

San Antonio Alamo Area Local #195



DISPATCH

Celebrating 103 Years of
Representing Postal Workers

VOLUME 67 NO. 4

SAN ANTONIO ALAMO AREA LOCAL



JUNE / JULY 2021

PRESIDENT

ALEX ALEMAN

Elections Finally Over!!



I want to thank the members for enduring 2 elections in 3 months. The members made it clear who they wanted to lead the local for the next 3 years. In the President's rerun election, the election was almost identical as the first election. No matter who you voted for, thank you for voting!

Having a third party conduct our elections took the election out of our hands locally. The first ballots were mailed from Sacramento, Ca, taking weeks to receive, while the replacement ballot mailed from Maryland arrived sooner than the first ballots from Sacramento. A mix-up of ballots occurred for both the Maintenance and MVS craft requiring a third mail out for both of these crafts.

As of the writing of this article our local is waiting for the bill statement for the handling of the rerun election. The approximate cost for the rerun election according to the contract from Trueballot is **\$8,300.00**. I will report to the members the final cost for the rerun election and the total cost for both elections on the next issue of the Dispatch. I want to congratulate all of the members who were elected and endured two (2) elections.

Thanks to the Election Committee for finally putting to an end of a rerun the second time. The elections are behind us; we must start acting like a union, support each other and start representing our members like they deserve to be represented.

National Negotiations started June 21, 2021. When we enter negotiations the members must be united, the APWU is the only party who represents the best interest of postal workers and not postal management.

One of the first objectives of the union is to have a general wage increase every year of the contract and to continue and protect the cost of living allowances. The union will fight for greater wage increases due to sacrifices postal workers endured during the pandemic.

Postal Workers put their lives and family lives on the line to continue processing the mail and delivery of the mail. Postal Workers deserve to be compensated beyond and above the average wage increase. One of the goals of the union is to have a negotiated agreement with postal management, and to avoid arbitration and allowing one person to decide what we gain or lose.

“The union will fight for greater wage increases due to sacrifices postal workers endured during the pandemic”.

It is in the best interest of the members to have a negotiated contract. After national negotiations are over the local will begin local negotiations. I am already reviewing our LMOU and other LMOU's from around the country to find opportunities to enhance our rights.

At the March General Membership Meeting the members in attendance voted to decrease union dues **\$5.00** a pay period. The decrease went into affect PP 12. Thanks to members for paying union dues, it is members like you that keep this local operating to represent you. Under the National Labor Relations Act you have a Right to fair representation. You have a right to be represented by your union fairly, in good faith, and without discrimination.

On June 17th and 18th we had the participation of all-crafts for stewards training which included new and current stewards. The training was put together by the Craft Directors. I want to have more training for our stewards and we need more members to volunteer to be stewards. I will invite the National Business Agent from each craft to conduct training on topics of importance to each craft.

I will strive for the San Antonio Alamo Area Local to have the best trained stewards in the state of Texas.

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ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
Alex Aleman Associate Editor

This is the Official Publication of the
San Antonio Alamo Area Local,
American Postal Workers Union, AFL-CIO

AFFILIATIONS

American Postal Workers Union, AFL-CIO
Texas Postal Workers Union, AFL-CIO
San Antonio AFL-CIO Council
Public Employees Council, AFL-CIO
APWU Postal Press Association
Texas Postal Press Association
Post Office Women for Equal Rights

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President..... Alex Aleman
Vice-President..... David Hernandez
Secretary Treasurer..... Jeff Greenlee
Recording Secretary..... Celeste Ornelas

CRAFT OFFICERS

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

UNION OFFICIALS

Editor..... Carlos Barrios
Network/IT Administrator Nick DiPasquale
Trustee Chairperson..... Ron Odom
Trustee (Clerk)..... Sandra Lira
Trustee (Clerk)..... Daphne Belton
Trustee (Clerk)..... Carl Jemerson II
Trustee Maintenance..... Albert (Red) Cardenas
Trustee (MVS)..... Ronald Odom
Delegate (Clerk)..... Sandra M. Proo
Delegate (Clerk)..... Ruben (Cool) Martinez
Delegate (Clerk)..... Carl Jemerson II
Delegate (Clerk)..... Daphne Belton
Delegate (Maintenance)... Albert (Red) Cardenas
Delegate (MVS)..... Ron Odom
Sergeant-At-Arms..... Faron Hierholzer
APWU Health Plan Rep..... David Estrada
Legislative Director..... Vacant

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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Union Secures Third Historic Staffing Agreement

Today, the American Postal Workers Union and postal management signed a major new agreement to address longstanding understaffing issues in mail processing functions at the Postal Service. Under the terms of the new agreement the "Function" 1 mail processing staffing will be increased with 3,741 new career positions.

The agreement also establishes the additional conversion of at least 3,641 PSEs to career. In total the agreement will result in the 7,400 PSE conversions. These conversions will take place no later than August 14, 2021 and will be applied to 245 installations throughout the country as determined by management. As part of this agreement, and in an effort to improve service provided to the public during the holidays, the APWU has agreed to extend by two pay periods (four weeks) the 2021 "Holiday Peak Season" in Function 1.

"This agreement is another milestone in our priorities of securing career positions for postal workers and providing top-class service to the public," said APWU President Mark Dimondstein. "We've been relentless in urging management to address staffing issues. This agreement is another big step in the right direction and will undoubtedly better the lives of thousands of PSEs and help us better serve the people of the country."

This new agreement is the third in a series that increased total clerk craft career staffing by approximately 10,000 jobs and created the conversion of 14,000 PSEs to career. The Union remains committed to addressing similar ongoing staffing issues in Function 4 (retail) and will continue to press management to address the problems of understaffing.

VICE PRESIDENT

DAVID HERNANDEZ

Keep the Torch of Solidarity Alive



Hello Brothers and Sisters,

Hopefully when you are reading this, it finds you in the best of health and may you and your family be blessed.

First, I would like to thank everyone that took the time to vote, this is your voice and your right as a union member. Again, thank you for allowing me to represent you the next three (3) years as your Vice President and National Delegate. And to all that helped make it possible I sincerely say thanks.

I along with your elected officials, stewards and members will be your voice in keeping this union strong. I will work to continue to keep the unity the Clerks, Maintenance and MVS divisions have attained so hard the past three years. We will all work on enacting a solid alliance against Management and not against each other. My thanks go out to former President Chris Rincon and his administration for demonstrating their loyalty, dedication, and leadership in guiding our local thru difficult times along with the assistance of their administration the past 3 years.

By now you probably heard or read, that the National American Postal Workers Union (APWU) has commenced with our Contract negotiation which will expire September 2021. The new campaign slogan that was selected will be **“OUR UNION, OUR CONTRACT, OUR FUTURE.”** With the work of our leadership team and all the APWU members we will succeed in providing another successful contract that will provide great benefits.

Postal Pulse

Postal employees can once again expect literature in promoting the Postal Pulse that will be sent to their homes, and at work. The APWU leadership urges all the membership to not participate in this survey. Don't allow management to intimidate you into filling out this survey, remember it is your right to say NO! APWU reminds us that filling out the survey will only help the Post Service use the survey against the Union during contract negotiations. Just say no to the Postal Pulse.

Also please take the time to read the American Postal Worker magazine which has good information. You can provide the entire envelope to the union office and it will be placed in a drawing. Several winners will be selected for not taking this senseless survey. Stay healthy and avoid Postal Pulse that is dangerous for your postal career.

Plant

More and more changes are coming, newly formed jobs, conversions, and changing of reporting time for many sections. Remember that management will attempt to make changes, however, the union will make certain that management follows the contract with the moving of jobs. Management is reposting jobs to different times by moving jobs several hours and having the livelihoods of clerks impacted again due to their ability of not knowing how to manage the complement of clerks. I also promise to work together with all the craft directors and stewards to ensure the best representation for the members. My office door will always be open to all members of this local.

TPWU Convention

Since Covid we have not been able to attend any conferences or conventions and now we will venture out to attending the Texas Postal Workers Union (TPWU) conference June 24- 26, 2021 in Houston. Hopefully, the message they deliver at the conference will help our members.

“I along with your elected officials, stewards and members will be your voice in keeping this union strong. I will work to continue to keep the unity the Clerks, Maintenance and MVS divisions have attained so hard the past three years.”

Future Meetings

I'm hoping we can get back to our Union Hall in July for our general membership meetings. I challenge you members to bring a union

member who has not attended a meeting so they can experience how their local conducts business. It would be nice to see new faces during our meetings. We will continue to follow the Center for Disease Control (CDC) protocols to keep our members safe. Attend a meeting and remember that you have nothing to lose and everything to gain.

Many members have expressed that they have never seen their union building. Well now is the time to change that and allow them to make a difference. As I have stated, before to the young and newly members of this Local it is time to get involved and be part of a great entity and remember that you are the future of this union. If you have any interest in preserving the strength of this union then it will require for us all to work together and maintain what we have and stay strong and united and safeguard the hard fought victories of the sisters and brothers established for us.

Romans 15:13

“May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit”.

United We Stand, divided we fall!

In Solidarity!! David Z. Hernandez

SECRETARY TREASURER**JEFF GREENLEE**

The Membership Has Spoken!!



First of all, I would like to THANK YOU, the membership, for electing me to serve you as your Secretary Treasurer for the next 3 years. This election has been long and drawn out but finally the will of the membership has spoken.

It is a great honor that you have put your faith and trust in me as the chief financial officer of the Local, I WILL NOT LET YOU DOWN!!

I promise to be honest with you about YOUR Union finances... some of my reports may not be liked by some, but I promise that the reports I present will always be in accordance with our Local's Constitution and be accurate, accountable, transparent and in the best interest of the members of the San Antonio Alamo Area Local. One of my primary responsibilities is to protect the Local, the Officers, and you the members in the financial dealings of the Local.

We may not always agree on the process but we can agree that each and every one of us has the right to hold their beliefs and to stand up for them.

As always, if you have any questions about the Union finances, please do not hesitate to contact me. Our books are always open and transparent.

I would also like to congratulate the winners of their elections and those that ran races and conceded the results honorably, all except one.

Unfortunately, one candidate felt compelled to air his disappointment by publicly airing his disdain for our process and the will of the membership on his YouTube channel for the entire world to see. I will not go into the actual postings but realize that in this YouTube posting he is not only attacking your leadership but also those MEMBERS that voted against him, even those in his own craft that he represents as a Chief Steward.

I can understand his disappointment at not winning the election for the second time, but to attack the officers, officials, Stewards, and members in such a vicious, vindictive way with name calling goes beyond just being disappointed or upset, it is intolerable and should not be rewarded or condoned, but shunned and rejected.

So, I say to the 170 who voted for me May God Bless You!!, to the 127 who voted against me I also say May God Bless You, and please allow me to grow from this experience and earn your vote in the next election.

It is easy to be gracious as a winner but what truly defines a person is their grace in a loss.

“Anyone can be a gracious winner; After losing shows strength of character” – Donald Lynn Frost

Now ALL officers and officials need to recognize that the election is over and get on with the business of the Local.

We have much bigger battles to fight without fighting amongst ourselves.

We have a system of checks and balances....

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

The President/Vice President signs all checks and I explain each check to them as they are signing them.

Quarterly the Trustees do an audit on the books, they check every voucher, deposit, check and receipts. Their Constitutional duties states that... **“They shall check the expenses, receipts, and procedures of all business, social, entertainment, recreational and welfare functions given**

or sponsored by this Local. The Trustees shall have the responsibility of verifying receipted expenses. Any monies outstanding shall be determined by the Trustees...”.

No where in their duties and responsibilities does it say that they interpret the Constitution.

The Trustees have NEVER come to the membership and stated there was something wrong with the BOOKS!

The Trustees should be an unbiased committee that the Union can look too for the welfare of the Union and the assurance that Union funds are spent properly. They should be a deliberative body with sound judgment, they should not be a political extension of a particular group or used to further political agendas.

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

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

“So, I say to the 170 who voted for me May God Bless You!!, to the 127 who voted against me I also say May God Bless You, and please allow me to grow from this experience and earn your vote in the next election.”

continued on next page

I have even gone so far as to prepare charts and graphs and present financial prospectus. I and the President have both stated that the books are open and transparent for any member to review, any question will be answered. You may not agree with the answer, but an answer is provided. Every member has a fiduciary responsibility when it comes to **YOUR** Union finances.

So, I was surprised when I heard someone state at the May General Membership Meeting that there was perhaps something "shady" going on with the finances. What they were basically stating is that none of us are doing our jobs, not only attacking those they mention directly but also the President, Vice President, Trustees, our Accountant and most importantly **YOU** the members.

I found it especially puzzling that the person making the statement was at their first meeting and has never spoken to me or asked me a question about the finances, they were relying on hearsay and gossip which on its surface is dubious at best, but during an election it should always be taken with a grain of salt especially when those making the accusations have nothing to lose in the election.

If those spreading these lies believe it to be true, they should file charges or call the Department of Labor and stop trying to further their own political agenda or settle political scores!

Treasurers Report for MAY 2021

May was a remarkable month just by the sheer volume of 162 transactions that includes the payout of over \$19,000 in payroll expenses and over \$3,000 in Stewards Rebates.

We did manage a Total Cash Assets increase of approx. \$10,900 but it must be remembered that **we did not compensate our President one cent in May.**

The dues decrease effective PP 12 will put pressure on our balance sheet and as of the Dispatch deadline we still don't know what the total cost for his election cycle will be. As it stands right now at the end of May we have spent over \$22,000 and the open-ended bill from the Re-Run election has not come in so I am expecting the cost of the election to run close to \$30,000. A complete report will be given at the July General Membership Meeting.

Other than that, there were just a few items of note.

General Fund *****

Our beginning General Fund Balance was \$199,254.04.

As I stated earlier, we did payout of over \$19,000 in payroll expenses and over \$3,000 in Stewards Rebates.

We had the Banquet Hall rental of \$710, hopefully that will be the last time we will have that expense as the virus seems to have abated somewhat and we are planning on the July GMM Meeting being back in our Union Hall.

We did payout the scholarship winners in May and congratulation to them for their achievements.

Monthly General Fund Totals *****

Total Deposits	\$ 40,151.70
Total Expenses	\$ 31,869.83
Checking Ending Balance	\$ 207,535.91

SSFCU Funds *****

I did not transfer from the SSFCU Funds the expense of the Scholarships and the expense of the Stewards Rebates. The funds are maxed out and there is not undue pressure to transfer the fund. This will be discussed with the Trustees and the members.

Profit/Loss Quick Report

	Apr - May 21
Ordinary Income/Expense	
Income	
4010 · APWU Per Capita	\$85,971.31
4011 · Retiree Per Capita	\$612.00
4090 · Ad Sales	\$300.00
Total Income	\$86,883.31
Gross Profit	\$86,883.31
Expense	
Total Expense	\$79,618.05
Net Ordinary Income	\$7,265.26
Assets	
Current Assets	
BOA Checking	\$207,535.91
SSFCU Funds	\$204,862.11
Total Cash Assets	\$412,398.02

Final Numbers *****

BOA General Fund	\$ 207,435.91
SSFCU Fund Balance	\$ 204,862.11
Total Cash Assets	\$ 412,398.02

I have included an April-May Profit/Loss Report Quick Report for your reference.

Upcoming Expenses and Expenditures *****

Upcoming anticipated expenses for June/July will be the cost of the re-run election, still unknown at this time.

Texas Postal Workers Union Convention cost of approximately \$11,000.

The dues decrease became effective PP12/2021 which will result in an approximate decrease \$4,600 in our Per Capita check. This should be reflected in the July Financial Report.

I have been working hard on getting the 1187's (Union sign-up forms) and trying to keep track of different problems stemming from National and the USPS.

If anyone has a fund that they think we should set up for current or anticipated expenses whether known or unknown, please bring it up at the July General Membership Meeting.

OUR UNION, OUR CONTRACT, OUR FUTURE

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Stop De Joy's Annihilation of Our Service!



Greetings, Sisters & Brothers, now that half of the year is over, challenges are still looing to jeopardized the existence of the United States Postal Service (USPS).

From COVID-19 to Postmaster General Louis De Joy's endeavor to dismantle our national treasure we must work together to stop the assault with other activist and defend against his attempt to Privatize the USPS.

When struggles have presented themselves to the existence of the USPS, the American Postal Workers Union (APWU) has stepped up to the challenge as we did against the fight against Staples. You the guardians of our public post office have stood up against it and fortified our survival. It has now become so imperative that we engage the Postal Support Employees (PSEs) in this battle. Attention to all of our tenured union members and leaders, lets get the PSE's to join us in the battlefield and defend what is rightly ours!!!!

Postal Iceberg

The recent ten (10) year plan of the USPS does **NOT** have the best interest of its employees or customers. If you believed that the plan of destruction De Joy has exposed to slow down our delivery standards was alarming, well now he's attempting to close eighteen (18) processing centers nationwide. This attempt will not only impact the American public but will cost postal workers' jobs. Nobody said that going into battle would be easy, but with the true spirit of the APWU and its membership we will prevail in keeping our processing centers open and preserve the livelihoods of thousands.

The fabric of our Union members has values of diversity to produce new ideas which will keep us alive and strong. Just as we continued to enjoy our freedom, liberty, justice and the pursuit of happiness the same approach will be used for the USPS to excel. Those same principles that made our country the land of opportunity will make APWU successful and we will rise above the destruction to succeeded and be the standard for all to follow and survive!

Contract Negotiations

Just over a year ago APWU was successful in obtaining a new Collective Bargaining Agreement (CBA) when arbitrator Stephen Goldberg issued a decision that established our contract in Interest Arbitration. That contract expiration day is slowly beginning to approach on September 2021 and time is here to establish a new contract. Time to put on our gloves to fight and defend the current and future benefits we want to preserve for all of our members.

President Mark Dimondstein along with other National Negotiations Committee members will be preparing for contract negotiations and actions needed to take the fight to the USPS for better working conditions and a better standard of living for all APWU members and families.

Go on [APWU.ORG](https://www.apwu.org) and sign up to subscribe to receive the latest information and strategies.

Juneteenth Holiday

On June 17, 2021, President Joe Biden signed into law the S. 475 Juneteenth National Independence Day Act. This law establishes June 19th of each year as a Federal holiday.

The USPS decided due to short notice that they did not have the time to put things in place to observe this holiday. This shows the true colors of how our hierarchy of leadership would handle serious

emergencies.

The Postal Service will discuss future recognition of this significant new holiday with our national Unions, Management Associations, and other stakeholders, consistent with our collective bargaining and consultative obligations under Title 39. Once those discussions take place, the USPS will update the employees on appropriate developments, but want to let its employees know that they are in full support of this important national holiday.

The APWU is demanding that the Postal service recognize Juneteenth as a holiday as well. Under the Postal Reorganization Act of 1970, the Postal Service is required to be a model employer for other employers in the country.

Also, the Postal Service is one of the most diverse employers in the country. At this historical moment, dozens of private companies will honor the day by making it a paid holiday for their employees, including Target, Best Buy, Google, the "Big" automakers, Nike, Uber, Twitter, and more, The Postal Service needs to do the same and recognize Juneteenth as a Federal holiday.

There was a strong bipartisan support for this holiday, as the Senate voted unanimously in favor of the bill, and the House of Representatives voted 415 to 14 in favor of it. The APWU applauds the act of Congress in enacting this law and believe it should be applied to all Postal Workers.

The APWU immediately raised and discussed this important issue with management today and will continue to demand that the issue gets resolved that the Postal recognizes the paid holiday.

#TimetoFightAPWU

Our Union, Our Contract, Our Future!

"The fabric of our Union members has values of diversity to produce new ideas which will keep us alive and strong."

MVS CRAFT DIRECTOR

FARON HIERHOLZER

MVS Workload Continues to Increase



Greetings, I hope each one had a great Father's Day and for those who celebrated Fiesta or were on vacation enjoy and be safe. This month continues to look like November and December as the workload continues to intensify.

Management has mandated employees to work overtime, scheduled Part Time Flexible (PTF's) to work their sixth day, and employees are working penalty overtime. The majority of the PTF's are on Hold-downs. The union filed a grievance because management was not posting runs that became temporarily vacant for an anticipated duration of ten (10) days or more.

Management agreed to comply and post all Hold-downs (Article 39.1.j). When the PTF's are on a hold-down management is forced to work employee's overtime, and thus the PTF's are set to the hours and days of the hold-down. Many employees have conveyed to management safety issues and unless it impacts management, they don't seem to take time to address safety issues that are brought to their attention. Docks are unsafe to use at some stations, lights are out at the annex, parked vehicles at the annex present a safety hazard for drivers to back up trailers up to the docks. These are only some of the issues, however there is a process employees must do to get these safety hazards fixed.

Any employee that believes a safety hazard exists must fill out a PS Form-1767 and submit it to your supervisor immediately. Article 14 requires management to provide a safe and healthy work environment for all employees covered by the Collective Bargaining Agreement (CBA).

- ◆ *The following is what your supervisor should do:*
- ◆ *Investigate the alleged hazard during the same tour of duty in which the report was received.*
- ◆ *Abate the hazard if it is within the scope of his authority to do so.*

“When faced with an unsafe working environment or an abusive manager, union members must take the first action by filing a Form 1767 reporting the abusive boss”.

- ◆ *Record the action taken to eliminate the hazard or record recommendation for corrective action in section 2 of the PS Form-1767 and sign his name with the date.*
- ◆ *Forward the original and yellow copy to his supervisor (approving official); send the pink copy to the safety office; and give the employee the remaining blue copy as a receipt. It is the supervisor's responsibility to monitor the status of the report, always, until the hazard is abated.*

At this point you should also request from your supervisor to speak with your union steward and provide the steward a copy of PS

Form-1767 you submitted due to any safety hazards you witnessed. It is critical to notify the union steward immediately regarding safety issues so that the union can address the issue with management and begin a Step 2 safety grievance.

Unsafe Work Area

When management fails to follow the process of the PS Form-1767 or faced with an unsafe working environment due to an abusive manager, union members must take the first action by filing a Form 1767 reporting the abusive boss.

Article 3 requires abusive managers to comply with postal regulations, laws, and the CBA.

Article 19 enforces handbooks, which impose working conditions, such as Codes of Conduct.

ELM 801 requires line supervisors to maintain good employee relations.

ELM 665.23 prohibits supervisors from taking a direct or indirect action or course of conduct that subjects any person to discrimination.

Stewards must investigate, document, and attempt to solve the issue promptly. Remember, by working together, we can contain these work floor monsters! The union and management are in the starting process of undergoing contract negotiations.

We continue to urge and recommend each, and every member to join APWU and participate in these negotiations.

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Wolves in Sheep Clothing



Hello Brothers and Sisters

Let me start off by thanking and recognizing the work Assistant Craft Director Max Trevino, Plant Chief steward Mike May, Stations Chief steward Maria Carden, Stewards Nora Alvarado, Jarrett Williams, Nick DiPasquale and Alternate stewards Albert "Red" Cardenas and Bryan Gonzales are doing for the

craft. Joining the ranks of maintenance stewards are Michael Doherty and Tony Ramon Jr.

TRAINING

Article 38.6.A.2 provides that as soon as approved training allocations are received at an installation, **the Local President will be provided a copy of**

the allocations before solicitation for volunteers. Advance written notices will be published soliciting volunteers. This notice will be posted as far in advance as possible, and the employee selected shall be notified as far in advance as possible.

If a training opportunity becomes available when two-week notice cannot be given (i.e. – unforeseen circumstance or changes in machine deployment schedules), the Local Union (e.g. - Maintenance Craft Director) will be notified and the opportunity will be identified as short notice and offered first to the senior qualified volunteer within the occupational group, level, and tour where the need for the skill exists.

No employee shall be required to attend off site training with less than two (2) weeks' notice. A list of those volunteers shall be posted, and a copy furnished to the Local Union. The senior volunteer within the identified occupational group and tour where the need for the skill exists will be selected for the training opportunity, except as provided in Article 38.6.A.1 (2 courses or 5 or more weeks of resident NCED or off-site training during the previous 12 months).

Involuntary selections will be made by inverse seniority on a rotating basis. The identified occupational group and tour, if any, will be indicated on the written notice soliciting volunteers. Unless otherwise agreed to in writing by the parties at the Local Level, the seniority used for training selections is installation seniority as defined in Article 38. The Postal Service has the right to require an employee to remain in a duty assignment pursuant to Article 38.6.A.5.

However, the employee must be notified prior to the beginning of training that he/she will be required to remain in the duty assignment. This may be accomplished by indicating the lock-in period on the notice of training billet(s) or by notifying the employee in writing. When selection is made from the preferred assignment register (PAR), employees in the same occupational group and level as the vacancy are considered qualified and no additional training can be required prior to selection.

If you need a qualifying school and asked to volunteer or decide to volunteer to attend a short notice school make

certain the school will count as your qualifier. If you are not sure ask your stewards about the school. Do not depend on management to tell you the truth or the whole story. Maintenance employees in the past have gone to

these schools only to find out after the completion of the course it would not count as a qualifier for the position. I am not discouraging one to not attend these schools, however, just to provide you with adequate information for one to make a sound decision.

"If you are not sure ask your stewards about the school. Do not depend on management to tell you the truth or the whole story."

People Act — H.R. 1 (House) and S. 1 in the (Senate)
American democracy urgently needs repair. We now have a historic opportunity to bring about transformative change. In both houses of Congress, the For the People Act — H.R. 1 in the House and S. 1 in the Senate — was designated as the first bill, a top priority this session. This historic legislation responds to twin crises facing our country: the ongoing attack on democracy — reflected in the assault on the Capitol on January 6 and the subsequent flood of vote suppression bills across the country — and the urgent demand for racial justice. It is based on the key insight that the best way to defend democracy is to strengthen democracy. If enacted, it would be the most significant voting rights and democracy reform in more than half a century.

The current assault on voting rights across the country underscores the urgency of reform. Even though our democratic institutions survived an attempt to overturn the result of the 2020 election, unscrupulous state legislators have seized on the disinformation that fueled this attempt to introduce an alarming number of regressive bills aimed at restricting access to the ballot, including by sharply restricting access to mail ballots, cutting back on early voting, and slashing voter registration opportunities. To date, more than 360 bills to restrict voting access have been proposed in 47 states.

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

Enter at Your Own Risk!!



Greetings fellow Union brothers and sisters. Let me get straight to the point. MANAGEMENT IS NOT YOUR FRIEND!!!

Management DOES NOT CARE ABOUT YOU!!! If they did, then safety would be the utmost concern for you and for the service itself.

How often are there issues that are safety related that go by the wayside and are overlooked??? When safety violations are actually properly written up on a 1767, they are just ignored or management gives us the old company line, "It's been reported to maintenance and it will be taken care of." After that, nothing is ever heard again on the subject. This practice must stop and we must hold management and the USPS accountable as an entity.

Unsafe Conditions

Very recently, at Encino Park, the work environment was very hot creating unbearable conditions. I submitted a 1767 to the immediate supervisor and no response was provided until the next day. Bargaining employees continued to work in this atrocious temperatures while management remained in their cool office. Management displayed anger towards me for addressing this safety issue. I felt justified in my assessment, since the unsafe work conditions have been on going on for over a year with no action from management. Management failed to address the unsafe condition on the 1767 with a written response. This behavior of ignoring the issue went on as I filed a Step 2 to the Postmaster and he assigned a Step 2 Designee, appealed to the local safety committee, all to no response. An appeal to arbitration was submitted but it is unfortunate that all levels locally, failed to respond. As members it is our responsibility to report any hazards, unsafe conditions or practices as soon as possible. PS Form 1767's should be readily available for all employees. If none are available, request a copy from your immediate supervisor or download a copy from APWU.ORG

Election Results

For the second time in several months, the results from an election (the rerun) have been tallied. I hope that our local can move forward and come together to focus on our mission to represent our members first and foremost. I think we could all agree on that. Unfortunately, during the rerun, unacceptable rhetoric was posted on social media, by a candidate. The social media posts attacked fellow candidates and attacked the Union itself. This is treading dangerous grounds because a union can only be as strong when its union members numbers are large. This strength is what historically, won us many of the benefits we enjoyed today. A candidate stating that "NON UNION" employees perhaps correct by not joining, is basically advocating for failure (aka "union busting").

All members and non-member should voice their content or discontent with the Union, but it should be done thoughtfully and with consideration of Union Members. With that said, results of the rerun, only impacted two changes from the first election held in March.

I like to thank former Vice President Fred Duncan for his service the last few years and especially for teaching me the process of writing and submitting Additions and Corrections/Contentions, Step 3's, and appeal to arbitration grievances. Whenever Fred spoke, I listened to how he handled things and took note for future reference. Thanks again Fred!!

Letters of Demand

Many members are not notifying the Union or requesting a steward when they are issuing letters of demand for indebtedness. I strongly urge for all members to notify the union ASAP. The burden of proof falls on management when these are issued. Many times, management fails to provide any or the correct documentation to substantiate the letter of demand. This often results in the Union getting the debt waived. Do not let management think they can just take your hard-earned wages without a challenge.

Acts of God Grievances

Members continue to inquire about the Acts of God grievances that were filed. No update to this point has occurred buy once our National Business Agents notify us we will update the membership.

Grievance Settlements

The union filed Article 7.2 grievances on usage of Rural Carriers Associates (RCA's), and City Carrier Assistant (CCA's), and Article 8 overtime grievances due to an influx of injured carriers performing clerk bargaining work. Recent Step 3 settlements have allocated over **\$26,000** for New Braunfels, Cedar Elm, Serna, Laurel Heights, Encino Park, and Heritage Station.

Alternate steward Deante Shipp has now been elevated to a regular steward due to his willingness and eagerness to learn and fight for our members. Since his promotion the union has been successful in Step 3 settlements for Heritage that he filed that was included in the latest rounds of awards. Please thank your stewards for all of their hard work and sacrifice.

Covid-19

As more of the public and members get vaccinated, many employees have inquired if a mask mandate is still required? The Postal Service recently addressed the issue and has decided to continue the mandate for the time being. So please continue to follow the order, it is a requirement while you are working.

"As members it is our responsibility to report any hazards, unsafe conditions or practices as soon as possible. PS Form 1767's should be readily available for all employees"

MAINTENANCE CRAFT DELEGATE/ TRUSTEE ALBERT "RED" CARDENAS

Yielding the Balance of Power!!



Hello brothers and sisters

Thanks to the maintenance craft for the opportunity to represent you as your Maintenance Craft Delegate and Trustee. I also thank the membership for allowing me the opportunity to represent you at the Texas Postal Workers Union (TPWU) convention.

I am proud that all the candidates in the maintenance craft set the example of running on our merits and not resorting to slinging mud or attacking each other. Elections are ugly, but they don't have to be. I sincerely hope that after this election the prevailing candidates can continue to work together and respect each other despite any differences we may have.

Current News

Wishing Phil Romley and Phil Lundquist a happy retirement. It has been an honor working alongside you and your knowledge and friendship will be missed. We have lost a long-time union sister, my former DBCS partner (when I was a mail processor) and my friend, Ms. Suzan Sailor. She passed away on the 26th of May 2021 she is no longer in pain and is now resting back in Illinois. May she rest in peace.

"...use face coverings or masks continues when social distancing of six feet cannot be maintained, or in public-facing settings when required by state or local orders or directives."

Memorandums of Understanding (MOU)

Extending the selling back of 80 hours of leave for year 2022 and being able to carry over a maximum of 520 hours of accumulated annual leave from leave year 2021 to leave year 2022. Now I would like to discuss some current or ongoing maintenance issues. Please check your Preferred Assignment Register (PAR), Promotion Eligibility Register (PER) and any declination statements. So that you do not have the misfortune of being awarded a position or a tour that you may not want.

Operations management is harassing maintenance employees for following their own standup that was put out by the USPS at the National Level in May 2021 concerning the use of mask or face coverings that clearly stated, the requirement for Postal Service employees to use face coverings or masks continues when social distancing of six feet cannot be maintained, or in public-facing settings when required by state or local orders or directives. Now operations management has decided to create their own guidance and make it a mandatory mask workplace. Your union leadership is continuing to fight against their capricious decision making. This same Plant Manager did not want to provide the plant with a much-needed refrigerator because she felt that people touched each other's food items and was claiming cross contamination. If that was the case then as soon as we come in the doors, turnstiles, use keypads, feeders, computers, restrooms, etc. the list goes on are also prone to cross contamination.

None of these items are cleaned and disinfected every time someone uses them. Maintenance Management is putting people on Deems Desirable which is equivalent to restricted sick leave. As stated in the Employee Labor Manual (ELM) section 513.361 for periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave (see ELM 513.39) which states that supervisors who have evidence indicating that an employee is abusing sick leave privileges may place the employee on the restricted sick leave list after their sick leave use has been reviewed on an individual basis (management is not supposed to use predetermined frequencies for ex. 3 absences in 90 days) and the following actions have been taken.

- A. establish of an absence file,
- B. review the file by supervisor and higher levels of management,
- C. Quarterly review of

absence, D. Supervisor discussion of absence record with the employee, E. Review of the subsequent quarterly absences.

If the absence logs indicate no improvement, the supervisor is to discuss the matter with the employee to include advice that if there is no improvement during the next quarter, the employee will be placed on restricted sick leave. Supervisors must provide a written notice for when you are placed and taken off the restricted sick leave list. The notice also explains that, until further acceptable evidence.

Information source ELM

Question- on the interview process. After your interview, you may obtain copies of the Interview Panel Consensus Final Rating Sheet that is recorded for the Maintenance Service Selection (MSS) EL-304 structured interview. Question- on listing on the PER. Employees that tested under the MSS are placed above those they have tested under the Revamped Maintenance Selection System (RMSS) and shall be ranked on the appropriate PER by their banded score. All achieved scores within a listed band will be considered as a tie (or the same score) for all successful applicants within each specific band. These are the bands 70.0-74.9, 75.0-79.9, 80.0-89.9, 90.0-100.0 Information source MSS EL-304. We, as united maintenance craft employees can improve the work conditions in our craft.

I support our union leadership in reversing management's continued efforts to erode the effectiveness of this craft by failing to staff, by bypassing routes and threatening our employees to close out Electronic Condition Based Maintenance (ECBM) items that have not been completed. As a local we are trying to produce positive changes across the maintenance craft, you, the member has the power to help us defend your rights, your jobs.

Alex Aleman ...

Continued from page 1

Juneteenth holiday was signed into law June 17, 2021, by President Joe Biden. Juneteenth will be the eleventh (11) holiday observed by the postal service. The Juneteenth holiday could not be observed the next day like other government agencies because the APWU and postal management will have to negotiate when the new holiday will be observed and when employees will be compensated accordingly. The Holiday is not just holiday pay, it involves postal workers volunteering to work and earning more money or earning more annual leave. The union has to make sure postal workers have full rights for the Juneteenth Holiday like any other holiday.

Abusive Supervisors, since I took office on April 12, 2021, one of the biggest complaints from the members are how they are treated by management. If you work for an abusive supervisor is being abusive. There is one Supervisor at the Priority Annex named Robert Rodriguez who has no business being a supervisor. He does not know how to people and is always making remarks he shouldn't be making. Whoever selected this individual as a Supervisor should be sent for a fitness for duty exam. Do not take his abusive ways of communicating with the workers, request to see a steward and write a statement. This Supervisor Robert Rodriguez has no business being on the work room floor with postal workers. His attitude and demeanor should not be present on the workroom floor. During the elections much was said of me being "retired", yes I am retired. I was able to run for office because I pay full dues just like any member on the work room floor. I never stop paying full dues. I pay full dues because I care about this local and its members, I wanted to continue attending union meetings and I wanted to participate in our local.

"Retired" is only a word, it does not represent my ability, my desire and knowledge to represent the local and its members. Some members in this local were using the word "retired" as a label to hurt me politically and are using it now against me for economic reasons. I just want to be treated like any other full dues paying member of this local. The label "retired" should not be used against me. Members, please make a point to attend the union meetings, the union meetings will be held at our union office at 13102 Lookout Run. Attend the meetings so you can know what is going on in our local. The next meeting will be Saturday, July 17, 2021 at 11:30 am. If you need an Article 10 letter to attend the union meeting please let us know by July 7, 2021. An Article 10 is needed when your work hours are the same time as the union meeting.

Fred Duncan**Hello brothers & sisters!**

Once again, I strive to bring you news you can during your time within the postal service. I hope all is well with everyone after all the rain we have had recently; at least we know the lawns will be! So, up first is information regarding the Employee Federal Emergency Leave EFEL for short. This leave seemed like a great idea for many of us in light of the issues the COVID pandemic has dropped on our doorsteps. Indeed, anytime the members can get paid for time lost having to deal with the seemingly endless problems that have arisen is great in my book. The problem is that now the Office of Personnel Management (OPM) has finally released its guidance on how this leave is to be applied, and it's not what we believed it was going to be.

The EFEL or EPL (Emergency Paid Leave) as it's called in section 4001 of the American Rescue Plan of 2021; is leave that the Postal Service is obligated to pay its employees that meet one (1) or more of the eight (8) criteria due to covid-19. The first issue with this leave is that all leave paid out by the Postal Service has to be reimbursed by the Office of Personnel Management (O.P.M.), i.e. the Postal Service has to track and submit all payments made to OPM in an effort to get back the funds.

Why is this important?

Well, it's important because the Postal Service can sit on its laurels and do absolutely nothing and send the employee a letter of demand. So now why can they do this? Again, it's because O.P.M. states that in order for an employee to be considered for the EPL they must sign an agreement stating that if the fund is depleted, and they were paid; then the employee agrees to pay the Postal Service back the monies i.e., a letter of demand! Brothers and sisters, you can now see why this leave is not what we thought it was going to be. There are other pitfalls within the O.P.M. guidelines that do not bode well for us even though I do believe the intent was to take care of the working class and prevent further loss due to this pandemic. It's just that unfortunately when management gets involved rarely do good intentions pan out as intended. Once again in solidarity it was my pleasure to serve as your Vice-President, I wish you and the new administration good luck in the trying times ahead.

In Solidarity, Union Member Fred Duncan

Robert Proo ...

Continued from page 8

Good News

We know what we need to do to address these problems and strengthen American democracy. It starts with passing the For the People Act. The Act incorporates key measures that are urgently needed, including automatic voter registration and other steps to modernize our elections; a national guarantee of free and fair elections without voter suppression, coupled with a commitment to restore the full protections of the Voting Rights Act; small donor public financing to empower ordinary Americans instead of big donors (at no cost to taxpayers) and other critical campaign finance reforms; an end to partisan gerrymandering; and a much-needed overhaul of federal ethics rules.

Critically, the Act would thwart virtually every vote suppression bill currently pending in the states. These reforms respond directly to Americans' desire for real solutions that ensure that each of us can have a voice in the decisions that govern our lives, as evidenced by their passage in many states, often by lopsided bipartisan margins. They are especially critical for communities of color. Racial justice cannot be fully achieved without a system in which all Americans have the means to advocate for themselves and exercise political power.

Empower Young Union Postal Workers

I want you the worker, the future of our local to become involved in Union activities. All Local Unions usually have Union Meetings once a month. Our Local meetings are on the third Saturday of every month except for the month June and December. You can ask many questions at a meeting outside of work in a comfortable and safe environment. You can participate in making motions at your meeting and voting on issues of concern that will make both your local and your job better. You can ask to get training on how to become a union steward. You can volunteer to help at a picnic, a sports game, a picket, or rally. You can bring your ideas on how to protect our jobs better. You can educate your officers on what has been going on at work that they may not be aware of and even run for office.

Our local Union has many elected positions that you may already be qualified for such as trustee, secretary treasurer, legislative director, delegate and recording secretary. Some locals have vacancies where they really need help, and you may be the person to make a difference. You never know until you ask your president if she/he needs help. You must have good listening skills and take time to explore ideas or suggestions from the membership, take time to find the answers that a member may need or think outside the box for solutions to problems, and let the members know they are respected and have a voice too.

Why Get Involved?

We all know our postal job can sometimes be unstimulating. Being a part of the Union gets your heart pumping; you build on your reputation as a decent professional activist by saving the livelihood of your co-workers, their family members, and your family.

(close to 17 million activists). You have chosen to band together to promote common interests that one person alone cannot do. Joined together we are powerful, and we are on an equal basis with the managers we work for. Your contributions and your good example as a worker will be respected and recognized by the membership and you will feel good about yourself and what you stand for. Your family will be proud of what you do for others. As a Young Member we will be depending on you to help continue to make the future of the postal service a viable place to work and to be able to raise a family with rights and benefits all workers deserve. When your managers are bringing in billions of dollars a year in profit and are enjoying outrageous bonuses for the great work that you provide, you should also be given a piece of the pie.

Outlook for New Employees

Do not take chances during your 90-day probation period. Constant cell phone activity on the floor can really hurt you. It's better to use the phones on your break or at lunch time. Supervisors can be bullies. If you are a target let your steward know what is going on during your break or at lunch time. You also have the right to see your union steward as well, but you must ask for the time. You can't just walk off the floor without permission. Respect your co-workers and do your share of the work. Lateness and attendance related issues during your 90 days probationary period can cause you to lose your job. Once you earn FMLA rights after working 1260 hours, you will have better protection with regards to attendance due to our illness or a family member's illness. We understand you may have home or health issues, or other concerns.

However, we have all gone through and suggest that you work with your union representative to get pre-approved for emergency type issues. If the Union does not have evidence that Management approved your absences, due to an emergency that was considered acceptable, it would be hard to win your discipline case. Your Union is there for you, and we need you to be there for us.

Local Union Elections

I want to thank the Election committee, all the Candidates and every brother and sister who took the time to fill out a ballot and voted in this Election. The running of an election is no easy task to begin with and as hard as this election was and using a third party for the first time to run this election it was a wonder that this was accomplished.

The Election Committee worked hard to make this a fair election in accordance with the rules of an election process. Some members will not be satisfied with how this election was done or with the results of this election. I like to congratulate those who won their respective election, and I look forward to working with all elected officials to best serve this local. Let us focus on the needs of the members and do our best to represent the membership. We have a team of knowledgeable and approachable representatives ready to get the work done.

I want to thank Chris Rincon and Fred Duncan for the last three years of their leadership.

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

Thanks for Your Support



Hello brothers and sisters of the SAAAL

I wanted to thank my loyal supporters who took the time to vote in the last election. As with any election, they will have consequences.

Those who supported the team that won will have to deal with everything in the future.

For everyone not happy with the results, I ask that you continue to attend the meetings as this is where the true strength lies. The membership is the highest-ranking body and can stop what they feel isn't right or can make things right when needed. Many want to just get out of the Union, I ask you to wait. Your support will be needed in the future.

Thank you, in solidarity, Nick D

Albert "Red" Cardenas ...

Continued from page 10

Trustee information

Please read the local's Constitution and By-Laws. Retiree and "part-time" full time officer compensation and benefits. Our local is currently dealing with the following situations. Our president was not paid a prorated salary at the beginning of his term, and he was paid at a salary that is not authorized to a retired employee that has been elected to the position of a full-time officer as stated in Article IV Duties of Officers section **1A** and section **1B**.

1A He/she shall be full time officer and shall receive an annual salary and fringe benefits equivalent to top step PS-9. (Side note salary is paid at red circle plus two dollars an hour, which is not in our constitution. It is explained by the treasurer that it is a standing motion. My opinion is that the constitution needs to be amended to reflect this extra pay.)

The section of **1B** that pertains to pay is as follows, In the event of President of the SAAAL decides to retire from the USPS whether it be on day one after the election or any time there after during their elected term, the new salary will be a flat salary of \$1000 per month. This will be effective immediately starting their retirement, for the duration of their elected term of office. The salary stated in Section **1A** will no longer be offered for any retired officer if such officer is retired; however, such officer is still considered a full-time officer and will receive 208 hours annually for personal leave. It is my opinion that our constitution has been violated by not prorating the first month and for violating the specific salary stated in **1B** of \$1000 dollars a month. The other issue is the vice president asking for his pay as a full-time officer. My opinion is that our local should consider making our former vice president whole. If his salary at the USPS was let us say level 6 step O and he should have been paid level 8 as stated in our constitution, then we offer to pay the difference so that he does not lose money. We, as a local need to come together and decide if it is ok for an employee that is either retired or a "part-time", "full time officer should receive their retirement check or their postal check and then on top of that the president still receive the equivalent of a level 10 and the vice president a level 8 or do we make them whole by paying the difference. It is my opinion that no one taking this much responsibility should lose money, but should they profit from getting paid both paychecks whether it be from retirement or from their USPS salary?

Trustees are being excluded from participating in the process with the Constitution committee (which is comprised of only the members of the executive board) of making recommendations for the amendments to the local's constitution and By-laws.

Social and Recreation Committee

Facebook page is San Antonio Postal Service Social and Recreation Committee. We have a date with Six Flags Fiesta Texas for July 25th, 2021. We will continue to negotiate with companies to bring postal employees discounts and reasonably priced events, if you have any suggestion please let us know. In closing, I will continue to carry out my duties of my elected and assigned positions to the best of my abilities, thank you for your support and for allowing me the opportunity to serve you.

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

SAN ANTONIO ALAMO AREA LOCAL - SERVING SOUTH CENTRAL TEXAS



Representing Postal Workers
for Over 100 Years



DISPATCH

NEWS FLASH



Volume 17 Number 79
 Alex Aleman – President
alexaleman0195@att.net

SAN ANTONIO ALAMO AREA LOCAL

June 24, 2021
 David Z. Hernandez - Vice President
dhern79@yahoo.com



Congratulations to the Carlos Barrios, Robert Proo, and Norma Impallari for their Awards at the Texas Postal Workers Union Convention in Houston, Texas. All members of the SAAAL should be proud of the achievements of these Officers and the recognition they received for their hard work. They brought proud recognition to the Local. Nominations for the Awards were placed by President Alex Aleman.



Bennett-Stublefied/Jonell Mackay Award

Awarded To Carlos Barrios

Awarded to the outstanding TPWU member of the year as selected by the TPWU Executive Board.

Tom Davenport/CD.D. Williams Memorial Political Activity Award

Awarded to Robert Proo

Awarded to the TPWU member selected by the Executive Board who during the last year most promoted and contributed to furthering the political activity and involvement programs of the labor movement.



Peter O. Vogel Award

Awarded to Norma Impallari

Awarded to the TPWU member selected by the Executive Board who during the year demonstrated Leadership and Knowledge in the field of representation, contractual language interpretation and implementation.

Non Member List 06/28/2021

Members please see the list below and if you see a co-worker, spouse, family member or friends on the Non-Member List please invite them to join our Union. Explain to them that there are many advantages in joining our Union.

Also please remember that we provide an incentive if you sign up a non-member of \$150.00. If you need further information or have questions please do not hesitate to call the Union Hall at 210-271-0853.

PL	Last	First	Craft	PL	Last	First	Craft	PL	Last	First	Craft
000	Belew	Seth	Clerk	701	Maldonado	Christopher	Clerk	711	Baxley	Jovan	Maint.
000	Leal	Ashley	Clerk	704	Cardona	Jose	Clerk	711	Funicelli	Anthony	Maint.
000	Lucas	Devin	Clerk	802	Robles	Norma	Clerk	711	Lopez	George	Maint.
000	Medlock	Mark	Clerk	000	Borgstadt	Donald	PSE	712	Aguirre	Manuel	Maint.
000	Pagel	Kenneth	Clerk	000	Escamilla	Kandace	PSE	712	Altwein	Clarence	Maint.
000	Robles	Vanessa	Clerk	000	Foster	Tamika	PSE	712	Carlson	Steven	Maint.
000	Salazar	Andrew	Clerk	000	Gutierrez	Justin	PSE	712	Cruz	Robert	Maint.
000	Wal	Marsha	Clerk	000	Hernandez	Marissa	PSE	712	Delgado	David	Maint.
001	Quintanilla	Jonathan	Clerk	000	Ibarra	Ember	PSE	712	Espitia	Vincent	Maint.
027	Haynes	Sheila	Clerk	000	Maiava	Lolo	PSE	712	Freeman	Cornell	Maint.
029	Haggerty	Uler	Clerk	000	Martinez	Ryan	PSE	712	Garza	Oscar	Maint.
041	Padilla	Daniel	Clerk	000	Mcdowell	Toni	PSE	712	Herrera	George	Maint.
084	Nabers	Lolly	Clerk	000	Miller	Justin	PSE	712	Seba	Peter	Maint.
135	Mcfaddin	Rance	Clerk	000	Nelson	Corin	PSE	712	Sultana-neill	Mosammat	Maint.
135	Pedraza	Alberto	Clerk	000	Odlozelik	Emily	PSE	712	Wright	Daymond	Maint.
137	Styles	Roshelle	Clerk	000	Robbins	Shaquielle	PSE	713	Bannister	Warren	Maint.
200	Bonilla	Juan	Clerk	000	Rogers	Tyler	PSE	713	Trest	Ricky	Maint.
200	Fernandez	Daniel	Clerk	000	Schweighauser	Judith	PSE	722	Matthies	Kevin	Maint.
200	Moreno	Michelle	Clerk	000	Siddiqui	Mohammed	PSE	732	Akana	Daniel	Maint.
234	Briseno	Pearl	Clerk	000	West	Tamra	PSE	742	Butcher	Steven	Maint.
235	Barnes	Roger	Clerk	000	Wittner	Stephanie	PSE	742	Sherman	David	Maint.
235	Weigel	Ronald	Clerk	010	Rabago	Danny	PSE	742	Smallwood	Charles	Maint.
300	Blankemeyer	Dennis	Clerk	012	Gomes	Brianna	PSE	742	Smith	John	Maint.
300	Bohleen	Chelsea	Clerk	020	Beach I	Heith	PSE	742	Timmons	James	Maint.
300	Calderon	Hector	Clerk	024	Estrada	Crystal	PSE	742	Trotter	Charles	Maint.
300	Hoermann	Jerry	Clerk	030	Dennis	Sheriffa	PSE	661	Gonzales	America	MVS
300	Valdez	Diva	Clerk	049	Costantino	Vince	PSE	707	Bohorquez	Jose	MVS
309	Avila	Ruben	Clerk	059	Salteras	Jordan	PSE	707	Palacios	George	MVS
334	Banda	Jose	Clerk	334	Rodriguez	Valente	PSE	707	Yanes	Juan	MVS
334	Fields	Lisa	Clerk	335	Blanco	Elijah	PSE	708	Cavazos	Christopher	MVS
334	Mayfield	Aubrey	Clerk	339	Gomez	Magaly	PSE	708	Estrada	Jose	MVS
334	Preston	Haley	Clerk	362	Chavarria	Steven	PSE	708	Gonzalez	Pierre	MVS
334	Rios	Jacob	Clerk	362	Haley	Deavon	PSE	708	Mims	Alex	MVS
335	Richardson	Stephen	Clerk	363	Adame	Pedro	PSE	708	Sheer	William	MVS
339	Rodriguez I	Ivan	Clerk	363	Meyer	Russell	PSE	708	Webb	Robert	MVS
404	Abdul Jabbar	Mohammed	Clerk	363	Salas Lopez	Jesse	PSE	709	Patterson	Donald	MVS
404	Stapper	Deborah	Clerk	000	Clark	James	Maint.	709	Salinas	Richard	MVS
404	Wahl	Chad	Clerk	000	Ortiz	Teodoro	Maint.	706	Charles	Joseph	VMF
506	Martinez	Alma	Clerk	000	Padilla	Walter	Maint.	706	Hernandez	Jesus	VMF
507	Soto	Clemente	Clerk	000	Pierre	Sherrie	Maint.	706	Jones	Caleb	VMF
611	Nuncio	Lupita	Clerk	018	Sabala	Chris	Maint.	706	Lind	Justin	VMF
621	Alvarado	Jose	Clerk	045	George	Richard	Maint.	706	Riehle	Michael	VMF
								706	Stremmel	Andrew	VMF

WELCOME TO THE FAMILY UVALDE LOCAL # 802

Welcome APWU Uvalde Local #802



Welcome APWU Uvalde Local #802 into the San Antonio Alamo Area Local effective PP13/2021, June 5, 2021, the Uvalde Local has merged with the San Antonio Alamo Area Local #195.

We welcome those brothers and sisters in Uvalde and will represent them to the fullest extent of our capabilities.

This merge further establishes the San Antonio Alamo Area Local as the effective Union leadership for South/Central Texas with representation responsibilities all the way from Del Rio to Seguin and Kerrville to Beeville. With the inclusion of Uvalde the San Antonio Alamo Area Local #195 represents the following 34 Associate Offices as well as the San Antonio Post Office:

BEEVILLE PO
BOERNE PO
CAMPBELLTON PO
CENTER POINT PO
CONVERSE PO
DEL RIO PO
DILLEY PO
FLORESVILLE PO
GERONIMO PO
HELOTES PO
HONDO PO

INGRAM PO
JOURDANTON PO
KENDALIA PO
KENEDY PO
KERRVILLE PO
LACOSTE PO
LA VERNIA PO
MOUNTAIN HOME PO
NEW BRANUFELS PO
CANYON LAKE PO
NORMANNA PO

PAWNEE PO
PEARSALL PO
PETTUS PO
PLEASANTON PO
SAINT HEDWIG PO
SCHERTZ PO
SEGUIN PO
SPRING BRANCH PO
TULETA PO
UNIVERSAL CITY PO
YANCEY PO



Attention Members,

If you have any questions, concerns or would like to be added to the NewsFlash listing please call the Main Union Office at (210) 271-0853. Also, please check your spam folder periodically to make sure you don't miss any important information regarding job bids, awards or anything associated with your rights and benefits.



FEDERAL

COMP & WELLNESS

SUPERIOR HEALTHCARE FOR AMERICA'S ELITE



Kasey Frye, FNP



Thomas Martens, DO, MBA
Owner/Operator



Britt Myers, DC

**Federal/State Workers Comp
Onsite Claims Managers
FMLA/Form Assistance
Physical Therapy/Rehab
Chiropractic Care
Work Hardening Program**

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GENERAL MEMBERSHIP MEETING MINUTES — MAY 15, 2021

Meeting was called to order by President Alex Aleman at 11:32 a.m. Meeting was held at the Hilton Garden Inn, 8101 Pat Booker Rd, so that we can maintain social distancing. Alex Aleman notified the members in attendance of the meeting rules: Masks will be worn at all times except when speaking at the microphone.

The invocation was given by Recording Secretary Celeste Ornelas.

The Pledge of Allegiance was led by Clerk Craft Director Stations Ruben Hernandez.

Roll Call of Officers: Alex Aleman Fred Duncan, Jeff Greenlee, Ruben Hernandez, Robert Proo, Max Trevino, Celeste Ornelas, Carlos Barrios and Jennifer Wright.

Absent were: Dennis Barboza, Faron Hierholzer, Ron Odom, and Robert Butke.

President Aleman asked for a motion to move from regular order of business. Seconded by John Brotherman. To allow for Clerk Craft Director "A" Carlos Barrios to give update on the election ballots. The slow return of receiving ballots was a hold up in California. They have a mandate to not send mail unless truck is 100% full. This is the reason ballots have not arrived here in San Antonio. The ballots were given to Sacramento California on May 3, 2021. There was a mix-up with the Maintenance and MVF ballots. New ballots will be sent out on yellow paper for Maintenance and MVF only. The yellow ballots will be the only ballots counted for Maintenance and MVF so please make sure to send in the yellow ballot.

Chris Rincon made a motion for the election committee to meet as soon as possible to discuss the issue of the ballots not being received. To come up with a resolution if ballots are not received by May 29, 2021. Was seconded by Sonny Wirth. *Members pass.*

Election Committee: Election Committee Members in attendance passed to have Carlos Barrios to be Co-chair. If you have not received a ballot please call (210) 271-0853 option 1. Leave your Name, Employee Id, Address and Email. The ballots must be sent in the mail. The 21ST of May is the recommend cut off time if you have not received a ballot. You can order a ballot later than the 21st but there is no guarantee you will receive it on time. All ballots must be in P.O. Box 34090 by May 29, 2021 no later the 9:00am. This was the Election committee resolution from the emergency meeting they held on May 18, 2021.

President Aleman calls for a return to regular order of business.

President Aleman makes a motion the March Membership minutes amended from the record in the Financial Report the sentence- that is of course unless the losers appeal the election again. Seconded by Sandra Lira. Members pass to accept the meeting minutes.

Financial Report for the month of April was presented by Treasurer Jeff Greenlee. He reported that April was a remarkable month as far as the sheer volume of transactions. 144 transactions on the financial report due to pay outs of over **\$23,600** in just payroll expenses alone. The point of concern is that this April was the first month since

October of 2019 that we had a negative net income for the Month. Negative net income of **\$2,425.00** dollars something we need to try to keep an eye on. We have a lot of stuff going on right now but it is still an area of concern. The dues decrease that is coming up actually in pay period 12. I got notice from National that is going into affect on pay period 12. . I will put further pressure on our balance sheet. We still don't know what the total cost is going to be for the election, because of the open ended contract so there is no way for them to give us an estimate so we don't know what the total amount will be. I did make four transactions from our funds accounts to the General fund. I will discuss this in a few moments. Other than that there are a few items of note.

Our beginning General funds Balance **\$173,303.31**. Note on April 4 I transferred **\$2,840.25** from the Building Maintenance fund to the general fund to cover the building maintenance expenses for the 1st quarter January, February, and March. The trustees met in April to go over the January March books. With being paid Admin and LWOP expenses. I am proud to report no major discrepancies were found. We also had a special Executive Board meeting. In April to discuss the rerun election with associate to LWOP and Admin cost. Check **26084** for **\$1,932.26** was made out to Chris Rincon for unpaid sick leave per the constitution. The election committee met on April 8 to discuss election appeals that were made on April 14 assorted Lwop and Admin expenses. Check **26125** for **\$4,079.14** was made to David Van Os was the legal fee for all of 2020. According to Matt Holder our attorney this should be the last charge for our lawsuit that we had filed against us. He doesn't anticipate any other further expenses at this time. On April 28 I transfer the **\$4,079.14** from the legal fund to the general fund to cover the legal fees. On April 28 I also transferred **\$21,104.95** from the election fund to the general fund to cover the cost of elections of this election cycle and we will still have to pay the remaining balance out of the general fund. At this point we don't know how much that will be. On April 28 I also transferred **\$3,367.10** from the leave fund to the general fund and that was to cover the pay out to Chris Rincon for his sick leave reimbursement. At the last meeting I was asked about the officers leave balances. I put at the bottom of the report. I included the 2020 annual report for the officer and the April report for the current officers.

Check balance brought forward is: **\$164,271.64 Expenses \$-46,522.23; Deposits \$72,122.96; Checking Balance \$198,904.04; Savings Balance \$ 202,606.26; Total Cash Assets \$401,510.30.**

Upcoming Expenses and Expenditures

The biggest expense will be this election cycle. Again we don't know what its going to be. We do have the expense of this meeting today of **\$700.00** due to Covid-19.

Hopefully we will not have to come back here. I have talked to the per- cappita department and the dues decrease will be affected in PP-12. I have been working hard to get the 1187s under control. We are still having big problems from national especially when so many PSE's are getting converted to regular. They are some how forced to be separated and they show up on the nonmember list even though they are dues paying members.

Continue on next page

GENERAL MEMBERSHIP MEETING MINUTES — MAY 15, 2021

It's a big mess I talked to Marcia Smith at national they are aware of it. We just have to try to stay on top of it. That is what I have been trying to do. With that does anyone have a fund that they think we should set up for current or anticipated expenses whether known or unknown? There were questionable issues concerning the financial report for the month of April 2021 because of this the financial report was not accepted by the members in attendance.

Unfinished business: Uvalde members have not merged with San Antonio local as of this month. It is at national waiting for the finances to be merged with the San Antonio APWU.

Executive Board Recommendations:

1. The **\$75** monthly charitable donation will be made to San Antonio Food Bank *Members Pass*.
2. Steward training at the Union Hall. Cost not to exceed **\$15,000** *Members Pass*.
3. Steward training at the Union Hall. Cost not to exceed **\$15,000** *Members Pass*.
4. The Scholarship for this year to be split in half between two applicants. They will receive \$750.00 each. *Members pass*

Point of Information: The July membership meeting will be held at the Union Hall at 13102 Lookout Run. The Executive Board will be the Constitution committee.

Trustee Board Recommendations: 1. Fred Duncan to be made whole on the money he is owed by the union for his salary. If there is a discrepancy in the salary amount the decision to be made pending more information on the matter. 2. The Chair of the Trustees be on the Constitution Committee or copies of the proposals be provided to the trustees to examine for recommendations. 3. That the constitution be followed as written for a retired full time officer. The process to change salary and benefits to be followed in accordance with our constitution. 4. The election to be done by a third party in all future elections to amend the constitution to reflect this. Trustees elected Ron Odom as Chair. 3-1 Vote

Point of Information: Trustee recommendations were not able to be voted on by the members to be brought up at next membership meeting for a vote.

Scholarship Winners:

Madison Michelle Morales- Rick Morales Maintenance
Devon Jarrett Piaz - Nora Garza Clerk

New Business: Sunny Wirth made a motion that article 6 is followed of our Constitution. The salaries of officers of this local shall be determined by 2/3rds majority vote. To determine what the President is asking the local to be paid for the next year. Due to the salary of the President coming into question. To be resolved at next meeting Seconded by Fred Duncan *Members Pass*. Albert "Red" Cardenas made a motion to be allowed to attend the TPWU convention in Houston tx. June 24-26 Seconded by Norma Impallari. Sandra Lira made an amendment to the motion to allow any Delegate who would like to attend the convention in Houston in person or thru the zoom meeting at the Union Hall. *Members Pass*.

Robert Proo made a motion to cover the cost for the Delegates to attend the TPWU convention in Houston Tx. June 24-26. Seconded John Brothman. Cost to not exceed **\$22,000**. *Members Pass*

Social Recreation Committee: Mary Skala Treasure from the Social Rec. Committee the Fiesta Texas event will be held this year. The event is July 25, 2021. The cost of the tickets will be **\$47.00**. If you have a Fiesta Tx. Season pass the cost is **\$25.00**. There will be a seasonal cup issued with the cost of the Ticket. There will be clowns and balloon clowns and Food will be provided in the picnic area. Sandra Lira made a motion that the Union purchase 5 pairs of tickets to be raffled off at the July membership meeting seconded by Robert Proo. *Members Pass*. Chris Rincon made a motion that the President and VP call the Department of Labor together on a conference call to settle the VP salary of 106,000. Seconded. *Members Pass*.

President: Alex Aleman under the new OPM rules you will have to have documentation. You will need a 3971 and request to use Covid-19 emergency paid leave agreement form. You have to put your name and must be signed. You can self certify under article 10. You can get the form from the APWU website. The FEFL is a first come first serve so be sure to get the paper work in as so as possible.

Clerk Craft Director (A) & (B): Ruben Hernandez the station and branches the shirts being left out. There is no regulations to tuck in the shirts. It is alright to leave the shirts out for the moment. The injured carriers doing clerk work is being address and we are filing grievances to get the clerks paid who are affected. On the Plant side you should be getting your out of schedule pay in the next coming week. RFIs normally it takes 5 days but it seems to be taking longer to get RFIs. We will be filing Labor charges because we already have an agreement on this. They must give us the information in a timely manner and we have agreed 5 days is sufficient time. New Supervisor assignments are coming to the Plant so please be aware of these changes. There are going to be 60 positions on the next bid cycle. If you need any shirts, pant or jackets we have plenty at the Union Hall. Come help your selves.

Maintenance Craft Director: Robert Proo a few things going on at the plant. On the south side of the building they are working on the restrooms. From restroom 1 to restroom 3 they are replacing a pipe. The restrooms may be closed intermittently. Bear with us on this. We still have a lot of broken equipment at the plant. Please fill out 1767 so that we are able to fix this in a timely manner. At the stations if the lifts are broken please let us know so we can get them fixed. Also if the fences are broken let us know so we can correct theses problems. Give us a 1767 so we can get them fixed. If you have any A/C issues at the stations please fill out a 1767 so we can fix this. **Motion to adjourn** was made and seconded. Meeting was adjourned at 14:21pm. **Drawing was held for the Monthly Door Prize** which is

\$100 Names drawn were: David D Cortez P/L 334, Aaron Vasquez P/L 362, Scheldon Scott P/L 855, Joanna Diaz P/L 245, Refugio Gutierrez P/L 339.

These members were not present. The \$25 door prize was awarded from the sign in book was won by Albert "Red" Cardenas

Celeste Ornelas

Celeste Ornelas / Recording Secretary

General Membership Meeting

July 17, 2021

11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board

Meeting

10:00 A.M.

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*******AGENDA*******

**Financial Report
Officers Reports
Executive Board
Recommendations**

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