

DISPATCH



October – Breast Cancer Awareness Month
IN THIS UNION, NO ONE FIGHTS ALONE!!

SERVING THE GREATER SAN ANTONIO AREA
American Postal Workers Union, AFL-CIO

VOLUME 68 NO. 5

SAN ANTONIO ALAMO AREA LOCAL



SEPTEMBER / OCTOBER 2022

PRESIDENT

ALEX ALEMAN

Solidarity Creates Victory



The San Antonio Alamo Area Local was well represented at the APWU National Convention. The 26th Biennial Convention, themed **"The Struggle For Justice Continues,"** August 15-18, 2022, Gaylord National Harbor 201 Waterfront Street, National Harbor, MD, outside Washington

DC.

The San Antonio delegates were very attentive and involved during the business of the convention. I want to thank our delegates for participating in the union sponsored events after convention hours. I also want to thank the San Antonio Alamo Area Local members for allowing us to represent you at the National Convention. According to the Credentials Committee the 26th Biennial Convention 2,030 delegates represented 297 locals, 33 states, Guam, Puerto Rico and the Virgin Islands, also in attendance 69 national officers and four Retiree National Convention Delegates.

We heard from many speakers at the national convention and most of the speakers thanked the APWU postal workers for saving democracy in the November 2020 general election by processing millions of mail in ballots and for working to ensure the American public received their mail during the global pandemic. Amazon workers and their union leader inspired us on how they are spearheading organizing drives to have Amazon facilities unionized. We also heard from Starbucks employees and their efforts to vote for union representation. The largest debate at the convention centered on allowing each Local and State Retiree Chapter to send one retiree delegate to the national convention. Currently there are 73 Retiree Chapters in the APWU.

There was impassioned deliberation for and against, a stand-up vote was conducted, and the constitutional amendment was passed with the required 2/3 votes. The San Antonio Retiree Chapter will be allowed to send one delegate to the National Convention. The Retiree Chapter will be responsible to pay for all the expenses to send their own delegate to the national convention. One more voice and vote for San Antonio was added to the National Convention.

Weekly Work Schedule

Local Memorandum of Understanding (LMOU)

Article 8, (4). The Employer agrees to post all changes of work schedules not later than the employee's scheduled end tour of Wednesday preceding the scheduled work week.

All changes to your work schedule must be posted not later than Wednesday. When the scheduled is posted on Wednesday, I recommend you take a mental picture of the weekly work schedule.

Management has a responsibility

to post by Wednesday all changes to your weekly work schedule. The work schedule should be posted by your scheduled end of tour.

Full Time Regulars (FTR) have a fixed work schedule. PTF's and PSEs do not have a fixed work schedule. Most of the changes made on the weekly work schedule for full time regulars is for overtime work. When management schedules your daily and weekly work hours, management may not reduce your hours by the stroke of the pen on the weekly work schedule.

PTFs and PSEs work schedule are not subject to change. In the event management changes your schedule after the Wednesday posting, tell your supervisor you are requesting to speak to your union steward. For PTF's and PSE's if no scheduled is posted by Wednesday, follow your previous week posted work schedule.

"All changes to your work schedule must be posted not later than Wednesday. When the scheduled is posted on Wednesday, I recommend you take a mental picture of the weekly work schedule. Management has a responsibility to post by Wednesday all changes to your weekly work schedule. The work schedule should be posted by your scheduled end of tour"

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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

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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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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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*Clerk Division Director
 Lamont Brooks made History
 as the first Director to implement
 a new logo for the clerk craft since
 the Merger of 1970!*

*Lamont realized that a logo
 was needed to help identify the
 Clerk Craft. The use of the
 Nation's capital building best
 epitomizes representation for the
 people which is what APWU does
 for all the membership!!*

*Special thanks go out to
 Jeff Greenlee for
 Designing the new logo.*

VICE PRESIDENT

DAVID Z. HERNANDEZ

Labor Never Quits



Hello Brothers and Sisters, hopefully everyone is in the best of health, my prayers go out to all. We still must be careful and be cautious as different variants of the virus are appearing. A new variant known as "Monkeypox" has appeared with the most common symptoms to include fever and skin lesions. Hopefully this too will pass, so please be careful and diligent and practice good hygiene.

Conversions

Congratulations to all 25 postal support employees (PSEs) that will become full time regulars and obtain full benefits to include increase in pay, more paid holidays, COLA's and much more. Let's all welcome our new career employees and assist them as they become the future of the post office. The landscape of the clerk craft will soon see a drastic change since over 50 % of the rank and file are eligible for retirement and thus a new wave of seniority will arrive and they will be the future of our great union and fighting to preserve our rights.

New Guards

"The Struggle Continuous", and with that the new guards of the Collective Bargaining Agreement need to take this challenge head on to help protect your future. Brothers and Sisters, challenge any non-members to join us in the fight to be in solidarity, because together we will be resilient, and divided we fall. I can recall being told the same story when I started, so I decided to be on the playing field rather than on the sideline and doing nothing. At the National level a goal was set to increase membership by 5000 new members, and due to dedicated activists like yourselves the goal was reached. Keep in mind that when you sign up a non-member you will receive **\$150.00 dollars**.

National Convention

Our APWU National Convention was held from August 12 thru August 18 in Gaylord Harbor, Maryland. I found it to be very informative and productive, and was surprised just how many new delegates participated at this convention, indicating to us that we have a new wave of activist to carry the torch. Our Local was well represented with seasoned and new delegates representing us.

Your representatives were engaged in all activities and learning. We met many delegates from Hawaii to New York and we heard similar concerns to our issues.

During our Clerk Craft breakout, a monumental announcement was made by Clerk Division Director Lamont Brooks. Since the great merger in 1970 the clerk craft has not had a logo to represent the craft. San Antonio's Jeff Greenlee stepped up to the challenge and created this prodigious new logo to be a footprint of excellence for years to come.



T-shirts

The process in providing our members their free pink Cancer awareness shirts has begun, hopefully by October all of you would have received one. The feedback we are getting is that many are delighted with the design of the shirts. We are still planning future dates to distribute them. As far as Stations and Branches and the Associate Office we will find a way to get them their t-shirts. Please contact me to see what we can do. We have mailed some shirts to some stations which are closest. Thanks to those that have helped and please wear them proudly.

Grievances

Violations will continue to happen and most of them will be redundant, but we shouldn't

stop filing grievances. Because if we stop then the wrong signals is sent to management. So please continue to request for a steward if you suspect a violation has occurred and remember that only the union will determine if a grievance exists. Keep in mind that we only have 14 days to file a grievance. Time limits are very critical, it happens too many times that someone wants to file a grievance and the time limits have exhausted. We only have 14 days from the time of the incident, or the union first learns or may reasonably have been expected to have learned of its cause.

Remember to speak with the current stewards and NOT past stewards or those who have been here for many years since they are NOT certified to file your grievance. Those that were past stewards can attest that when they were stewards, they wanted members to come to them and NOT seek those outside the certified steward list. Also, we are always looking for fresh faces to become stewards, join us in our mission, see you all in our next union meeting and bring someone.

PSALM 37:4 "Take delight in the Lord, and he will give you the desires of your heart"

"The Struggle Continuous", and with that the new guards of the Collective Bargaining Agreement need to take this challenge head on to help protect your future. Brothers and Sisters, challenge any non-members to join us in the fight to be in solidarity, because together we will be resilient, and divided we fall"

SECRETARY TREASURER

JEFF GREENLEE

Time to Build Up The War Chest



Members, I hope you have had a great summer, stayed cool, hydrated and enjoyed your vacation.

Much has been happening these last few months especially as far as your Union finances are concerned. There have been some very expensive expenditures with conventions, educational seminars and other large ticket items, but now that those expenditures

are behind us, it is a chance for the Local to build up some of it's funds accounts and get ready for the Holiday Season and continue the battle for our member's rights.

July and August were expensive months with some large expenditures.

Expenditures

Our biggest expenditures for these months was the TPWU Educational Conference expenses, LMOU Committee expenses, the final payment on the Cancer Awareness T-Shirts, the National Convention expenses, the July/August Issue of the Dispatch.

Other than those expenditures I just listed the other monthly expenditures were normal and customary.

Checking Account

The beginning checking balance for July was \$232,972.73. We had \$63,813.88 in expenses and \$35,779.99 in deposits. Our Checking ending balance is \$204,938.84. As of the Dispatch deadline date the final totals for the month of August are not finalized.

Funds Account

Our Security Service FCU Funds balance is \$183,189.08. I did transfer \$1,134.73 from the Building Maintenance Fund to the General Fund to reimburse the General Fund for the 2nd Qtr. maintenance expenses.

As per the July GMM I have increased the deposit in the Convention Fund and started the new Fund for Advocate Training.

Otherwise, all required deposits to the Funds are being made.

Total Cash Assets

Our ending balance of the General Fund is \$204,938.94. Our ending balance of our Funds Accounts \$183,189.08. Our Total Cash Assets at the end of July is \$388,127.92. This is down sharply but not unexpected due to the expense of the TPWU Educational Conference, Local Negotiations, and the APWU National Convention expenses.

Upcoming Expenditures

August the APWU National Convention in Bethesda MD final expenses and the Veterans Day T-Shirts.

I would also ask that if anyone has a fund that they think we should set up for current, anticipated, or unanticipated expenses whether known or unknown please let me know and we will bring it before the body at our General Membership Meeting.

It is important to realize that while the Local's finances while stressed, they are not broken. The Unions finances have withstood this recent period of high expenses but since our finances are very fluid they can change dramatically by any number of motions from the floor or something unexpected that may happen.

It must also be realized that the building is over 13 years old and that maintenance costs may arise, especially as it pertains to the HVAC system.

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

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

your leaders to be strong advocates for your contractual rights.

We as members and officers have a responsibility to maintain fiscal responsibility in the allocating of Union funds and ensure that such allocations are in the best interest of ALL members.

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

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

GUARANTEED! 100% Return On Your Money!!

Thrift Savings Plan (TSP)....

As the Unions Vice President and now as the Secretary/Treasurer I have on many occasions spoken to members who are looking at retiring under the Federal Employee Retirement System (FERS) program, and after discussion with them about their retirement they realized that by not contributing to the Thrift Savings Plan (TSP) their retirement funds are greatly reduced, which affects their quality of life in retirement.

Vice versa I have spoken to those who did contribute as much as they could and how much better off financially they are when it is time to retire.

continued on next page



It is important to remember that the FERS retirement system is like a 3-legged stool, one leg is your Postal Service annuity, one leg is Social Security and the other is the TSP. If you remove one of those legs then obviously it is going to affect your retirement.

Especially now when we have so many new PSE's being converted to full-time, the importance of contributing to the TSP is of renewed importance. But, even if you are well into your career as a Postal Employee you should be taking advantage of the TSP Program and understand how it will affect your retirement future, and your families.

TSP is especially important for FERS employees. As a FERS employee, you can receive 2 types of agency contributions to your TSP account, which together can equal as much as 5 percent of your basic pay.

1. Agency Automatic (1%) Contributions. When you become eligible, your agency automatically deposits into your TSP account an amount equal to 1% of your basic pay each pay period, even if you do not contribute your own money.
2. Agency Matching Contributions. When you become eligible, your agency will match the first 3% of basic pay you contribute each pay period dollar for dollar. Each dollar of the next 2% of basic pay will be matched 50 cents on the dollar. You are immediately vested in the matching contributions.

Please also remember that if you contribute just 5% of your salary to the TSP, the Postal Service will match that 5%.... where else can you get a 100% return on your investment... that is as close to free money as you will ever get...

Please read the article below and if you have any questions please do not hesitate to call the Union Office.

TSP Investing - Why You Should Start Early

It doesn't matter how old you are, whether you just got a brand new job or if you are only just starting to get a pay-check that is actually decent. You might even just be getting used to paying bills and finally getting to afford certain items that you have always wanted to buy.

TSP investing for retirement might be the very last thing that is in your thoughts at the beginning of a brand new federal or military career; in fact, TSP investing might not even be on your mind at all yet. However, it is definitely recommended by experts to look into TSP investing, no matter how early you are in your personal career. If you begin to look into TSP investing from the very first day, there will be fewer chances of you ever missing the money that you set aside for it. This would mean that, if you're lucky enough to work for the federal government or military, to get on that bandwagon as soon as you can.

*There are many reasons to support TSP investing as early in your career as possible. **First of all, if you are fortunate enough to get matching contributions, they are something you shouldn't miss since they play a significant role to any benefit of retirement.** Second of all, if contributions remain inside your account for a longer amount of time, you will get to gain more wealth. Money within TSP investing appreciates through investment earnings, which then increases your TSP balance, and in turn goes on in repeating cycle. This would be called "**compounding miracles**". While your money grows inside your account as more time goes by, the proportion that will result from your earnings will get bigger compared to any proportions that result from individual contributions.*

The overall size of your TSP account balance will depend on the amount that you contribute, the amount that your agency contributes based on your contributions, and how your personal account ends up growing as an overall result of your earnings from these investments. To get a rough idea of what your personal retirement account can look like in the near or distant future, study this example: Let us pretend that you are currently an employee who is eligible to get agency contributions. Let us also pretend that you earn around \$28,000 every year without receiving any salary increases in the future. If you want to save 5% of your average pay every time you get paid, you will get a total of 5% from agency contributions.

The projections of growth described below would be for an assumed yearly return rate of 7% on personal investments.

Percent of Basic Pay Contributed to YOUR Account (FERS Employees Only)			
You put in:	Your agency puts in:		Total Contribution
	Automatic (1%) Contribution	Agency Matching Contribution	
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%
Amounts that you contribute above 5% are not matched			

*Five years from now, your overall TSP investing account balance will stand at nearly \$17,000; ten years from now, your overall account balance will have gone up to \$40,000; twenty years from now, your contribution to your overall account balance will have reached \$122,000. It is clear that your overall balance will keep increasing as every year goes by. If you contribute for up to forty years (it's possible if you begin working at the age of 23 and don't retire until the age of 63), your overall account balance will stand at **\$615,000 - all merely from contributing an income of 5% from your very first day of working.***

If you look at these numbers, you won't be wondering why a lot of people look into TSP investing from an early age. You can do the same, too.

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https://EzineArticles.com/expert/Devlin_Walker/515032

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Circle the Wagons & Fight for Justice



Greeting Fellow Union Members,

It was a pleasure to represent the membership of our local and meet with so many delegates from throughout the country to include many of the territories like Guam, Saipan, and Puerto Rico that took place this year was held in National Harbor, MD.

Resolutions with viewpoints from both ends of the spectrum were presented and done in a orderly matter. Although many delegates did not agree on certain issues they were still presented in a respectful manner which is how union meetings and gathering were designed to be conducted.

Clerk Craft Division Director Lamont Brooks addressed the craft and was passionate on reporting workplace harassment and safety issues that we needed to stay on top of. Lamont also was enthusiastic on training the next changing of the guard and making certain that we have well trained leaders who are prepared with necessary skillful understanding to best make the fight of the struggle that awaits the membership for years to come.

OWCP

Understanding basic information regarding Office of Workers' Compensation Programs (OWCP) claims process can be valuable in accelerating an injured employee's claim approval and receipt of benefits. I along with Ruben Hernandez and President Alex Aleman have been assisting members with OWCP cases for the past 15-20 years. Therefore, we have qualified leaders prepared to assist our membership and we will be planning to transfer that knowledge to our current certified stewards who will carry the mantle for the next generation. (see page # 11 for more information)

Support

I would like to thank Chris Rincon for his continual support on the work I perform as the Clerk Craft Director. As Chris has stated, **"Brotherman, continue doing the great work that you are doing, many don't understand what you do daily as the director."**

National Elections

National Elections are just around the corner make so be certain to make your voice count and vote for the candidate you believe best represents the clerk craft. For best guidance for voting for the clerk craft reach out to members of the clerk craft and NOT any other craft.

Conversions

Congratulations to the twenty-five (25) Postal Support Employees (PSE's) that will be converting to career full time status on September 10, 2022. Just some of the benefits that career employees will be afforded are the following:

- **Sunday Premium Pay,**
- **Cost of Living Adjustments (COLA),**
- **Eleven (11) paid holidays,**
- **Annual Leave Accrual,**
- **Military Leave,**
- **Court Leave,**
- **Uniform and Work Clothes Allowance**

Safety

"Understanding basic information regarding the Office of Workers' Compensation Programs (OWCP) claims process can be valuable in accelerating an injured employee's claim approval and receipt of benefits. I along with the Ruben Hernandez and President Alex Aleman have been assisting members with OWCP cases for the past 15-20 years"

We will continue to address the lack of concern that Plant Manager Km Calderon has for storing the Over The Road (OTR's) in the employee parking lot which present safety concerns. The employee parking lot was not meant to be a storage place for Mail Transport Equipment. Having OTR's in the parking lot poses a safety threat to our new employees who walk

from the training room to the District to obtain ID badges. Postal Management would park two trailers to store the OTR's and transport them to the Postal Support Annex.

Appreciation

It was a delight to hear many affirmative observations from APWU members from all over to include National Executive Vice President Debbie Szeredy, Clerk Division Director Lamont Brooks, and other locals from Puerto Rico, NY, Guam and other delegates about our newsletter, and the excellent electronic communication we have in place for the membership.

Clerk Division Committee

My sincere thanks for being selected by National Clerk Division Director Lamont Brooks to contribute my skills and experience among some of the most spirited and knowledgeable clerks at the National Convention Clerk Division Committee. It was a pleasure working with the best group of committee members and sharing valuable insight and gaining experience. It was an honor and pleasure to represent the Clerk Craft.

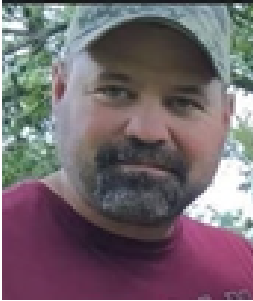
New Logo

At the National Convention Lamont Brooks unveiled the logo that will represent the Clerk Craft for many years to come. Many thanks for Jeff Greenlee for making this dream into a reality.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Scanning Will Save Jobs!!!



Greetings, Sisters & Brothers,

It is great to be back from the National Convention that was held in National Harbor, MD. Much has occurred since the last National Convention. This was the 44th gathering of Motor Vehicle Service (MVS) directors and delegates from coast to coast. **"One of the main goals in the MVS craft is to find work opportunities as well as**

inform and represent our membership", Mike Foster.

Scanning

The MVS craft has increased by twenty (20) per cent nationwide. This was one of the biggest highlights from the convention. Therefore, it is so important to scan. Remember to scan all inboards, outboards, arrivals, departures, pallets, and any mail equipment.

"Another highlight was a step 4 agreement on Clerk Vehicle Dispatcher Relief (HQTV20190224). This agreement states: A supervisor should not perform dispatching duties for more than one hour per day, including lunch and breaks. These are just to name a few of the big highlights for our craft. We still have a struggle though.."

Scanning is extremely important to the survival of our craft. Management should not be deleting and adjusting scans solely for goal requirements. We have all heard management talk about Zero Base in MVS. The Zero-Base studies adjust runs by your scans and your percentage. Not scanning or not picking up all the mail possible could result in a reduction or even a loss in a run/stop.

Another highlight was a step 4 agreement on Clerk Vehicle Dispatcher Relief (HQTV20190224). This agreement states: A supervisor should not perform dispatching duties for more than one hour per day, including lunch and breaks. These are just to name a few of the big highlights for our craft. We still have a struggle though.

Over the last several years MVS has been fortunate to grow the craft by adding jobs, from contracting, maximization grievances, and by scanning. These gains would not be possible without the MVS craft members reporting violations and staying on top of management. With that being said, we have a major hill to climb in our future. It is very likely in our future for management to attempt to contract out our work under several different contracts.

One of management's sneaky attacks is to form a Go Anywhere Contract. Most of the convention contracting was discussed. We have a long road ahead of us in our craft. It will be a hill to climb and may be a bumpy one, but with your commitment, hard work, dedication, and your participation in speaking up and requesting to speak to your steward we will accomplish our goals.

I encourage you to be union strong all day long!

Vehicle Maintenance Facility (VMF)

At the National Convention the focus for MVS was solely on outsourcing/contracting. One of the highlights was how management was using a Level 10 employee instead of a Level 8 when they conducted a cost comparison. Management did this to justify the need to contract out our work.

Training

Our union main focus is on training and is currently fighting to make certain that we obtain all necessary and required training. The Postal Service and the union have mutually agreed that all MVS employees be provided adequate training necessary on the latest technologies for current and

new vehicles. This is per a New Memorandum of Understanding (MOU). The union had also addressed hands on training, and the Postal Service is in the process of building a new training site for the VMF employees. We are currently doing our training online at this time but learning face-to-face and especially with hands on

learning will be much greater. I encourage you to request to speak to your steward if you are not receiving adequate training. It will also be a struggle, but with your help and by you speaking up we can win this struggle. 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. Employers' responsibilities also include providing training, medical examinations, and record keeping.

How to File a Safety and Health Complaint

You (or your representative) have the right to file a confidential safety and health complaint and request an OSHA inspection of your workplace if you believe there is a serious hazard or if you think your employer is not following OSHA standards. The complaint should be filed as soon as possible after noticing the hazard. A signed complaint is more likely to result in an onsite inspection.

Online - Use the Online Complaint Form

Submit your complaint online to OSHA. **Fax/Mail/Email - Complete the OSHA Complaint, or Send a Letter Describing Your Complaint**

Complete the complaint form or letter, and then fax, mail, or email it back to your local OSHA office.

Telephone -

Call Your Local OSHA Office or 800-321-6742 (OSHA)

OSHA staff can discuss your complaint with you and respond to any questions you may have.

In Person - Visit Your Local OSHA Office

OSHA staff can discuss your complaint with you and respond to any questions you may have.

Keep Trucking and Stay Safe!

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Reporting Hazard Conditions



Hello Sisters and Brothers, I want to thank all of you for giving me the opportunity to attend the APWU National Convention in Washington D.C. The Delegates from across the United States, Puerto Rico and Caribbean came together and debated and voted on resolutions that will impact our APWU in the future.

We heard speakers from other Unions like Amazon, Starbucks and the Airline Union who thank us for our support and motivated us to continue our fight in the Labor Movement.

I want to thank Our Asst. Craft Director Jarrett Williams, Maintenance Delegate and Chief Steward on tour 3 Albert Cardenas, Chief Steward Tour 1 Mike May, Tour 2 Chief Steward Michael Doherty and Station Chief Steward Tony Ramon Jr. Alternate Steward Stations Miguel Muniz for all their hard work.

PS Form 1767

This form is to be used to report hazards, unsafe conditions, work practice and, in the opinion of the APWU, hostile work environments. You can use PS Form 1767 to report anything that you think could jeopardize your health: Dirty conditions, pests, mold, disturbed or broken building materials (tiles, insulation, etc.) The form must be readily available and easily accessible to all workers on the workroom floor. You should not have to ask a supervisor for a form—they are not supposed to be locked up in a desk or stored where an employee cannot get them. The form can be submitted anonymously, but if it is you will not receive back a copy of the form that includes management's actions to abate the problem. The ELM in Section 824 has very clear explanations of how the form is to be used with both supervisor and employee responsibilities listed. The text of ELM 824.6 is below.

We recommend that you utilize the 4-copy NCR form provided by the USPS in your workplace so that you can get your copy returned to you. By doing so, you can see what abate actions were completed or ignored. Also, having a copy helps your union representative if they need to file a grievance on the safety issue that is not being addressed. If you have questions about the form, need help completing one, or can't find one in your office, contact your local union representative.

Employee and Labor Relations Manual

Section 824.6 Investigating Employee Reports of Hazard, Unsafe Condition, or Practice 824.61

Purpose of PS Form 1767, Report of Hazard, Unsafe Condition or Practice

PS Form 1767 is designed to encourage employee participation in the Postal Service safety and health program and to provide prompt action when employees report a hazard. This form provides a channel of communication between employees and management that promotes a prompt analysis and response with corrective action to reports of alleged hazards, unsafe conditions, or unsafe practices.

824.631 Employee

"You can use PS Form 1767 to report anything that you think could jeopardize your health: Dirty conditions, pests, mold, disturbed or broken building materials (tiles, insulation, etc.) The form must be readily available and easily accessible to all workers on the workroom floor"

a. Any employee, or the representative of any employee, who believes that an unsafe or unhealthful condition exists in the workplace may do any or all of the following:

b. File a report of the condition on PS Form 1767 with the immediate supervisor and request an inspection of the alleged condition.

c. If the employee desires anonymity, file PS Form 1767 directly with the installation's safety personnel, who will immediately give the report to the employee's supervisor for necessary action. (In such cases, safety personnel must not disclose the name of the individual making the report.)

d. Report alleged unsafe conditions to a steward, if one is available, who may then discuss the condition with the employee's supervisor.

Discrimination against an employee for reporting a safety and health hazard is unlawful.

824.632 Supervisor

The immediate supervisor must promptly (within the tour of duty):

a. Investigate the alleged condition.

b. Initiate immediate corrective action or make appropriate recommendations.

c. Record actions or recommendations on the PS Form 1767.

d. Forward the original PS Form 1767 and one copy to the next appropriate level of management (approving official).

e. Give the employee a copy signed by the supervisor as a receipt.

f. Immediately forward the third copy to the facility safety coordinator.

It is the supervisor's responsibility to monitor the status of the report at all times until the hazard is abated. If the hazard remains unabated longer than 7 calendar days, the supervisor must verbally inform the employee as to abatement status at the end of each 7-day interval.

For more additional information on reporting hazards please refer to **ELM 824.633—824.636**

MAINTENANCE CRAFT DELEGATE/ TRUSTEE

ALBERT "RED" CARDENAS

Kaleidoscope View into Managements Lies



Hello brothers and sisters, thanks to the maintenance craft for the opportunity to represent you at the 2022, APWU convention. Our local voted on many resolutions for the best interest of our membership. Some of the Maintenance craft topics were the Per Diem for training at National Center for Employee Development (NCED). The tentative

effective date is the 1st of November 2022. The facility will have a three-tier dining at NCED.

- 1st Tier 3 Squares
- 7 days a week unlimited all you can eat hot and cold buffet style. Pricing is breakfast \$15 lunch \$18 dinner 24 (+taxes).

- 2nd Tier Pony Express
- Monday thru Friday 630 am to 1pm

- Snacks hot and cold meals and beverages.

Price range – approximately \$1.50 - \$7 per item (plus taxes)

- 3rd Tier Vending
- 24/7 self service offerings, cold snack, and beverages.

Price range -approximately 1.50-300

Workshops on retirement, TSP, Workplace Harassment, Safety, Excessing, and other topics were covered. If members would like materials on subjects covered then please provide me an email or a USB flash drive and materials can be provided. Delegates from the SAAAL met with many candidates for the upcoming national elections which included President Mark Dimondstein.

“As maintenance craft members you have the power to help us defend your rights and safe jobs. Ask for work orders for items not on your assigned route. Avoid taking short cuts; and help identify safety hazards that are being created by managements failed philosophy”

Maintenance elected officials and representatives have not agreed to endorse any candidates for the national election. Twelve (12) percent of contributions to Committee on Political Action (COPA) go to Republican Congressional members that support the Labor movement for the United States Postal Service. COPA is a non-partisan Committee on Political Action. Help improve the work conditions in our craft as 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, by running equipment to failure and threatening our employees to close out ECBM items that have not been completed. As maintenance craft members you have the

power to help us defend your rights and safe jobs. Ask for work orders for items not on your assigned route. Avoid taking short cuts; and help identify safety hazards that are being created by managements failed philosophy. I would like to report as your trustee that a letter from national was received that an executive officer has being

assigned the case appeal of Frederick Duncan vs Alejandro Aleman. Although our local has not received a response on which case number has been appealed.

Social and Recreation Committee

No Sea World event has been negotiated, the major roadblock is the park would like a guaranteed attendance with a liability for not meeting the tickets threshold. We will continue to negotiate with companies to bring postal employees discounted tickets and reasonably priced events, if you have any suggestions, please let us know.

So, help your Union, help you!

Alex Aleman ...

Continued from page 1

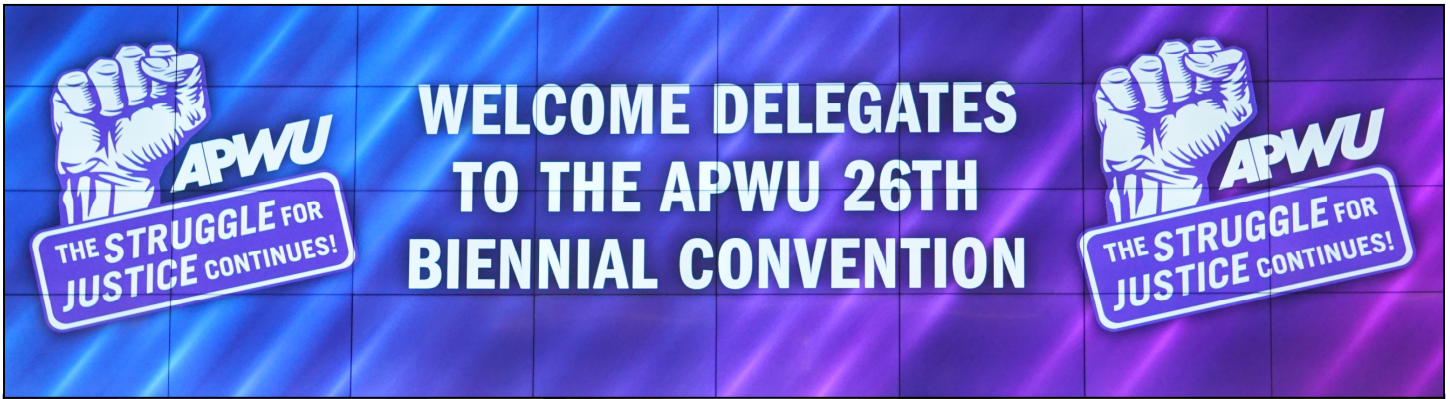
Management has a bad habit of texting/calling PSEs and PTFs when they are off the clock to change their posted weekly work schedule. Management may not change your weekly work schedule via a text message. Your phone is not the property of the Postal Service. Postal Workers are not on call employees. Any discussions or changes to your weekly work schedule must be done while you are on the clock at work. Calling you off the clock should be the exception and not the rule. Management constantly contacting you via your phone when you are not at work and off the clock could be a form of harassment.

Article 8.3., All PTFs will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the peak season exception period. Management will notify PTF employees of their assigned nonscheduled day by the Wednesday preceding the service week. Article 8.8.F., PTFs will be guaranteed a minimum work schedule of twenty-four (24) hours per pay period. PTF's are guaranteed (4) hours work or pay on any day they are requested or scheduled to work.

Article 8.3., All PSEs will be offered a minimum of one (1) nonscheduled day each service week, except during the peak season exception period. Management will notify PSEs of their assigned nonscheduled day by the Wednesday preceding the service week.

Article 8.8.D., Any PSE who is scheduled to work and who reports shall be guaranteed two (2) hours of work or pay. Any PSE employee who is scheduled to work and who reports to work in a post office or facility with 200 or more work years of employment shall be guaranteed four (4) hours of work or pay.

The two (2) hours apply to the small associate offices; the four (4) hours apply to the larger associate offices and the San Antonio Post Office, Plant, Stations.



OWCP FOR MEMBERS

When injured notify your Supervisor or someone acting in the place of your Supervisor.

Every job-related injury should be reported to your supervisor as soon as possible. Injury in this case also means any illness or disease that is caused or aggravated by your employment as well as damage to medical braces, artificial limbs, and other prosthetic devices. The USPS Handbook EL-814 states "You must report an injury immediately". However, it is fair to say **Immediately** upon your awareness.

CA-1 Traumatic Injury: Traumatic injury means a wound or other condition of the body caused by external force, including stress or strain, which is identifiable as to time and place of occurrence and member or function of the body affected. The injury must be caused by a specific event or incident or series of events or incidents within a single work day or shift. • The injury must be caused by a specific event or incident. This injury was caused by picking up a heavy object, or slipping and falling down, for example.

CA-2 Occupational Illness: Occupational disease or illness is a medical condition produced in the work environment over a period longer than a single workday or shift by such factors as a repetitive motion injury, or exposure to hazardous elements such as, but not limited to, toxins, poisons, fumes, noise, particles, radiation, or other continued or repeated conditions or factors of the work environment.

CA-16 Authorization for Examination

and/or Treatment: The employer shall issue Form CA-16 within four hours of the claimed injury. If the employer gives verbal authorization for such care, he or she should issue a Form CA-16 within 48 hours. The employer is not required to issue a Form CA-16 more than one week after the occurrence of the claimed injury. This form guarantees payment to the care provider if the employee requires medical treatment because of a work-related traumatic injury.

CA-20 Attending Physician's Report: This medical report is required by OWCP BEFORE payment of compensation for loss of wages can be made to the employee. Recommend this form used in lieu of a narrative medical report issued by the physician. After initial visit for medical care, it is recommended that you take with you a form CA-17 - Duty Status Report to give to the attending physician. This form provides your supervisor and OWCP with interim medical reports containing information as to your ability to return to any type of work. CA-17 forms apply to CA-2 claims also.

ECOMP Information: Before you can file any forms in ECOMP as an injured worker or employee, you must first register and create an ECOMP account. By doing so, this places you in control of your claim. This means you do not need to rely on your employer or supervisor to submit your claim on your behalf. This also allows OWCP to communicate directly with you in a near-real time basis. • To register, click the "Register" link on the ECOMP home page at ecomp.dol.gov.

Continuation of Pay or COP: 45 calendar day window for use of up to 45 days of agency paid leave for Traumatic Injury Claims Only Begins on the date of first disability. Timeframes for Eligibility: Must file the CA-1 within 30 days of the date of injury. Absence from work due to the injury must begin within 45 days of the date of injury. Must submit medical evidence of disabling injury to the employing agency within 10 calendar days. If the preceding conditions are not met, COP may be withheld. This is referred to as controversion.

Postal Service employees have a three-day waiting period before COP will be granted. They may use annual leave, sick leave, or leave without pay during that period, except that if the disability exceeds 14 days or is followed by permanent disability, the Postal Service employee may have that leave restored. See 20. C.F.R. §10.200(c). The three waiting days count toward the 45 calendar-day COP entitlement period. Time lost for medical treatment only does not count as work disability and does not count as a waiting period day, and the employee must elect COP on the front of Form CA-1 to request that any previously used leave be changed to COP.

Wage Loss Compensation: Compensation paid for total disability, absence for medical treatment related to the injury, or for employees who have returned to work but are earning less than what their date of injury job currently pays. Filed using a CA-7 Based on pay rate on the date of injury.

Can be paid for both Traumatic Injury claims and Occupational Illness/Disease Claims.

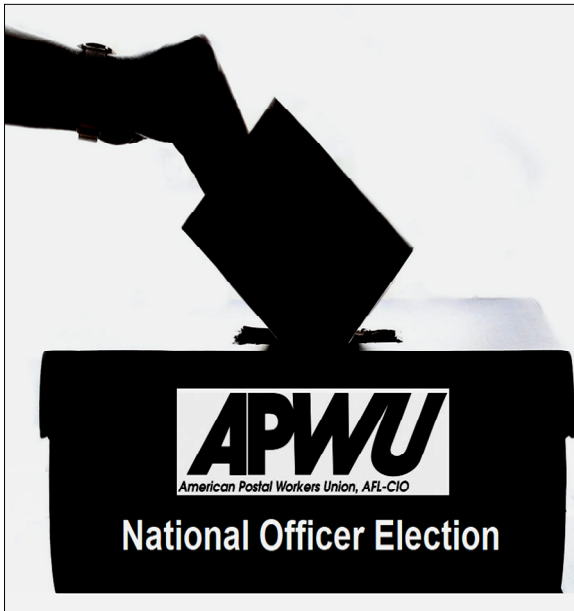
- * Paid at a rate of 75% of date of injury pay if dependents are in the household.
- * Paid at 66 2/3% if no dependents.
- * Tax Free

Source: APWU Human Relations Department

**ALWAYS ELECT COP, OWCP IS THE ONLY AGENCY THAT DECIDES IF YOU ARE ELIGIBLE,
DO NOT BE TRICKED BY YOUR SUPERVISOR**

APWU National Elections

Win \$50 Just For Voting



The members at the August GMM voted to award 10 Lucky SAAAL Members \$50 each just for participating and voting in the 2022 APWU National Elections!

The names will be drawn randomly by the American Arbitration Association.

All Ballots will be mailed on or after Saturday, September 10 thru Thursday, September 15, 2022.

The SAAAL encourages ALL members to vote, as this presents a significant opportunity to have your voice heard.

Additional Election information will be forthcoming.

If you have additional questions or concerns please call the Union Office at 210-271-0853.

After Pressure, Management Sets Retroactive Pay Date!



It has been announced that the APWU was preparing collective actions in response to the unacceptable delay in retroactive payments won in the 2021-2024 Collective Bargaining Agreement (CBA). Today, after concerted struggles with postal management, management has finally provided the union with firm dates the payments will be received by postal workers in APWU-represented crafts.

The retroactive payments will be processed on October 11, 2022. They will appear as a pay adjustment on paychecks received October 28, 2022.

“Those in management responsible for overseeing these payroll changes had so little respect for postal workers that they apparently thought a May 2023 date for the retroactive payments would somehow be acceptable. This was outrageous,” said APWU President Mark Dimondstein. “Postal workers earned this pay, we deserve it, and we’re not in the business of giving management interest-free loans on the back of our labor. While we’re still unsatisfied with the delay, we sent a message and have gotten firm dates months in advance of management’s plan.”

“This delay in retroactive payments was unacceptable to everyone in our union,” said APWU Director of Industrial Relations Charlie Cash. “While we’re glad to have dates to look forward to, we will still file a national-level grievance seeking an appropriate remedy for all affected postal employees.”

The CBA included the following pay adjustments:

- Effective November 20, 2021: General wage increases of 1.3 percent
- Effective Nov. 20, 2021: Additional 1 percent pay raise for PSEs (who do not receive COLA)
- Effective September 25, 2021: New pay scale for Grade 11
- Effective Feb 26, 2022: Sixty-three cents/hour COLA, for career employees
- Effective April 9, 2022: Fifty cents/hour increase for the PSEs effective

Each of the above adjustments were programmed and included in our wages on June 4, 2022, with the exception of the 50 cents/hour due to the PSEs. That management error was corrected and included in pay from July 30, 2022.

The retroactive payments due to workers consists of the above adjustments on hours worked from June 4, 2022 going back to their respective effective dates, and between April 9 and July 30 for the PSE fifty-cent increase.

We will keep members updated on the grievance process regarding this unacceptable delay.

Cancer Awareness T-Shirts



**Cancer Awareness
T-Shirts are now
available and will
given away to ALL
SAAAL APWU
Members in honor of
October's Cancer
Awareness Month.**

**Please contact
Vice President David Hernandez
210-271-0853, or**

dhern79@yahoo.com

**and arrangements will be made to
make the T-Shirts available to you.
These T-Shirts are free to ALL SAAAL
Members!!**



Veteran's Day T-Shirts

These T-shirts will be given away to all veterans who attend the September and October General Membership Meeting (one t-shirt per veteran), while supply lasts.

Any T-Shirts left over after the October General Membership Meeting will be offered for sale.



General Membership Meeting

September 17, 2022

11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board

Meeting

10:00 A.M.

*****AGENDA*****

Financial Report

Officers Reports

Executive Board Recommendations

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
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The breast cancer ribbon has become the universal symbol of breast cancer, illustrating the cause, raising awareness and bringing together women in solidarity.



The Deadline for
articles to appear
in the
NOV / DEC
Edition
Dispatch is

OCT 21

Your cooperation is

