

# SPECIAL ELECTION ISSUE



# DISPATCH

Celebrating 103 Years of  
Representing Postal Workers

SAN ANTONIO ALAMO AREA LOCAL

CC/ABT 30-4  
Prestige Printing, LLC

FEBRUARY 2021

## CORRECTION TO SPECIAL ELECTION ISSUE

# ATTENTION MEMBERS!!!!

As the Editor, I would like to announce to the membership of the San Antonio Alamo Area Local, that some errors to the Special Election Dispatch Issue occurred. Therefore, to stay to the true spirit of the Election Guidelines I have made the correction and copies of the new attachments are being mailed to all of our members. I sincerely apologize for the errors!!

## Election Guidelines for Dispatch!

**Article XIX Section 3 – A complete list of nominations shall be published prior to any election.**

**Any candidate running for office may have their qualifications, proposed program, and picture published in the local publication at no charge provided that the outline of the proposed program does not exceed two hundred and fifty (250) words and that the picture does not exceed four by four inches in size.**

**Candidates will assume the cost of the picture and curt, along with any additional expenses necessary to prepare the picture for the printing process. Any additional space or wordage must be paid advertisement.**

**No supporter of a candidate shall make any statement for or against candidate for office except by paid advertisement.**

**No candidate or supporter shall attack or otherwise make defamatory remarks against another candidate's qualifications, ability, or their union activity in this publication regardless of whether it is paid advertisement or by utilization of free space provided.**

The constitution will be strictly enforced especially as it pertains to (b) and (c). All disputed articles will be referred to the Election Committee. The 250 words does not include your name or your nominated office. Numbers counted as words, such as 25 is one word, 365 is one word. Abbreviations are considered as words, as are (a) (l) so forth. Properly hyphenated words are considered one word. **Every 50 words in the article must be identified either by number or an indicator mark.** One picture per article and the picture must be cropped to the writer's specifications. Picture size will be increased or decreased so that all pictures will be the same in the publication. Courtesy articles will be placed in the publication in alphabetical order within each office.

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Celebrating 103 Years of  
Representing Postal Workers

# DISPATCH

VOLUME 67 NO. 2

SAN ANTONIO ALAMO AREA LOCAL



FEBRUARY 2021

**PRESIDENT**

**CHRIS RINCON**

## EXERCISE YOUR RIGHT TO VOTE!!!!



**Greetings Brothers and Sisters,** I hope all members are safe. Now that President Joe Biden has been sworn into office, I hope the healing begins for our nation. There has been way too much turmoil going on in this country.

### Local Elections

Local elections have begun. At the January membership meeting, many candidates

were nominated for offices. I would like to remind the members that accepting a nomination come with expectations and responsibilities to the members. The expectation that once elected to that office a member will do everything needed to represent the members. The members will vote for the members they believe can do the best job. Member will vote for their candidate who will stand up to management daily. The members who get elected will serve a three-year term in office.

The ballots will be mailed out soon by the Election committee. Please ensure that the local has a current address so a ballot can be mailed to you. The ballots need to be returned as soon as possible. Do not wait until the last minute to fill out and mail your ballot. We saw in the National Presidential election that every vote does counts. That holds true here in the local elections as well.

### PSE's

With Christmas rush gone the postal service is doing evaluations for PSE's that were hired in November and December. This year they hired more than previous years due to the pandemic and the added volume of packages. Many will be let go due to poor performance, returning back late from breaks or extended lunch breaks, and calling in multiple days without ever notifying management.

APWU National negotiated the conversion of over 5000 PSE's nation wide to full time regular status. Here locally 52 PSE's will be converted to FTR in March. This is another example of APWU working to help all members. If you have not signed up to become a member of our local Union, I urge all to join and be involved.

### Expeditors and Ramp Clerks

National has notified us that Expeditors and Ramp Clerks will be falling under Logistical management. This will include all expeditors in every section. A meeting was arranged with In-Plant Support to discuss this movement and many unanswered questions concerning this process arose. This realignment was not planned out thoroughly which has created many unanswered questions rather than solutions. I can see much confusion with management not utilizing them properly. Many of the concerns we have here locally have been sent to APWU National for clarification. I'm sure these same questions are being asked throughout the country.

*"Many of the concerns we have here locally have been sent to APWU National for clarification. I'm sure these same questions are being asked throughout the country."*

### COVID-19 Virus

I urged all members to adhere to the recommendations from the CDC on the preventive measures to protect you, family members, and others when it comes to the virus. Wash your hands as often, maintain your social distance, always wear a mask at work!!

San Antonio is now offering the vaccine to the public at various locations. Make an appointment to get the vaccine as soon as you can. There are some people who believe that this virus is some hoax. I am asking that we show some respect and compassion for our fellow members who have lost a loved one to this virus.

Some members who have lost family members to the virus mourn in silence and carry that pain with us every day. One person lost to this deadly virus is one too many.

Semper Fi

**ALAMO AREA LOCAL DISPATCH**

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

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

American Postal Workers Union, AFL-CIO

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American Postal Workers Union, AFL-CIO

Texas Postal Workers Union, AFL-CIO

San Antonio AFL-CIO Council

Public Employees Council, AFL-CIO

APWU Postal Press Association

Texas Postal Press Association

Post Office Women for Equal Rights

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

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*Attention Members of the  
San Antonio Alamo Area Local:*

**This Special Dispatch Election Issue contains articles and Paid Ads from members who have decided to run for office to represent you for the next three years. So, you can all participate in this election process by exercising your voice and voting for those leaders that will blaze the trail for us to follow.**

**PLEASE READ:  
IMPORTANT  
MESSAGE**

**I would like to take this time to thank all the candidates for their understanding and cooperation in this very important issue of the Dispatch. It has been a pleasure! - Editor**



President’s Day is a Federal Holiday celebrated on the third Monday in February; Presidents’ Day 2021 will occur on Monday, February 15.

Originally established in 1885 in recognition of President George Washington, the holiday became popularly known as Presidents’ Day after it was moved as part of 1971’s Uniform Monday Holiday Act, an attempt to create more three-day weekends for the nation’s workers.

While several states still have individual holidays honoring the birthdays of Washington, Abraham Lincoln and other figures, Presidents’ Day is now popularly viewed as a day to celebrate all U.S. presidents, past and present.

VICE PRESIDENT

FRED W. DUNCAN

# Momentous Appointments for Success



## Hello Brothers & Sisters!

I say that with utmost enthusiasm because things are beginning to look up! By "up" I mean we have a NEW President of these United States!

With that a new outlook and approach to matters of vital importance to you and me the working class of America.

Two such approaches have occurred already! I speak of two appointments to extremely important positions that directly impact Postal Employees.

Mr. Jim Frederick (love that last name) & Jeff Freund.

Who is Mr. Frederick & Freund you ask?

Well, in an article from our National Industrial Relations Director Mr. Vance Zimmerman, and forwarded to us via email by one of our National Business Agents Mr. Jack Crawford; we received

this wonderful news. I will begin with the forwarded information regarding Mr. Frederick.

"The APWU believed that we needed to have a strong and coordinated response to the pandemic. To help facilitate this the decision was made to hire an outside safety consultant to review policies and procedures of the USPS, advise the APWU, and help the APWU keep an ear to the ground on COVID-19 related workplace safety issues. The APWU contracted with Jim Frederick to be this consultant. His credentials and experience in safety has been invaluable to the APWU during the pandemic.

His dedication to safety has also been recognized by President Biden who has appointed him to a leading role at the Occupational Safety and Health Administration (OSHA). Mr. Frederick is already working in his new role as Deputy Assistant Secretary, Occupational Safety and Health Administration. Mr. Frederick is a dedicated unionist and former safety specialist for the United Steel Work-

ers union. Having a person leading OSHA who truly believes that all workers deserve a safe and work environment is important.

The APWU is saddened to lose Mr. Frederick as our dedicated safety consultant but, is extremely excited to have a friend at OSHA who understands postal safety issues."

Mr. Jeff Freund's forwarded info is next: "In another significant development, President Biden fired National Labor Relations Board General Counsel Peter Robb within hours of being sworn in as president. Robb was the person responsible for the massive shift at the NLRB that took a board that was supposed to protect workers and their collective bargaining rights to a Board that favored management, reversed long standing precedents, and

attacked unions. Jeff Freund, a partner at the union law firm Bredhoff and Kaiser announced yesterday that he is the new Director of the Office of Labor-Management Standards (OLMS).

Mr. Freund was general counsel to the Bakery, Confectionary, Tobacco Workers union. He will be a real asset heading up OLMS and is certain to bring sanity and consistency to union governance (i.e. union officer elections, financial reporting, etc.)."

How do these appointments impact us? If you are not familiar with O.S.H.A. (Occupational Safety & Health Association) they regulate and enforce safety rules and/or policies for entities such as the United States Postal Service and levy fines when violations are found.

The OLMS (Office of Labor Management Standards) or "labor Board" for short, in a nutshell oversees Fair/democratic leadership of Union Organizations as well as protection of those same said organizations from management actions that would prevent fair/democratic representation of its members. So, brothers & sisters right off the bat, you can see why I say things are looking up! As always be positive and go in unionism.

***"The APWU believed that we needed to have a strong and coordinated response to the pandemic. To help facilitate this the decision was made to hire an outside safety consultant to review policies and procedures of the USPS...."***

## \*\*\*\*\* NOTICE \*\*\*\*\*

**Please remember that all ballots must be received at the postage due section at GMF Box Section, by 9:00 a.m. on March 13, 2021 in order to be counted. Any ballots received later than that will not be counted.**

**SECRETARY TREASURER****JEFF GREENLEE**

## February – A Month of Tough Choices



First of all I hope all of you and your families are safe and well in this time of Covid. Hopefully you will be able to get your vaccinations soon to protect yourself and those you cherish.

February is going to be a consequential month for the members of the San Antonio Alamo Area Local.

Webster's Dictionary defines the word

**CHOICE** as a noun.

1. the act of choosing
2. the power or right of choosing

### The first choice in February concerns your dues monies.

At the February General Membership Meeting we will be faced with many choices but the two that really stand out is the motions to reduce your dues by \$5.00 per Pay Period, and the consideration of Constitutional amendments that would define the position of Executive Vice President for our Local.

It is important to state that in order to reduce your dues you **MUST** be in attendance at the February General Membership Meeting as there will be a secret ballot vote on whether to reduce the dues or not.

The history of the dues increase is that in the second half of 2018, and into 2019, expenditures far outpaced income and without drastic action the Local was on the verge of being insolvent. The Local could not support two full-time officers, with their benefits, send officers and stewards to training, and represent the members unless the dues increase was approved... there was even a motion made to sell our Union Hall!

I had been warning of this impending insolvency for 6 months, I stated that the numbers do not lie, without being taken seriously. I was called a liar by members of the Executive Board and even one of the Trustees stated that he thought I was exaggerating the issue, but the spending continued and my warnings fell on deaf ears.

So, a motion was made and at the August 2019 General Membership Meeting a vote was taken. I was against this increase; I felt that we should live within our means, just as you do at home. We needed to make serious decisions about our finances, we could not continue on this course, but the measure passed by 1 (yes...1) vote.

Now we are in a situation where, due to many factors, the VP going back to the workroom floor, Covid and the cancellation of Seminars and Conventions, and a general reduction in overall expenses, the local in 2020 actually had a total income of \$537,000.00 with a Gross Profit of \$95,000.00 over 2019. After all expenses, the Local actually increased our Locals assets by almost \$231,000.00.

Much discussion has ensued about our finances but there are still those that do not realize that it is the Member's money we are spending and not our own. There was even a Craft Officer, while we were in debate about expenditures, who stated that we should go ahead and make the expenditure because the Local was "FLUSH WITH MONEY". The members sacrificed their hard earned income to get us out of the situation that was of our own making, now it is time to make the decision whether it is business as usual or to make the hard choices when it comes to your finances.

Please remember that you must be present at the February 20<sup>th</sup> General Membership Meeting to vote on this dues reduction.

### Another choice in February concerns the Locals Constitution.

There are 3 Constitutional Amendments to be discussed and voted on at the February General Membership Meeting. Two of the three deal with the position of the Vice President.

Right now, with outdated language in the constitution, the VP is still considered a full-time officer with full benefits. When it

was realized that we could not afford two full-time officers, who were postal employees, with full benefits, the VP volunteered to go back to the workroom floor. Since then there has been much debate over what benefits he still retains and whether the Local has monetary liability to pay the Vice President, whether he earns Annual Leave or Sick Leave, and whether the Local is still obligated to pay his salary even though he does not work full time for the Union.

The Constitutional Amendments try to remedy this situation.

It is important that you attend the February General Membership Meeting because it takes a 2/3 majority of members present and voting to pass the constitutional amendment.

### Important February/March Choice – Local Elections

And finally, a choice you must make in February and March is who you choose to represent you for the next 3 years as we have our Local Union Elections.

Being a Union member gives us a choice in many aspects of our Union. We have the right to choose our leaders and representatives. We also have the right to attend Union Meetings and let our voice be heard. If we fail to exercise these rights as a Union Member then we have only ourselves to blame for decisions that we don't agree with.

*Continued on next page*

*"The history of the dues increase is that in the second half of 2018, and into 2019, expenditures far outpaced income and without drastic action the Local was on the verge of being insolvent... there was even a motion to sell the Union Hall"*

The Union is a Democracy and Union Officials must abide by what the membership and our local constitution dictates. If you don't like the direction your Local is taking you can do something about it. You can say I have a CHOICE through my voice and vote to make changes.

What you don't want to do is to throw up your hands in despair and state that they are all bad and give up that right to vote. It doesn't mean that you will always get your way, but at least you will have shown that you feel there are some things worth fighting for and that you are going to do all within your power to achieve them.

I, for one, am going to pursue those things that I feel are important to the Local with zeal and vigor. I am certainly not saying that all my ideas are right and I am sure to fail on many occasions, but I will continue to fight for that which I feel is right and I hope you make the "CHOICE" to also get involved.

Now, as we move into the months of February and March, we are faced with many "Choices", You will hear many speak who wish to represent you in many different capacities. You will be told many wonderful things, but you must ask yourself if what this person is promising can be achieved, and if that person has the skills necessary to achieve those promises. Remember what happened after the last election and whether promises were kept and fulfilled, do you like the direction of your Local or do you think change is necessary.

Many of these candidates go to great expense to inform you as to why they think they are best qualified to earn your vote. You will be bombarded by flyers, leaflets, and more, some will be distributed anonymously, with vicious personal attacks and others you will know from where they came. I do know that you have the right to vote because someone before you fought management, stood on picket lines, and put their livelihoods on the line for your right to do so. Do not throw that right, your voice, and your vote, away.

You, as a member, have a great responsibility now to separate the wheat from the chaff. You must investigate each candidate and determine who you think will best represent you for the next 3 years, and VOTE for that candidate. It is not a simple task, but one that should be taken with much thought and consideration. Remember those who you elect for the next 3 years will represent your wishes and desires in this new, and challenging era for the SAAAL, APWU, and United States Postal Service.

The coming years will be very trying times for Union. Strong leadership is a must, we will be tested as never before with forces from the outside, and inside, threatening our very existence. We must have a qualified, educated, and dedicated elected body to represent our wishes.

Remember, it is you, and your one vote that may determine the direction this great Union will take for the next 3 years.

Thomas Jefferson wrote **"We do not have government by the majority. We have government by the majority who participate"**.

Remember, this is YOUR UNION, it is your "CHOICE" to be active, and participate in the future of YOUR UNION and Vote.

The election ballots will be mailed on February 22 and must be received at the postage due section at the main Post Office by 9:00 am on March 13 in order to be counted.

### Treasurers Report for December, 2020

December was an unremarkable month. There were just a few items of note but nothing that would break the bank.

### General Fund \*\*\*\*\*

I am proud to report that the Trustees held a Trustee Audit on January 13 and found no financial irregularities.

The beginning balance for November was \$148,157.65.

***"You, as a member, have a great responsibility now to separate the wheat from the chaff. You must investigate each candidate and determine who you think will best represent you for the next 3 years, and VOTE for that candidate."***

We had the debit expense on 12/1 to Best Buy for \$920 for the installation of the Audio/ Visual equipment that was approved at the November General Membership Meeting but later in the month that was refunded due to Best Buys inability to perform the task.

On 12/20 we did have the Union Hall sanitized as a preventive measure at really a minimal cost of \$179.

We also had the expected expense of publishing the Dispatch at approximately \$2,000, and the printing of Election related envelopes at a cost of \$475.

LWOP was again high in December with grievance investigations, Local negotiations expense and new employee orientations.

An area of concern right now is the drop in membership and the number of non-members which ultimately affects the Union finances. As of 1/12/2021, if you look at the My Local tab in the APWU website it shows that we are organized at 77.4% with 978 members and 285 non-members of which 200 are PSEs.

This number of non member PSEs is extraordinarily high so after investigating it was determined that we had Union sign-up forms for approximately 60 of them. We have contacted National and they will be making the correction in the next couple of PPs for that 60, but that still means we have about 140 non-member PSEs. PSEs are the future of the Post Office and every effort needs to be made to organize them. Not a good situation.

### Monthly General Fund Totals \*\*\*\*\*

Total Deposits	<b>\$ 37,886.95</b>
Total Expenses	<b>\$ 30,349.86</b>
Checking Ending Balance	<b>\$155,694.74</b>

### 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.

*Continued on page 22*

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

# Brain Salad Surgery Again



**Hello Sisters and Brothers of the American Postal Workers Union,** in these times of uncertainty we must deal with life surrounded in videoconferencing which now has become an essential function in our life's.

## Movements of Jobs

Let me now address the chaos of the job movements again. Once again

postal management has decided that past movement of jobs and processing of the mail in a timely and effective manner did not work

so, therefore they have decided to once again make more changes.

In October of 2020, a temporary movement was made by Postal Management without the proper compensation of out of schedule payouts to our employees. Now after 3 months of uncertainty it is now time for another temporary change. I believe Postal Management never heard Albert Einstein's definition of Insanity, **"Doing the same thing over and over and expecting different results"**.

Whenever you doubt whether the instructions that management is giving you is accurate then you should request to speak with a steward where we will not only tell you the truth but share with you what is written.

The movement in automation in DBCS will cause once again some overlapping of pay locations which will create some internal issues between Tour employees, Supervisors and some Lead Clerks who think they know the contract.

According to the Collective Bargaining Agreement (CBA) which was signed and agreed by both parties Article 37.3.F.10 is very clear on working one's bid assignment. Due to the overlap of Tour 3 and Tour 1 automation employees working their duty assignments, the junior employees from either Tour goes out from the unit first after ALL the PSE's and any unassigned clerks have been moved.

There is a misconception that when Tour 1 DBCS employees arrive at work that they immediately take over their machines that they selected. That is incorrect and according to the Armendariz Arbitration Award, DBCS employees on Tour 1 select machine of their choosing for 6 months at a time. The award does NOT say that you get on your selected machine upon arrive on your Tour.

The award is very clear that the machine assignments is for Tour 1 employees, so whether Tour 1 employees arrive at 2200 or 2300 they go to their machines based on seniority.

If the previous Tour is still on the machine and Tour 1 employee arrive then the employees with the higher seniority regardless of Tour will remain on the machine until their complete their 8-hour shift.

## Construction Areas

Many changes are occurring at the Plant, so Maintenance is barricading sections to prevent employees from getting injured and yet we have employees who are removing the taped off areas so that they continue working in their area. Doing so is grounds for violating safety hazards and can get you walked out and or terminated.

***"We have 52 Postal Support Employees (PSE'S) that are getting converted to Full Time Career Status. That makes approximately over 160 PSEs that have been converted in the past three years."***

## Cell Phones

Another serious concern is the use of cell phones on the workroom floor, unfortunately the abuse of this rule is being violated by supervisors. Everyday one can witness a supervisor walking the floor while on their phone. If you expect for employees to adhere to safety, then you the supervisor, must first help create the new culture for safety for all of us to follow!!

I addressed a supervisor that was violating this action and they replied in their juvenile line of thinking by saying that they need to be on the phone to give instructions. The union will not dispute that they certainly have a job to perform which requires the use of their phones, however, they are walking in the aisles and speaking on their phone without stopping and getting into a safe area!!!!

## PSE Conversions

We have 52 Postal Support Employees (PSE'S) that are getting converted to Full Time Career Status. That makes approximately over 160 PSE's that have been converted in the past three years. More PSE's have been converted over the past 3 years than in the previous 5 years combined.

Thanks to the efforts of President Chris Rincon and Vice President Fred Duncan for assisting me in making the proper arguments and getting more PSE's converted.

Also, since October of 2018 we have seen the PSE's attained overtime pay after 8 hours of work when in the past they did not obtain overtime pay until they reached 40 hours of work in a service week. We also witnessed the PSE's obtain six paid holidays. We have more work to do and we will work hard to bring more benefits for the PSE's.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

## PTF's, You Just Rock!



We all know that COVID-19 will not be going away anytime soon. We ask each and everyone of you to continue to make sure you are using your P.P.E. as required. Every vehicle should have a sanitation kit.

Remember that the kit stays in the vehicle. Make sure that you are keeping these kits full as they are

being used. By using good hygiene and using your P.P.E, you are protecting other employees as well as yourself, and your family. We ask you to remain vigilant while you continue to get through this struggle.

Part Time Flexible (PTF's) we thank you for the work you continue to do. Some of these members are fairly new and some have been around for awhile. PTF's are scheduled with flexible runs. When a Full Time Regular has scheduled days off that run still needs to be performed. A PTF will be scheduled for those scheduled days off that FTR had. This goes on for every Full Time Regular in the MVS craft. The PTF's don't get the credit they deserve.

Lets face it working daily with flexible days off is definitely hard and a struggle. Struggles are more difficult for those with families. On top of this, PTF's could be scheduled on a A.M. run or P.M. run. PTF's are guaranteed twenty four hours. In the MVS craft all of the PTF's work anywhere from 35-40 hours weekly.

The union stepped in and fought to obtain and maintain benefits for the PTF's. The union and management met on issues pertaining to the PTF's. One of the biggest issues was the way management was scheduling the PTF's. The PTF's schedules were constantly changing after the schedule was posted, and some schedules were changing almost daily. The union felt management was violating the contract and filed many grievances regarding these issues.

PTF's will stay on a A.M. run or P.M. run quarterly. They will rotate every quarter unless they still hold down a run also known as a hold down. A hold down is any assignment temporarily vacant for an anticipated duration of ten days or more. Most PTF's are currently on a hold

down. Majority of the PTF's request a hold down because of the consecutive scheduled days off, and temporarily stay on that run time. When a PTF gets a hold down they don't have to be flexible. Majority of the PTF's prefer a hold down.

The union will continue to fight for you as well as every member. There is NO member more important than another member. We will all fight together as one that is what this union does.

The MVS/VMF are looking for stewards, and if you are interested in learning more and becoming a union steward feel free to contact myself or a MVS Steward.

*"Part Time Flexible (PTF's) we thank you for the work you continue to do. Some of these members are fairly new and some have been around for awhile."*

### Your Union, Your Voice!!!!!!

### "VOTE"

### Your Vote is the Strongest Voice You Have!!!



## MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

# Challenges for Maintenance



## Hello Brothers and Sisters

I always like to start my Article by thanking and recognize all the hard work your Assistant Craft Director, Chief stewards and Stewards do everyday. Without their help we would not be able to represent the Maintenance Craft. I hope you and your families are doing well during this trying time of the Covid-19 Pandemic that now has

been going on for over a year now. Our Nation has seen an increase in positive tests and Fatalities throughout the country. The Bexar County area is reported increase in confirmed cases and hospitalizations. Vaccine's are available and with more testing and vaccination sites we will start to turn around in the near future. We must continue to take safety measures as washing hands, Social Distancing, wearing a mask or face cover and disinfect and sanitize your work area. So, I ask every Brother and Sister to take care of yourself and Family members.

## Overtime Desired List

Recently Maintenance Management challenged our long-established agreement to sign up for the year for the Overtime Desired List. This agreement was established by former Maintenance Craft Director Doug Yarnes and Acting Maintenance Manager Bill McKeag. We filed our grievance and where able to reach an agreement with management to continue with the long standing practice.

## Subcontracting of Maintenance work

Maintenance Brothers and Sisters management is continuing Subcontract Maintenance work at an alarming rate and will continue to Subcontract work. The decrease of staffing of Building Equipment Mechanics by Management and the use of the MS-1 handbook are some of the reasons why this is happening. Management has also started to subcontract the Preventive Maintenance (PM Routes) for certain Maintenance Equipment that the Building Equipment Mechanics have always done in the past. Brother and Sisters this is your work they are taking from you if this continues we will loose more and more positions. We must protect our work from Management's cronies who Subcontract our work the first chance they get. Contact your Union Steward and give us a Statement any time you see contractors in your facility doing bargaining unit work. This work belongs to the Maintenance Craft Bargaining Unit Employees and we need to protect our work for you and our future Maintenance Craft Brother and Sisters.

## Changes coming to the Plant

This New Year will bring new machinery (ROBUST machine) and movement of mail processing machines throughout the plant. Building Equipment Mechanics are placing electrical drops near the employee's cafeteria at the plant which will be

used for the Automatic Tray Un-sleever machines located near the employee cafeteria. ROBUST is designed to separate packages similar to an Automated Parcel Bundle Sorter machine. The next move will be to extend stackers to the Delivery Bar Code Sorter machines to make them 350 bins. Electrical modifications of higher voltage drops will be installed. Many future changes are still subject to change.

## Safety and repair of the building

The San Antonio Plant and Distribution Center building opened in 1979, and the building has old plumbing issues with cracks and leaks. The roof leaks when it rains, doors stick with weather changes, commodes leak and get

clogged. We have enough problems with this building, and we don't need individuals causing more damage to the building. Spitting gum into the urinals and flushing paper towels down the toilet or using your foot to flush the toilets or

slam the seat down on the porcelain toilet cause damage to the commodes. It takes quite some time to get replacement parts. We also need to continue to inform Management and fill out PS Form 1767 to report hazard, unsafe conditions or practice. We have Safety rails that need to remount to the floor, mail equipment being staged in the buffer zones and mail racks that need to be repaired.

## Union dues

A motion was made at the last meeting to decrease dues by \$5 dollars a pay period. Although some members think it is a great idea, I would caution against it at this time. Three years ago we were in financial trouble and our Vice President (**who is still a full time officer**), volunteered to return to his bid job so our Local would not have to pay his salary and benefits. Our Vice President saved the Local from insolvency and we still had to raise the dues to put our local in a stronger fiduciary position. Although our local is doing stronger financially we still have to pay utilities, property taxes of \$13,000, and the day to day expenses to operate our local. We also are spending up to \$800 a month to accommodate our members for a general membership meeting due to Covid-19 pandemic protocols. We need to install a fence to deter off road vehicles from driving throughout our property. We also have an issue with the membership list which is not correct thus costing our local thousands of unclaimed monies.

This task will cost the local, with out of the ordinary LWOP expenses to pay the Secretary/Treasurer to straighten out and maintain our records. So even though we have not gone to a Convention/Conferences our finances are looking good. The day to day expenses to maintain have increased due to inflation so, I ask all to look at the financial report and get past who got paid LWOP. The trustees need to scrutinize at how the monthly expenses have increased which is why we don't need to vote to lower our dues which will place this local back in another financial situation. I hope to see you on the workroom floor or at the next union meeting

*"The day to day expenses to maintain have increased due to inflation so, I ask all to look at the financial report and get past who got paid LWOP."*

ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

# Next Coronavirus Surge Coming



**Greetings fellow Union brothers and sisters.** 2021 is in full swing and even though the calendar has changed, it is very reminiscent to 2020. While I remain optimistic, the outlook looks bleak on the number of COVID-19 cases locally and nationally which continues to rise. We must be diligent in continuing what has

been preached for almost a year in protecting ourselves and our fellow man. I know we all grow weary of hearing the same rhetoric of wearing the masks and social distancing. I do not know anyone who enjoys wearing a mask.

Nevertheless, I would hope we do our best to help decrease the number of cases and deaths. As an immunocompromised individual, this hits extremely close to home. While my own health is a concern, I also follow CDC guidelines to protect those around

me. I have recently received the first of two doses of the Moderna vaccine. Because of my condition, I was eligible to receive the vaccine in one of the early phases.

As postal workers, we are considered essential and therefore the CDC has recommended that all Postal Service employees be included in Phase 1b. Once the vaccine becomes readily available, I urge all members to speak to their doctors and discuss getting the vaccine administered. I know this is a deeply personal issue and the decision is essentially yours to make, I just ask that you give it the proper consideration.

All too often I hear violations, usually a member of management performing clerk bargaining unit work or crossing craft violations by the carrier craft, occurring across various stations in our local and grievances are not initiated by the members due to fear of retaliation. As an employee of the USPS, we have the right to file a grievance without the fear of retaliation. The filing of grievances is a protected union activity and the practice of preventing individuals from filing grievances because of fear of a supervisor or manager "getting back" at an employee could be subject to a labor charge against the Postal Service.

I urge ALL members, if you observe something where you feel the contract is being violated, please request a steward. I do not know how often we can say it. It is of the utmost importance to protect our jobs. In addition, if you feel you are being retaliated and discriminated against for any purpose, the EEO process is at your disposal.

## Station Updates

Grievance Settlements continue to roll in whether at Step 1, Step 2, or Step 3. The following stations have recently received settlements: Boerne Post Office, NECA (over \$10,000), Heritage (over \$24,00), Leon Valley (over \$6,400), and Encino Park (over \$3,500). Please continue to report and file violations. Many thanks to those stewards and all our stewards in the local for their hard work. Once again, thanks to our members that were able to make it to our important January meeting where nominations were held. While I appreciate those members who turned out, I would still like to see a higher turnout especially for the members who work at the stations. As a Union dues paying member, it is important to let your voice be

heard on all decisions that affect our local, whether it is finances or the electing of officers who will represent you and have your best interests going forward.

Finally, at the January Union meeting, I was formally

nominated to represent the membership once again at the stations as your Assistant Clerk Craft Director "B". I was honored by the nomination and even more honored that I was appointed by acclamation. I look forward to continuing my representation to all members at the stations for the next three years and building on knowledge and experience. I will not pretend that I know everything, and that mistakes have been made along the way, but I promise that I will give it my all and will continue doing so. I would like to thank current Clerk Craft Director "B" Ruben Hernandez for all his knowledge that he has provided to me when I began as a steward and when I was appointed his assistant. He has always been there when I was stumped and had which I am sure are too many questions.

I would also like to thank those who served in the past as they were instrumental in making me the steward I am today: Sandra Lira, Sterling Ricks, and Alex Aleman. I would also like to give my appreciation to those who continue to represent currently and have assisted me in various ways the last two years: President Chris Rincon, Vice-President Fred Duncan, Secretary Treasurer Jeff Greenlee, Clerk Craft Director "A" Carlos Barrios, and Chief Steward Norma Impallari.

I reiterate for all of us to continue to be safe during the pandemic. Please proceed to continue to follow CDC guidelines.

Robert Butke

*"I know we all grow weary of hearing the same rhetoric of wearing the masks and social distancing. I do not know anyone who enjoys wearing a mask. Nevertheless, I would hope we do our best to help decrease the number of cases and deaths."*

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

# Help Preserve your Job!!!



**Hello brothers and sisters,** Maintenance Craft Information, Issues that have been brought to our attention by vigilant union members. MM7 doing MPE work. Management appears to be back to its old tricks. If management instructs you to do higher level work, do not refuse to do the work. Once you do the work submit a request for higher level. If

management refuses to pay you, please request to see a steward. If you are an MPE and have been denied work ask to see a steward. There are many employees in maintenance that have the knowledge and skills necessary to perform the tasks of the higher level work but, you are only hurting yourself and the craft by working above your job description and level. There is no incentive for management to promote, create jobs, or pay the higher level if we as employees are giving management the work for free. While I am talking about giving work for free, I ask that employees stop turning in your Assignment sheets at the beginning of the tour. What is happening is that the employee fills it out thinking that the 7.5 hours assigned is all they will be doing for the day, only to find out later they have been changed to other routes or assignments but a new assignment sheet is never created. So you signed off work as completed for work you did not do. More Free work – On the ECBM for automation equipment we are to inspect for example rollers, belts, bearings, diverters, etc. once things are identified we submit them for the creation of work orders (chances are you will be doing the work) but this accounts for the parts and the time required to repair these items and not that they were magically repaired as part of the ECBM route. SO PLEASE LET US HOLD MANAGEMENT ACCOUNTABLE FOR OUR TIME AND THE CORRECT PAYMENT OF THE WORK PERFORMED!

*“The purpose of PS Form 1767 is to provide a channel of communication between employees and management that ensures prompt analysis and corrective action in response to reports of alleged hazards, unsafe conditions, or unsafe practices.”*

Another issue brought to our attention is PS Form 1767 Report of Hazard, Unsafe Condition, or Practice. The purpose of PS Form 1767 is to provide a channel of communication between employees and management that ensures prompt analysis and corrective action in response to reports of alleged hazards, unsafe conditions, or unsafe practices.

The Occupational Safety and Health Act requires employers to provide a safe and healthful workplace free of recognized hazards and to follow Occupational Safety and Health Administration (OSHA) standards. Postal Service employees must observe safe working practices and Postal Service safety rules.

Your responsibility to observe safety rules is mandated by the Occupational Safety and Health Administration (OSHA) under Public Law 91–596, as amended by the Postal

Employees Safety Enhancement Act (PESEA). Employers’ responsibilities also include providing training, medical examinations, record keeping, implementing written programs, action plans, monitoring employees’ safety performance, and preventing operational safety errors. Supervisors have the responsibility to promptly (within their tour of duty) investigate the alleged hazard and respond to the employees using the blue copy of PS Form 1767.

Resolve the hazard, unsafe condition, or practice issues if possible. Complete a work order and attach it to the top copy of PS Form 1767. Follow up to see that the hazard, unsafe condition, or practice has been corrected. Notify the employee of the results.

Employee Rights and Responsibilities  
Follow the employer’s safety and health rules and wear or use all required gear and equipment.  
Follow safe work practices for their job as directed by their employer.  
Report hazardous conditions to a supervisor or safety committee.

Report hazardous conditions to OSHA if the employer does not fix them. Cooperate with OSHA inspectors. Participate in the Safety and Health Program without fear of restraint, interference, coercion, discrimination, or reprisal in accordance with Title 29, Code of Federal Regulations 29 CFR (part 1977) § 1977.12

As a general matter, there is no right afforded by the Act which would entitle employees to walk off the job because of potential unsafe conditions at the workplace. Hazardous conditions which may be violative of the Act will ordinarily be corrected by the employer, once brought to their attention.... (2) However, occasions might arise when an employee is confronted with a choice between not performing assigned tasks or subjecting himself to serious injury or death arising from a hazardous condition at the workplace. If the employee, with no reasonable alternative, refuses in good faith to expose himself to the dangerous condition, he would be protected against subsequent discrimination. The condition causing the employee’s apprehension of death or injury must be of such a nature that a reasonable person, under the circumstances then confronting the employee, would conclude that there is a real danger of death or serious injury and that there is insufficient time, due to the urgency of the situation, to eliminate the danger.... In addition, in such circumstances, the employee, where possible, must also have sought from his employer, and been unable, to obtain a correction of the dangerous condition.

Safe working conditions can be achieved only by finding and eliminating unsafe conditions and practices. Safety rules are established for your benefit. Never attempt a maintenance activity that exceeds your physical limitations or knowledge. Discuss your limitations fully with your supervisor or designated safety professional.

**WEBMASTER/ I.T. ADMINISTRATOR****NICK DI PASQUALE**

# Transparency: Key to Trust and Success



**Hello brothers and sisters of the SAAAL.** I want to address the elephant in the room, elections for our local. You are going to see many articles about all the experience these candidates have during their many years of tenure. Some may have a lot others, hardly any. There is something that you may not have considered

while looking over all those articles. The word is Potential. Yes, I prefer to choose a candidate who has the potential to become even greater than an experienced candidate. I'm hoping you will consider this, just as you all did in the last election, when looking over all the candidates. I believe in selfless acts versus self serving intentions.

The membership has trusted and respected the current administration for, working together, being transparent, and looking out for the best interest of the SAAAL membership.

Every member of this local has a voice regardless if you agree with that member or not. No voice should be cut off, belittled, or ignored. Together, hence the word Union, we are stronger. At the bottom of every page on our website the phrase, "In knowledge there is power, in unity there is strength", tells a very truthful story.

At the January meeting, there were hardly any members for the nominations. It would be nice if we could fill the room and gather insight into what the membership has to say. Photos of every member are taken just before the meeting starts up and are displayed on our website and SAAAL vision at the plant.

Temperatures are taken at the entrance and masks need to be worn at all times while in the meeting room for the safety of everyone. Please try to attend this next meeting as there are a few constitutional amendments that need your vote.

*"The membership has trusted and respected the current administration for, working together, being transparent, and looking out for the best interest of the SAAAL membership"*

I wrote one of them to ensure that the office of the Vice President can still be there for the future. If the language isn't changed, we can not afford to have a full time officer in that position.

We have a full time President and must change the language to include a part time VP position. This will be discussed in full disclosure at the next meeting in February. The amendment was posted in the January Dispatch.

I have implemented several cost cutting measures that are fair to the local and the individual who may reside in the position. Duties of the VP have been expanded as well to finally address what the officer is actually responsible for and to whom. I will be breaking down the cost savings of the VP as a part time officer versus a full time officer at the next meeting. I hope to see more members at this February meeting.

## Cardenas ....Continued from Page 10

Transfer tools and equipment from hand to hand or use a suitable rope and tool bucket. Always use handrails on stairs, elevated platforms, scaffolds, or other elevations as provided. Prevent trailers from rolling away from docks by using wheel chocks and positive-locking parking brakes. Never block aisles and emergency exits with equipment; keep them open for emergencies and egress. Always use designated traffic aisles when traveling within a facility. Never take shortcuts through work areas. To prevent injury, it is better to push — rather than pull — carts. If you need help, ask for it! Source materials for this information follow.

PS Form 1767

Handbook EL-801, Supervisors Safety Handbook

Handbook EL-814, Postal Employee's Guide to Safety.

Chapter 8 of the Employee and Labor Relations Manual (ELM).

Handbook EL-803, Maintenance Employee's Guide to Safety

I ask that employees continue to help us monitor the contract as we are in this together.

As always, I thank you, the member, for your support and for allowing me the opportunity to serve you. We have been posting new information on our Maintenance bulletin board and if you have any suggestions, concerns or information please feel free to share it with your maintenance craft union representatives and we will do our best to address it and disseminate the information. Please, don't get discouraged everyone has a voice and the right to be heard, so come out and be part of the solution. To the non-member to join the Union so that you can claim your voice, exercise your right to vote on issues that are important to you. I hope to see you at the local union meeting.

CLERK DELEGATE / TRUSTEE

DAVID HERNANDEZ

# Time to Work Together



## Hello brothers and Sisters.

Welcome to 2021 and hopefully it will bring joy and happiness to all. Our pandemic has not gone away, and people are still dying from it and I'm afraid its going to be here longer that was anticipated. Many prayers to all, and together we can beat this if we continue to be caution and safe.

I wish the best for our new President and his administration to be successful in making the United States, and its people the best, and thanks to our former President, for keeping us safe and doing what was best for our Country.

For those who didn't attend our Monthly Union meeting at the Hilton, I hope to see you at the next one, and know that you were missed. A lot of important issues are addressed at our meeting. Remember that your voice and vote is important on what goes on with your Union dues. The next meeting will be even bigger. As I said, before to the young and new members you are the future of this Local so get involved and be part of a great entity. The union will be here, but it's going be up to you all in keeping strong and united.

## Plant

The issues continue at the plant, Operations movements everywhere, hours changes, bid assignments, section changes and still working alone. I'm probably still going to have to assist all areas, due to management trying different tactics to get the mail. Robbing from Peter to pay Paul if the staffing is not there, you'll still have same results failure. Hopefully things will get better, for now remember you are the eyes and ears of the union don't hesitate to file a grievance and don't let management dictate if a violation occurred or not. your Union representative will make that call.

Plant Management has decided once again to make operational changes since the last ones they made didn't work. The only element that one can count on is that management does NOT know how to manage the Plant operations from a day to day basics not to mention making the necessary changes to properly flow the mail to our customers. Today, they are moving machines, adding stackers to DBCS machines and tomorrow it may be moving all the machines that they have just moved and place it back from the area that they just removed it from.

There has not been so much movement of machines and job assignments than we currently have. Some job positions just got moved and now they are moving them back to their original start time.

Granted they get their marching orders from the Area and Headquarters but the only ones that are suffering are those employees whose households and family life's are being turn upside down again.

Vacation schedules should be done and up by now, the questions, that I always hear is "Can I have off next weekend or day in the middle of the week." And Management denying your request for no reason or their favored "**needs of services**". If Management denies your request, they have an obligation to write why it was denied. Incidental leave is on a first come basis, our LMOU

vacation goes by 13.7 percent being off for each section and tours. Please ask to see a steward so that the proper request that you made can be settled ASAP. Always keep a copy of your PS Form 3971.

## Trustee meeting

We are having our quarterly and final meeting in April 2021 to pay out the Presidents leave and also check all financial reports. As a trustee you see a lot of leave, LWOP, vouchers along with expenditures coming thru, this is your union dues being paid out. I'm not saying it's not legit it is all in the financial reports to see, all I'm saying is that our union meetings is very important don't wait until after the fact and be surprise to what happen by then it's too late to question what happen, get involved and attend your meetings remember you have a voice and a vote it's your right! If you have any questions email me or contact any trustee member. According to our Sec/Treasure our finances are looking great and everything has been checked and balance. Good job Jeff Greenlee in keeping a well-organized record and making our trustee's job way too easy to follow.

## Delegate

Our apologies for being redundant but still no report on this due to COVID-19, hopefully soon I'll have something to report on.

## Nomination

For those who miss our January meeting the nomination took place, and I want to congratulate to all who got nominated and I wish you the best of luck.

Job 22:21 – "Submit to God and be at peace with him; in this way, Prosperity will come to you"

*"I wish the best for our new President and his administration to be successful in making the United States, and its people the best, and thanks to our former President, for keeping us safe and doing what was best for our Country."*

**OFFICIAL BALLOT****SAN ANTONIO ALAMO AREA LOCAL #0195****AMERICAN POSTAL WORKERS UNION, AFL-CIO****INSTRUCTIONS**

1. Mark an X in the box immediately to the left of the candidate for whom you are voting.
2. Place the ballot inside the envelope marked "SECRET BALLOT ENVELOPE" and place this envelope inside the postage due envelope.
3. Sign the back of the postage due envelope. Postage due envelope should be signed by the member in order to be valid.

**All ballots must be received at the postage due section at the GMF Box Section by 9:00 A.M., March 13, 2021.**

**Ballots will be counted at the Union Office, 13102 Lookout Run at 9:00 A. M. on March 13, 2021.**

**Clerk Craft****President**

- Chris Rincon
- Alex Aleman

**Vice President**

- Fred W. Duncan
- David Z. Hernandez

**Secretary /Treasurer**

- Jeff Greenlee
- Nicholas Di Pasquale

**Trustee (Select 3)**

- Mary L. Skala
- Sandra Lira
- Daphne Belton
- Giovanna St John
- Monique Kyles
- Carl Jemerson

**Asst. Clerk Craft Director "A" Plant**

- Jennifer Wright
- Sandra M. Proo

**State & National Delegate select (4)**

- Violeta E. Karst
- MD Rohman
- David Z. Hernandez
- Celeste Ornelas
- Robert J. Butke
- Sandra M. Proo
- Ruben "Cool" Martinez
- Mary L. Skala
- Carl Jemerson
- Giovanna St John
- Alex Aleman
- Daphne Belton

**OFFICIAL BALLOT**

**SAN ANTONIO ALAMO AREA LOCAL #0195**

**AMERICAN POSTAL WORKERS UNION, AFL-CIO**

**INSTRUCTIONS**

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**Ballots will be counted at the Union Office, 13102 Lookout Run at 9:00 A. M. on March 13, 2021.**

**Maintenance Craft**

**President**

- Chris Rincon
- Alex Aleman

**Maintenance Trustees**

- Maria Carden
- Albert "Red" Cardenas

**Vice President**

- Fred W. Duncan
- David Z. Hernandez

**State and National Delegate (select 1)**

- Maria Carden
- Nicholas Di Pasquale
- Albert "Red" Cardenas
- Jarrett D. Williams

**Secretary / Treasurer**

- Jeff Greenlee
- Nicholas Di Pasquale

**OFFICIAL BALLOT****SAN ANTONIO ALAMO AREA LOCAL #0195****AMERICAN POSTAL WORKERS UNION, AFL-CIO****INSTRUCTIONS**

1. Mark an X in the box immediately to the left of the candidate for whom you are voting.
2. Place the ballot inside the envelope marked "SECRET BALLOT ENVELOPE" and place this envelope inside the postage due envelope.
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## Motor Vehicle Craft

**President**

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- Chris Rincon
- Alex Aleman

**Vice President**

---

- Fred W. Duncan
- David Z. Hernandez

**Secretary / Treasurer**

---

- Jeff Greenlee
- Nicholas Di Pasquale

**ELECT  
ALEX ALEMAN**



**PRESIDENT**

My fellow union brothers and sisters, I am seeking your support and vote for office of President.

I am very proud to say I have been a loyal and dedicated union member.

I have never served in management, nor have I ever cancelled my union dues. I have dedicated my entire postal career to the struggles of the American Postal Workers Union and San Antonio Alamo Area Local.

I operated our local union for fifteen years with no controversies. I was able to maintain 2 full time officers and the structure of officers and stewards for each craft.

The union has the obligation to represent all members fairly, in good faith and without discrimination, particularly with regards to the processing of worker grievances.

I will exert my leadership, experience and knowledge to ensure the collective bargaining agreement is enforced and will continue to strive to provide our membership with representation you deserve and expect to better protect our rights.

I will exercise fiscal responsibility and safeguard your dues money, I will not raise your dues for the next three years, any dues increase should be absorbed by the local and not your paycheck, I will support to lower your dues \$5.00 a pay period.

I will dedicate myself to the business of this local and to make this union stronger to better serve you. I will perform my duties and responsibilities with the idea of serving you and not with the idea of being served.

**RE-ELECT  
CHRIS RINCON**



**PRESIDENT**

My fellow Union Brothers and Sisters, I am asking for your vote in this coming election to the office of

President

Our local needs a President that will listen to the problems the members have and will work endlessly to ensure management abides by the contract and is committed to getting his Directors trained to a high standard.

We have sent Directors from each craft to be Arbitration Advocates. We are committed to training stewards. I communicate with the Craft Directors on a daily basis.

I have served as a steward on tour 1 for over six years and in that time I was successful in winning grievances from overtime issues, discipline, and removals. I served as Clerk Craft Director for the Plant for three years prior to becoming your President. As Clerk Craft Director I worked on the major grievances concerning the reversions at the plant. I was successful in getting many of the jobs reverted put back up for bid.

I believe in moving the local forward with more training and education for all members. I strongly believe in the local being transparent with any and all financial business. During my tenure as President the cash assets of this local have increased more than two-fold. We have upgraded the computers in the Union Office and have an award-winning website, for all members to utilize as well as a new audio-visual system here in the hall.

Faithfully serving all members.

Semper Fi

**RE-ELECT  
FRED DUNCAN**



**VICE  
PRESIDENT**

Hello brothers and Sisters my name is Fred Duncan and I would like to take this opportunity to share my background for our San Antonio Alamo Local as a candidate for local Vice- President.

First and foremost, I want to share some info from my last campaign *"I have been union my entire twenty-two years as a postal employee, at no time have I ever held or desired to hold a position in management"*.

During my career I was excessed from the clerk craft to the mail handler's craft where I first began as a steward.

Upon my return to the clerk craft, I continued as a steward, eventually working my way up to Tour 3 Chief Steward then simultaneously as Assistant Clerk Craft Director for the plant serving the full three-year term. The other Union officials and I strove for more diversity amongst our stewards within all the crafts, i.e. more PSE, Union Sister and senior regular Stewards with an emphasis on education/training regarding our contract.

Here is where the rubber meets the road because we accomplished these goals! We promoted PSE's as stewards, broke up the boy's club and brought more women on board as stewards & sent local Union leaders to train to fight for those unique issues here in San Antonio!

I look forward to sharing many more ideas for our local, and humbly ask for your support for president of SAAAL 195 in the upcoming 2021 election.

Sincerely,  
Fred Duncan

**ELECT  
DAVID HERNANDEZ**



**VICE PRESIDENT  
CRAFT DELEGATE**

I've been a Loyal Union Member for over 35 years, I have been a Union Steward and Chief Steward for 16 years, and I worked closely with Sandra Lira for the Stations, filing grievances and making sure your rights were protected.

I toed the Union line and insured that the National Contract and LMOU were upheld and no backroom deals were ever made.

As your Vice President I will always stand up to Management for your Rights, working with the President, together we can make this Union Stronger and put management on notice to fear the UNION. I will always protect our Local and not the self serving interest of others.

During my tenure as your union Representative I was successful in battling Management while protecting our Union members. I've always made an effort to attend informational pickets, I will make myself available to the members of all Crafts and work locations.

I am currently a Trustee for this local, I have ensured that all monies of our Local was accounted for and that any discrepancies were reported and corrected. As a Trustee I always stood up and made my arguments on what was right or wrong.

I am also running for Clerk Craft National and State Delegate, and will provide the same protection and voice for all members at the National level.

I'm the best candidate, and I will fight for you!

I humbly ask for your support and vote!

David Hernandez for Vice President and Clerk Craft Delegate

**RE-ELECT  
JEFF GREENLEE**



**SECRETARY  
TREASURER**

Members, thank you for allowing me to be YOUR Secretary-Treasurer for the past 6 years. I am asking for YOUR continued support and vote as YOUR Secretary-Treasurer for the next 3 years.

The last 3 years the SAAAL finances has been challenging. Despite my repeated warnings and protests spending was permitted that destined the Local for insolvency.... When issuing my warnings about this spending I was called a liar, an alarmist, and that my predictions were exaggerated. As I always reported to the membership...

**NUMBERS DO NOT LIE!!!**

**All of my estimates and reports came true!!** The Local was forced to adopt a \$5 dues increase for all members. **I was against this dues increase**, I felt that we needed to tighten our belts, just as you must do at home, and live within our means.

Now, due to many factors, the Local is financially strong, but still vulnerable to reckless spending and those that would spend your hard earned dues monies irresponsibly.

As your Secretary-Treasurer I have **NEVER** failed to perform my Constitutional duties. Every month I present full and detailed financial reports to the membership, and the Trustees have found no discrepancies with my bookkeeping. This has all been accomplished with full transparency and accountability the membership expects and deserves.

The Local has assets of almost \$800,000.00. We must continue to have **QUALIFIED, EDUCATED, and EXPERIENCED LEADERSHIP** in the office of **Secretary-Treasurer** to face future challenges.

**ELECT  
NICK DI PASQUALE**



**SECRETARY  
TREASURER**

Hello brothers and sisters of the SAAAL. I am asking for your vote to be your *Secretary Treasurer* and would be honored to be responsible to be your fiduciary trusted representative. I have held many positions while serving in the local, such as; Chief Steward, Information Technician -Network Specialist, Trustee, and Maintenance repair technician, and member in good standing.

As the current Media Relations Specialist of the SAAAL, I'm responsible for keeping information posted on our SAAAL website, SAAAL Vision, and SAAAL You Tube channel. I have also served as the Chairperson of the board of trustees overseeing the finances of the local and understand the position of operating within the means of our budget.

I'm involved in assisting the officers of this local and doing my best to save money for our local. Keeping the local solvent is an integral part of the duties of the Secretary Treasurer.

I have worked many hours for the local without asking for any compensation. I believe in selfless acts versus self serving intentions.

I have many skills that have benefited the local and have come up with fresh ideas that have garnered the attention of our National APWU. I look forward to do the same for this upcoming election.

The membership has **Trusted and Respected** the current administration for, **working together, being transparent, and looking out for the best interest of the SAAAL membership**. I have participated in numerous pickets and marches as well. **No "Doom and Gloom" with me, only solidarity.**

**ELECT  
SANDRA PROO**



**Assistant Clerk  
Craft Director &  
Clerk Craft  
Delegate**

Hello Brothers and Sisters

My name is Sandra Proo Tour 2 Chief Steward at the Annex. I humbly ask for your Vote and support to be your next Clerk Craft Assistant Director for the Plant and Clerk Craft Delegate for our Local.

I have been a Union member since October 1, 2016 and a Union Steward for the past 6 months. I have attended Steward Classes at State and National Conventions and Craft Conferences for the past 4 years at my own expense to educate myself on Clerk issues. I attended Save our Service Informational Pickets, Martin Luther King and Cesar Chaves marches.

I was a Customer Service Representative for 15 years with CPS and 12 of those years I was a Member of the International Brotherhood of Electrical Workers Union and a Steward for the Customer Service Department.

During my tenure as a steward for the IBEWU I was able to settle or resolve many grievances dealing with overtime, holiday pay and discipline. Brothers and Sisters of the Clerk Craft I ask for your Vote to be your next Assistant Craft Director and Delegate.

I want to represent you take your issues and concerns to the State and National Conventions and vote on Constitutional Amendments and Resolutions that will be in our Local's best interest.

Thank you for your nomination and I hope I will be your choice for Assistant Clerk Craft Director and Clerk Craft Delegate.

**ELECT  
JENNIFER WRIGHT**



**Assistant Clerk  
Craft Director**

I, Jennifer Wright am requesting support of the Clerk Craft as I submit my nomination for Assistant Clerk Craft Director of the Plant. I have been a union member of the APWU for close to 10 years and have served as an alternate steward, steward, chief steward, and now have been placed as the Acting Assistant Clerk Craft Director with the recent retirement of Ruben "Cool" Martinez.

While serving I have made many sacrifices to fulfill the needs of all the members at the Plant by addressing the needs of all three Tours and speaking with the members on their perspective shifts.

I have been in attendance in my duties as a union official and my work assignments to hear the voice of the members. Therefore, with my strong commitment and effortless time to the union members I will continue to serve the members and continue to attend union meetings in identify with the pulse of the members.

During my tenure as a Union Steward / Assistance Craft Director, I have gained valuable experience assisting the membership and to assist my Director in helping convert 172 PSE's to career.

Also, I have participated in Labor & Management meetings, In Plant Support meetings and the Executive Board to help represent the members. Training stewards and assisting President Rincon and Craft Director Carlos Barrios with conducting PSE briefings which has resulted in signing up over 98% of our new members.

**ELECT  
MARIA CARDEN**



**MAINTENANCE  
TRUSTEE &  
DELEGATE**

I am seeking your vote for the positions of Maintenance Craft Trustee and State/ National Delegate.

As Chief Steward at the stations, members that I serve always know that I fight for them! I have always pursued more knowledge to be the most effective steward I can be. I am a custodian, representing BEMs and MMs at the stations has provided its challenges, it has compelled me to seek out all the ways and methods to use in the constant battle with management.

I went into this battle not knowing much about sub-contracting, but have been very successful in this fight for the members I represent. I became a steward to aid my fellow Maintenance employees, not for selfish gain. They know I'm always ready for battle to protect their rights as well as their jobs. I also take the nomination for Trustee very seriously. I think any expenditures from Union funds should be for the benefit of the whole Union, and not be frivolous or for the benefit of a few. After all, it is YOUR money and as Trustee I have a responsibility to make sure every penny that comes from those funds is spent judiciously and responsibly.

I have never made false promises and have been straightforward with the membership. I believe that my word, honesty and dedication to this Local is the most sacred thing a Union Official can give the membership they represent.

Please show your support and vote for, it's one vote you won't regret!

**RE-ELECT  
ALBERT "RED" CARDENAS**



**MAINTENANCE  
TRUSTEE &  
DELEGATE**

Hello brothers and sisters,

I hope everyone had a safe Holiday Season and a New Year!

I am asking for your vote to represent our craft as your Maintenance Craft Delegate and your Maintenance Craft 50 Trustee. These two positions complement each other. I am currently your Maintenance Craft Delegate and your Maintenance Craft Trustee.

I started with the USPS in December of 1996 as a mail processor on the DBCS; I also worked as a keyer on the 881, I also worked on the AFSM 1000 and as a relief expediter. I came to maintenance as a custodian in September of 1999; I am currently an ET on Tour 3.

Once again I am asking for your support through your vote to elect me as your Maintenance Craft Delegate your Maintenance Craft Trustee.

In our local election please vote for the candidates who you feel will have the best interest of our whole local and the different craft positions and not just their self-interest or the interest of a select few.

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

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

**ELECT  
GIOVANNA ST JOHN**



**CLERK TRUSTEE &  
DELEGATE**

Hello, my name is Giovanna St. John, people know me as Gigi or Gia. I am a transfer from Seattle, NDC and have been here in San Antonio for 6 months and love it, especially the sunshine!! I have been a steward for couple years now and I am proud to be able to continue my passion here in S.A. GMF.

I enjoy helping out the members and will continue to dedicate my time and effort whenever possible.

I have been a steward for a couple of years now and I am proud to be able to continue my passion here in San Antonio P&DC.

As a steward my responsibilities consisted of the following:

**Enforcing the Collective Bargaining Agreement**  
**Local Memorandum of Understanding**  
**Motivating Members**  
**Organizing Non-Members**

Also, keep members informed of APWU meetings, activities, and programs, referring members to outside agencies for assistance. I am running for the office of Trustee & Delegate. If elected, to Trustee I will be part of a team that will ensure that all union resources (money/assets) are used for legitimate union purposes as authorized by the membership according to the local constitution and by-laws. Lastly, we are facing some challenging times ahead of us. It is important to vote and exercise your right and make your voice be heard!! Solidarity!!

# IMPORTANT NOTICE

**If you do not receive a Local Election Ballot  
In the Mail by March 02, 2021**

**Contact the Union Office  
At 210-271-0853 and a Ballot  
Will be made available to you.**

# 2021 San Antonio Alamo Area Local Election Timetable

PROCESS	SAAAL CONSTITUTIONAL REQUIREMENT	DATE
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	<b>02/20/2021</b>
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	<b>02/22/2021</b>
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	<b>03/13/2021</b>
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	<b>03/13/2021</b>
Effective Date (3 year term)	Art. 5, Sec. 2- All elected officers and delegates of this local shall be elected by referendum vote for three (3) years effective the 2nd Saturday of April of the year they were elected to office	<b>04/10/2021</b>

## Jeff Greenlee .... Continued from page 5

### Final Numbers \*\*\*\*\*

BOA General Fund	<b>\$155,694.74</b>
SSFCU Fund Balance	<b>\$210,372.64</b>
Total Cash Assets	<b>\$366,067.38</b>

### Upcoming Expenses and Expenditures \*\*\*\*\*

Upcoming anticipated expenses will be this meeting and February General Membership Meetings, and perhaps more.... which will run around \$800 each due to it being held at the Hilton Garden Inn 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 in the Local election process. The elections in total run around \$10,000 through April of next year.

Please note that I have included a Quick Profit/Loss report.

As always, your finances are open and transparent. If you have any questions, please do not hesitate to contact me.

### QUICK REPORT

#### PROFIT LOSS REPORT JAN 1, 2020 - DEC 31, 2020

	Jan - Dec 20	Jan - Dec 19	\$ Change
<b>Ordinary Income</b>			
4010 · APWU Per Capita	\$529,896.92	\$436,953.19	\$92,943.73
4030 · Member Cash Dues	\$773.08	\$686.40	\$86.68
4050 · Donation Income	\$182.75	\$260.00	-\$77.25
4090 · Ad Sales	\$2,100.00	\$900.00	\$1,200.00
4095 · Merchandise	\$1,254.00	\$172.00	\$1,082.00
<b>Gross Profit</b>	<b>\$534,206.75</b>	<b>\$438,971.59</b>	<b>\$95,235.16</b>
<b>Total Expenses</b>	<b>\$345,931.86</b>	<b>\$374,703.36</b>	<b>-\$28,771.50</b>
<b>Net Ordinary Income</b>	<b>\$188,274.89</b>	<b>\$64,268.23</b>	<b>\$124,006.66</b>

### ASSETS

<b>Current Assets</b>			
BOA Checking	\$155,694.74	\$34,453.51	\$121,241.23
SSFCU Funds	\$210,370.57	\$100,741.20	\$109,629.37
Total Fixed Assets	\$427,146.66	\$427,146.66	\$0.00
<b>TOTAL ASSETS</b>	<b>\$793,211.97</b>	<b>\$562,341.37</b>	<b>\$230,870.60</b>

### MEMBERSHIP

	PP26/2020	PP26/2019
Number of Members	932	1,020
Number of Paying Members	882	964

# Notice of Nominations

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

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

## UNION AND EMPLOYER FUNDS PROHIBITION LETTER

Now that the campaign period has begun, 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 some 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 ALL 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 that happy to show you the information concerning Local Union Elections.



# Elect Alex Aleman APWU Local President

Dear Brothers and Sisters,

I'd like to take this opportunity to inform you of my decision to run for office of President of the San Antonio Alamo Area Local, in the 2021 Local Elections, and to seek your support. I'm running for President because I know I can do better and I will provide representation you deserve and expect.

I believe in being transparent with our members and representatives. I believe in treating people with dignity and respect, who ever you may be.

I am experienced and knowledgeable leader with a record of aggressive representation and accomplishments who can best represent the Local and our members as President.

- \* 15 years as Local President of the San Antonio Alamo Area Local
- \* Arbitration Advocate, I know how to fight for you!
- \* I have experience in Local Negotiations, no give backs to management
- \* I will exercise fiscal responsibility and safeguard your union dues money
- \* I will not raise your union dues, I support decreasing union dues \$5.00 a pay period
- \* There are currently 267 non-members in our local
- \* I will lead the effort to sign up non-members to generate more revenue for the local
- \* I will fight management to protect your rights and defend your rights
- \* I will stand up to management when they violate our National/Local Agreement
- \* I will file class action grievances for compliance with our National/Local Agreement
- \* I will represent members in the informal process (Mediation) of the EEO procedure
- \* I am a dedicated union member, I have never cancelled my union dues
- \* My loyalty is to the members, I have never served in Management
- \* I support David Hernandez for Vice-President, dedication and loyalty
- \* I support Jeff Greenlee for Secretary-Treasurer, experience and trustworthy
- \* This election, vote for Accountability, Representation and Fiscal responsibility

Political Ad Paid for by Alex Aleman



Elect

# David Z. Hernandez

## Vice President

## National Delegate

**Brothers & Sisters, I am David Hernandez and I am seeking your support for Vice President / Clerk Craft Delegate**

**I began my postal career January, 1985 and have experienced many different jobs in the Postal Service. I have experience at both the Plant and the Stations and can draw on that experience to relate to ALL issues.**

**My involvement with the Union since 2003 has brought me years of experience and training as Steward, Chief Steward, National Delegate and Trustee.**

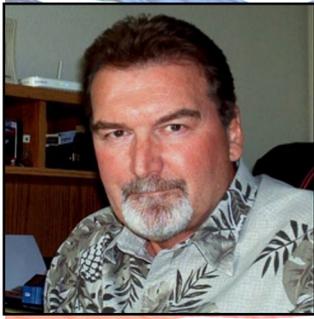
**My experience includes, but is not limited too:**

- **Air Force retired - 24 years/10 months.**
- **Postal Service 36 years.**
- **Steward 2003 to 2018.**
- **Chief Steward Tour 1 - 2010 to 2018.**
- **Elected as Clerk Craft Trustee in 2009 and again 2018 to present.**
- **Voted by the Trustees as Chairperson of the Trustees from 2012 to 2018.**
- **Member of the Executive Board from 2012 to 2018.**
- **Voted as Clerk Craft Delegate in 2018 to present.**
- **Attended numerous pickets/marches.**
- **I have written literally hundreds of grievances covering ALL subject matter.**
- **Won grievances totaling \$100,000.00 and \$40,000.00 fighting for your rights.**
- **Have sat on numerous Labor/Management meetings on issues that involve the members**
- **I have assisted MVS Craft and Maintenance Craft with grievances**
- **I have attended the National/State Conventions as your Clerk Craft Delegate representing you and being your voice.**

**I have attended numerous Steward training classes at Clerk Craft and Educational Conferences to include PSE Conversion, Article 12 Excessing, Article 37 Clerk Craft, Light/Limited Duty Issues, Discipline, and FMLA Training, which has provided me with the necessary knowledge to represent Union members not only at the Plant / Stations, but also at the Associate Offices if called upon.**

**I am ready for the challenge and am asking for your vote.  
I will represent all Members - Clerks, Maintenance and MVS  
“United not divided”**

*Vote Re-Elect Vote Re-Elect Vote Re-Elect Vote Re-Elect Vote Re-Elect Vote Re-Elect Vote Re-Elect*



# JEFF GREENLEE

FOR  
SAAAL

## Secretary-Treasurer

### *Vote Experience – Vote Results*

The office of Secretary-Treasurer has evolved greatly since you elected me your Secretary-Treasurer 6 years ago.

I have never been a “hands off” Secretary-Treasurer... I am not one of the “good ol’ boys” who will just go along and not make waves. I have advocated for what is right, Constitutional, and in the best interest of the members. Perhaps that is why I am not popular with some members of the Executive Board, but I do not work for the Executive Board, I work for you, the members.

The position has many areas of responsibility, with the primary responsibility being the financial health of the Local and making sure your dues monies benefits ALL members. The Secretary-Treasurer MUST have the skills, not only in SAAAL Constitutional knowledge, but also in the areas of Labor law and fiduciary responsibility. This includes being proficient in QuickBooks, Word, Excel, Paint, etc. Without these demonstrated skills the responsibilities to the membership could not be fulfilled.

***No one can say that I have not performed all duties required of me diligently and in the best interest of the membership.***

I have over 35 years of dedication, experience and training as a Union Official to help lead it through the tough times ahead. I have been a Steward, Chief Steward, Recording Secretary, Editor, Vice President and now your Secretary Treasurer. Each of those positions brings experience, knowledge and training that are all used to make me a better, and qualified, Secretary Treasurer.

#### **CAN MY OPPONENT STATE THE SAME???**

If those running for the office think it is just a figurehead position, with little demonstrated knowledge and skills, if they think “visiting” the GMF or Stations and walking around the work room floor shaking hands is a duty of the Secretary-Treasurer then they are sorely mistaken. If they do not possess the experience, fight or skills necessary to do the job then they would be performing a disservice to you, the membership, to your Officers and Stewards, and to the SAAAL/APWU in general.

***It is not a liability to be older and more experienced, it is an asset, don't let anyone tell you otherwise.  
This is NOT the time for On-the-Job Training!!***



# Re-Elect Jeff Greenlee For Secretary-Treasurer

Members, thank you for allowing me to be YOUR Secretary-Treasurer for the past 3 years. I am asking for YOUR continued support and vote as YOUR Secretary-Treasurer for the next 3 years.

The SAAAL has had many financial challenges in the last 6 years. We are now financially stable but recent history has shown how fragile that can be. During my time as your Secretary Treasurer I have always been truthful and honest in my financial reports. I have always relied on the numbers and reported the same to the membership. As I have always said "NUMBERS DO NOT LIE!"

As your Secretary-Treasurer I have NEVER:

- missed a bill payment
- been assessed a late charge
- failed to pay federal tax liabilities
- failed to file federal reports
- failed to make detailed financial reports to the membership



This has all been accomplished with full transparency and accountability the membership expects and deserves.

Of course none of this would have been possible without the full support of the membership. But we must continue to have QUALIFIED, EDUCATED, and EXPERIENCED LEADERSHIP to face future challenges.

**Please Vote Jeff Greenlee for Secretary-Treasurer**

## MAINTENANCE CRAFT MEMBERS

### ALEX ALEMAN & JEFF GREENLEE NEED YOUR HELP

We need your help and support in keep this Local moving forward.



The Postal Service is constantly changing and the Union must be able, with experience and knowledge, to confront these changes, we must be proactive and progressive.

As Maintenance members you realize that knowledge and experience is essential for a strong organization. It allows those who have served their time to move into desirable positions.



We know that our Union can be stronger still... Knowledge and experience plays a vital role in YOUR career development. Ask yourselves if our opponents are more experienced, and have a platform to improve the Union.

Do NOT let unqualified officers deprive you of your career development, job advancement and growth.

Please vote

**Alex Aleman for President  
Jeff Greenlee for Secretary-Treasurer**

## MVS/VMF MEMBERS

### ALEX ALEMAN & JEFF GREENLEE NEED YOUR HELP

We need your help and support in to keep this Local moving forward.



The Postal Service is changing almost daily and the Union must be able, with experience and knowledge, to confront these changes.

Ask yourselves if our opponents have the experience that we have in negotiations, finances, and confronting management on contractual issues that affect your working conditions.



The Postal Service will be undergoing changes unseen in our lifetimes. You need the experience that we bring to the table to protect your jobs and benefits. Help us to allow YOUR Union to continue to advance in maintaining your work.

What the Union needs at this time is representation by experienced, knowledgeable and trained officers!

Please Vote

**Alex Aleman for President  
Jeff Greenlee for Secretary-Treasurer**

# A Vote in the Right Direction

- Vote: For leadership that doesn't disrupt meetings**
- Vote: For leadership that is honest and has integrity**
- Vote: For leadership that work together as a team**
- Vote: For leadership that is open and transparent**

**President:** *Chris Rincon*  
**Vice President:** *Fred Duncan*  
**Secretary Treasurer:** *Nick Di Pasquale*  
**Assistant Clerk Craft Director Plant:** *Jennifer Wright*  
**Clerk Trustee:** *Mary Skala*  
**Clerk Trustee:** *Giovanna St. John*  
**Clerk Delegate:** *Ruben Martinez*  
**Clerk Delegate:** *Jennifer Wright*  
**Clerk Delegate:** *MD Rohman*



Chris Rincon



Fred Duncan



Nick Di Pasquale



Ruben Martinez



Jennifer Wright



Giovanna St John



## GENERAL MEMBERSHIP MEETING MINUTES — JANUARY 16, 2021

**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 6ft apart and temperature readings are to be taken when entering the meeting room. These rules are for your safety and health.

**The invocation** was given by Recording Secretary Celeste Ornelas.

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

**Roll Call of Officers:** Chris Rincon, Jeff Greenlee, Celeste Ornelas, Carlos Barrios, Faron Hierholzer, Robert Proo, Jennifer Wright, Robert Butke, Dennis Barboza, Max Trevino, and Paul Martin

**Absent was** Paul Martin.

President Rincon made a motion to have Jennifer Wright be interim Assistant Clerk Craft Director, As well as Celeste Ornelas, to be Interim Recording Secretary. Motion was made to transpose regular order of business for nominees for office. Nomination committee consisted of Jerrell Williams, Violet Karst, Monique Kyles Mike May and Ron Maner.

**ARTICLE 5 was** read by Recording Secretary Celeste Ornelas. Nomination Committee commenced with the selection of nominees.

### **For**

#### **For the Office of President:**

1<sup>st</sup> nomination: Chris Rincon  
Nominated by Ruben Martinez  
2<sup>nd</sup> nomination: Alex Aleman  
Nominated by Norma Impallari

#### **For the Office of Vice President:**

1<sup>st</sup> nomination: Nick Di Pasquale  
nominated by Fred Duncan  
2<sup>nd</sup> nomination: Carlos Barrios  
nominated by Alex Aleman  
3<sup>rd</sup> nomination: Fred Duncan  
nominated by Chris Rincon  
4<sup>th</sup> nomination: Sterling Ricks  
nominated by Alex Aleman  
5<sup>th</sup> nomination: David Hernandez  
nominated by Alex Aleman  
6<sup>th</sup> nomination: Ruben Hernandez  
nominated by Alex Aleman

#### **For the Office of Treasurer**

1<sup>st</sup> nomination: Nick Di Pasquale  
nominated by Fred Duncan  
2<sup>nd</sup> nomination: Jeff Greenlee  
nominated by Yolanda De Leon

3<sup>rd</sup> nomination: Celeste Ornelas  
nominated by Chris Rincon  
4<sup>th</sup> Nomination: Mary Skala  
nominated by Nick Di Pasquale

#### **For the Office of Clerk Delegates**

1<sup>st</sup> Nomination: Celeste Ornelas  
Nominated by Yolanda DeLeon  
2<sup>nd</sup> Nomination: Jennifer Wright  
Nominated by Chris Rincon  
3<sup>rd</sup> Nomination: Daphne Belton  
Nominated by Jennifer Wright  
4<sup>th</sup> Nomination: Ruben Martinez  
Nominated by Chris Rincon  
5<sup>th</sup> Nomination: Sandra Proo  
Nominated by Chris Rincon  
6<sup>th</sup> Nomination: Angel Jimenez  
Nominated by Robert Butke  
7<sup>th</sup> Nomination: David Hernandez  
Nominated by Alex Aleman  
8<sup>th</sup> Nomination: Carl Jemerson  
Nominated by Celeste Ornelas  
9<sup>th</sup> Nomination: Monique Kyles  
Nominated by David Hernandez  
10<sup>th</sup> Nomination: MD Rohman  
Nominated by Chris Rincon  
11<sup>th</sup> Nomination: Robert Butke  
Nominated by Ruben Hernandez  
12<sup>th</sup> Nomination: Mary Skala  
Nominated by Jennifer Wright  
13<sup>th</sup> Nomination: Sandra Lira  
Nominated by Alex Aleman  
14<sup>th</sup> Nomination: Yolanda De Leon  
Nominated by Celeste Ornelas  
15<sup>th</sup> Nomination: Chris Rincon  
Nominated by Ruben Martinez  
16<sup>th</sup> Nomination: Violet Karst  
Nominated by Chris Rincon  
17<sup>th</sup> Nomination: Carlos Barrios  
Nominated by Alex Aleman  
18<sup>th</sup> Nomination: Giovanna St John  
Nominated by Celeste Ornelas  
19<sup>th</sup> Nomination: Fred Duncan  
Nominated by Chris Rincon  
20<sup>th</sup> Nomination: Norma Impallari  
Nominated by Jeffrey Greenlee  
21<sup>st</sup> Nomination: Alex Aleman  
Nominated by David Hernandez  
22<sup>nd</sup> Nomination: Sterling Ricks  
Nominated by Alex Aleman

#### **For the Office of Clerk Trustees**

1<sup>st</sup> Nomination: Monique Kyles  
Nominated by Norma Impallari  
2<sup>nd</sup> Nomination: Daphne Belton  
Nominated by Jennifer Wright  
3<sup>rd</sup> Nomination: Carl Jemerson  
Nominated by Celeste Ornelas  
4<sup>th</sup> Nomination: David Hernandez

## GENERAL MEMBERSHIP MEETING MINUTES — JANUARY 16, 2021

### Continuation of Clerk Trustees

6<sup>th</sup> Nomination: Yolanda De Leon  
Nominated by Celeste Ornelas  
7<sup>th</sup> Nomination: Sandra Lira  
Nominated by Alex Aleman  
8<sup>th</sup> Nomination: Mary Skala  
Nominated by Chris Rincon

### For the Office of Legislative Director

1<sup>st</sup> Nomination: Robert Proo  
Nominated by Chris Rincon  
2<sup>nd</sup> Nomination: Sandra Proo  
Nominated by Chris Rincon

### For the Office of Maintenance Delegate

1<sup>st</sup> Nomination: Mary Carden  
Nominated by Robert Proo  
2<sup>nd</sup> Nomination: Albert Cardenas  
Nominated by Robert Proo  
3<sup>rd</sup> Nomination: Nck DiPasquale  
Nominated by Jarrett Williams  
4<sup>th</sup> Nomination: Jarrett Williams  
Nominated by Max Trevino  
5<sup>th</sup> Nomination: Mike May  
Nominated by Jarrett Williams

### For the Office of MVS Trustee

1<sup>st</sup> Nomination: Ron Odom  
Nominated by Ron Maner

### For the Office of Maintenance Trustee

1<sup>st</sup> Nomination: Albert Cardenas  
Nominated by Robert Proo  
2<sup>nd</sup> Nomination: Maria Carden  
Nominated by Robert Proo

### For the Office of Recording Secretary

1<sup>st</sup> Nomination: Celeste Ornelas  
Nominated by Chris Rincon  
2<sup>nd</sup> Nomination: Angel Jimenez  
Nominated by Ruben Hernandez

### For the Office of Clerk Craft Director Plant

1<sup>st</sup> Nomination: Carlos Barrios  
Nominated by Ruben Martinez  
2<sup>nd</sup> Nomination: David Hernandez  
Nominated by Alex Aleman

### For the Office of Asst Clerk Craft Dir Plant

1<sup>st</sup> Nomination: Jennifer Wright  
Nominated by Fred Duncan  
2<sup>nd</sup> Nomination: Sandra Proo  
Nominated by Chris Rincon  
3<sup>rd</sup> Nomination: David Hernandez  
Nominated by Alex Aleman

### For the Office of Clerk Craft Director Stations

1<sup>st</sup> Nomination: Ruben Hernandez

Nominated by Robert Butke  
2<sup>nd</sup> Nomination: Norma Impallari  
Nominated by Alex Aleman

### For the Office of Asst. Clerk Craft Dir. Stations

1<sup>st</sup> Nomination: Robert Butke  
Nominated by Ruben Hernandez

### For the Office of Maintenance Craft Director

1<sup>st</sup> Robert Proo  
Nominated by Albert Cardenas

### For the Office of MVS Delegate

1<sup>st</sup> Nomination: Ron Odom  
Nominated by Faron Hierholzer

### For the Office of Asst. MVS Craft Director

1<sup>st</sup> Faron Hierholzer  
Nominated by Ron Odom

### For the Office of MVS Craft Director

1<sup>st</sup> Nomination by Ron Odom

President Chris Rincon called for a motion to go back to regular order of business. The Financial Report for the months of Nov and Dec 2020 was presented by Treasurer Jeff Greenlee. Treasurer Greenlee thanked President Rincon for his assistance during the Covid 19 pandemic. He reported that he has been able to do most of the Quick-Books work from home, but without his assistance, maintaining the Unions accounts would have been much more difficult. Treasurer reported Nov, Dec was an unremarkable month. **Check Balance for Nov \$ 155,694.74, Total Expenses for Nov. \$30,349.86, Total Deposits for Nov. \$37,886.95; Check Balance for Dec. \$155,694.74 Total Expenses for Dec \$30, 349.86; Total Deposits for Dec. \$37,886.95. Checking Balances \$155,694.74; Savings Balance \$210,372.64; Total Cash Assets \$366,067.38**

### Unfinished Business

Ruben Martinez made a motion to discuss the vote to approve or disapprove Sterling Ricks as a full dues paying member. There is a dispute between SAAAL and National whether there is concurrence of Sterling Ricks coming back. Discussion was held for and against Sterling Ricks returning as a full dues member. The Parliamentarian called time 15 minutes of discussion. President Rincon closed discussion. Brother Alex Aleman challenged the chair and a vote was taken to extend the discussion. The discussion was extended for 5 more minutes. Members voted 17 for and 18 against motion did not pass. The members were then asked to vote on the approval or disapproval of having Sterling Ricks to return as a full dues paying member. Members voted 17 against and 14 for.

The Motion did not pass to allow Sterling Ricks to return as a full dues paying member.

## GENERAL MEMBERSHIP MEETING MINUTES — JANUARY 16, 2021

### Executive Board Recommendations:

1. Recommend to get quotes to build a fence on the back and side of the union hall.
2. Recommend to look into getting a credit card for the union. The card will be in the unions name and not an individual and only authorized member will be able to use.
3. Recommend taking \$12,986.40 for the 2021 property taxes from the General Account. To leave the money presently in the Property tax fund. Motion passed.
4. March, April and May General Membership Meetings which will run approximately \$700 each month due to it being held at the hotel for safe Covid-19 protocols. Motion passed.
5. Recommended to have the 1187's processed by Secretary Treasure office. At present the Vice President and the Secretary Treasurer are processing to National. Motion passed.

### New Business

Three constitutional amendments were read to the member and the recommended changes to the amendments. They will be discussed and voted on in the February meeting. Maria Carden made a motion to reduce the dues by \$5. To have a secret vote in the February meeting.

### Officers Report:

**Clerk Craft Director (B)** Craft Director, Ruben Hernandez the wait time in line at the stations is taking 45 minutes to help customers. Covid-19 Admin Pay is no longer available after December 31, 2020. You will have to use your leave or LWOP. The stations are having issues with not enough clerks to perform these duties because there are not enough clerks to man the windows.

**Clerk Craft Director (A)** Craft Director, Carlos Barrios asked for a moment of silence for the passing of two former long time union members Alex Mata and Dan Sanchez. These members passed away in the month of December. All of those employees that are on Out of Schedule jobs are to return back to their normal bid assignment. This will be effective as of January 29, 2021. Carlos wanted to thank the Executive Board on this past year for all their hard work. The postal service has realigned the ramp clerks which will fall under logistics. The postal service is still working to move them from the GMF to Logistics. When filing a grievance, you do not have the right to ask about another members grievance.

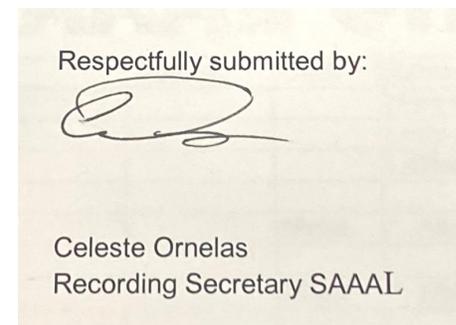
**Motion to adjourn** was made and second. Meeting was adjourned at 15:09

### Drawing for the Monthly Door Prize

- |                               |        |
|-------------------------------|--------|
| 1. <b>Felix Castillo</b>      | PL 137 |
| 2. <b>Ross Latta</b>          | PL 704 |
| 3. <b>Christopher Montero</b> | PL 801 |
| 4. <b>Keena Pryor</b>         | PL 700 |
| 5. <b>Michael Askew</b>       | PL 339 |

### Drawing for the Door Prize (from the Sign in Book)

1. **Mary Skala**



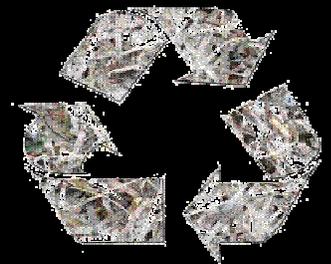
### Shredding Service Available For APWU Members

**The San Antonio Alamo Area Local has contracted with a local document shredding company.**

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

**If you choose to utilize this FREE Service please contact the Union office at 210-271-0853 if you have any questions.**

**It Pays to Belong!!**



**VOTING ON AMENDMENTS AND DUES DECREASE****THREE AMENDMENTS,  
WILL BE READ AND VOTED****ARTICLE XV Amendments**

**Section I.** Any proposition to repeal, annul, or alter any part of this Constitution shall be submitted in writing to the Recording Secretary at a membership meeting, signed by at least twenty-five (25) members in good standing or passed by a majority vote of the Executive Board. The Constitution and By-Laws Committee shall check and correct the wording of all amendments to the Constitution and resolutions when needed.

It must be read at the following two consecutive membership meetings and published in the Union newspaper. It must receive a two-thirds (2/3) vote of the members voting at the second consecutive membership meeting in order to be adopted. Debate shall take place only at the second reading. The proposed amendment shall have been advertised as part of the order of business for this meeting. Section 2. A defeated amendment is hereby prohibited from being presented for a period of six (6) months after it has been defeated.

**PROPOSED REDUCING OF PAID DUES****ARTICLE XII REVENUES**

**Section I.** The monthly dues of this Local shall be determined in accordance with Section 2 of this article and payable under the dues check off system.

**Section 2.** The dues of this Union Shall be raised by the following methods:

(a) By a motion at a General Membership meeting and a second to the motion, with a notice posted at least 15 days before the next General Membership meeting, and a majority vote of the members present and voting by secret ballot the dues may be raised or lowered. This action shall not be repeated within six months following the voting.

(b) By an automatic increase of twenty-five (25) cents for each one hundred (\$100.00) dollars salary increase not to exceed one-dollar dues increase a year. (c) Any increase in per capita tax by action of the Executive Board or Convention by any organization to which this local is affiliated shall be levied automatically on all members of this Local 30 days after effective date of increase.



***Congratulations to all those candidates listed below who were voted in their perspective office by acclamation!!!!***

**Clerk Craft Director (A)**

**Carlos Barrios**

**Clerk Craft Director (B)**

**Ruben Hernandez**

**MVS Craft Director**

**Faron Hierholzer**

**Maintenance Craft Director**

**Robert Proo**

**Asst. Clerk Craft Director (B)**

**Robert Butke**

**Asst. MVS Craft Director**

**Dennis Barboza**

**Asst. Maintenance Craft Director**

**Max Trevino**

**MVS Trustee/ Delegate**

**Ron Odom**

**Recording Secretary**

**Celeste Ornelas**



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**Case Manager:  
Gloria Herrera**

# General Membership Meeting

## February 20, 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\*\*\*\*\*

- Reduce the Dues Vote
- Election Committee Selection
- Financial Report
- Officers Reports
- Executive Board Recommendations



The Deadline for  
articles to  
appear in the  
  
April  
Dispatch is  
**MARCH 26**  
  
Your cooperation  
is appreciated.

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