

DISPATCH

Celebrating Over 100 Years
of Representing Postal Workers

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



VOLUME 68 NO. 2

SAN ANTONIO ALAMO AREA LOCAL

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PRESIDENT

ALEX ALEMAN

ABUSE OF POWER & AUTHORITY

The work environment at the Postal Service has not improved, members, PSEs and now union officials are being harassed, intimidated, and bullied, management has enlisted headhunters to harass and intimidate union officials.



Management:
STOP Harassing and Intimidating our members and union officials, the union will utilize all our resources and avenues available to us to fight your abuse of

power and authority.

Members and Stewards; we need to band together and fight the abusive work environment management has created. We need to support each other and be united as we stand together.

We need to file a grievance for every instance where our members and union officials are being harassed and intimidated. Members need to ask to see their steward and provide a statement for the grievance. It is important you write in your statement how you felt, bullied, harassed, intimidated, disrespected, and so forth.

Do not hesitate to file a grievance concerning issues dealing with the workplace environment.

Postal Service Employees (PSEs) who are in their first ninety (90) days are being removed for petty reasons drummed up by a particular Supervisor at the Package Support Annex (PSA). This is the same supervisor who, when she was assigned to the Plant, was always complaining about a particular Lead Clerk.

Management reassigned this supervisor to the PSA and since that reassignment, I have not heard anything negative about the Lead Clerk the Supervisor was targeting.

This Supervisor was using Intimidation like tactics and targeting the Lead Clerk to get her removed from her job bid section.

Intimidation - Conduct meant to cause a person to do something by making them fear for their job, safety, or livelihood.

This is exactly what is happening at the PSA Fulfillment Center with this certain Supervisor. She has PSEs fearing for their job and fearing whether they will make the 90 days. My advice to PSEs at the PSA Fulfillment Center is to avoid contact with Supervisor Fonda Belardo. Supervisors are not our friends; they can remove any PSE within the 90 days from one day to the next.

Keep your interaction with any Supervisor at a minimum, business only! When this particular supervisor has you on her radar, nothing positive will result out of that.

There are some management officials you do not want to cross paths with. There are some management officials who are abusing their power and authority as supervisors and managers. Instead of maintaining good employee

relationships with postal workers they would rather use tactics which are disrespectful and abusive of their authority.

These management officials continue to abuse their authority as supervisors and managers, since no accountability to correct the abuse exist. They need to promote a work environment free of intimidation, threats or bullying.

San Antonio was selected as a COVID-19 Test Kit Fulfillment Pilot Center. The Package Support Annex (PSA) houses the COVID-19 Test Kit Fulfillment Center, the PSA is located on IH-10 and Foster Rd.

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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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 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 : plantercraftdirector0195@yahoo.com

PHONE NUMBERS

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2022 Scholarship Information for APWU Family Members



Attention APWU members if you have any high school seniors planning to begin their college education, below are several scholarships opportunities available to family members of **APWU members**

➤ **APWU Hallbeck Memorial Scholarship/ Vocational Scholarships**

The APWU awards 10 scholarships each year five academic scholarships and five vocational scholarships - to the children and grandchildren of APWU members
 2022 Scholarship Applications

Due March 31, 2022

<https://www.apwu.org/dept/sec-treas/stscholarships>

➤ **San Antonio Alamo Area Local Jonell MacKay Memorial Scholarship**
 High School Seniors/ Son or Daughter of SAAAL Member in good standing.
 The SAAAL awards three \$500.00 Scholarships.

Deadline April 30, 2022

If you have any questions or need any additional information or applications please don't hesitate to contact the union office (210)-271-0853

VICE PRESIDENT

DAVID Z. HERNANDEZ

Together We Fight for Solidarity



Greeting Members

Hopefully as you are reading this article, I hope you and your family are in good health. Our society has been through a lot over the last year, and all of us are looking forward to returning to our normal practices and habits.

While many things have changed, one thing that remains the same is our responsibility to your safety. In January, the general membership meeting was cancelled due to the rise of the Omicron virus.

The decision to cancel the meeting was made by the Executive Board members. Keep in mind that we are not always going to agree on issues, however, your health and safety will always be a priority. With time hopefully things will go back to normal so we can continue the fight for solidarity as we have as in the past.

APWU-National

"Last week in our meeting with management regarding COVID-19, we were informed that the Postal Service has 14 million KN95 masks on hand. Local management can request these KN95s for employee use. It might be a good idea to ask your local management to requests these".

Vice President

The position of Vice President is more than just a title next to one's name, there are responsibilities and functions involved in running this organization as a business. I have gained much understanding from many who have aided me despite our differences, yet they believe in assisting the membership of this great local.

Prior to the membership voting me as their Vice President, I was elected and served as a Trustee for the Clerk Craft. This position also required a great commitment and perseverance to the membership to make certain that those voted in would uphold the finances of this local. Our members count on the trustees to be the eyes and ears to help examine the fiduciary obligations of this local.

The same holds true for the positions of the President, Vice President, Officers and Stewards, but with a slightly additional responsibility that goes beyond the eight (8)-hour job at times. A job which we all take pride and dedication to serving in.

The mission of this union is to be here for every member today and into the future, but it's going to take every one of us to work together and not against each other.

Charges

The charges for periodically returning to the work room floor filed against me by the recent past President of this local was heard. Trustee Chairperson Albert "Red" Cardenas and the trustees met to examine the charges filed back in January. The outcome of those charges filed against me found me **"Not Guilty"**. I would like to thank the committee for considering all the arguments of the case and for conducting a fair trial. A great thanks also for allowing me and my representative to present our case, which is our right of "Due Process" that everyone should have. Thank you again, in reaching a not guilty verdict and clearing my name. Hopefully this will be put to rest, and we can move forward. As I have stated before this was a campaign promise that I made and will do my very best to uphold and preserve the campaign promise and visit and work alongside the membership of this great local.

PSA

We are in continuous communication with Management on issues regarding the Postal Support Annex (PSA). We are a long way from having a building that can be considered first class and not just a building to house employees for their economic gain. Our weekly visits with the clerks on issues have allowed the union to help improve the working conditions and issues. I want to thank everyone that has worked with the Covid- 19 pilot test kits. San Antonio has placed itself among the best fulfillment plants in the nation despite the hostile treatment from a certain member of management. Great job bargaining unit employees for getting the job done despite the negative environment.

"Harassment and a hostile work environment exist everywhere, but to fight this at the postal service one must follow the process that has been established"

Harassment

Harassment has existed at the post office prior to my hiring in 1985 and will continue to exist unless all sides work on terminating its existence. Harassment and a hostile work environment exist everywhere, but to fight this at the postal service one must follow the process that has been established. People expect instant results, however, this process does take some time, but that doesn't mean our efforts need to stop. National-APWU created a booklet on how the process works, please request one from your union steward or call the union hall. Unfortunately, the process of dealing with this issue is being experienced throughout country today. Again, I invite all members that have never attended a meeting to witness how a meeting is conducted. Remember you are the future of this local, it takes a team effort not an individual person to win in the end!

"See you at the next meeting"

1 Corinthians 12.14 NIV

"Now the body is not made up of one part but of many"

SECRETARY TREASURER

JEFF GREENLEE

Sense of Brotherhood and Common Purpose



First of all I hope you and your families have been safe during this recent surge with the virus and please continue to protect yourselves and your families. I also pray for the people of Ukraine.

Secondly, the Union is in good shape financially....

As I reported in the Jan/Feb Issue of the Dispatch we are in good financial

shape but we must not get too comfortable and think that we can spend and buy at will... ALL members have a responsibility to ensure that your hard earned dues monies are used wisely, in accordance with law, the Local Constitution, and the best use for ALL the members!

For a more in-depth report please see the January Treasurers Report on page 10.

EXONERATION vs VINDICATION

I was approached by members asking me about my article in the last issue of the Dispatch titled

Exoneration/Vindication and asking me what those two terms really meant. I did go into much detail about what had transpired in my last article but did not relate it to those specific words. So first of all let me define what the terms actually mean.

According to *The Christian*

Science Monitor it states that "**Exoneration**" is perhaps the strongest of these words. **It indicates a complete clearance from charges or blame and implies that a person should not have been accused in the first place.**

It goes on to say that "**Vindication**" too involves a total clearing of a person's name, **often with the additional sense that he or she WAS RIGHT ALL ALONG.**

To refresh your memory on December 20 I received a letter from Elizabeth Powell, APWU Secretary-Treasurer dated December 4, 2021, concerning my appeal of the charges that were presented and voted on at the July General Membership Meeting. The Trustees/Hearing Committee found me guilty of embezzlement (?). I explained to the members present at the meeting my logic and understanding about the provision in the Constitution, how I had argued against its adoption and how it unfairly discriminated against Retiree General Officers, who pay full dues.

Unfortunately my appeal to the membership was in vain, even though I further explained that I was not afforded my rights as an APWU member and was denied due process, I didn't even know that charges were filed against me!

So I appealed the guilty verdict to the National APWU.

The National Executive Board consisting of the National President, Secretary-Treasurer, Vice President, Director of Industrial Relations, the Craft Directors and the Regional Coordinators met concerning my appeal and they **exonerated** me and Alex of the all charges with prejudice.

They further **vindicated** me when they stated that the Constitutional language adopted in the SAAAL Constitution Article IV, Duties of Officers, Sections 1a and 1b that were amended in April, 2019 are "declared in conflict" with the National Constitution and our Constitution now reverts back to what it was before said constitutional amendments were made.

Clear and Present Danger

Much of this could have been avoided if proper process was followed, rights were protected, and due process was applied.

There are still those who would still use the Constitutional Amendment process and the Charges process to achieve what they could not achieve through the election process. They know they have sympathetic officials that still hold political biases and members at the General Membership

Meetings that do not represent the members who voted in the last election.

Sense of Brotherhood and Common Purpose

Members have approached me about our General Membership Meetings and how they seem to drag on and on without really

getting much accomplished.

We must remember that the local membership meeting is the heart of the democratic union, and its decisions are the pulse of the organization.

It would be hard to over-emphasize the importance and value of local union meetings. It is here that the union's membership makes decisions concerning the goals, activities, and direction of the local.

Unfortunately our General Membership Meetings seem to drag on and on without really getting much accomplished. It does give those who have grievances against the Union the opportunity and platform to question their leadership but should not be used to personally attack officers and stewards. We need to get back to the basic reasons for meeting and allow all members to feel confident that discussion and decisions will be made that will benefit ALL members.

The General Membership Meeting is a multilayered task and not easy to pull off, but with common sense, a sense of brotherhood and a common purpose we can get our meetings back in order and address issues and concerns that will eventually benefit ALL Members. If we can accomplish that, then the attendance and participation at our General Membership Meetings will increase.

"The General Membership Meeting is a multilayered task and not easy to pull off, but with common sense, a sense of brotherhood and a common purpose we can get our meetings back in order..."

continued on next page

The following are excerpts from an article written by Elizabeth Powell, Secretary-Treasurer for the APWU, that addresses many of the issues I mentioned above.

Internal Strife Can Destroy the Family

We have heard it most of our lives: "a house divided against itself cannot stand." That famous quote by President Abraham Lincoln referred to our national "house." It certainly applies to our union, which is like a big family. We need unity to win the fights we must wage to protect our jobs and preserve the U.S. Postal Service.

Internal bickering and infighting are different than legitimate debate. Of course, we are not always going to agree; however, actions that undermine democracy, equality, respect and human dignity violate our union's constitution. Public conflict, personal attacks, verbal insults and physical assaults have no place in our union.

Members' Rights

Our fight for better working conditions began in the 1870s. Our early leaders sacrificed greatly to improve the lives of postal employees.

Elected officers and stewards who violate the membership's rights dishonor the memories of our forefathers and foremothers.

Over the years, in addition to fighting management, we struggled internally to build a union that would reflect our values and our goals. In 1897, we fought to free our organization from domination by supervisors.

Today, our union's constitution includes **specific protections for union members and for locals**. This is necessary because throughout our 130 years of struggle to improve wages and working conditions, **there have been selfish, invidious individuals who pretended to have the interests of the members at heart when in reality they worked against those interests by their actions – or inaction.**

Keeping Cool

As your Secretary-Treasurer, my department handles the appeals of union members who have been charged with violations of the union constitution.

We have had years of struggle to perfect our union. Our history reflects the real efforts of unionists to improve the lives of our members. Union members expect, as we should, that the officers we elect always have your best interests and welfare at heart.

Legitimate differences regarding union policy should be handled at meetings, where members can vote to set a course of action. Differences of opinion or union philosophy also can be addressed in union elections, which are required by law. That is when members decide who will lead the organization in the future.

So, the next time internal strife threatens to undermine your union family, remind the parties involved that in our history, true unionists sacrificed it all to have a better union! Encourage them to resolve differences through sincere discussion and debate, rather than division and discord.

Also at issue at our last Union Meeting was the question of what gives the National APWU the right to overrule our Local Constitution and state that portions are in conflict. There was even a past Local President who was frustrated with the way our Constitution was deemed in conflict and suggested throwing out the Constitution completely. This is akin to "throwing the baby out with the bathwater". There is a process that must be followed. Below is another article from the APWU that addresses that issue.

Is Your Union Constitution in Conflict?

Your local union constitution contains the fundamental principles by which the local is governed.

"If language conflicts... with the union's national constitution, it can be removed or modified without applying the regular constitutional amendment procedures. Because the provisions are in conflict, they cannot be enforced and should be immediately corrected."

Federal law requires local unions to adopt a constitution that has been approved by the members.

Constitutions address many issues and although most local and state constitutions comply with the law, some constitutions contain outdated language or

language **that conflicts** with the Department of Labor's interpretation of the LMRDA **or with the union's national constitution.**

Local or state constitutions are prohibited from violating federal or state laws or from conflicting with the constitution and by-laws of the national union.

Determining if there is a conflict requires a review of the national constitution. **If a local constitution restricts rights found in the national constitution, the language is probably in conflict.** If the language gives more rights to local members than the national constitution, it is generally not considered a conflict.

If language conflicts with a federal or state law or with the union's national constitution, it can be removed or modified without applying the regular constitutional amendment procedures. Because the provisions are in conflict, they cannot be enforced and should be immediately corrected.

Locals and states also should review their constitutions to identify language that is outdated. We recommend convening a constitution committee to review the constitution and report to the executive board and membership on proposed changes.

I hope this was helpful in answering questions about our constitution and its compliance with either Labor Law or with the APWU National Constitution. I hope to see you at the March 19, General Membership Meeting, get involved and participate in the direction of YOUR Local.

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Revitalization of the Storm Troopers



Let's take time to pray and call for peace and bring an end to this pointless aggression and acts of war by the Russian government. I stand with the Ukrainian people who stand in solidarity and who are protesting in Russia to this chaos. The damage of this course of action against the Ukrainian people will be felt globally for years to come.

Speaking of aggression, what ever happened to the Postal Service commitment to cultivating a positive and safe work environment that's free of threats, intimidation, bullying and violence for all employees? Where is the threat assessment team that should be readily available to respond to threats, assaults, and potential violence in San Antonio for ALL employees.

If you are an EAS supervisor and felt threatened, every measure will be taken to correct this threat like changing door combinations and placing the postal service inspection team on high alert. Yet when a bargaining unit employee is threatened then it takes the same time it took to hollow out Hoover Dam to get the same reaction!!!

San Antonio P&DC has failed miserably in minimizing aggression, hostility and treating employees with Dignity & Respect. USPS proudly informs everyone how much trust the public has for our government agency. Yet on the flip side is the ugly side that they are not so proud of. The USPS should hire a private independent company to interview ALL postal employees and inquire to the working conditions and the treatment by postal management and the results acquired will not be one they will display. This agency cares as much for the employees as much as the early Americans did for the Native American Tribes. One can only imagine how those native tribes felt on the breaking of those treaties by the early Americans. If they were around today, they could see history repeat itself with postal management not adhering to agreements between the postal service and the APWU. A good manager, supervisor would know how to work and process mail and work within the contract and treat employees with respectability.

Pit of Despair

In the past, serious issues was communicated to the District Manager to help bring the parties together to bring closure and help repair any deficiencies. Now with the realignment of the Postal Service, the District Manager no longer has oversight of Plant Operations. Rather, the new administrator of our pit of despair is Larry R. Wagener Jr. The union has emailed both Plant Manager Kim Calderon and Wagener will no assistance to correct issues.

Unless the local reaches out to Postal and APWU HQ there is little to no assistance. It is no surprise that the leadership (*and I use that term very lightly*) has insight to know how this agency needs to operate to stay competitive with FedEx, UPS and Pitney Bowes.

Although philosophies and political agendas play a significant role in guiding us to privatization these companies are trying to take large chunks of our shipping and mail processing markets. Management here can be compared similarly since they have no meaningful knowledge on how to oversee the processing of the mail and the benefit of the bargaining unit employee per the Collective Bargaining Agreement (CBA). And with their continued direction they will assist those private companies to lead us to privatization.

Former San Antonio P&DC Plant Manager Bruno Tristan set

the bar of expectation high and made certain that bargaining unit employees and supervisors were all held accountable. Much has changed as the promoting of employees who had poor work ethics now supervise. Not to mention some failed to qualify for scheme training and if not for the APWU they

wouldn't be employed with our agency today.

"Speaking of aggression, whatever happened to the Postal Service commitment to cultivating a positive and safe work environment that's free of threats, intimidation, bullying and violence for all employees"

Toxic Wasteland

The lack of leadership has now become the prerequisite for managing the rank and file. The major question of interest is why does the Postal Service have so much stress? A major reason is the lack of professionalism of their management staff and the lack of concern of the employees. Postal culture supports the lack of regard for employee participation, dignity, or equality as their new anthem.

Per the words of Dr. Steve Musacco, Going Beyond Postal, defines a toxic workplace environment as a **workplace where there is a high incidence of stress-related illnesses. These stress-related illnesses are manifested by psychological and physical deterioration. In other words, these types of environments seriously erode employees' health and well-being. The primary factors contributing to a toxic workplace environment are high job demands, low job control, and low social support. Low social support generally entails a lack of respect and validation of employees' dignity by their "supervisors". It also often includes organizational practices and methods that encourage the bullying of employees to meet corporate goals.**

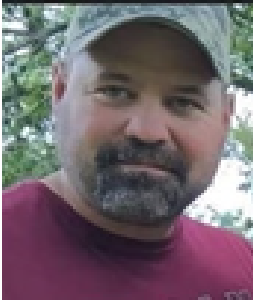
Accountability

The postal service doesn't have any accountability for management not adhering to the CBA. The cycle of poor supervisors runs as rapid as a sewer line. (sorry, didn't mean to insult sewage).

MVS CRAFT DIRECTOR

FARON HIERHOLZER

New Runs Create More Choices



I want to take this moment and have everyone keep the people of the Ukraine in your prayers. If COVID-19 wasn't bad enough, now we have a mad man trying to dictate his will of destruction.

BIDDING & RUNS UPDATE

On February 22, 2022, Motor Vehicle Service (MVS) conducted a

bid for a Motor Vehicle Operations (MVO) run, and congratulations to the successful bidders. Run U14T ended up becoming a residual vacant position and this position will possibly allow another Part Time Flexible (PTF) to be converted to a Full Time Regular (FTR) position. One of the union's goals is making these new PTF's converted to FTR's.

Bidding Process

During the bidding process questions were addressed impacting the bidding process. In the MVS craft we have two types of bidding:

- ♦ *The first bid type is referred to as the annual bid. In this bid the Tractor Trailer Operators (TTO's) bid on only TTO related jobs and the successful ones are selected based on seniority. Then the following day the MVO's bid only on MVO jobs which are also awarded based on seniority.*

After the bidding process has been completed any vacancies shall be filled by the senior available and qualified PTF. This bid occurs every year when requested by the union. In the Local Memorandum of Understanding (LMOU) Article 39.2a states: When requested by the union in writing, all full-time regular motor vehicle operators and tractor-trailer operators craft assignments shall be posted for bid in the month of October.

- ♦ *The second type of bid that occurs in the MVS Craft is called the In-House Bid. This bid occurs when a Full-Time Regular has officially vacated the run. This run is to be bid on any time before or after the Annual Bid has been conducted. On the bid that occurred on February 22, 2022, was an MVO run. An MVO In-House bid is performed by overall Seniority. Article 39.1.B.7 in the JCIM states: While a Motor Vehicle Operator cannot compete with a Tractor-Trailer Operator for a vacant Tractor-Trailer Operator duty*

assignment, a Tractor-Trailer Operator may directly compete with a Motor Vehicle Operator during bidding for a vacant Motor Vehicle Operator duty assignment.

The union has met with management regarding questions about the runs at the Postal Support Annex (PSA). Currently the PSA has hired Clerk Postal Support Employees (PSE's) to focus on completing the Covid-19 kits which has created more runs to expedite the mail.

Management is forecasting the volume of mail to

increase and be back in action when these kits have been completed. Currently there is no hard date to the ending of this project.

Should you have any issues or concerns about the PSA runs request to

see your shop steward. Keep in mind that your MVS stewards will address these issue with management. For example, if you take a hunting dog to hunt, but don't give that dog a scent to hunt, there is nothing to hunt. You need to request in writing to your supervisor to speak to your steward. This is how the process starts.

Safety

The VMF is in the process of getting new shop lifts for the Light Duty side. These lifts will work on all the Light Duty vehicles. Management and the Union have also met on getting the floor of the VMF repaired. These updates will build morale and create a positive outlook for all employees. The process reached to get these items corrected involved a lengthy process that can take some time.

When you see or become aware of any unsafe equipment don't hesitate to fill out a PS Form 1 767 and provide it to your supervisor then request to speak to your steward and let the union do the rest. It starts with you becoming proactive.

APWU Contract

On Monday, February 28, 2022, the voice of the membership spoke in favor of supporting the contract.

The National Negotiating Committee which consists of Clerk Craft Director Lamont Brooks, Motor Vehicle Director Mike Foster, Maintenance Director Idowu Balogun, Support Services Director Steve Brooks, Executive Vice President Debby Szeredy and Secretary-Treasurer Elizabeth "Liz" Powell presented an excellent tentative contract we can all be proud of.

"Should you have any issues or concerns about the PSA runs request to see your shop steward. Keep in mind that your MVS stewards will address these issues with management".

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Fostering a Workplace of Violence



Hello Brothers and Sisters

I hope all of our local Brothers and Sisters are doing fine and in good health. I want to thank Our Asst. Craft Director Jarrett Williams, Chief Stewards Mike May, Albert Cardenas, and Michael Doherty, for all their hard work.

Fighting Workplace Harassment

I believe strongly in the basic premise that all our members have the inherent right to come to work every day without fear of encountering intimidation, humiliation, actions intended to embarrass and/or belittle, bullying, harassment or other inappropriate behaviors.

The San Antonio Plant and Distribution Center has seen an increase in workplace harassment. The policies in place to prevent such behaviors are being ignored by management and members are having to endure these repugnant acts.

The Maintenance Craft Stewards take this very seriously and are working everyday to fight back. I have included information, resources, and the tools necessary to fight back and ensure you can come to work everyday and be treated with absolute dignity. We need to stand together and utilize the grievance procedure to force management to follow the rules which are in place to avoid these types of actions. Article 19 enables us to require that management abide by and enforce its own policies. Below are some useful citations members, stewards, and officers can utilize when filing a grievance on a hostile work environment.

ELM

The USPS Employee and Labor Relations Manual (ELM) has multiple sections that can and should be utilized in grievances for harassment or abusive supervisors. Special attention should be paid to sections 664 through 673 of ELM chapter 6. Also, the chapter on safety— ELM chapter 8 sections 810, 820, and 860 address the steps again management must take when dealing with PS-Form 1767.

Pub 552, Publication 552 speaks repeatedly about management responsibilities and the ramifications for those who are creating a hostile work environment. APWU members, officers, and stewards should utilize passages from this handbook to demonstrate what management's responsibilities are and aim to achieve the prescribed remedies contained therein.

Pub 553, Publication 553 speaks to what employees can and should do if harassed in the workplace. It explains the definition of legal harassment but clarifies that harassment

that doesn't meet the legal definition of harassment is not tolerated in the workplace. This publication clearly states there can be no reprisal for reporting harassment.

ELM-801 clearly states responsibilities supervisors have regarding safety. It states that employees have the right to report unsafe and unhealthy working conditions on a PS-Form 1767. Harassment and hostile work environments are unhealthy and should be reported on a PS-form 1767. This EL-801 then outlines what a supervisor must do when a 1767 is completed by an employee.

EL-809 gives guidelines for Area/Local Joint Labor-

Management Safety and Health Committees. It addresses the review of PS-Form 1767's in committee meetings. If harassment and/or hostile work environment is reported on a 1767 the issue is appropriate for discussion in the committee meeting.

"The San Antonio Plant and Distribution Center has seen an increase in workplace harassment. The policies in place to prevent such behaviors are being ignored by management and members are having to endure these repugnant acts".

Pub – 108, is management guides on what must be done with threats are reported. A harasser or abusive supervisor can be a threat and should be reported. This publication states that preventing and reducing workplace violence falls under Occupational Safety and Health Act (OSHA) of 1970.

USPS Policy on Workplace Harassment, was signed by the Postmaster General, laying out USPS policy in very clear terms. It states what the law requires the USPS, and for both management's responsibilities and employee rights.

Pub – 108, is management guides on what must be done with threats are reported. A harasser or abusive supervisor can be a threat and should be reported. This publication states that preventing and reducing workplace violence falls under OSHA act of 1970.

Every worker has the right to a work environment free of harassment, hostility, and discrimination. Over many decades, postal management has failed to adequately address hostile work environments. It too often allows, enables, and covers up for abusive plant managers, MDO's Supervisors and 204b.

You can use this form 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.

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MAINTENANCE CRAFT DELEGATE/ TRUSTEE ALBERT "RED" CARDENAS

Two Face Rule Maker



Hello brothers and sisters, I would like to discuss some current or ongoing maintenance issues. It has come to our attention that management is trying to deny leave and stating it is denied due to staffing. If there is no one on leave or if the percentage has not been met, then your leave should be approved. Do not let management do this to you.

Make sure you get a "receipt" / a copy of your PS form 3971 and request to see a steward.

We have also been made aware of threats towards employees by management. The threats have ranged from withholding the employees pay for using sick leave, even if the employee has a FMLA protected absence, and threatening to discipline for not signing off your maintenance routes that had not been completed or even started.

"Don't let management threaten you, harass you, or intimidate you, if they do ask to see a steward. This local has filed and successfully won grievances that local management cannot make up their own mask mandate policy and that we would follow the mask mandate dated Aug 27, 2021"

Safety/Threats

When faced with an unsafe working environment or an abusive manager or supervisor, union members must take the first action by filing a Form 1767 reporting the abusive boss. For example, the report could read: "Supervisor [name] continues to violate ELM Chapters 6 and 8 by harassing, intimidating, threatening, and bullying employee(s) and is creating unsafe, unhealthful working conditions when on [date], [supervisor] did the following..."

Don't let management threaten you, harass you, or intimidate you, if they do ask to see a steward. This local has filed and successfully won grievances that local management cannot make up their own mask mandate policy and that we would follow the mask mandate dated Aug 27, 2021, from national and now the recent February 7th, 2022, mask mandate also put out by national and agreed to by the National Executive board of the APWU American Postal Workers Union.

The newest mask policy dated 7 Feb 2022 that was put out by the USPS at the national level concerning the use of mask or face coverings that clearly states, the requirement for Postal Service employees to use face coverings or masks continues to be, "when social distancing of six feet cannot be achieved and maintained, or in public-facing settings when required by state or local orders or directives".

Another grievance that was won was that management wouldn't be on the phone while moving on the workroom floor. If you see management violating these dangerous unsafe work practices, please fill out a 1767 to report these violations and report it to your union representative.

Management has weaponized the mask mandate to target certain employees while they violate their own policy by being in close proximity to others and do not wear/don a mask.

Other ongoing issues: Management has not complied with the regulations for the sharp's container program; Management has not complied with the OSHA agreement with USPS on lockout tag out and PPE program. So, the struggle continues with a management team that seems more concerned with their bonuses and self-serving agendas rather than the safety, training, and staffing of the Maintenance Craft.

Information that is still useful:

- ◆ Please check your (PAR) Preferred Assignment Register, (PER) Promotion Eligibility Register and any declination statements. Help prevent the misfortune of being awarded a position or a tour that you may not want.

San Antonio Social and Recreation Committee information

Face book page is San Antonio Postal Service

Social and Recreation Committee.

SAVE THE DATE; Six Flags Postal Family Fun Day is scheduled for Sunday the 26th of June 2022. Current negotiations are a Fall/Halloween event at Sea World.

We will continue to negotiate with companies to bring postal employees discounts and reasonably priced events, if you have any suggestion, please let us know

We, as united maintenance craft employees can improve the work conditions in our craft, I support our union leadership in reversing management's continued efforts to erode the effectiveness of this craft by failing to staff, by bypassing routes and threatening our employees to close out work assignments that have not been completed. As a local we are trying to produce positive changes across the maintenance craft, you, the member have the power to help us defend your rights, your jobs.

Your union continues to fight for our jobs and our rights, but we have to be able to prove that there is a need for more work hours and more maintenance employees. So, help your Union, help you!

Support the APWU; it is the only organization exclusively for rights as a postal worker. As always, I thank you, the member, for your support and for allowing me the opportunity to serve you.

Trustee

The Trustee's will be submitting the trial boards findings at the next general membership meeting.

Treasurers Report for January 2022

January was noteworthy with the following.

Expenditures

Please note that we are now paying both Full-time officers there respective amounts as per the constitution.

Our biggest expense was by far the almost \$60,000 we paid out in LWOP, Salary, and Other Compensation. This amount included the back pay to President Alex Aleman as ordered by the National APWU. This does not include the larger than normal Federal Taxes (Social Security/Medicaid) that the employer is required to pay. These payroll expenses also included the Constitution Committee and the associated expense for LWOP and Other Compensation at approximately \$3,914. There was also the expense of the Trustees/Trial Board meeting twice in January.

We did receive a dues rebate from the National APWU of \$2,700, which is ½ of our per-capita payment to the Texas AFL-CIO. This rebate is not automatic and must be applied for.

We also paid out new member incentives \$1,200 with members signing up 8 new members. Please remember that when you sign up a non-member, we will pay you a \$150 new member incentive.

The January/February Dispatch printing expense was \$2,295.

We also paid the Bexar County Property Tax of \$12,834 and the Bexar County Personal Property Tax of \$400. I did transfer \$12,601.56 from our SSFCU Property Tax Fund to the General Fund to offset some of this cost. I will now be making monthly deposits into the fund of \$1,103 in preparation for next years taxes. At this point the 2022 appraisals are not available so that amount may have to be adjusted.

I also transferred \$3,047 from the SSFCU Building Maintenance Fund to the General Fund to offset the 4th Quarter maintenance expenses.

We also paid the balance due for the new awnings at \$2,155.22.

Also, we are now making the regular deposits to our Fund Accounts every month (approx \$7,200/mo). While this does not affect our overall Cash Assets it does impact our checking balance.

Please note that January was a 3 Per Capita month, so this helped offset some of the expenses and helped the bottom line

Checking Account

The beginning checking balance for January was \$272,667.03. We had \$96,895.15 in expenses and \$71,644.26 in deposits. Our Checking ending balance is \$247,416.14.

Funds Account

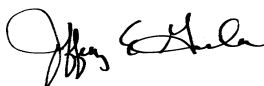
Our Security Service FCU Funds balance is \$185,142.62. This is lower than last month due to mainly the transfer of funds from the Property Tax Fund to the General Fund and the transfer of funds from the Building Maintenance Fund to the General Fund.

Total Cash Assets

Our Total Cash Assets at the end of January is \$432,558.76. This is down somewhat from December but not bad considering the large expenses we incurred.

Also, and encouraging aspect is that our Per Capita Income is consistently increasing due to a couple of factors. First of all, the officers and members have been doing a great job of signing up non-members, especially PSEs during orientation, also I have been working hard on inputting the 1187s (New Member Signup form) and getting them in the system faster than National was doing it. I also have the capability of addressing dues adjustments.

*****If anyone have 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 next 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

The excerpted article below is a re-print from the April-June 2011 American Postal Worker

It Takes a Village to Contain a Monster

By: Omar Gonzalez – Western Regional Coordinator

PICTURE A SCENE FROM AN OLD HORROR MOVIE – THE VILLAGERS, ARMED WITH PITCHFORKS, working together to defeat a looming monster. **As residents of the APWU “village,” abusive postal managers are the “monsters” that make our work lives miserable.** In order to fight our villains, pitchforks may not be the weapon of choice, but we are **armed with**

Our ‘Pitchforks’

The Collective Bargaining Agreement is a potent weapon. Articles 3, 14, and 19 of the Collective Bargaining Agreement (CBA) can be particularly helpful in combating managerial abuse.

Article 3 requires abusive managers to comply with postal regulations, laws, and the Collective Bargaining Agreement.

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

ELM 665.24 ensures the basic rights of a safe and humane working environment. It sets a strict “no tolerance” policy when it comes to workplace harassment, intimidation, threats, or bullying by anyone at any level. Violations can result in removal.

ELM 665.16 declares that employees must not engage in disgraceful conduct and are expected to maintain harmonious working relations; in other words, it bars managers from doing anything that may create an unpleasant working environment.

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

ELM 666.17 prohibits supervisors from taking – or failing to take – any personnel action as reprisal because an employee exercised any appeal rights granted by law, rule or regulation.

ELM 665.13 states that all employees are expected to perform their assigned duties conscientiously and effectively, including managers.

ELM 811.23 guarantees all employees – the Postal Service’s most valued resource – a safe and healthy workplace. Section 24C declares that management and line supervisors are responsible for maintaining good employee relations.

from working conditions may cause medical conditions that should be reported. Be careful using the word “stress,” however. The term “hostile environment” may be better.)

Article 14 imposes on management the responsibility to provide safe working conditions, as well as the union’s obligation to ensure compliance. Once health and safety hazards are reported, they must be investigated immediately and corrected during the reporting employee’s tour of duty: As the contract says, health and safety issues must be given priority.

Article 14.2 dictates that health and safety issues be given special priority handling. Health and safety grievances may be appealed directly to Step 2. If these grievances are denied, they should not be appealed to Step 3, and they should not be “remanded” for further consideration by the local parties.

In small offices, the union should request that a Joint Labor-Management Safety and Health Committee be formed, or the local should place safety and health issues on the agenda of regular Labor-Management Meetings.

Although OSHA, the Occupational Safety and Health Administration, has no standards for “workplace violence,” reporting unsafe practices, disorderly or menacing conduct, and harassment can be related to OSHA pursuant to 1977.9(c) of the Occupational Safety and Health Act. Section 11.C. (1) prohibits discrimination or discipline for reporting unhealthy conditions.

The ‘Village’

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

For example, the report could read:

“Supervisor [name] continues to violate ELM Chapters 6 and 8 by harassing, intimidating, threatening and bullying employee (s) and is creating unsafe, unhealthful working conditions when on [date], [supervisor] did the following...” The completed form must be submitted to the safety manager. Provide a copy to the union.

Stewards must investigate, document, and attempt to solve the issue promptly. Remember, by working together, we can contain these work floor monsters!



Alex Aleman ...

Continued from page 1

Local management has hired over 100 PSEs for the kitting (packing) and labeling packages of the test kits. The work is considered "New Work", The APWU at Headquarters was able to negotiate with the Postal Service to hire PSEs to perform the work at the Fulfillment Center. I encourage the members to go online to order the test kits at www.covidtests.gov

This will create work for the PSEs at the Fulfillment Center. The duration of the Pilot will be 75 days from January 12, 2022, unless extended by mutual agreement. I want to thank those PSEs who joined the union during new hire orientation. PSEs may call the union office at 210-271-0853 for assistance and advice.

PSEs who are experiencing payroll related issues at the Fulfillment Center, may contact Tonya Pickett, Budget and Financial Analyst for the Package Support Annex. Tonya may be reached at 210-426-6209. Please call Tonya for issues such as missing 1260s, missing work hours, missing paycheck, etc.

Steward's Training

The local conducted Steward's Training on February 24 and 25 at the local union hall. The training covered Article 16, Discipline and was conducted by National Business Agent Jack Crawford, Clerk Division.

All of the stewards from all crafts participated in the Article 16, Discipline Training. I want to thank NBA Jack Crawford for making time from his busy schedule to conduct the training at our union hall.

I want to thank all of the stewards who attended the training. I want to thank the Executive Board and members at the union meeting for approving and authorizing the training for our stewards.

The next scheduled training for the Craft Directors and Chief Stewards will be at the Texas Postal Workers Union Education Conference in Ft. Worth, Texas in June.

Money (\$\$\$) Grievances

There are what I like to refer to as money grievances out there, such as crossing craft, supervisors performing bargaining unit work, 204b usage, Lead Clerks not performing TACS Duties, working alone on the DBCS, etc.

Rural Carriers are working over 20,000 hours a week performing clerk work nationwide. Here in San Antonio, we have our own share of Rural Carriers performing clerk work. If you witness rural carriers performing clerk work, request to see the steward and provide the steward a statement.

The local is receiving weekly reports showing how many hours rural carriers are working in the clerk craft daily and weekly. That is a money grievance, the union will get the clerks compensated for management not utilizing clerks to perform the work.

Management is also utilizing City Carriers to perform clerk work at the stations, members need to step up to keep track of the hours and work performed by city carriers.

If there is a 204b in your work location request to see a steward, that is another money grievance, if the Lead Clerk is not performing Timekeeping Duties, another money grievance, timekeeping duties is clerk work.

Supervisors and 204b's performing clerk work is another type of money grievance. There is a lot of money grievances out there, we must make management pay for violating our contract and for not utilizing clerk craft employees to perform clerk work.

Management should be hiring more PSEs and creating more full-time duty assignments to meet the need and demand for processing mail and for providing service customers expect and deserve.

Filing a Grievance – Article 17.4. Payment of Stewards

Grievances are filed on the clock; management compensates the aggrieved and steward. The Employer pays the steward for time spent in grievance handling, including investigation and meetings with the Employer.

The Employer will also compensate a steward for the time reasonably necessary to write a grievance. Keep in mind the union is the only party who determines if a grievance exist or not. Management may not deny you the right to see a steward.



(Steward Training held February 24-25, 2022)

Members, please try to attend the union meeting. The next union meeting will be held March 19, 2022 @ 11:30 AM.

There is a constitution amendment to eliminate the Vice- President position as a full-time officer. Be there to vote on this important issue, also on the agenda is the cost to send the officers and stewards to the Educational Conference.

In Solidarity, Alex Aleman

Robert Proo ...

Continued from page 8

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. **ELM** 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.

824.62 Availability of Form, supervisors must maintain a supply of PS Forms 1767 in the workplace in a manner that provides employees with both easy and (if desired) anonymous access.

824.63 Procedures and Responsibilities

824.631 Employee

- 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.

Reporting Unsafe Conditions is unlawful

Discrimination 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 always monitor the status of the report 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.

824.633 Approving Official

The approving official (the responsible manager) must initiate action to eliminate or minimize the hazard.

- a. If this results in the submission of a work order, attach the original PS Form 1767, and forward it, through channels, to the manager of Maintenance.
- b. If the approving official determines that there are no reasonable grounds to believe such a hazard exists, the employee must be notified in writing within 15 calendar days. (Safety personnel must assist in this determination when requested.)
- c. If the hazard was abated through actions of the approving official:
 1. The employee must be notified in writing, and
 2. The original PS Form 1767, with a statement of actions taken, must be forwarded to the safety office.

824.634 Safety Personnel and Collateral Duty Facility Safety Coordinators

Safety personnel assigned to plants and FSCs must log and sequentially number all hazard reports received on PS Form 1773, Report of Hazard Log, or if the FSC has computer access, enter the reports into the Hazard Log Module of the Safety Toolkit. Safety personnel and FSCs must also review all PS Forms 1767 for accuracy, completeness, and follow-up, as necessary. They must routinely provide status reports of PS Form 1773 logs and Safety Toolkit reports at executive and Joint Labor-Management Safety and Health Committee meetings (or regular staff meetings in facilities with fewer than 50 employees).

824.635 Maintenance

Maintenance must notify the approving official when any PS Form 1767 maintenance-related work order has been completed.

824.636 Installation Head

Installation heads/managers are responsible for responding promptly to hazard reports and ensuring that line supervisors are diligent in correcting hazards. If a hazard report indicates that imminent or serious danger exists, the installation head must take immediate corrective action. *When faced with an unsafe working environment or an abusive Supervisor or Manager, union members must take the first action by filing a PS form 1767 reporting the abusive Supervisor or manager. For example, the report could read: "Supervisor (Name) continues to violate ELM Chapters 665.24, 665.16, 665.23, 666.17, 665.13, 811.23, bullying employees and is creating unsafe unhealthful working conditions when on duty, Supervisor did the following." The completed form must be submitted to the safety manager. Provide a copy to the Union. Stewards must investigate, document, and attempt to solve the issue promptly. Remember, by working together, we can contain these work floor monsters.*

Caesar Chavez -The 23rd annual Cesar E. Chavez March for Justice will be held on Saturday, March 26, 2022, beginning at 10:00 am starting in the Westside of San Antonio beginning at the historic Guadalupe Theater.

FEGLE 101:

A Beginners Guide to Federal Employees

Group Life Insurance.

By Vivian Kolenda

Federal Benefits Specialist

(512) 791-1019

As I've worked with hundreds of Federal Employees over the years, many people have the same questions about FEGLI. They tend to be:

What do you mean there are four parts to the life insurance?

What do I have? How much does it cost? I turned 55, 60, 65, etc. and it got really expensive. What's that all about? Does any of that sound familiar? Life insurance can be overwhelming and confusing. If you have questions and would like a better understanding of your individual situation, please feel free to contact me and we will schedule an appointment.

There are four parts to FEGLI, they are Basic, Option A, Option B and Option C.

You have Basic (unless you canceled it) and possibly one or more of the others. If you have more than Basic, there will be a line item on your pay stub in the same column as your other deductions (taxes, retirement, TSP, etc.). The FEGLI line item will be IN then a number, a letter, and another number. For example, IN6Z5. IN tells you it's FEGLI. The first number, 6 in this example, is your age bracket. The last letter and number, Z5 for example, is what insurance you have. In this instance, the employee would have Basic, Option A, Option B 5x, and Option C 5x. If there is nothing listed, you have Basic only.

Basic Life Insurance:

When you started getting benefits at the post office, you were automatically enrolled in the Basic Life Insurance. Basic is free for employed Postal Workers. To figure out how much you have it is: Your Salary rounded up to the nearest thousand + \$2,000 = Basic Life Insurance. So, for example, if your salary is \$65,158, your Basic is \$68,00. It's calculated like: \$66,000 + \$2,000 = \$68,000. While your working, Basic is free.

Basic Life Insurance Extra Benefit:

If you are age 35 or under, your basic coverage is doubled. Beginning at age 36, the **extra** life insurance decreases by 10% a year until the **extra life insurance** ends at age 45. The regular Basic Life insurance continues.

When you retire, you have three options for your Basic....75% Reduction, 50% Reduction or No Reduction.

75% Reduction:

Coverage will be reduced by 2% a month beginning at age 65, until the base policy value reaches 25% of the original value. If you are under age 65 when you retire, you will pay \$0.3467 per month per \$1,000 of coverage until you reach age 65. At that time, it becomes free again and the policy value begins to reduce. If you retire and you are over age 65, your Basic continues to be free and starts reducing upon retirement.

50% Reduction:

This consists of a reduction of 1% a month beginning at age 65 (or retirement if after age 65), which continues until coverage reaches 50% of the basic policy value. If you choose this option, you will pay \$1.0967 per month per \$1,000 of coverage until age 65 and \$0.75 a month per \$1,000 of coverage after age 65.

No Reduction:

Like the name says, the basic policy value does not get reduced. You will pay \$2.5967 per month per \$1,000 of coverage until age 65 and \$2.25 per month per \$1,000 of coverage thereafter.

Option A, B and C:

Option A, Option B and Option C are considered Age-Based Term policies. Beginning at age 35, the premiums increase every 5 years. For example, premiums increase when you turn 35, 40, 45, 50, 55, etc. Once you turn 45, you can begin seeing fairly dramatic increases, particularly in Option B.

Option A:

Option A is a fixed amount of \$10,000 of coverage. You must have Basic, to be eligible for Option A. The premium you pay for Option A starts at \$.20 (20 cents) bi-weekly when you are under 40 years old and increases every 5 years until age 60 when it increases to \$6.00 bi-weekly. Coverage is free after you turn age 65 or retire (if later). When you turn 65 or retire, whichever is later, coverage reduces by 2% a month until it reaches \$2,500.

This is in addition to your Basic Life Insurance.

continued on next page

Option B:

When you hear co-workers talk about how expensive their life insurance has gotten, they are almost always talking about Option B. You must have Basic Life to be eligible for Option B. When you were hired, you chose coverage which is one, two, three, four or five times your actual rate of basic pay, rounded up to the next thousand. For example, if your salary is \$65,158 and if you have Option B, your coverage could be \$66,000, \$132,000, \$198,000, \$264,000 or \$330,000.

When you are young, Option B is very inexpensive. If you have 5 times your salary, or in this example \$330,000 of coverage, and you are under age 40, your bi-weekly cost would be \$6.60 (or \$14.19 per month). If you are 55-year-old, your bi-weekly cost for the same \$330,000 of coverage would be \$59.14 (or \$128.7 per month). At age 60, it increases to \$132.00 bi-weekly or \$283.80 per month. The premiums continue to increase every five years and by the age of 80, the cost would be a prohibitive \$950.40 bi-weekly or \$2,059.20 monthly.

One very important item...you can always decrease the amount of coverage, but you can't increase it. The last open season for FEGLI was in 2016 and prior to that was 2004. Option B coverage, however, is not "all or none". You can reduce coverage from five times to four times to three times, etc. Once you reduce it, though, you probably won't be able to increase it again for many years. If you are debating between, say, two or three times, choose three times because you can always reduce it again later. If you choose two times, however, you can't increase it if you later realize that you need more insurance.

When you retire, you have three options:

Keep Option B and continue to pay until you cancel it.

Cancel Option B upon retirement.

Choose "full reduction" at age 65 (or immediately if you retire over age 65). With this option, you pay until you are 65. At age 65, it becomes free and the policy value decreases at 2% a month until it reaches 0 (50 months).

You can "mix-and-match" your options and the number of salary multiples. For example, let's you retire at 62 years old and have 5 times Option B. You might decide to keep one multiple and pay until you cancel it, while also canceling one multiple immediately and choosing "full reduction" for three multiples.

Option C:

Option C covers eligible family members in multiples up to five times per unit of coverage. One unit is \$5,000 for your spouse and \$2,500 for each child. Eligible family members include your present spouse and your unmarried, dependent children, including an adopted children, step children and recognized natural children who are either living with you or receiving regular and substantial support from you. The child must be under 22 years of age. If they are over 22, they must be incapable of self-support because of a mental or physical disability that was present before the child became 22 years old.

Option C is relatively inexpensive and increases every five years beginning at age 35. The premium is based on your age, not your spouses age. The options upon retirement are the same as Option B.

Final Thoughts:

I'm often asked, "how much life insurance do I need"? That depends on several factors, including:

What are your monthly expenses?

What is your income (pension, SS, military pension, disability, etc.)?

Is there anyone other than your spouse that is dependent on you financially? Younger children, disabled children, aging parents, etc.

Are your home and car paid off? How much do you owe and for how long?

Like I mentioned before, it can all be overwhelming. **If you'd like to sit down in person or by Zoom, just text or call me at (512) 791-1019 or email me at Vskolenda@gmail.com.**

I'm happy to help you prepare for retirement, or help you understand what FEGLI and other Federal Benefits that you have.



For Members Only

Members, if you would like to receive updated information, job bid vacancies, detail assignment notices and other information and news from your Local APWU then please

e-mail Secretary/Treasurer Jeff Greenlee at jeffgreenlee0195@att.net and request that your e-mail address be added to the mail list.

Once your membership is verified your e-mail address will be added to the mail list



and you will start receiving the NewsFlashes and E-Flashes.

If you are currently on the mail list, be sure to check your SPAM folder periodically because some ISPs (Internet Service Providers) will not recognize the Locals address and throw the e-mail into the SPAM folder. A way to possibly solve this problem is to put the NewsFlash internet address in your contacts.

Please note that your E-mail addresses are secure and will not be transferred, sold or otherwise disseminated to any individual or organization.

If you have any other questions or concerns about this benefit to members only, please contact the Union Office at 210-271-0853.

Maintenance Steward Tony Ramon Jr. was featured on the APWU National Twitter Page. Tony is a second (2nd) generation postal employee.

San Antonio Alamo Area Local is very proud of Tony's position as a Union Member and as a Union Steward. His commitment to serving members of our local regardless of the craft they represent reflects his dedication and loyalty.

Tony is very proud to show his support for the new APWU Contract which was voted on 2/28/2022 and Ratified on 3/1/2022. Great Job Tony!!!

Great Job Tony!!



APWU National ✓

5,932 Tweets

Follow

Show this thread



APWU National ✓ @APWUNational · Feb 14

"I am proud to be an APWU union member & steward. I'm a second generation postal employee. I have seen the benefits that these contracts have... I'll be voting in favor of the new contract and hope you'll be doing the same." -Tony Ramon Jr, San Antonio Alamo Area Local #APWUUnited



I am proud to be an APWU union member and steward. I'm a second generation postal employee. I have seen the benefits that these contracts have done for my family and now for myself as being an employee in the postal service since 2017. I'll be voting in favor of the new contract and hope you'll be doing the same.

TONY RAMON JR

APWU





The New Union Contract is Ratified!

94% of Voters Say YES!

February 28, 2022

The main Collective Bargaining Agreement (union contract) between the APWU and the USPS has been overwhelmingly ratified by the members. The contract was signed by APWU President Mark Dimondstein and Postmaster General Louis De Joy on February 28, 2022. Ninety-Four percent (94%) of the members, who voted, voted "Yes!" in favor of ratification. The vote tally was 36,632 votes for ratification and 2,290 against.

"I am ecstatic that the membership recognized the solid gains that this Agreement provides to the 165,000 APWU members from all crafts," President and lead negotiator Mark Dimondstein stated. "Every member should be very proud of this huge accomplishment. Our power at the bargaining table begins with each of you, the foundation of our union." Director of Industrial Relations and chief spokesperson, Vance Zimmerman said, "I am proud of this Agreement and am happy that the membership recognized the hard work of the National Negotiating Committee, the other officers who helped with the negotiations, and the diligent work of our support staff to make this contract a reality." He continued, "Now the work of implementation begins in earnest."

In addition to the lead negotiator and chief spokesperson, the NCC consisted of Clerk Craft Director Lamont Brooks, Motor Vehicle Director Mike Foster, Maintenance Director Idowu Balogun, Support Services Director Steve Brooks, Executive Vice President Debby Szeredy and Secretary-Treasurer Elizabeth "Liz" Powell. The tentative contract agreement was reached on December 9, 2021 with unanimous approval of the National Negotiating Committee. It was then unanimously approved by the Rank & File Bargaining Advisory Committee to be sent to the members for a ratification vote. The vote ratification process was coordinated by APWU Secretary-Treasurer Powell and administered by the American Arbitration Association (AAA.) A sub-committee of the Rank & File Bargaining Advisory Committee consisting of Peggy Whitney, Sandra Munoz, Scott Hoffman, Nicole Burnett and Stacy Brown was on site monitoring the entire vote count, which took place from February 23 – February 28.

One of the first items to be dealt with are the pay raises due to employees. These include the first general wage increase of 1.3% for career employees (**2.3% for PSEs**), effective November 21, 2021; the \$1,310 per year COLA increase due to career employees, effective February 26, 2022; and the additional 50 cents per hour increase for PSEs effective on April 9, 2022. APWU-represented bargaining unit employees in the IT/AS sector will soon begin programming the payroll system that is required to make these pay changes. Once programming is completed, retroactive payments will be made to the affected employees, with the dates of these payments to be announced. Please check apwu.org for updated information on retroactive payments. Additionally, the parties are in the process of finalizing a print version of the Collective Bargaining Agreement as well as updating the Joint Contract Interpretation Manual. "I congratulate the members on this agreement which will provide wage increases, COLAs, job security, improved PTF rights and even more career opportunities for the non-career workforce," Director Zimmerman said. President Dimondstein concluded by saying, "We should never forget that our Collective Bargaining rights were won through the courage of our forefathers and foremothers in the historic 1970 wildcat strike. The lives of literally millions of postal workers and our families have been changed for the better over the last fifty years."

CONTRACT HIGHLIGHTS

Contract Time Period

Three-year contract: September 21, 2021, through September 20, 2024

General Annual Wage Increases and Cost of Living Allowances (COLA)

- 1.3% November 20, 2021 (Will be Retroactive)
- 1.3% November 19, 2022
- 1.3% November 18, 2023
- Six (6) Cost of Living Allowances (COLA) for career employees (March and September of each year) with no change to the current formula based on the July 2021 CPI-W. (After the fourth month of the six-month measuring period, the COLA increase is at \$0.39 per hour and will be based on the January 2022 CPI-W Index)
- PSEs receive the general wage increases and an additional 1% increase each year in lieu of COLA (i.e. 2.3% each November)
- \$0.50/hour additional increase for PSEs effective the first pay period of the second full month after the Agreement is ratified

Job Security

- Protection from layoff for career employees with six years of service remains in effect
- Any current career employee on the rolls as of September 20, 2021, with less than six years of service will be included in the no layoff protections for the life of the National Agreement, providing an additional 72,000 career employees protection from layoffs.
- 50-mile limit on excessing of employees
- The current moratorium on subcontracting of Postal Vehicle Service (PVS) work will continue in its present form during life of the Agreement

Holiday Pay

- Juneteenth added to the holidays for career employees for a total of 11 paid holidays per year
- PTF pay rate will be increased effective January 1, 2022, to reflect 11 holidays each year

Health Insurance

- No change to the Postal Service contribution to premiums for those participating in the Federal Employees Health Benefits Program
- 95% Postal Service contribution to premiums of the APWU Consumer Driven Health Plan (CDHP)
- PSEs converted to career will receive credit for time they were enrolled in a FEHBP plan towards the 1-year qualifying period for the 95% Postal Service contribution to CDHP premiums

Enhanced Level 8 & 11 Pay Scales

- Grade 8 Pay Scale:
 - Bottom Steps FF-AA eliminated with Step A becoming the first Step
 - New top Step P added
 - Employees currently in Grade 8 will move into new steps while retaining all credit toward next step:
 - ★ Steps FF-BB moved to Step A
 - ★ Step AA moved to Step B
 - ★ Steps A-O moved up one Step
- Grade 11 Pay Scale increased by an average of 2.3% prior to any general increases or COLA

Part-Time Flexible (PTF) Work Rules

- Schedule guarantee of 24-hour per pay period, increased from 2 hours a pay period
- Guaranteed at least four hours of work or pay when scheduled
- Forty (40) hours of annual leave will be advanced at the start of each leave year for immediate use
- Guaranteed a minimum of one (1) non-scheduled day each service week except during the peak season exception period with notice Wednesday the week prior. Within 90-days of ratification a One-time Voluntary Transfer Opportunity to residual Full-Time Regular vacancies in larger offices within a district.

Automatic Conversion of PSEs in Level 20 offices and above

- PSEs will be converted to career status upon reaching 24-months of relative standing
- Clerk PSEs assigned to offices Grade 21 or higher will be converted to Full-Time Flexible with such assignments made in accordance with the Clerk Craft provisions of Art. 37.4
 - Clerk PSEs assigned to Grade 20 offices will be converted to Part-Time Flexible
 - MVS PSEs assigned in any size office will be converted to Part-Time Flexible
 - PSEs converted under this provision start at a new Step GG in Grades 5-7 and Step A in Grade 8.
- Automatic Conversion does not apply to PSEs assigned to Grade-4 RMPOs
- Conversions will still occur prior to the 24-months
 - The "Filling of Residual Vacancy MOU" and Article 37.5.D remains in full force and effect
 - MVS Craft Conversions will be made in accordance with Article 39.2.A.11
- Conversion occurring earlier to 24-months start at Step FF for Grades 5-7 and Step-A for Grade 8

continued on next page

Other PSE Provisions

- Forty (40) hours of advanced annual leave upon completion of an initial 360-day PSE appointment in Level 20 offices and above
 - PSEs assigned to Level 4 RMPOs receive an additional one (1) hour of paid annual leave per pay period upon completion of two (2) 360-day appointments
 - PSEs assigned to Level 4 RMPOs upon completion of two 360-day appointments will receive 40 hours of advance leave
- PSEs will be offered one (1) non-scheduled day each service week except during peak season with notice the Wednesday the week prior

PSE Staffing

- The 12 PSEs per District assigned to Level 4 RMPOs will no longer count against the 20% District cap
 - 10 PSEs in the 46 Package Support Annexes (PSAs) will not count against the district cap (for a total maximum of 460 PSEs) and will be allowed to work in any facility in the installation the PSA is attached to
 - four (4) weeks "ramp-up" period prior to the start of accounting period 3, the 20% PSE District cap will be temporarily increased by 1% per week equating to no more than a 4% increase
- New protections for the OTDL during "ramp-up" whereby prior to utilizing a PSE more than 8 hours in a day or 40 hours in a service week, qualified and available employees on the appropriate OTDL will be utilized. No requirement to use an OTDL employee on the second non-scheduled at the penalty rate prior to using a PSE in excess of 40 hours

Uniform/Work Clothes Program Allowances

- 2.5% increase to the uniform/work clothes allowances in 2022, 2023, and 2024
 - Delivery/Sales Service Distribution Associate (DSSDA) will receive Type 1 uniform allowance
- New "Rollover" program where unused funds

Additional Work Rule Improvements

- Remote Encoding Center staffing ratio changed to 62% Full-Time Regular and 38% PSE and all career duty assignments are Full-Time Regular
 - 90-day waiting period to use annual leave eliminated for new career employees with 90-days continuous service prior to their conversion.
 - Updated the Deaf and Hard of Hearing MOU
 - Work Environment Improvement Task Force
 - Workplace Free of Harassment
 - Enhanced and Expanded Services
 - Environmental/Sustainability issues, EAP, and Child and Elder care, included in the jurisdiction of the National Labor Management Committee
 - District Safety Committees made permanent
 - Right of Union Officials to Enter Postal Installations
 - Regional Safety and Health Representative Training Opportunities
 - Repromotion MOU
 - Article 8 Task Force to address excessive overtime, particularly in relation to non-list employees
 - Election Mail Task Force MOU
- Full per diem for employees training at the NCED facility

Additional Clerk Craft Provisions

- Window training starts within 10-days after posting of the senior bidder
 - Updated NTFT duty assignments language
 - Pilot program to test new pecking order for the assignment of PTF Hub Clerks
- Filling of Residual Vacancy MOU updated

Additional Motor Vehicle Service Craft Provisions

- PTFs identified for conversion to FTR converted within 28-days
 - APWU will have opportunity to submit recommendations on new vehicles prior to specifications being sent to contractors and before manufacturing and completion of new vehicles
 - National committee established to address training initiative and opportunities
- HCR limitation on Subcontracting MOU remains in full force and effect

Additional Maintenance Craft Provisions

- No additional custodial staffing packages will change from MS-47 TL-3 to TL-5 for life of the contract
 - Change the calculation method of PS Form 4852 for Juneteenth Holiday
 - Annual cap on the number of times an employee can be involuntarily assigned to off-site training courses
 - Career employee may request to be tested for maintenance craft positions and if rated eligible may request placement on the appropriate in-service register.
 - Updates to the posting of relief assignments in the craft
 - Agreement to consolidate and upgrade multiple legacy jobs
- Employees traveling to NCED for training receive full per diem for length of stay

Additional Support Services Craft Provisions

- In Material Distribution Centers Maintenance Mechanic General Grade 7 eliminated and Building Equipment Mechanic Grade 9 added
- Penalty Overtime provisions applied to Operating Service employees

Editor's Note: There was a correction on 12/16 to Grade 8 Pay Scale - Steps A-O will be moved up one step; it was previously posted as Steps B-O.

General Membership Meeting

March 19, 2022

11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board

Meeting

10:00 A.M.

*****AGENDA*****

Financial Report

Officers Reports

Vote on Constitution Amendment

Executive Board Recommendations

TPWU Educational Conference Cost

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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