additional annual or sick leave for working a holiday, however, any officer may elect to work any holiday without compensation.
- D. Any officer retired from the postal service will not receive or be paid for sick leave.
- E. The Treasurer shall notate on the monthly financial report the amount of leave used for the month for the full-time Officers of the local, to include whether it was annual leave or sick leave earned and used should be on the financial report for such officer.
- F. Annual leave shall be in a "use it or lose it" status. The full-time officers must use their annual leave each year unless such officer motions at a general membership meeting to carry over their unused annual leave into the next year and such motion passes.

Constitutional Amendment # 1 Continued

Change to read: Pertains to the Vice President position.

Additions in BOLD, deletions in ~~strickethrough~~.

Section 3. - Leave Fund - Annual Leave and/ or Sick leave

- A. The Treasure shall deposit the appropriate hours of pay **for the President** for ~~per full time~~ officer each pay period to the leave fund.
- B. At the end of their term of office (3 years), the unused portion of sick leave accrued **by the President** ~~full time~~ officers shall be paid to **him/her** ~~them~~ at their postal rate of pay. The Trustees shall review all leave records prior to payment.
- C. The President ~~and Vice President~~ shall receive an annual allotment of 208 hours of annual leave and, if not retired, they shall receive an additional 104 hours of sick leave. ~~No officer~~ The President **cannot** receive any additional annual or sick leave for working a holiday, however, any officer may elect to work any holiday without compensating.
- D. Any officer retired from the postal service will not receive or be paid for sick leave.
- E. The Treasurer shall notate on the monthly financial report the amount of leave used for the month for the **President** ~~full time~~ officers of the local, to include whether it was annual leave or sick leave used. In the event the officer **President** receives no sick leave due to their retirement status, no sick leave earned and used should be on the financial report for such officer.
- F. Annual leave shall be in a "use it or lose it" status. The **President** ~~full time officers~~ must use their annual leave each year unless **the President** ~~such officer~~ motions at a general membership meeting to carry over their unused annual leave into the next year and such motion passes.

Constitutional Amendment # 2

Current Language:

ARTICLE IV DUTIES OF OFFICERS

Section 2A

The Vice President shall in the absence or in the incapacity of the President, preside at all meetings and have vested in him/her the same power and authority as the President, and shall assume the duties and responsibilities of the President. He/she shall perform such other duties as the President shall assign for the good of the Union. He/she shall assist and work with the President in all executive responsibilities and duties that pertain to this office. He/she shall be a member of the local negotiating committee. He/she shall be an automatic delegate to all State and National convention. He/she shall be charged with the responsibility of promoting and administering educational and organizational programs of the local. Shall act as coordinator of all activities in the local as assigned. He/she shall act as human Relations Programs Coordinator for the Local. He/she shall succeed to the office of the President should the President resign or in any way vacate his/her office prior to the completion of his/her term of office. He/she shall be a full time officer of the local and shall receive an annual salary and fringe benefits equivalent to Step PS-08.

Change to the following:

ARTICLE IV Duties of Officers

Section 2A.

The Vice President shall in the absence or in the incapacity of the President, preside at all meetings and have vested in him/her the same power and authority as the President, and shall assume the duties and responsibilities of the President. He/she shall perform such other duties as the President shall assign for the good of the Union. He/she shall assist and work with the president in all executive responsibilities and duties that pertain to this office. He/she shall be a member of the local negotiating committee. He/she shall be an automatic delegate to attend all State and National conventions and conferences. He/she shall be authorized to be paid up to 120 hours of LWOP/Annual/ or other Union salary annually to attend all State and National conventions and conferences. He/she shall be charged with the responsibility of promoting and administering educational and organizational programs of the local. He/she shall act as coordinator of all activities in the local as assigned. He/she shall act as human Relations Programs Coordinator for the Local. He/she shall succeed to the office of the President should the President resign or in any way vacate his/her office prior to the completion of the President's term of office. The Vice-President shall be a Part-time officer of the local. Part time defined as up to a 30 hour work week for the SAAAL 0195. The Vice President shall receive a monthly salary of \$750 and be paid LWOP / Annual / or other Union salary for all hours worked at the discretion of the SAAAL President for official Union duties. The Vice-President may use annual leave in lieu of LWOP for performing official Union duties. The Vice-President may use annual leave in lieu of LWOP for performing official Union duties. The Vice President will be in charge of over seeing the officials that were appointed by the President of the local.

Constitutional Amendment # 2 Continued

As it currently reads:

ARTICLE IV DUTIES OF OFFICERS

Section 2B

In the event the Vice-President of the SAAAL decides to retire from the USPS whether it be; on day one after the election, or any time there after during their elected term, the new salary will be a flat salary of \$750 per month. This will be effective immediately starting their retirement, for the duration of their elected term of office. The salary stated in Section 2A will no longer be offered for any retired officer if such officer is retired however, such officer is still considered a full time officer and will receive 208 hours annually for personal leave. This leave is to be a use it or lose it type of leave and without the ability to cash out any portion of unused leave. The unused portion of leave will be forfeited on April 30th of that use year (No carry over of leave will be allowed).

Change to the following:

ARTICLE IV DUTIES OF OFFICERS

Section 2B

In the event the Vice President of the SAAAL decides to retire from the USPS whether it be on day one after the election or any time there after during their elected term, the new salary will be \$750 per month plus other Union hourly salary for all hours worked at the discretion of the SAAAL President for official Union Duties. No LWOP will be paid to any retired officer, This will be effective immediately starting upon their retirement, for the duration of their elected term of office. The Vice-president will remain a delegate of the local and be entitled to up to the 120 hours mentioned in Article IV Sections 2a for Union functions. Any retired Vice president will not be eligible to earn any Sick leave or Annual leave. The USPS retired Vice-President will still be considered a part time officer as defined in Section 2A of Article IV Duties of Officers of this local.

As it currently reads:

ARTICLE XIV SPECIAL FUNDS SECTION 3—LEAVE FUND—ANNUAL LEAVE AND/OR SICK LEAVE

- A. The Treasurer shall deposit the appropriate hours of pay per full-time officer each pay period to the leave fund.
- B. At the end of each year of office, by the second Saturday in April, the unused portion of sick leave accrued by full-time officers shall be paid to them at their postal rate of pay. The Trustees shall review all leave records prior to payment.
- C. The President and Vice President shall receive an annual allotment of 208 hours of annual leave and, if not retired, they shall receive an additional 104 hours of sick leave. No officer can receive any additional annual or sick leave for working a holiday, however, any officer may elect to work any holiday without compensation.
- D. The Treasurer shall notate on the monthly financial report the amount of leave used for the month for the full-time officers of the local, to include whether it was annual leave or sick leave used. In the event the officer receives no sick leave due to their retirement status, no sick leave earned and used should be on the financial report for such officer.
- E. Any officer retired from the postal service will not be paid for their accrued sick leave.
- F. Annual leave shall be in a "use it or lose it" status. The full-time officers must use annual leave each year unless such officer motions at a general membership meeting to carry over their unused annual leave into the next year and such motion passes.

Change to the following:

ARTICLE XIV SPECIAL FUNDS SECTION 3—LEAVE FUND—ANNUAL LEAVE AND/OR SICK LEAVE

- A. The Treasurer shall deposit the appropriate hours of pay for the President for each pay period to the leave fund.
- B. At the end of each year of office, by the second Saturday in April, the unused portion of sick leave accrued by the President shall be paid to him/her at their postal rate of pay. The Trustees shall review all leave records prior to payment.
- C. The President shall receive an annual allotment of 208 hours of annual leave and, if not retired, he /she shall receive an additional 104 hours of sick leave. No officer can receive any additional annual or sick leave for working a holiday, however, any officer may elect to work any holiday without compensation.
- D. The Treasurer shall notate on the monthly financial report the amount of leave used for the month for the President of the local, to include whether it was annual leave or sick leave used. In the event the President receives no sick leave due to their retirement status, no sick leave earned and used should be on the financial report for such officer.
- E. Any officer retired from the postal service will not be paid for their accrued sick leave.
- F. Annual leave shall be in a "use it or lose it" status. The President must use annual leave each year unless the President motions at a general membership meeting to carry over their unused annual leave into the next year and such motion passes.

Constitutional Amendment # 3

Current Language

ARTICLE IV
DUTIES OF OFFICERS

Section 12

The Legislative Director shall be charge with the Responsibility of directing all activities of the Union with regard to legislation of interest to the members and their families. He/she shall develop publicity programs, news bulletins, and work in cooperation with the AFL-CIO and other National and International Unions in regards to legislation. The Legislative Director shall be reimbursed up to eighty (80) hours time per year for leave without pay from the Postal Service for attending convention, seminars, and conferences and for time used in the best interest of the Local. Subject to the approval of the membership. Shall be an automatic delegate to the AFL-CIO Council.

Proposed Language

Section 12

The Legislative Director shall be charge with the Responsibility of directing all activities of the Union with regard to legislation of interest to the members and their families. He/She shall develop publicity programs, news bulletins, and work in cooperation with the AFL-CIO and other National and International Unions in regards to legislation. The Legislative Director upon approval of the membership, he/she shall be reimbursed for LWOP for the purpose of carrying out these duties in the best interest of the Local. Such reimbursement shall be at the prevailing hourly postal rate, at a no gain no loss basis. The Legislative Director shall be reimbursed up to eighty (80) hours time per year for leave without pay from the Postal Service for attending conventions, seminars, and conferences and for time used in the best interest of the Local. Subject to the approval of the membership, Shall be an automatic delegate to the AFL-CIO Council.

Congratulations!

*To the Following PSE's
Converting to Full Time Career Employee's
After They Qualify*

Bryan Magill

James Galindo

Michael Vega

MD Rohman

Deshunta West

GENERAL MEMBERSHIP MEETING MINUTES — NOVEMBER 21, 2020

Meeting was called to order by President Chris Rincon at 11:30 a.m. Meeting was held at the Hilton Garden Inn, 8101 Pat Booker Rd, so that we can maintain social distancing. President Rincon notified the members in attendance of the meeting rules: Masks will be worn at all times except when speaking at the microphone. Chairs are not to be moved as they are spaced 6 ft apart and temperature readings are to be taken when entering the meeting room. These rules will be in effect for the next 3 meetings. These rules are for your safety and health.

The invocation was given by Recording Secretary Yolanda Deleon.

The Pledge of Allegiance was led by MVS Craft Director Faron Hierholzer.

Roll Call of Officers: Chris Rincon, Jeff Greenlee, Yolanda Deleon, Carlos Barrios, Ruben Hernandez, Faron Hierholzer, Robert Proo, Ruben Martinez, Robert Butke, Max Trevino, and Ron Odom.

Absent was: Fred Duncan, Dennis Barboza, and Paul Martin.

President Rincon stated that the last general membership meeting was in February due to the pandemic, but we have been having zoom executive board meetings and the craft directors reports have been posted on the SAAAL website.

The **Financial Report** for the month of October was presented by Treasurer Jeff Greenlee. Treasurer Greenlee thanked President Rincon for his assistance during this COVID 19 pandemic. He reported that he has been able to do most of the QuickBooks work from home and Chris is at the office to assist with scanning bills and invoices, and preparing the checks for processing. Without his assistance, maintaining the Union's accounts would have been much more difficult. Treasurer reported that October was an unremarkable month. There were just a few items of note, but nothing that would break the bank or that was unexpected or out of the ordinary. **Check balance** brought forward is: \$138,065.47; **Expenses** \$30,966.09; **Deposits** \$39,694.01; **Checking Balance** \$146,793.39; **Savings Balance** \$196,255.85; **Total Cash Assets** \$343,049.24.

Executive Board LWOP was again high in October but is understandable due to the limitations COVID-19 places on our ability to communicate with our members. There was some increased expense due to LWOP, primarily for Local Negotiations, Steward Training and Executive Board meeting for video of Officers Reports.

The Craft Directors and President have been giving video reports that can be seen on our website and Facebook page, and have been actively involved in training, and fighting the new Postmaster's destruction of the Postal Service.

We did send 4 representatives, including the President to Del Rio for a day, with associated LWOP and car rental fees, but this was a normal and customary trip for representation.

The trustees met and no major problems were identified and each of their concerns was easily explained.

We also paid out the winners of the Postal Pulse Raffle at a total of \$400.00.

Deposits were made for the Cash Dues Paying members for the 3rd quarter along with payment for Dispatch Advertising.

As reported in the past, many of the funds are at their cap and there will be no deposits to those funds unless it puts undue pressure on the General Fund.

There were no withdrawals from any of the fund accounts.

Upcoming Expenses and Expenditures

Upcoming anticipated expenses will be the November, January and February General Membership Meetings which will run approximately \$700 each due to it being held at the hotel for safe Covid-19 protocols.

We also will be making room deposits for the TPWU State Convention in June, 2021 at about \$2,000.

We also have the Local election process starting. The elections in total run around \$10,000 through April of next year.

Treasurer Greenlee then asked if anyone wants to have a fund that they think we should set up for current or anticipated expenses whether known or unknown.

Secretary Treasurer presented a Profit Loss Report for October 2019 through October 2020. He asked the body if they wanted to go through the report or if they just had any questions. There was one question.

The **Motion to accept** the financial report was made by Brother John Brotherman; second by Sister Maria Carden; passes.

Unfinished business: None

New Business: Approve or disapprove former Vice President Sterling Ricks as a full dues paying member. A retiree submits their reason why currently not a member. The Treasurer and President of the Local verify the extenuating circumstances and that information then goes before the National Retirees Department for approval and the National Executive Board for approval. There is a dispute between SAAAL and National whether there is concurrence of Sterling Ricks coming back as a full dues member. Paying past dues is a separate issue. If there is not concurrence, the membership as a whole decides approval of returning as a full dues paying member.

Discussion was held for and against Sterling Ricks returning as a full dues member. The Parliamentarian called time after 15 minutes of discussion. President Rincon closed discussion. Brother Alex Aleman challenged the Chair and a vote was taken to extend the discussion. Members voted 24 to 17 to extend discussion. Discussion was extended 5 more minutes. Discussion continued and a motion to table until the January meeting was made by Brother Albert Cardenas with a second received.

GENERAL MEMBERSHIP MEETING MINUTES — NOVEMBER 21, 2020

Members voted 28 to table and 16 against to table the discussion. Three constitutional amendments were presented to the recording secretary.

Executive Board Recommendations:

1. The \$75 monthly charitable donation will be made to the San Antonio Food Bank. Sister Celeste Ornelas made a motion that the amount be raised to \$150 due to the pandemic that there is a greater need. The SAAAL constitution caps the donation to \$75. The \$150 donation will be made to the San Antonio Food Bank for the months of November and January; passes.
2. Authorize the purchase and give away of 20 (\$15) turkey gift cards; passes.
3. Authorize the purchase of 5 (\$100) door prizes; passes.
4. Purchase a TV for the union hall NTE \$800; passes.
5. Upgrade the lighting in the union hall by San Antonio Smart Solutions at projected cost not to exceed \$1100. President Rincon reported that all ballasts would be replaced and new ballasts would go from 4 lamps per fixture to 2 LED lamps. Estimated cost is \$1,080 which includes removal, disposal, installation and a 5 year warranty. Passes.
6. To charge clinics advertising in the Dispatch \$250 which would include advertising in the SAAAL website; passes.
7. Authorize the purchase of 100 (\$20) gift cards to members in attendance since we could not have a meal; passes. *President was unable to obtain 100 gift cards without a \$5.95 activation fee for each card and could only purchase 1 per day. An envelope with a "thank you" and \$20 was given to members in attendance.*

Point of Information: National will automatically collect a dues increase effective November 21. Automatic dues increase is a result of the salary increase negotiated as part of the 2018-2020 Collective Bargaining Agreement.

Brother Aleman made a motion with a second received; that the Local should absorb the increase. Discussion was held for and against waiving the increase. The membership voted in favor of the Local not waiving the dues increase.

Trustee Recommendations:

Provide details on your time when submitting your voucher. This will assist the trustees when reviewing vouchers; passes

Steward time should be on the USPS clock and not paid by the Local. Advocates should be paid by National and pre-arbitrations paid by National; passes.

Chair entertained a Motion to transpose the regular order of business and a second received to recognize stewards with the President's Award.

Stewards recognized and presented with an engraved plaque were: Angel Jimenez, Ron Maner, Jennifer Wright, and Maria Carden. Nick DiPasquale received a special plaque for excellence from President Rincon.

Maintenance Craft Director, Robert Proo presented a Maintenance Craft "Kick Ass" Award to Jarrett Williams, Max Trevino, Mike May, Maria Carden, and Nick DiPasquale.

Return to regular order of business

Officers Report:

Clerk Craft Director (B): Craft Director, Ruben Hernandez encouraged all to be safe. San Antonio now has reported 936 COVID 19 cases. He reminded window clerks concerning the Mystery Shopper to do what you're suppose to do. Don't take shortcuts. OIG: if called into the office, immediately ask for a steward. You will be walked out for stealing, doing drugs. Overtime for December is still the same only difference is that there is no penalty. Director thanked all stewards. They are hard working, and doing great things. God bless all.

Clerk Craft Director (A): Carlos Barrios gave a special thanks to all. We don't need gifts we need activists to continue the APWU. We stand on the shoulders of those who paved the way. Special thanks to the executive board, stewards, Jeff Greenlee and Nick. There have been lots done behind the scene. We forward the agenda of the APWU. Take the time to study financial reports. There is a strong effort made to make these reports. There is lot of unity with directors. Holiday Hours: there is no penalty. You have the opportunity to work as much as you can. You know your body, pay attention to your body. Rest, come back again, and be careful.

An Out Of Schedule grievance was finally settled. T-3 DBCS employees were moved to begin tour at 10 a.m. Grievance for 3 employees was \$17,000; and still need grievance for 65 more. The changes are to last thru January 30. Director Barrios will have a meeting next week to discuss moves. Director Barrios stated that there are conversions effective today; and 5 more conversions effective January 2nd and possibly 6 more conversions.

Director Barrios reported that there was a death on the floor at the Plant. A MHA had a heart attack and died. He was happy to have his job. His body was tarped and post cons placed around his body. Employees were told to continue working. What is the protocol when there is a death on the floor? Director Barrios reminded all to get plenty of rest; only your family loves you.

Call your senators to support a bill for \$25 billion to keep our jobs and to support the USPS. He then wished all a Happy Thanksgiving, Christmas, Hanukkah and New Year.

Brother David Hernandez asked Director Barrios of more stewards on the floor. Employees ask to see a steward and stewards have not responded. Carlos replied that grievances are settled and supervisors are not taking time to enter into GATS. Sr. MDO informed him that all supervisors have access to GATS.

Let Carlos know if you have past grievances that are not settled. Carlos introduced new steward Jarrell Williams.

Continue on next page

GENERAL MEMBERSHIP MEETING MINUTES — NOVEMBER 21, 2020

MVS Craft Director: Faron Hierholzer reminded all that we are coming up on peak. Safety is a major concern. We tend to be complacent. Unfortunately accidents occur. Be aware of your surroundings, we get complacent doing the same thing day in and day out. Be aware. Choice Vacation—put in your time. Director reported that Ron Maner, Ron Odom and Dennis Barboza created 15 new jobs in the MVS craft. 2 more runs are being created. Grievances filed for being bypassed on OT and OOS. PTFs are working over 40 hours for more than 6 months. We are creating jobs. 4 runs are coming open for bid on December 1st. Director Hierholzer gave a shout out to Ron Maner for safety; submitting 1767s, LOTO forms, getting docks fixed, and getting chocks. He cares everyone's safety. Congrats to Mr. Harris, a 90 year old MVS driver who recently retired. He still held his CDL! Mr. Harris is very wise; we can learn a thing or two from him.

Faron wished everyone a Happy Thanksgiving, Hanukkah, Christmas, and whatever you celebrate.

Maintenance Craft Director: Robert Proo reported that there will be orientation tomorrow for new Maintenance Mechanics. There are ETs that are fixing to retire. He encouraged Maintenance craft employees to retest. Director Proo and stewards are working on an in-service register and working on Line H. Member asked when bolts sticking out of railings were going to be fixed. Robert stated that we have 3 maintenance employees trained on working on asbestos. Submit a 1767s to work on it; report broken racks. Everyone (maintenance) can work down. We need to know, we need them fixed. Director Proo continues to fight subcontracting. Be safe. We want you to go back to your families. Money is great, but we need to enjoy. Be Safe. Director Proo then wished everyone Happy Holidays.

President Rincon clarified for members that all 1187s would have a 90 day hold for the \$150 incentive. He also reminded members to update your address if you have moved. Elections are coming up; make sure your address is updated. President Rincon announced the names and the craft of the Nomination Committee; Bryan Gonzales (Maint), Yolanda De France (Maint), Frank Caesar (MVS); and Jerrell Williams (Clerk). A notice was sent to all Craft Directors for names to be on this committee. President Rincon reported that in June/July he was informed that word was that this administration was stealing. The Trustees did not find anything. If you have any information, you should bring it to the floor.

Motion to adjourn was made and seconded. Meeting was adjourned at 13:48.

Drawing was held for the Monthly Door Prize which is \$500. Names drawn were:

Timothy Balderas	PL 339
Sandra Alcorta	PL 704
Lisa Bargara	PL 000
Pavel L Afansiev	PL 713
Richard V Alonzo	PL 711

These members were not present. The \$500 door prize was awarded from the sign in book was won by Florencio Marquez.

Drawing for \$100 Door Prize (from Sign in book). Names drawn were:

Drawing for \$100 Door Prize (from Sign in book). Names Drawn were:

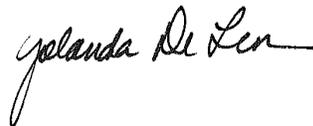
1. Violet Karst
2. David Hernandez
3. Jennifer Martinez
4. Jeff Greenlee
5. Daphne Belton

Jeff Greenlee donated his door prize back and another name was drawn: Amador Sepulveda.

Turkey gift card winners were:

1. Phil Doxie
2. John Brotherman
3. Sulema Mantia
4. Ron Maner
5. Elizabeth Quiroga
6. Jake Blancarte
7. Luis Perez
8. Vickie Wooding
9. Ruben Jalomo
10. Alan Belton
11. Earnest Francis
12. Jennifer Wright
13. Amador Sepulveda
14. Bryan Gonzalez
15. Ron Odom
16. Giovanna St. John
17. Alex Aleman—who donated his gift card back to a member who was attending the meeting for the first time. Phil Doxie was given the gift card.
18. Faron Hierholzer
19. Norma Impallari
20. Sandra Lira—who donated her gift card back and another name drawn. Yolanda Deleon won the gift card.

Respectfully submitted by:



Yolanda Deleon
Recording Secretary SAAAL



General Membership Meeting

January 16, 2021

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*****

- Nominations
- Financial Report
- Officers Reports
- Executive Board Recommendations
- Constitutional Amendments



The Deadline for
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