

DISPATCH

Celebrating Over 100 Years
of Representing Postal Workers

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



VOLUME 68 NO. 4

SAN ANTONIO ALAMO AREA LOCAL



JULY / AUGUST 2022

PRESIDENT

ALEX ALEMAN

TACS Duties is Clerk Work!!



TACS DUTIES

TACS stands for **Time and Attendance Collection System** (TACS) replaced

Postal Source Data System (PSDS). Under the Postal Source Data System we had clerks who were performing timekeeping duties. At the Plant, when an employee returned to work after a call in, the employee would have

to go to the PSDS office to re-

trieve their time card and fill out PS Form 3971. There were clerks who worked in the PSDS office and they were responsible for the timekeeping of all postal workers.

TACS Duties is considered bargaining unit work and is considered Clerk work. When a Supervisor performs TACS Duties, the supervisor is performing bargaining unit work (clerk work). We need to fight back when a supervisor is performing TACS Duties. Supervisors performing TACS Duties is a violation of Article 1.6.A.

If you are a Lead Clerk and are not performing TACS duties, request to see your steward and identify the supervisor who is performing TACS duties. The steward should request TACS report, User Log Report, which identifies the supervisors who are performing timekeeping duties.

Lead Clerks are expected to take the TACS training course number 31267-01. It is an 8 – hour's classroom training course. Locally we had Lead Clerks go through TACS training and every time a clerk is awarded a Lead Clerk position the clerk is expected to go to TACS training, TACS training is not pass or fail. You will not go through a deferment period when you take the TACS training. The effective date of the award is not contingent on the TACS training. In accordance with the February 4, 2016, Step 4 settlement agreement, all Lead Clerks must receive required training.

The required training for Lead Clerks assigned the Lead Clerk Clock Office Role in TACS is:

In facilities that qualify for more than one (1) Lead Clerk duty assignment, not all Lead Clerks must be assigned TACS duties, however, management must provide the required Lead Clerk Clock Office Role training to additional Lead Clerks in order to provide appropriate coverage for each tour (F1 Mail Processing), days off and leave. This will ensure that the TACS duties associated with the Lead Clerk Clock Office Role are performed by Clerk Craft bargaining unit employees.

In a recent Arbitration Award, Arbitrator Robert T. Simmelkjaer wrote: In the final analysis, the Union has

presented a prima facie case that Management failed to comply with the Settlement Agreements of 9-9-21 and 9-5-18. Having failed to rebut the Union prima facie case, the Service has deviated from USPS Policy of ensuring timely compliance with grievance settlements. As noted in the Service's June 26, 2019 Memo entitled:

"Compliance with Arbitration

Awards/Grievance Settlements," – Compliance is not an option but a requirement...No Manager or supervisor has the authority to override an arbitrator's award or a signed grievance settlement." The union has been fighting management for Lead Clerks to perform timekeeping duties since 2012. It has been a struggle, management has been resisting the change of timekeeping duties to the Lead Clerk. Lead Clerks are expected to take the appropriate TACS Training and perform TACS Duties either as the primary or relief.

I am asking the Lead Clerks to do their part and to perform timekeeping duties. A Lead Clerk you may not refuse to perform timekeeping duties.

Lets all of us together fight for our work!

"When a Supervisor performs TACS Duties, the supervisor is performing bargaining unit work (clerk work). We need to fight back when a supervisor is performing TACS Duties. Supervisors performing TACS Duties is a violation of Article 1.6.A"

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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How to Have a SAFER Summer Vacation

Summer is the perfect time
 to relax and take a vacation...
 but no matter where
 you go or what you do,
make safety a top priority.

**Don't forget the sunscreen
 (SPF 30), even when it's cloudy.**



**Wear sunglasses that
 block UV rays.**



**Drink plenty of fluids so you
 don't become dehydrated.**



**Don't leave kids alone near water,
 even for a minute.**



**Use life jackets when participating
 in water sports or in a boat.**



**Wear a bike helmet every time
 you ride. Fasten the strap.**



**Use insect repellent containing DEET to
 keep mosquitos away. Don't swat at bees.**



**When thunder roars, go indoors.
 Lightning is not far away.**



**Obey all safety signs
 and warnings.**



VICE PRESIDENT

DAVID Z. HERNANDEZ

Heat Advisory In Effect



Hello Brothers and Sisters,
Hopefully when you are reading this it finds you all in the best of health. The summer days are here and we need to be careful, especially with our little ones. Too many times reports about deaths due to dehydration of children being left in vehicles due to heat.

Take your time and pay attention and always double check your back seats of your vehicles to be sure. Always drink plenty of water when you are doing outside activities.

What Is Dehydration?

Dehydration happens when our bodies are not consuming enough water or fluids to account for the water lost.*.

What Causes Dehydration?

Exercising and Sweating People often become thirsty engaging in sports, which is the body's way of saying it needs more water to hydrate the muscles and cells. Hot weather and humidity also cause the body to sweat thus losing fluids through our pores.

Vomiting or Diarrhea The body loses significant amounts of fluids and electrolytes when we vomit or have diarrhea.

Fever: When you have a fever your overall body temperature increases, thus putting strain on your internal organs and tissues to work harder. As a result, fevers are known to cause dehydration by requiring the body to process water at a higher rate than normal.

Increased Urination Conditions such as diabetes, other illnesses, and even some medications can cause increased urination, resulting in the loss of fluids at a higher rate than normal.

Drinking Alcohol: When you drink alcohol you also increase the rate at which the body urinates. If you don't replace the fluids you've lost, then even a couple of drinks may lead to dehydration.

What Are the Symptoms of Dehydration?

People at any age can become dehydrated, and since younger children and infants might not be able to vocalize or recognize when they are thirsty, it is important to take note of the various symptoms attributed with dehydration. When humans feel thirsty they are already dehydrated. **Good information from BRITA water products.**

Uvalde TX

I visited Uvalde, TX the site of atrocious act of cowardliness. My thoughts and prayers have been out to the community of Uvalde as it is still complicated to process the act of unspeakable malice and cruelty that impacted the community by a predator that chose innocent unprotected school children as

his targets of disgust. The fabric of the community held together and grew stronger as they were able to pull together despite differences to assist each other thru these difficult times. We can all learn from how this community rallied together to handle a difficult matter.

TPWU

As the Texas Postal Workers Union Educational Conference (TPWU) is now one for the books it did come with its issues, however, in the big scope it was one with great insight. Starting with APWU President Mark Dimondstein sharing the breakdown of our new contract, and each respective craft dispersing needed materials to better serve our members. As always it was a pleasure meeting some of our National Officers and National Business Agents.

National Convention

The dates for this upcoming National APWU Convention will be from August 12-19 2022. More information will be made available during our July general membership meeting.

Plant

On the last dispatch I introduced our new Senior Manager of Distribution Offices (SMDO), Fred Germany. However, new changes have occurred and now Mr. Germany was selected for another position in Dallas. So now we await the new SMDO that will be coming in late July from Florida.

Supervisors

One complaint from our members is obtaining time to see a steward. Please request to see your steward when you perceive a violation has occurred. Management has a responsibility to notify you within 2 hours of your request as to when you will speak with a steward. If it's not possible for whatever reason, then at the beginning of your next work day is when you should be allowed to see your steward.

LMOU

Our local negotiation has started as we are working together to better improve our Local Memorandum of Understanding (LMOU). These negotiations occur each time a new contract is signed.

Week 1, first session Wednesday June 22, 2022

Week 2, Second Session Tuesday June 28, 2022

Week 3, Third Session Thursday July 7, 2022

Week 4, Fourth Session Tuesday July 12, 2022

Commencing May 23, 2022 and Ending July 22, 2022

"And God shall wipe away all tears from their eyes; and there shall be no more death, neither shall there be any more pain: for the former things are passed away."

Revelation 21:4

"United we stand, divided we fall"

"People at any age can become dehydrated, and since younger children and infants might not be able to vocalize or recognize when they are thirsty, it is important to take note of the various symptoms attributed with dehydration"

SECRETARY TREASURER**JEFF GREENLEE**

Union Meetings/Finances Under Stress



First of all, I hope you and your families are safe and enjoy the HOT summer. Be safe and use sun-screen!!

Union Meetings

The Local's General Membership Meeting is the heart of the democratic trade union, and its decisions are the pulse of the organization.

The General Member Meetings establishes that the union, as an organization, exists and has structure. And, as with any democracy, it allows the members to attend and participate...or not to attend and participate if they so choose.

The General Membership Meeting is a valuable asset to the Union and it's members and it's importance cannot be understated.

The General Membership Meeting is where direction, goals and purpose are discussed,

The General Membership Meeting gives direction to the Local leaders.

The General Membership Meetings are a sign of a vibrant, democratic and organized union. The union meeting has many purposes and should be used as a forum to:

- * Meet as a group and inform the membership (and learn from the membership) about what is happening, what might be happening, and why.
- * Conduct union business by allowing the membership to discuss issues, exchange ideas, debate and make decisions on implementing the local's policies and programs.
- * Allow members to make proposals and have input while getting updates on events and business that affects them.
- * Build unity and solidarity within the local while meeting with your leaders.
- * Provide a platform for members to question their leadership on any and all issues from contractual matters to financial allocations. It is not a platform to personally attack officers, stewards, or members.

All members should realize that the first step to receiving an answer is being brave enough to ask a question, they must also be brave enough to listen to the answer, even

though it may not be the answer they wanted or agree with. Our Union meetings are planned in advance, and we have a published agenda that allows for the free flow of information but is not limited to those items. Our meetings should always be kept as positive as possible. Participation should be encouraged, and the meetings should be short and to the point. Unfortunately, our General Membership Meetings are attended by less than 5% of the membership.

There are many reasons why someone cannot, or will not, attend but much has to do with the fact that Postal Workers work 24/7 and no time is the best time for all members, but it is still an unfortunate fact that less than 5% make decisions for 100% of the members.

It does not help that our Union meetings now last two or more hours, with much of that time being used for matters that could be best resolved privately or through other processes. The meetings must stay focused,

orderly, efficient and to the point. I commend those that do attend and the Local is willing to discuss any ideas that may improve the attendance.

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

"Disagreements will happen, and respectful arguments should be presented, but regardless of the passion of the issue, no member, or officer, should be attacked for their position."

Locals Finances

June, July, and August will put much stress on our Local's finances.

In June we spent approximately \$37,000 on the TPWU Educational Conference. This is somewhat inflated since the membership at the May General Membership Meeting authorized the LWOP expenditure for all that were authorized to attend. Fortunately, we do have the funds in the Convention Fund to cover this expenditure.

Another expenditure in June was the \$5,000 spent on the Cancer Awareness T-Shirts. This is the second of three payments of \$5,000 each for the T-Shirts (total \$15,000+ May, June, and July). An issue of importance concerning the T-Shirts is that this will not be the final cost because the Local will have to use funds to get the T-Shirts to all 1,150 members, a daunting, expensive task to say the least and at this time it is not known how that will be accomplished.

continued on next page

An unfortunate aspect of the T-Shirt purchase, and one you may not be aware of, is that not one penny of the \$15,000+ actually goes toward Cancer research or any of the associated charities. While this is a feel-good motion on our part, and it will bring much needed cancer awareness to our friends and families, the only entity that benefited financially from this expenditure is the T-shirt company. This expenditure was passed at a General Membership Meeting, this may be an example of how full deliberation must occur and the full ramifications of the action be discussed before large expenditures such as this takes place. This was not a budgeted item.

In August the Local will again pay out a large expenditure for the APWU National Convention in Bethesda, MD. At this point I estimate the cost to again be approximately \$40,000. This expenditure will be discussed and voted on at the July General Membership Meeting. Items to include travel expense, use of alternate delegates, timeframe at convention and finally whether LWOP/Other Compensation will be authorized.

All is not doom and gloom though... I do want to bring to your attention that we do have two full time officers at the Union Hall and our per-capita income has continued to rise due to the signing up of non-members and PSEs at orientation.

Just to put some context to it, in December of 2020 we were only 79.2% organized with 936 members, as of June 16, 2022, we are now at 89.6% with 1128 members, that is over a 10% increase. This difference in membership equates to approximately \$2,900/PP, or over \$75,000/year in additional per capita income.

The Trustees have reviewed the books and I am proud to report they have found no irregularities or discrepancies, and all is in order.

As of the end of May and halfway through June, the Local's finances, although stressed, the outlook is still positive and promising. In order to maintain that financial health, it takes discipline and common sense which will allow this Local to continue to be financially strong. A financially sound Union enables your leaders to be strong advocates for your contractual rights. We as members and officers have a responsibility to maintain fiscal responsibility in the allocating of Union funds and ensure that such allocations are in the best interest of ALL members.

Please review my May Treasurer's Report on Page 14

Newly Converted PSEs

The San Antonio Post Office recently converted many PSEs to Full Time Regulars. As a result of those conversions the newly converted PSE are under a strict time limit to make new career decision concerning their benefits. As newly converted career employees, PSEs will have sixty-days (60) to make benefit decisions.

New career employees may choose new health insurance and other benefits decisions.

As newly converted career employees, PSEs will have sixty-days (60) to make benefit decisions. New career employees may choose new health insurance plans, enroll in the *Federal Employee Group Life Insurance (FEGLI)* plan, choose how much to contribute to the *Thrift Savings Plan (TSP)*, where to allocate TSP funds, and other benefits decisions. The Postal Service is supposed to send each newly converted employee a "benefits" book with all the necessary forms and instructions for making these extremely important decisions but do not rely on the Postal Service to do the right thing. Investigate your new benefits, consult with your Craft Officers because **the sixty-day limit is a hard limit** and cannot be extended. Employees are encouraged to begin looking at their new benefits and not wait until the very end of the 60 days to decide.

Postal workers who wish to join the APWU must complete PS Form 1187 (Authorization for Deduction Dues). Call San Antonio Alamo Area Local Office at (210) 271-0853 or contact your Shop Steward.

WELCOME

TO THE
AMERICAN POSTAL WORKERS UNION

"It shall be the objective of the APWU to secure through collective bargaining and legislative effort a safe and healthy work environment, better working conditions and a better standard of living for the members of the APWU and their families."

ARTICLE 2 OF THE
NATIONAL CONSTITUTION

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

What's in Your ~~Wallet~~, eOPF?



First, I want to express my thanks to all the clerks who attended the Texas Postal Workers Union (TPWU) Educational Conference. I was so proud of the stewards under my responsibility that attended every session. This act drew praises from some of the National Officers who commented on how strongly the

clerks were well engaged and represented.

APWU National President Mark Dimondstein, Director of the Clerk Division Lamont Brooks, and AFL-CIO President Rick Levy were just a few who helped pump up the crowd. Texas AFL-CIO Secretary/Treasurer Leonard Aguilar stated at the conference, ***"It should not have taken a pandemic to label Postal Employees as Essential Personnel"***. Postal employees provided this nation's infrastructure a critical assistance and kept this country strong and viable during this horrible pandemic. Also, our citizens were ensured that they still had the right to Vote by Mail. As Dino Christianopoulos said, "They tried to bury us, They didn't know we were seeds".

Personnel Folder

Every employee should go on liteblue and research their Employee Official Personnel Folder (eOPF). What is eOPF? It is an application that provides USPS employees access to view information that is contained in their Official Personnel Folder.

Understanding Your Rights

(This article first appeared in the May-June 2015 issue of The American Postal Worker magazine.)

Many employees accept unwarranted discipline, simply because they are unaware of their rights/ Sometimes out of fear of losing their job, or being harassed by their supervisor, employees let things go and hope for the best. But things often get worse – and before they realize what's happening, they're in trouble. Therefore, it's imperative that you know your rights.

File a Grievance

Grievances should be filed within 14 days of an incident – whether it is a warning letter, suspension, or removal – or when a violation of the contract occurs. When your supervisor issues discipline, it must be in writing, with your right to file a grievance outlined. Never wait until the last minute to contact your union steward to file a grievance – contact your representative immediately. If your supervisor

refuses to permit you to see your steward, find a way to see the steward after work hours.

Never hide information or documents. If a violation has occurred, a Step 1 grievance will be filed on your behalf. If the grievance is not resolved at the Step 1 meeting, your union steward is authorized to appeal the grievance to Steps 2 and 3. If the grievance is not resolved, a National Business Agent is authorized to appeal the case to arbitration. If the case is arbitrated, an arbitrator issues an award that is binding on both sides. *Note* that several locals are involved in pilot disciplinary programs, where grievance procedures may be slightly different.

Don't Ignore Harassment

If you feel your rights are being violated – even if there has been no disciplinary action – consult your steward immediately, because harassment often leads to disciplinary action. If you are being sexually harassed, inform harassers that you find their comments offensive and request that they cease. If the harassment continues, notify your union steward and request that a grievance be filed. Sexual harassment

violates: Section 703 of Title VII of the Civil Rights Act, Article 2.1 of the Collective Bargaining Agreement Section 673.222 of the Employee and Labor Relations Manual (ELM).

Dealing with the OIG, Inspectors

Some employees are petrified just by the thought of talking to an agent of the Office of Inspector General (OIG) or postal inspector. If questioned by an OIG agent or postal inspector, even if you believe you are not guilty of any wrongdoing, you should: Remain calm, identify yourself correctly, request a steward or an attorney be present, remain silent until you have consulted with your steward or attorney. Prior to a search of your person or property, request to see a search warrant, and if they do not have one, inform them that you do not consent to the search, but do not physically resist arrest or the search ***Consult with a union steward or attorney first.*** Don't sign any papers waiving your rights, do not admit to or deny any allegations, and do not make any written or oral statements.

Remember

The OIG agent or postal inspector will not inform you of your right to have a union representative present. You must request one. Beware of the good guy/bad guy routine. One OIG agent or inspector may act as the "bad guy" while the other acts as the "good guy" and tries to con you into believing he/she is helping you. Don't buy what he/she is selling. Refuse to answer questions unless a steward or an attorney is present.

"Every employee should go on liteblue and research their Employee Official Personnel Folder (eOPF). What is eOPF? It is an application that provides USPS employees access to view information that is contained in their Official Personnel Folder"

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Part Time Flexible Gaining Ground



I would like to start off thanking you sisters and brothers for everything you do and continue to do.

Moe Biller's signature phrase is still so relevant today, **"The Struggle Continues"** as we continue to fight and prevail against management for not adhering to the Collective Bargaining Agreement (CBA).

The Motor Vehicle Service (MVS) with your assistance we will continue to prevail victorious as we fight to preserve your benefits and rights.

The Union and Management met to discuss new runs for the Postal Support Annex (PSA) and now those same runs mutually agreed are now being disapproved by upper management. Management notified the union they were being forced to abolish PSA runs.

"Spending quality one-on-one time with our MVS Director Mike Foster, Assistant Director Ken Prinz, NBA Dyrike Shaw, and other Craft Directors from all over the state will proof to be beneficial".

Management and the union met again and were able to arrive to an agreement to bid a total of 14 runs on June 21, 2022. There was about six (6) Part Time Flexible's (PTF's) who were placed as full time runs. These PTF's have been working eight hours within ten on the same five days each week and the same assignment over a six-month period. The union just filed this grievance as the six-month period has exhausted. This grievance is another grievance that has been filed for conversion of assignments to full-time position as cited in Article 7.3.C of the Joint Contract Interpretation Manual (JCIM). The union didn't stop there as we filed several grievances for those who volunteered to work overtime, but management ended up working employees who were not on the overtime desired list.

One of the union's biggest unanswered questions is why would management create these runs only to be denied?

These grievances are now awaiting to be heard in arbitration. Management tried again to violate the contract when they wanted to create three (3) new runs without associating times to them. The union disapproved with the runs that management was attempting to create.

This would have cut overtime for the ones who have volunteered and help save management from any potential errors as it violates Article 39.

Don't let management determine if you have a grievance, remember that's the union's job. The union is here to make certain that your rights are not violated, but it starts with you doing your part. Take the essential steps in the right direction and do your part by requesting to speak with your steward, if you believe your rights have been breached, and if something is uncertain.

A big shout out to our membership for allowing Mr. Ron Odom and myself to attend the Texas Postal Workers Union (TPWU) Educational Conference in Fort Worth, Texas. The trip was well informative, and we returned safely to provide substantial guidance for the MVS craft. The conference provided us with the latest information to

help preserve our jobs from being contracted outside.

Spending quality one-on-one time with our MVS Director Mike Foster, Assistant Director Ken Prinz, NBA Dyrike Shaw, and other Craft Directors from all over the state will

proof to be beneficial. We were able to discuss our main issues and strategize in how to resolve them contractually. There was a lot of great information that was shared. A reminder that our annual October bid will be conducted with Tractor Trailer Operators (TTO) seniority and then Motor Vehicle Operators (MVO) seniority only.

VMF Latest News

One of hottest issues facing our National VMF team is training and filling every vacancy in the VMF's. Director Mike Foster and his Assistant have worked continuously so the VMF's get the training we need to accomplish our jobs daily. Management has signed several agreements pertaining to the tools and equipment needed to perform our jobs. Our union has also worked hard to fill these vacancies in the VMF's. One prime example is management has suspended the bench test for the VMF's. The union is certain this agreement will help fill these vacancies fast. Our goal is to be fully staffed each day.

Hot Days

Make certain to stay hydrated during these hot summer days. Scan the QR code with your phone camera to read the article on Staying Cool and Hydrated in Extreme Heat that appeared in the July/August 2021 issue of the American Postal Workers magazine.



MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Maintenance Highlights



Hello Sisters and Brothers

Hope everyone is safely enjoying the summer weather and every one of our union sisters and brothers are in good health. A great appreciation to Maintenance Assistant Craft Director Jarrett Williams, Chief Stewards Albert "Red" Cardenas, Mike May, Mike Doherty, and Tony Ramon Jr. for attending and representing the San Antonio Alamo Area Local maintenance craft at the

Texas Postal Workers Union (TPWU) 2022 Educational Conference in Fort Worth.

I enjoyed your enthusiasm in engaging our National Business Agents on issues pertinent to our craft. We receive valuable information on Article 38, Line H, Mechanization and Custodial Staffing training to represent our union sisters and brothers.

"The United States Postal Service and the American Postal Workers Union, AFL- CIO, agree that it is in their mutual interest to increase participation in off-site resident training for Maintenance Craft employees covered by Article 38 of the National Agreement at the National Center for Employee Development (NCED)"

Per Diem at Off-Site Training Issue

Incentivize maintenance craft employees to volunteer for off-site training and minimize involuntary selection. The United States Postal Service and the American Postal Workers Union, AFL- CIO, agree that it is in their mutual interest to increase participation in off-site resident training for Maintenance Craft employees covered by Article 38 of the National Agreement at the National Center for Employee Development (NCED). To that end, the parties agree to pilot a per-diem meal allowance for Maintenance Craft employees attending such training. Within ninety (90) days of the effective date of the 2021 National Agreement, the parties will meet to discuss the current Postal Service policies and obligations regarding meal service at the NCED. The Maintenance Division and Management has had their first meeting and plan to have more meetings in the near future. The starting date of the pilot will be no later than six (6) months from conclusion of the above referenced discussions unless it is mutually agreed upon by the parties to extend the start date. The pilot will continue for a period of at least three (3) years, commencing on the date that employees subject to this Memorandum of Understanding are first provided the full per-diem allowance.

TL-3 to TL-5 Conversion Suspension

TL-5 was doomed to fail (and has failed). Management to suspend all TL- 3 to TL-5 conversions. The parties agree to suspend any further custodial staffing conversions from MS-47, TL-3 to TL- 5 for the duration of the 2021 Collective Bargaining Agreement. This means if we have any facility in our area that has not been converted to TL-5, staffing package has not been done, does not have the TL-5 equipment, TL-5 training, Custodian has not been trained on the TL-5 methods and equipment. Then it was stay TL-3 and the Staffing of that facility must reflect that.

Juneteenth as Holiday Issue

Edit MS-47 Handbook to reflect Juneteenth as an official holiday, reducing 1,760-hour man-year to 1,752. The parties agreed to change MS 47 TL 3 and TL 5 man-year to 1,752 hours. Beginning in 2022, The Postal Service will recognize the Juneteenth National Independence Day as a holiday for full-time and part-time career employees. Accordingly, PS Form 4852, Workload Analysis and Summary, shall be updated to change the calculated work years from 1760 hours to 1752 hours.

ET-11 Pay Raise Issue

Hourly rate of pay between ET-10 and ET-11 is insufficient and results in lack of promotions to NST ET-11. Agreed to and signed at the Article 9 table.

Relief Assignments

Clarification and additional requirements on use of relief assignments. Language: Amend Article 38.7.C. as

follows: Newly created and reposted relief assignments shall be by occupational group and tour. Positions posted prior to ratification of the 2021 national agreement are not subject to this section. Relief positions shall be no greater than 10% (or 1 minimum, at least) of the occupational group and tour.

Job Consolidation MOU

The parties agree that the following position descriptions are eliminated and will be reclassified as enumerated below. Incumbents of these positions will be considered qualified for the job into which they are being placed. These employees will be assigned to their current schedule (tour and days off) and will be ranked retaining their current seniority date.

- * Elevator Operator Level 4 will be reclassified as Labor Custodian Level 4
- * Laborer Materials Handling, Level 4 will be reclassified as Labor Custodian Level 4
- * Fireman Laborer Level 5 will be reclassified as Building Maintenance Custodian Level 5
- * Materials Handling Equipment Operator Level 5 will be reclassified as MM Level 7
- * AMS and Letter Box Mechanic Level 8 will be reclassified as AMT Level 9
- * Letter Box Mechanic Level 8 will be reclassified as AMT Level 9
- * Machinist and Maintenance Electrician Level 8 will be reclassified as BEM Level 9
- * Carpenter, Painter, Plumber, and Welder Level 08 will be reclassified as BEM Level 9
- * and/or slotted to their new position within their existing pay step.

continued on page 12

MAINTENANCE CRAFT DELEGATE/ TRUSTEE ALBERT "RED" CARDENAS

Management's Beguilement Continues



Hello brothers and sisters,
I would like to start by thanking you the membership, for allowing me the opportunity to represent you at the Texas Postal Workers Union Educational Conference (TPWU). Our national officers were present and provided us with training to include questions and answer

sessions.

One of the issues is the Per Diem for training in Norman, OK., Our officers had their first meeting with USPS management and will continue discussions to establish the starting date. They will inform us and keep us updated as to when the beginning date will be.

Congratulations to our national officers for running for their perspective positions unopposed for the National APWU elections.

The fight continues for the APWU in all crafts as we have many challenges ahead of us. We are still trying to get management in the maintenance craft to follow the contract but for that we need you the members to be the eyes and ears of the craft.

Your maintenance craft representatives are attempting to present proposals for the Local Memorandum of Understanding (LMOU), but management does not seem to be interested in having negotiations with our local to improve our work conditions.

TSP

Quick note on the Thrift Saving Plan (TSP), what a ride this has been. It is scary to see your balance getting smaller and smaller but, remember you only have a paper loss, and it will rise again.

If you sell your investments and put it in the G fund you have now created a real loss and you take the chance of

missing the increase in your balance when it reverses course. Stay the course and continue to invest so you can reach your goals. Buy the dip, your investment will buy more share right now. The new maximum for 2022 is 20500 a year and still 6500 for catch-up contributions for employees 50 or older.

Recreation Committee

Join us for a special evening at Nelson W. Wolff Municipal Stadium 5757 W HWY 90 San Antonio, Texas 78227 on Sept 4th, 2022, for a Missions game! Tickets are \$24 each

and come with a 1-hour buffet from 5 pm-6 with hamburgers, hot dogs, ranch style beans, potato salad, and soda! Then, at 6 pm when the game starts you can take your seats in the infield bleachers to enjoy the game!

Tickets

Go to the following link to

buy your tickets: fevo.me/usps2022.

We are negotiating events with Sea World for an event late Summer early Fall and The San Antonio FC for a professional soccer game in October. Support the APWU; it is the only organization exclusively for your rights as a postal worker. As always, I thank you, the member, for your support and for allowing me the opportunity to serve you.

"The fight continues for the APWU in all crafts as we have many challenges ahead of us. We are still trying to get management in the maintenance craft to follow the contract but for that we need you the members to be the eyes and ears of the craft"



TPWU EDUCATIONAL



CONFERENCE, FT. WORTH TX



Robert Proo ...**Continued from page 8**

Incumbents in the aforementioned positions will either be upgraded and/or slotted to their new position within their existing pay step. They will retain their time credit for advancement to their next step increase. The parties agree that as a result of the above changes, the existing Maintenance Selection System may require changes. All employees upgraded and/or slotted in accordance with this agreement will be notified of the opportunity to submit a changed preferred assignment selection within thirty days after the national agreement is ratified. The parties agree that the duties and responsibilities of the job descriptions that have been eliminated are hereby considered incorporated into the reclassified position description. The local union may request verification that the work hours have been transferred to the respective staffing package for the positions to which the eliminated jobs are being upgraded and/or reclassified. The parties agree that any employee who previously held a position eliminated by this MOU and has retreat rights to the reclassified position. In addition, any current employee who previously held a position eliminated by this MOU, and was excessed between January 1, 2019 and the date of the 2021 national agreement ratification, who are in saved grade status, shall have the saved grade increased to the level of the applicable reclassified position. This MOU does not modify employee responsibilities in accordance with articles 12 and 38 regarding excessing, retreat rights and/or retaining saved grade. The effective date of the upgrading and/or reclassification process shall be the first day of the first full pay period after ratification of the 2021 national agreement. The parties further agree that, except in locations where mail processing operations are being reduced or eliminated, no maintenance craft excessing will occur for 1 year from the effective date of the 2021 national agreement.

In service Examination – Annual Frequency Issue

Create and/or maintain sufficient in service Registers for filling vacant maintenance craft positions. Language: Amend Article 38.7 as follows: On an annual basis (from March 1 - 31), any career employee may submit a written request to be tested for maintenance craft eligibility ratings for all occupational groups (excluding NST ET-11). The testing process shall follow the current timelines. Once an employee receives eligibility ratings, the employee may then request placement, or reinstatement, on in-service registers. In the event there is no in-service register, the employee's eligibility ratings shall become a part of their Employee Official Personnel File. Management shall notify the employee of the results no later than sixty (60) days after the testing, provided that the applications have been properly completed. On an annual basis on April 1, (beginning in calendar year 2023), all employee names from the preceding year's in-service registers shall be purged, with the following exception: any employee that is on an in-service register must submit a written request to the MSS Coordinator during the month of March in order -to remain on the in-service registers.

Annual Off-Site Training Cap Issue

Limit the number of times maintenance craft employees are involuntarily selected for off-site training. Language: Amend Article 38.6.A.4 as follows: Employees will not be involuntarily selected for off-site training courses more than three (3) times within a twelve (12) month period

Key Facts You Need to Know About Monkeypox**HEALTH NEWS**

THURSDAY, June 23, 2022 (HealthDay News) -- Media reports about an outbreak of monkeypox may sound scary, but there's no need for most people to take special steps to avoid getting the viral illness, an infectious disease expert says.

Normal precautions recommended to prevent other diseases are sufficient, according to Dr. David Cennimo, an associate professor of medicine and pediatrics in the Division of Infectious Diseases at Rutgers New Jersey Medical School.

Those with greatest risk of getting monkeypox are folks engaging in intimate contact with multiple sex partners, especially new ones. However, Cennimo said, even among this group the risk is still low.

Practicing safe sex and avoiding intimacy if you or your partner feel ill -- even if monkeypox lesions have not yet appeared -- are key.

Symptoms of monkeypox include fever, chills, headache, muscle aches, fatigue, swollen lymph nodes and a rash that turns into pus-filled blisters, or lesions. But not everyone infected with the virus develops all of these symptoms.

Cennimo said it doesn't appear that monkeypox spreads from people who have no symptoms. But it seems to be more contagious once flu-like symptoms start and even more so once lesions appear several days later, he said.

"Previous research documents transmission via droplets exhaled past oral lesions onto someone else, but that's rare," Cennimo said in a Rutgers news release. "Widespread airborne transmission -- i.e., one sick person infecting an entire subway car -- seems extremely unlikely."

The **virus variant** that is circulating is from West Africa, and is milder than a Central African variant. Its infection fatality rate is estimated at 1% and even lower in the United States, where patients are more likely to have been healthy, young people.

As of June 21, the United States had 142 confirmed cases of monkeypox, according to the **[U.S. Centers for Disease Control and Prevention](#)**.

Though the smallpox vaccine can be protective, it provides only imperfect protection against monkeypox, Cennimo said. Only a severe outbreak of a deadlier variant of monkeypox or a reemergence of smallpox would justify its use, he said. As a live-virus vaccine, the smallpox shot causes a small percentage of recipients to contract smallpox and creates severe reactions in many others.

Meanwhile, health officials in the United Kingdom have decided to offer **[vaccines](#)** to some gay and bisexual men in an effort to curb spread of the virus.

**United States Postal Service
And The
American Postal Workers Union, AFL-CIO
2021 -2024 National Agreement
Questions & Answers**

The parties have jointly agreed to the following Questions & Answers (Q&As) as clarification and guidance on the 2021-2024 National Agreement.

1. Does a Postal Support Employee (PSE) hired in an Administrative Post Office (APO), that allows for the 24-month automatic conversion to career, maintain that right and benefit if they are involuntarily reassigned as a PSE to a Level 4 Remotely Managed Post Office (RMPO) in the same bid cluster?

Answer: Yes. However, upon conversion to a career (PTF), the newly converted employee will be reassigned to the APO. Conversely, if the PSE voluntarily elects to be reassigned to the Level 4 RMPO, he/she will not be eligible for the 24-month automatic conversion while assigned to the Level 4 RMPO.

2. If there is an opportunity for a new hire PSE in an APO, will current PSEs in the Level 4 RMPO(s) within the bid cluster (installation) have an opportunity to be reassigned to the APO before external hiring?

Answer: Yes. PSEs in the installation will be provided the opportunity, in their order on the PSE relative standing list, to be reassigned to the APO. Following reassignment to the APO, the PSE will be eligible for the 24-month automatic conversion.

3. In order to meet the 24 hours per pay period guarantee for part-time flexible (PTF) employees, can a PTF be assigned outside his/her installation?

Answer: Yes, if necessary, after every effort is made to assign work within the installation. This does not prohibit an employee from volunteering to work outside the installation and/or the Postal Service providing transportation, in accordance with the PTF Clerks Working in Other Installations Agreement Questions and Answers and the Use of Privately Owned Vehicles MOU.

4. Can a PTF be assigned two lunches, or a lunch and split shift in a single service day?

Answer: No.

5. Must a PTF be guaranteed four hours of continuance/consecutive work?

Answer: To the extent practicable, the four hours should be consecutive. This not intended to supersede any local past practice or LMOU agreement.

6. How is the PSE 24-month automatic conversion date determined?

Answer: The 24-month automatic conversion is triggered 2 years from the PSE's relative standing date in the installation.

Example: A PSE hired on 4/28/2020, triggers the 24-month automatic conversion on 4/28/2022? The conversion to career would be the first day of the third full pay period after the 24-month requirement is met in accordance with the Residual Vacancies - Clerk Craft MOU Questions and Answers #24, dated March 30, 2022.

7. How are PSEs ranked on the relative standing list if hired on the same day in a bid cluster (installation)?

Answer: When PSEs are hired in an installation on the same day, their ranking on the relative standing list in the installation is based on their test score. When converted to career, the same ranking order will continue to apply to the career seniority list.

8. What is the seniority date for eligible PSEs who were converted to career pursuant to the initial 24-month automatic conversion following the effective date of the 2021-2024 National Agreement?

Answer: April 23, 2022.

9. Is the Postal Service required to schedule full-time clerks assigned to NTFT duty assignments a minimum of four-hours a day based on the 2021-2024 contractual provisions?

Answer: No. The four-hour daily work hour guarantee negotiated as part of the ZAX-2A24 National Agreement was specific to PTF employees. Exception: This does not waive any other applicable contractual provisions, agreements, past practice, and LMOU language (e.g., NTFT MOU, 2 Hours or Less of Custodial Work MOU, Article 37.3.A.1). The NTFT MOU requires that before implementing any new non-traditional assignments in Function 4, the Local Union will have the opportunity to review, comment, make suggestions and propose alternatives.

Shannon R. Richardson
Director, Contract Administration (APWU)
United States Postal Service
Date: June 8, 2022

Lamont Brooks
Director, Clerk Craft
American Postal Workers Union, AFL-CIO

Treasurers Report for May 2022

May was an eventful month with some large expenditure.

Expenditures

We did have the Stewards Rebates which totaled \$3,000; this is a budgeted expense with the General Fund being reimbursed from the Steward Rebate Fund.

We awarded the Scholarship at \$1,500; this is a budgeted expense with the General Fund being reimbursed from the Scholarship Fund.

The Food and Refreshments was a bit high this month at \$860 but this is also a budgeted item.

We did pay out for Door Prizes equaling \$680, \$480 for Sea World tickets and \$200 Door Prize.

Another large expense was the first of 3 shipments of the Cancer Awareness T-Shirts. The first shipment was \$5,084 with two more to come in June and July... Total just for the shirts is over **\$15,000**. This does not include costs that will be incurred getting the shirts to the members. **It is important to realize that not one penny of this expenditure goes toward cancer research.**

Checking Account

The beginning checking balance for January was \$237,345.14. We had \$44,867.84 in expenses and \$43,726.67 in deposits. Our Checking ending balance is \$236,203.97.

Our deposits were higher than normal thanks to David going back to the work-room floor for a brief period so our Per Capita income was about \$4,000 higher than normal and I made transfers from fund accounts to the general fund.

Funds Account

Our Security Service FCU Funds balance is \$202,794.58. I have been making the required fund deposits.

I transferred \$3,000 from the Steward Rebate Fund to the General Fund and \$1,500 from the Scholarship Fund to reimburse the General Fund for the expenditures.

Total Cash Assets

Our Total Cash Assets at the end of April is \$438,998.55. It is important to realize that our average Cash Assets for the previous year is \$430,775 so we are doing well in maintaining our income vs. expense amounts. This will certainly change after the TPWU Educational Conference expense, approx. \$40,000, and the National Convention Expense, probably another \$40,000, and the remaining balance on the T-Shirts of approximately \$10,000.

An encouraging aspect is that our Per Capita Income is consistently increasing.

So far this year we have signed over 110 new members, this equates to approximately \$35,000/year in additional per capita income. We must continue to encourage non-members to join our Union.

Upcoming Expenditures

In June we have the TPWU Educational Conference which at this point looks as if it is going to be over \$40,000.

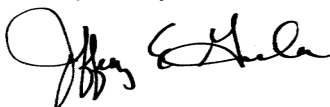
... and in August the APWU National Convention in Bethesda MD. A very rough estimate at this time is \$40,000.

... and the remaining balance on the T-Shirts of approximately \$10,000.

*****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.**

And as usual if you have any questions or concerns about the Union finances please do not hesitate to contact me.

Respectfully Submitted,



Jeff Greenlee
SAAAL Secretary Treasurer

Use of Privately Owned Vehicle (POV) for Travel from One Facility to Another



It has come to the Union's attention that management is telling postal employees that they must use their POV (privately owned vehicle) when moving from one facility to another.

Be aware that there are no bargaining unit employees/positions represented by the APWU that requires you to use your personal vehicle for postal business or to be coerced into using your POV without the employees consent.

MEMORANDUM OF UNDERSTANDING BETWEEN THE USPS AND THE APWU

Re: Use of Privately Owned Vehicles - July 21, 1987

The parties agree that the following represents the policy of the U.S. Postal Service and the American Postal Workers Union concerning the furnishing of privately owned vehicles (POV) by employees of the crafts represented by the APWU:

No craft employee represented by the APWU may be coerced into furnishing a vehicle or carrying passengers without the employee's consent. The use of a personal vehicle is the decision of the employee and it is not the intent of the parties to discourage such use of personal vehicles when transportation is needed from one postal facility to another or in the completion of the employee's assignment.

Furthermore in a Policy Letter from USPS Legal Counsel dated 12/26/1986 it is stated:

Subject: Use of Personal Vehicles While on Duty

"...there would never be any circumstance in which the Postal Service could order the employee to use his private vehicle. It would be a wrongful effort to exert dominion over private property on behalf of the Federal Government."

If you decide to use your POV the APWU Contract Article 36.2.B B. States:

Employees will be paid a mileage allowance [currently \$.585/mile] for the use of privately owned automobiles for travel on official business when authorized by the ...

Travel time from job site to job site is compensable. Do not use your lunch period for travel time from job site to job site. It is extremely important to make a move to the operation you are assigned to work when you arrive to the job site.

If you have any questions or concerns about the POV Policy, or feel that you are being coerced into using your POV, please speak to your Steward or call the Union Office at 210-271-0853.

KNOW YOUR RIGHTS

General Membership Meeting

**July 16, 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

TPWU Educational Report

Discuss/Vote National

Convention Expenditures

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

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

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