



VOLUME 69 NO. 1

SAN ANTONIO ALAMO AREA LOCAL



JANUARY / FEBRUARY 2023

**PRESIDENT** **ALEX ALEMAN**

## Legal Obligation to Maintain Trust



With the beginning of a New Year, I want to wish all the members a Healthy and Prosperous New Year. I want to personally thank our members in the Clerk Craft, Maintenance Craft and Motor Vehicle Service Craft for what you do everyday at the Postal Service.

As an elected officer of this union, I take seriously my fiduciary responsibility to protect your dues money, and to act in the best interest of the union. *"Fiduciary" is defined as a person who holds a legal and ethical relationship of trust with one or more other parties.* Typically, a fiduciary prudently takes care of money or other assets for another person, in this case the membership of our Union. Being a fiduciary means trust, every officer of this local has a legal obligation to maintain that trust.

Every officer has a fiduciary responsibility to this local organization; every officer must put the best interest of our members first. A fiduciary duty is the highest standard of care in law. Every officer has a duty of loyalty to the membership they represent and to the organization they took an oath to loyally support.

Unfortunately, there are present and former officers

in this local organization that supported paying Brother Fred Duncan **\$106,818.48** of your dues money. Their claim was that Brother Fred Duncan was entitled to that amount, with no proper legal reasoning or documentation to support their claim. To make someone whole you have to provide proof that person suffered a loss.

Officers should avoid conflicts of interest and should not act for the benefit of themselves or a third party. A breach of fiduciary duty occurs when the fiduciary acts in his or own self-interest rather than in the best interest of those to whom they owe the duty.

The local will honor and abide by the Trial Board decision to compensate Brother Fred Duncan eighty one (81) hours of leave restitution. Mr. Duncan submitted a voucher to be compensated. The local paid Mr. Duncan the leave hours cited in the Trail Board decision on December 23, 2022.

### Trial Board Decision

On November 29, 2022 in San Antonio, a hearing was held concerning the request by former Vice President Fred Duncan to be paid his full time union salary of **\$106,818.48** while he was working his full time position for the US Postal Service.

***"Every officer has a duty of loyalty to the membership they represent and to the organization they took an oath to loyally support."***

The hearing was conducted by a duly appointed Trial Board consisting of three (3) *National Executive Board members, Omar M. Gonzalez, Western Regional Coordinator, Tiffany Foster, Northeast Regional Coordinator and Idowu Balogun, Director, Maintenance Division.*

The Trial Board rendered a decision on December 2, 2022, that was upheld by the National Executive Board. The Trial Board ruled;

**Mr. Duncan is not owed \$106,818.48.**

Mr. Duncan filed charges against me for refusing to pay him \$106,818.48 of your dues money. The charges against me were unwarranted. The Trial Board ruled that Brother Duncan sat on his rights and did not contest, challenge or charge any other officer responsible for the payment of his salary during his term as Vice-President in 2019, 2020 and early part of 2021.

**ALAMO AREA LOCAL DISPATCH**

Carlos Barrios .....Editor  
 Alex Aleman ..... Associate Editor

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

**AFFILIATIONS**

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

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 Asst. Clerk Craft Dir. "A"..... Jennifer Wright  
 Clerk Craft Director "B"..... Ruben Hernandez  
 Asst. Clerk Craft Dir. "B"..... Robert Butke  
 MVS Craft Director..... Faron Hierholzer  
 Asst. MVS Craft Director..... Dennis Barbosa  
 Maintenance Craft Director..... Robert Proo  
 Asst. Maintenance Craft Dir.... Jarrett Williams

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 Trustee (Clerk)..... Sandra Lira  
 Trustee (Clerk)..... Daphne Belton  
 Trustee (Clerk)..... Carl Jemerson II  
 Trustee Maintenance..... Albert (Red) Cardenas  
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 Delegate (Clerk)..... Sandra M. Proo  
 Delegate (Clerk)..... Ruben (Cool) Martinez  
 Delegate (Clerk)..... Carl Jemerson II  
 Delegate (Clerk)..... Daphne Belton  
 Delegate (Maintenance)... Albert (Red) Cardenas  
 Delegate (MVS)..... Ron Odom  
 Sergeant-At-Arms..... Faron Hierholzer  
 APWU Health Plan Rep..... David Estrada  
 Legislative Director..... Vacant

Opinions expressed in this publication are those of the individual writer and not necessarily those of the Editor or the Executive Board. Articles submitted for publication must not contain negative or derogatory comments about members or the union in articles or letters to the editor. Deadline for articles to appear in the upcoming issue of the Dispatch will be advertised in the Dispatch. All articles should be presented in MS Word format and email : plantcraftdirector0195@yahoo.com

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**APWU SCHOLARSHIPS FOR 2023**



**Scholarship Program**



**E.C. Hallbeck Scholarship  
 Vocational Scholarship  
 Best Essay Award**

American Postal Workers Union, AFL-CIO  
 1300 L Street NW  
 Washington, DC 20005  
 (202) 842-4200  
 www.apwu.org  
 Elizabeth Powell  
 Secretary-Treasurer

For more information, please contact the Secretary-Treasurer's office at (202) 842-4215, or visit <http://www.apwu.org/dept/sec-treas/stscholarships>.

Applicants are encouraged to submit materials well before the March 31<sup>st</sup> deadline.

**Other Scholarships**

The Union Plus Scholarship program, created by the AFL-CIO, awards \$500 to \$4,000 to union members and their families who want to begin or continue their post-secondary education at colleges or trade and technical schools. For more information, visit [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships).

**Free College Benefit**

The Union Plus Free College Benefit makes it possible for you and your family members to earn an associate's degree completely online – for FREE!

Take advantage of this accessible, debt-free and convenient higher education opportunity

<https://www.unionplusfreecollege.org/>

[Download Flyer](#)

**AFL-CIO** - Union Plus scholarships are available for all AFL-CIO union members and their children. Applications must be postmarked no later than **Tuesday, January 31, 2023.**

<https://www.unionplus.org/benefits/education/union-plus-scholarships>

**Texas AFL-CIO** - Applicants must be high school seniors who are planning to attend a university, college or technical institute in the summer or fall term. **Deadline January 31, 2023**

<https://www.texasaflcio.org/scholarship>

**San Antonio Alamo Area Local - The SAAAL awards (3) \$500.00 Scholarships. Deadline April 30, 2023**

**San Antonio Alamo Area Local  
 2023 Clerk Craft Job Bid Schedule**

VACANCY POSTING	VACANCY WITHDRAWN	AWARD POSTING	TENTATIVE EFFECTIVE DATE
1/13/2023	1/22/2023	1/31/2023	2/11/2023
3/3/2023	3/12/2023	3/21/2023	3/25/2023
4/28/2023	5/7/2023	5/16/2023	5/20/2023
6/23/2023	7/2/2023	7/11/2023	7/15/2023
8/11/2023	8/20/2023	8/29/2023	9/9/2023
10/6/2023	10/15/2023	10/24/2023	11/4/2023

**Pay attention to the dates.**

Please note that the effective date is tentative and subject to change.

VICE PRESIDENT

DAVID Z. HERNANDEZ

## Solidarity Forever, For The Union Makes Us Strong



**Happy New Year 2023**, Brothers and Sisters, Hopefully everyone had a blessed and prosperous holiday celebrations. I would personally like to thank my Lord Jesus Christ for blessing us to see another year and be with each other. *And May all the blessings of the Lord be yours in Abundance in the New Year (Isaiah 43:19).*

As we prepare for the New Year we welcome the new challenges to help strengthen our officers and stewards which translate to a stronger local. The end of 2022 showed how the memberships were grafting together and making our local stronger, so let's continue that trend into 2023. By now the local membership has heard or read the NewsFlash about the decision against our local rendered by the National Trial Board. They

reached a decision and the synopsis of that report is provided in detail on page # 12 of this dispatch. Hopefully, brothers and sisters we can now move forward and concentrate on the business of the local to enforce the Collectible Bargaining Agreement that represents our union's members. Another peak season has come and gone and I want to thank all the members of our local who helped make this holiday season another banner year in processing and delivering mail to the general public. This season was not as heavy in volume as in past years, and I'm sure when all the reports are completed we will gain answers as to what the decline in our parcels was for this year. Once again thanks for doing what you all do best, which is to move the mail and maintain confidence and trust in the American public that the United States Postal Service is fueled by the bargaining unit employees that makes it happen.

### Postal Support Annex (PSA)

The PSA did not have adequate restrooms needed for the number of employees employed at the PSA. The portable restroom were closed by management when the custodian would return back to the plant. Certain supervisor would not even use the facility at the PSA and drive back to the Plant to use the bathroom. That action of that one supervisor spoke volumes that the PSA did not have adequate clean restrooms available.

### Plant issues

The Clerk Director, Assistant Director and Stewards are doing a great job, despite the rumors and finger pointing without any concrete proof to support the spiteful lies to try and slander the union. Please stop going or asking advice from anyone that is not a current steward or officer of this local.

And as I have dialogued in the past, do not allow management to dictate to you that you can't request to see a shop steward to report any deficiencies. The maximization class action grievance that was filed by clerk craft director Carlos Barrios did not materialize as previously agreed by both parties. This grievance has now been forwarded up to the national level where our national officers will settle the outcome of this simple grievance that should have been settled at Step 2. Labor has drawn the line in the ground that they don't want to do the right thing and therefore any and all grievances will probably start going up to Step 3 as we have always done.

### Bidding

In 2023, we will have another six (6) scheduled vacancy announcements which one can submit a bid and obtain the job that you are seeking. Good luck to everyone, until you find something that works for you.

*"Bargaining unit work is prohibited for supervisors to perform which will lead management to abolish your job. If postal management had any idea how to run our business and adhere to the contract they would know that more clerk jobs were needed. Allowing management to perform bargaining unit work will only help them reduce a clerk position. They will show on a spreadsheet that the work volume is not sufficient to have the clerks you currently have and we could lose more jobs"*

### Labor/Management

Our Labor/Management meetings will continue throughout the New Year to improve the working conditions. If you have any issues that you believe need attention just let us know.

### Stations

Some stations don't have a steward present, yet the same process applies to request a steward from your immediate supervisor. It is their job to either get you one within two (2) hours of your request or let you know when one will be provided to you on the day or request. If one is not provided then a steward **MUST** be provided a steward at the beginning of the tour the clerks next working date. I am now representing several stations to help the membership, and I have seen violations that will now be corrected. Please file grievances so that we can hold management accountable for the violations of the contract. Bargaining unit work is prohibited for supervisors to perform which will lead to abolishing your job. If postal management had any idea how to run our business and adhere to the contract they would know that more clerk jobs are needed. Thanks to our officers and stewards for the job that they do, and for stepping up to the plate. It takes a lot of time and dedication and hard work to maintain the contract.

If becoming a shop steward is a challenge that you are interested in becoming then please don't hesitate to contact the main union office. See you all in January for our next union meeting.

2 Corinthians 5:17 NKJV

Therefore, if anyone is in Christ, he is a new creation; old things have passed away behold all things have become new.

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

# SAAAL Prevails in \$106,838.00 Claim



I hope you and your families had a Safe and Joyous Holiday Season... now it is back to business as usual.

I am pleased to report that the San Antonio Alamo Area Local prevailed in a claim and charge that has loomed over the Local for the past couple of years.

I am sure you have heard many rumors and false information concerning this issue and as members

you have a right to know how the National Trial Board reached its decision. I am condensing the full 5-page report down to specific areas of contention and what the National Trial Board ultimately ruled. All reference ***italicized*** is actual text from the decision.

## **Please read it and draw your own conclusions.**

Presiding at the hearing were National Officers and Legal Counsel, they were Omar Gonzalez, Chair, the APWU Western Region Coordinator, Tiffany Foster, Northeast Regional Coordinator, and Idowu Balogun, National Maintenance Division Director. Also in attendance were Fred Duncan, the charging party, Alex Aleman, charged party, Chris Rincon, witness for Fred Duncan, and myself, as witness and representing the interests of the Local, for the Alex Aleman. The hearing took place on November 29, 2022.

## **Summary of the Issues(s)**

*The matter before the Trial Board is if brother Duncan has Standing and whether any of brother Duncan's rights under the Local and/or National Constitutions were violated in relation to the charges and appeals brought forward by brother Duncan.*

*The parties agreed that the matter evolved from an appeal made by brother Duncan on April 24, 2022, which was filed in essence because Duncan disagreed with the Local's Hearing Committees finding President Aleman not guilty to the charges brought forth by brother Duncan for not accepting a motion made by Duncan at the September 18, 2021, Membership Meeting,*

*The minutes of that meeting reflect there was a motion made by brother Duncan "to be made whole from the last meeting in reference to his pay". The motion was seconded. The motion was denied by President Aleman to be brought on the floor. For a little context on what this is about, the motion that Brother Duncan was trying to bring forward was for him to*

*be paid \$106,000.00 as his Vice President pay for the time, he voluntarily returned to the USPS from January 2019 to April 2021. President Aleman refused to entertain the motion since it was a substantial amount, and in his determination, he was not due the money.*

## **Findings of Fact**

*Testimony from Brother Duncan revealed that the motion did not specify an amount of back to pay. Brother Aleman testified that he understood the amount to be \$110,000. Brother Duncan clarified that the amount was \$106,000.*

*Brother Duncan also charged that brother Aleman violated the Local Constitution by failure to adhere to Robert's Rules of Order which requires the Chair to accept all motions made at a meeting. Brother Aleman countered that a chair does not have to accept all motions and that*

*he did not accept the motion by Duncan because it involved substantial amounts of monies.*

*Testimony revealed that the time period involved in the pay issue was from January 5, 2019, to April 1, 2021. During the relevant*

*period of time brother Chris Rincon was President. Brother Duncan did not make an attempt to request or seek full time VP pay from Rincon. Evidence submitted at hearing revealed that at the November 17, 2018, Membership Meeting brother Duncan announced he involuntarily would be returning to the floor on January 5, 2019, and that USPS would be paying his salary for the remainder of his term. A recommendation was made and passed that brother Duncan be paid a flat monthly salary of \$200.*

*Unrefuted testimony revealed that Brother Duncan received the \$200 per month in addition to LWOP and other compensation. The LWOP and Other Compensation differed from month to month... for a total of \$42,911.16 according to submitted record for 2019-2021. The evidence reveals that after Brother Aleman became President Brother Duncan began receiving full VP Level 8 pay as reflected in the pay transaction record. Brother Duncan testified that he returned to full time Vice President on April 1, 2021.*

*Brother Duncan further testified that he did not perform full time duties of the Vice-President during the period of January 2019 through March 2021. Testimony from Brother Duncan revealed that he did not have records available regarding what salaries he was paid by the Postal Service or the Union for that matter. Brother Duncan was relying on a report issued by the Treasurer that revealed he was not paid \$106,000. Treasurer Greenlee testified that what the report revealed is the amount the Local saved by Brother Duncan voluntarily reporting back*

***"Brother Duncan sat on his rights and did not contest, challenge or charge any officer responsible for the payment of salaries in regards to salaries allegedly owed in 2019, 2020 or from January 1, 2021, through April 1, 2021."***

*continued on next page*

to the US Postal Service work floor. That testimony was not refuted by Brother Duncan or any documentary evidence. In fact, brother Duncan attested at the hearing that he never claimed he was owed **\$110,000.00** and his motion never mentioned **\$110,000** he was actually due **\$106,000.00**.

Brother Duncan did not request from then President Rincon to be paid this amount nor did Brother Duncan file any charges against brother Rincon or any other officers of the Local during the period of January 2019 to April 2021 regarding his Union salary. Evidence submitted at hearing reveals that at the April 24, 2021, Membership Meeting during Unfinished Business brother Duncan brought to the attention of the assembly that the minutes of the March 24, 2021 Membership Meeting was that brother Duncan saved the Local **\$215,066.60** the minutes were passed as amended, Aleman's report at that meeting included that brother Duncan requested to be paid his unpaid salary in the amount of **\$106,818.48...**

Record evidence shows that at the July 17, 2021. Membership Meeting the Executive Board recommended to review and make Brother Duncan whole and to have a meeting with President Aleman and make him whole, it was at the September 18, 2021, Membership Meeting that Duncan motioned to be made whole and that motion was not accepted by Aleman.

#### **Standings and Rights under the National and or Local Constitutions**

The record is clear that during the term of office on November 17, 2018, Brother Duncan declared he was returning to postal duty effective January 5, 2019 (before his first year in office ended as Vice-President) and brother Duncan did so.

During all of his second year in office and third year in office brother Duncan was working at the US Postal Service, there was an election of officers in April of 2021 and Duncan was re-elected as Vice-President and resumed full time Vice-President status and was paid accordingly, There was a subsequent re-run election and Duncan was not successful in his re-election bid as Vice- President.

Brother Duncan did not exercise his rights under Article 15 of the National Constitution nor under Article 17 of the Local Constitution within 120 days of returning to Postal duty to claim or recoup his Level 8 Full-time Union salary, Furthermore, brother Duncan did not attempt to exercise his right pursuant to Article 6 of the Local Constitution to have the Executive Board to make a recommendation of his salary or to have it reviewed in 2019 or 2020.

Brother Duncan filed charges in 2021 against Aleman for violation of the Constitution Article 23 Section 1 in that Duncan's motion at the November 17, 2021, Membership Meeting to make him whole was not allowed. Those charges were heard and decisioned by the Local Hearing Committee finding President Alex Aleman **"Not Guilty"**.

The Trial Board would make a recommendation and decision which can be appealed to the National Convention which is the Union's ruling body. The record closed on the matter

#### **The decision of the duly appointed National Trial Board in the above reference matter is that:**

1. Brother Duncan sat on his rights and did not contest, challenge or charge any officer responsible for the payment of salaries in regards to salaries allegedly owed in 2019, 2020 or from January 1, 2021, through April 1, 2021.
2. Brother Duncan voluntarily waived his Vice-President salary of PS Level 8 and voluntarily returned to postal duty in January 2019 and received the voted upon flat rate salary of **\$200** per month in addition to LWOP (restitution) and "Other Compensation."
3. Brother Duncan sat on his rights to challenge the chair and be on record as challenging the chair over the non-acceptance of a motion to make him whole at the Membership Meeting of November 17, 2021, nor is there evidence that Duncan protested the minutes as read of that meeting at a subsequent meeting if and when they were voted on to be accepted.
4. The **\$106,838.48** cents were not reported as money owed to brother Duncan but was actually a report of monies saved by the Local when Duncan voluntarily returned to postal duty to have his salary paid by USPS. Therefore **Mr. Duncan is not owed \$106,838.48.**
5. The Treasurer conceded that brother Duncan may be owed leave restitution, but that Duncan did not follow the process to claim that leave payment. Therefore Mr., Duncan is to be paid 81 hours of leave restitution upon the submission of the appropriate documents and the submission of the appropriate voucher.
6. The Charges levied against Mr. Aleman were heard and decisioned by the Local Hearing Committee which found him not guilty. Therefore, there is no basis by which that Local Hearing Committee's decision of "Not Guilty" should he overturned.
7. The Charges regarding the violation of brother Duncan's Members Bill of Rights were not proven. Therefore, the charges regarding a violation of the Bill of Rights is dismissed.
8. The Charges regarding due process and violations of the guidelines on hearings and denial of requested information were not substantiated to the degree of rising to the level of a violation of the National or Local Constitution. Therefore, those charges are dismissed.

Signed by the Trial Board, Dated the 1<sup>st</sup> Day of December 2022.

As a personal note... this process has cost the Union, your Union Dues, thousands of dollars to complete. It is my hope that this issue is put to rest and that we do not have to go through this process again and instead focus on representation of our members.

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

## Standing on the Shoulders of Giants!!!!



### Greetings Brothers and Sisters,

I hope everyone had a wonderful holiday season and spent time with family and friends. As I reflect back to when I was a young man growing up in the 1960's, I witnessed first hand what the fabric of union solidarity was all about. When my father was the President of the San Antonio Alamo Area Local from the 1960's into the 1970's, I had a front row to witness the unity of working towards a common goal. It was the Postal Strike of 1970, that forever change the landscape for postal employees nationwide. The strike of 1970 influenced the Postal Reorganization Act of 1970, which dissolved the United States Post Office Department, and replaced it with a more corporate United States Postal Service that provided postal employees guaranteed collective bargaining rights for postal workers. Today we all enjoy the spoils of victories of the giants that came before us. Having weekends, over-time pay, breaks, maternity leave, sick leave, vacations, retirement plans, 40-hour work week, health insurance are just a few of the things that the union has fought for us to have that many now take for granted. I'm reminded of a quote by Frederick Douglass, "**Power concedes nothing without a demand. It never did and it never will.**"

### Today's Supervisors

The quality of today's supervisors at the Postal Service has been condensed to the point that management is promoting former bargaining unit employees that demonstrated poor character and work ethics and now they have been placed into the den of decision-making. In short, today's supervisors are more administrative than they are innovative. They just hold a title simply with which employees must have to communicate with. A leader has no formality and isn't always managerial. Supervision and Leadership often get used interchangeably, but they are two exclusive actions engaged into accomplishing specific results. They should be overseeing the efficiency and development of employees who report directly to them. Some managers have had sexual harassment charges, others will arbitrarily lie about events to place false charges against employees. And with all that, the fault is at the top of the food chain! So, *why promote a positive environment at the postal service?* Let's take a quick glance of the accomplishments from the pit of despair here locally, the elimination of handicap parking spots closer to the door entrance, fostering an unsafe and harassment free environment, not providing a safe parking lot and not abiding by rules set for all and re-running regurgitated mail. They lack social skills to inspire, connect and mature employees into positive components of our agency, and to align team members with a formed strategic vision to excel in everyday operations.

*"The quality of today's supervisors at the Postal Service has been condensed to the point that management is promoting former bargaining unit employees that demonstrated poor character and work ethics and now they have been placed into the den of decision-making. In short, today's supervisors are more administrative than they are innovative"*

### Labor Relations

As a union we have had some good working relationship with Labor Manager Wilma Huertas, however, as the tenure of her postal career draws closer to an end the relationship of cooperation that we worked so hard to built will be but a distant memory. It will no longer be about working together for the common goal of supporting the Collective Bargaining Agreement (CBA). We are now poised with dealing with some who have no encouraging integrity and thus would rather just deny everything and just *LIE* about deliberations that never occurred in our meetings held for grievances. This local will be soon be sending up more grievances up to the national level that we have done in the past due to them promoting a self interest agenda rather than one for the best interest of the agency per the CBA. Gone will be doing Pre-Arbitrations at this local level.

### Stewards

As the Director, I want to personally thank the hard work and effort that is done on a day-to-day basis by Jennifer Wright the Assistant Clerk Craft Director. Jennifer has been the glue that holds the daily inner workings of our

craft in perspective. She is now well versed and comfortable and performing the daily tasks of a Director. I have taken the past 2-3 years to mentor her and she has stayed in a professional mode and maintains integrity with both craft and management to get issues done.

As the director I receive from Lamont Brooks our National Clerk Division Director and Jack Crawford our Senior National Business Agent updated information and strategies which Jennifer quickly introduces to all the stewards to sharpen their skills. Sincere thanks to Chief Stewards Phil Doxie, Kendra Gamble and Giovanna St John and Stewards Kevin Spencer, Annette Martinez, Mary Skala, Gerardo Wolfe, Tomquia Estes, and Patricia Jones. Although many are young and gaining experience they are not any different from officers we have today that also started at this juncture. In Solidarity, they will grow.

### Hearing

Recently my fellow brother, Fred Duncan lost his hearing, however he will be exercising his rights to appeal the decision made by the Trial Board. Prior to the decision of the hearing board that was released on 12/1/2022, nobody had any idea how the trial board would rule, however, that didn't keep some employees from promoting factious unsupported statements like, [Duncan Wins](#) prior to the decision being reported. It reminded me of the national election of November 2, 1948, when the Chicago Daily Tribune, ran a headline that read, [Dewey Defeats Truman](#). So, its best to wait and hear the truth from those who know the truth and not allow yourself to be fooled by slanderous lies from Union Busters.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

# Don't allow GasLighting To Impact You



Happy New Year and thanks to everyone for all your hard work and your dedication. Last year the Motor Vehicle Service (MVS) was tasked with expediting a large volume of our mail, equipment and other items with the safeties procedures we were trained to do.

The MVS drivers once again demonstrate how instrumental they are to moving the mail from the processing plants to their destination. A big shout out to the lead and automotive technicians, parts clerk, store keeper, fender and body repair employees that kept our fleet in great working shape to help move a tremendous amount of mail in bulk.

The following is from Medical News Today, there are many struggles that we tend to deal with on a daily basis especially when we get into peak season, or when the work load becomes heavy. These heavy workloads usually bring overtime and sometimes even penalty overtime, which is a benefit for those who volunteer for overtime. These heavy workloads and long hours can also lead to a stressful and unpleasant work environment. Some employees will say management creates these stressful and unpleasant working conditions that lead to GasLighting. I have to admit it, I never heard of GasLighting. I just thought it was something dealing with flashpoint, gas catching fire or something like that. I somehow came across a pod cast talking about Gas Lighting.

What is GasLighting? GasLighting **is a form of psychological abuse in which a person or group causes someone to question their own sanity, memories, or perception of reality. People who experience GasLighting may feel confused, anxious, or as though they cannot trust themselves.**

GasLighting often occurs gradually, and because of this it is hard to recognize the signs. Some of the potential signs that someone is experiencing gas lighting include:

- \* Feeling uncertain of your perceptions
- \* Frequently questioning if you are remembering things correctly
- \* Believing you are irrational or "crazy"
- \* Feeling incompetent, unconfident, or worthless
- \* Constantly apologizing to the abusive person
- \* Defending the abusive person's behavior to others

- \* Becoming withdrawn or isolated from others. (Medical news today)

## Respond to Gaslighting

Gaslighting has a significant impact on mental health, so people who experience it need to make sure they look after theirs. There are several ways to protect oneself from this form of abuse.

## Gathering evidence

Gathering evidence of events may help someone prove to themselves that they are not imagining or forgetting things.

*"These heavy workloads and long hours can also lead to a stressful and unpleasant work environment. Some employees will say management creates these stressful and unpleasant working conditions that lead to GasLighting. I have to admit it, I never heard of GasLighting. I just thought it was something dealing with flashpoint, gas catching fire or something like that. I somehow came across a pod cast talking about*

The National Domestic Violence Hotline suggests:

- **Keeping a secret diary:** In a diary or journal, a person can record the date, time, and details of what happened soon after they experience it, and they can refer back to it later.
- **Talking to someone**

**trustworthy:** Confiding in a friend, family member, or counselor may help someone gain perspective on their situation. The person can also act as a witness to events.

- **Taking pictures:** Photographs can also help someone "fact check" their memories.

## Keeping voice memos

A device that can record sound can work as a quick way for someone to describe events in their own words. (Medical news today).

It is important to recognize the symptoms of gaslighting. I encourage everyone and especially the new members to reach out to the union if you believe that you may be a victim of gaslighting. Over time, gaslighting can cause serious harm to a person who experiences it. They may come to doubt their own memory, judgment, opinions, or emotions, which can also lead them to isolate themselves socially and from loved ones. They may experience a significant drop in self-esteem or even begin to lose their own sense of identity.

Don't let management gaslight you. Call National Domestic Violence available 24/7, at 1.800.799.SAFE (7233) abuse. The Family Violence Prevention and Services Act (FVPSA) provides funding for the on-going operation of a 24-hour, national, toll-free telephone hotline. The Hotline is an immediate link to lifesaving help for victims. It provides information and assistance to adult and youth victims of family violence, domestic violence, or dating violence, family and household members, and other persons such as domestic violence advocates, government officials, law enforcement agencies and the general public.

## MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

# Understand Your Rights!



## Hello Sisters and Brothers

I hope everyone had a safe and wonderful Holiday Season. Special thanks to Assistant Craft Director Jarrett Williams, Plant Chief Stewards Mike May, Michael Doherty, Albert Cardenas and Stations Representatives Tony Ramon Jr. and alternate steward Miguel Muniz and for all their hard work. Working together with our chief

spokesperson President Alex Aleman, we were able to achieve a monumental first in getting Article 38 language inserted into our Local Memorandum of Understanding (LMOU).

A mutual agreement was achieved between maintenance union and maintenance management to open the in-service registers and allow both clerk craft and motor vehicle employees to transfer to the maintenance craft and fill vacant custodial and maintenance mechanic

positions. Your maintenance craft has been vocal in our commitment to have training allocations for our maintenance sisters and brothers to include basic courses, promotion qualifiers and training opportunities in computer systems networking and programming. The maintenance craft reached grievance settlements on Act of God, Subcontracting and Overtime issues just to name a few. This team effort was accomplished by the efforts of your representatives of the maintenance craft working together as a team.

*The following is directing from Article 38, Maintenance Craft, Collective Bargaining Agreement*

### Preferred Assignment

Article 38 Section 5 Selection Methods

#### A. Preferred Assignment

1. The Employer will maintain and/or establish preferred assignment selection registers. During the first fourteen days in January of each year a notice advising the employees of the opportunity to submit changes in preferred assignment selections shall be posted on all official bulletin boards at the installation, including stations and branches, to assure that it comes to the attention of all employees eligible to submit forms.

2. the employee shall indicate preference s in numerical order for any vacancy that may occur during that year, including tours and days off that they prefer over their current duty assignment. Change in preferred assignment selections shall be submitted on or before January 31. If requested, an employee will be allowed to review the preferred assignment registers and the employee's own preferred assignment selection form(s). If the employee does not submit a change in preferred assignment selections during this period, existing preferred assignment selections shall continue.

6. An employee may submit a new or amended preferred assignment selection form in the following situations:

A. the employee is promoted.

B. the employee's duty assignment is eliminated.

C. the duty assignment would result in the employee being assigned closer to the employee's place of residence.

D. because of substantiated medical or health reasons whereby continuation in the employee's present assignment would be harmful

E. Three times during each calendar year, an employee may submit additional preferred assignment selection forms. The times selected for submitting the additional preferred assignment selection forms shall be at the option of the employee.

*"A mutual agreement was achieved between maintenance union and maintenance management to open the in-service registers and allow both clerk craft and motor vehicle employees to transfer to the maintenance craft and fill vacant custodial and maintenance*

### Workplace Harassment

I believe strongly in the basic premise that all of 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. There have

been growing reports at the San Antonio Plant and Distribution Center, Annex, District Building and Postal Support Annex (PSA) that the Postal Service policies which are in place to prevent such behaviors are being ignored by management and our Sisters and Brothers are having to endure some or all of these repugnant acts and with the combined efforts of the maintenance steward we are working every day to fight back.

### USPS Policy on Workplace Harassment

This letter signed by the Postmaster General, lays out the USPS policy in very clear terms. It states what the law requires of the USPS, what management's responsibilities are, and what the employee rights are.

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.

### PS Form 1767

This form is to be used to report hazards, unsafe conditions, work practice and, in the opinion of the APWU, hostile work environments. You can use this form to report anything that you think could jeopardize your health: Dirty conditions, pests, mold, disturbed or broken building materials (tiles, insulation, etc.) .



**For more information on this subject matter please utilize this QR code.**



ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

# Iron Sharpens Iron



**Happy New Year sisters and brothers,** I hope your holiday season was a joyous one spent with loved ones. This past holiday season was indeed a different one for those of us that have spent numerous years in the Postal Service. Because these are different times, mail volume was evidently down from other

holiday seasons. We have been able to witness ourselves the reduction in the parcel volume which has translated to the decrease in overtime. While parcel volume was down from previous Christmas seasons the volume still dramatically increased from the normal daily parcel volume at Encino Park station.

What has remained consistent is management failure to follow the contract and use the Overtime Desired List (OTDL) appropriately and instead utilized PSE's over 8 hours and violating Article

7.2 using rural carriers to perform clerk craft bargaining work. Which includes scanning and pitching parcels and the shrink wrapping of empty equipment. As I reported in my last article, management was getting creative in finding ways to minimize and eliminate the use of overtime and in violating the contract. This continued into the peak season at Encino Park as management instructed RCA's not to annotate on their PS 1234's (timecards) when they were assisting the clerk craft by performing clerk craft bargaining unit work. In turn, clerks had observed, including myself, when carriers were scanning and pitching parcels and performing other clerk duties. Observations were logged in on the Bargaining Unit Work Log (please see and contact your Steward, the Union Hall, or me if you need a copy of the log) and when the Ad-Hoc Clerk Assist Report was requested and provided to the steward, management had failed to report all the hours on the report that the rural carriers had performed in the clerk craft. Observations are crucial when filing grievances relating to crossing crafts as management cannot be relied upon to do the right thing and report the truth.

## Prosperous New Year

As we welcome a New Year, many people like to make resolutions to better themselves and a renewal of commitment to something they hope to accomplish. While I never participate in resolutions, I do look to the new year to continue to be a better steward and be the best Assistant Craft Director I can be.

I will continue to challenge myself to absorb as much information from my fellow peers whether it be craft officers or members that can enlighten me.

I wish to further pursue educating myself to a better understanding of the contract. I look forward to teaching, passing on important relevant information, and assisting the stewards to help better the representation you receive as members. It is my hope that we will be able to recruit and get more members that are willing to be stewards into training in the coming months. The more stewards we have, the better representation we will have to continue the fight for our rights and contract violations from management. The outlook is bright for this year as our stewards become more seasoned and are eager to learn more

complex issues that require advanced training.

*"I look forward to teaching, passing on important relevant information, and assisting the stewards to help better the representation you receive as members. It is my hope that we will be able to recruit and get more members that are willing to be stewards into training in the coming months. The more stewards we have, the better representation we will have to continue the fight for our rights and contract violations"*

## Out Of Schedule

This is an issue that can be complicated. While I could fill this space with an explanation of the Out of Schedule process, I direct you to **page # 15** to review an excellent Informational Article submitted by

Alex Aleman from a Dispatch back in the November/December 2009 Dispatch that has been reprinted in this edition of the Dispatch. If you believe you are entitled to Out of Schedule pay, please request a Steward so it can be investigated, and a grievance initiated right away.

## Grievance Updates

I know I continue to sound like a looped video, but award decisions continue to come in the Union's favor for the stations and associate offices (AO's). All I can say is the grievance process WORKS!!! Our stewards continue to do an outstanding job as management continue to show their incompetence. Your stewards are consistently filing and winning most of their grievances to include bargaining unit work by management, crossing craft grievances, Article 16 discipline grievances, Postal Support Employees (PSEs) working over 8 hours while not utilizing Overtime Desired List personnel, and injured on duty carriers working in the clerk craft, and various other violations. Recent award settlements include Northeast Carrier Annex (NECA), Cedar Elm, Serna, Encino Park, and Del Rio, TX. Grievances are being filed for management not adhering to the settlement agreement of allowing lead clerks to perform Time and Attendance Collection System (TACS).

Many thanks to our stewards for their hard work during this past year. If you have any questions, please feel free to contact your steward, myself, the main office or Ruben Hernandez.

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

# APWU Your Exclusive Support



**Hello brothers and sisters,**

I hope everyone had a safe and Happy Holidays.

We, as united maintenance craft employees can improve the work conditions in our craft and we are making progress.

In automation at the plant, they have finally stopped slamming the pie

carts against the automation machines which has caused damage to the machines, delay of the mail, and denied access to maintenance personnel to perform their duties. The plant is still not in compliance with (OSHA) The Occupational Safety and Health Administration requirements which state 36 inches and not the 18 inches that they have taped on the floor. The union is still appealing the continued violation.

(Complaint filed with OSHA)

In the Hazardous material section at the plant, they relocated barrier rails so that the section would have room to place the containers in the section, instead of blocking the aisle way with equipment. (Complaint filed with PS Form 1767 Report of Hazard, Unsafe Condition or Practice)

Management is not to walk on the work room floor while on their cell phone. (Complaint filed with a grievance)

Management is not authorized to clear "Fault locks" on the APBS. (Complaint filed with a grievance) Only authorized maintenance employees are allowed to clear faults.

Management is not to deny the employee a union steward for any meeting that can be used for or lead to discipline. (Complaint filed with Department of Labor)

So, as you can see by these examples there are many options available for taking action against the mismanagement of our work environment. This list is not all inclusive; these are just a few options. Everyone can take part in making a safer and more efficient workplace.

### Social and Recreation Committee

- \* Valentine's dance – February 2023
- \* Missions – tentative April 2023. (Negotiations for a Jersey give away night, with tailgate meal)
- \* Six Flags – confirmed date June 11, 2023
- \* Schlitterbahn – tentative Labor Day weekend 2023. Under new ownership but parking is still free, and you can still bring your cooler.
- \* Sea World – tentative October 2023

We will continue to negotiate with companies to bring postal employees discounted tickets and reasonably priced events, if you have any suggestions, please let us know.

I, as your Maintenance trustee would like to report that our local has received a letter from national (APWU) American

Postal Workers Union, that the National Hearing committee's findings of the November 29, 2022 appeal hearing. The appeal that was heard by the committee, was on the trustee's findings concerning the case of Frederick Duncan vs Alejandro Aleman. Here are the highlights of the decision, to avoid being redundant all the decisions have been put out on a Dispatch news flash.

Item #4 The 106,818.48 cents were not reported as money owed to brother Duncan but was actually a report of monies saved by the local when Duncan voluntarily returned to postal duty to have his salary paid by the USPS. Therefore Mr. Duncan is not owed 106,818.48

Item #5 Mr. Duncan is to be paid 81 hours of leave restitution upon the submission of the appropriate documents and the submission of the appropriate vouchers.

Item #6 The charges levied against Mr. Aleman were heard and decision by the local Hearing Committee which found him not guilty.

Therefore, there is no basis by which that Local Hear-

ing Committee's decision of "Not Guilty" should be overturned. Item # 7 The Charges regarding the violation of brother Duncan's Members Bill of Rights were not proven. Therefore, the charges regarding a violation of the Bill of Rights are dismissed.

Item #8 The Charges regarding due process and violations of the guidelines on hearings and denial of requested information were not substantiated to the degree of rising to the level of a violation of the National or Local Constitution. Therefore, those charges are dismissed. (End of Trustee Report)

I support our union leadership in reversing management's continued efforts to erode the effectiveness of this craft by failing to staff, by bypassing routes, by running equipment to failure and threatening our employees to close out ECBM items that have not been completed. As a local we are trying to produce positive changes across the maintenance craft, you, the member has the power to help us defend your rights and your jobs. Your union continues to fight for our jobs and our rights, but we must be able to prove that there is a need for more work hours and more maintenance employees ask for work orders for things not on your assigned route, stop taking short cuts, help us identify safety hazards that are being created by managements run to failure philosophy.

So, help your Union, help you! In closing, I will continue to carry out my duties of my elected and assigned positions to the best of my abilities, Thank you for your support. 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.

*"I support our union leadership in reversing management's continued efforts to erode the effectiveness of this craft by failing to staff, by bypassing routes, by running equipment to failure and threatening our employees to close out ECBM items that have not been completed"*

## Would \$500,000 or More Be Helpful To You?

If you had to guess, what do you think is the biggest regret most people have when they're getting ready to retire? I'll give you a hint...it isn't "I should have bought a more expensive car" or "I wish I'd gone out to eat more often" or even "I wish I'd taken more lavish vacations". The biggest regret goes hand-in-hand with not following through on one of the most common New Year's Resolutions. I have been guiding employees like you through this maze called retirement for over 40 years now and the most common regret I hear is "I wish I'd saved more money". Let me help you live the life you dream of, the life you deserve.



Assuming you're a FERS employee, your retirement consists of three things:  
Your pension  
Your Social Security  
Your TSP

Since your pension is determined by your years of service, age at retirement and the average of your three highest years of income, you don't have a large amount of control over it. You also don't have a lot of control over your Social Security since it's basically calculated on your earnings and age. You do, however, have a lot of control over your TSP and that can make a massive difference in your retirement experience.

**There are four very important points about TSP that everyone should know:**

The government matches 100% of your contribution up to 5% of your income.

You can, and should, contribute more than the 5% match.

Your maximum contribution for 2023 is \$22,500.

If you are 50 years old or older, you can contribute an additional \$7,500 per year for a total of \$30,000 per year.

**Yes, you read that right.**

**If you are under age 50, you can contribute up to \$22,500 per year into your TSP.**

**If you are 50 years old or older, you can contribute up to \$30,000 per year into your TSP. If you're like most people, New Year's Resolutions fall by wayside within a month or so. Given that, if you're going to save more money, you need to do it automatically and the best way to do that is to increase the percentage you're contributing to your TSP.**

If you're contributing less than 5%, make sure you increase it to at least 5% so you take advantage of the **free money** that the government is giving you. If you're currently at 5% or more, immediately increase your contribution by at least an additional 2%. Then set a reminder on your calendar and add an additional 1% every January, April, July and October 1st. Do this until you reach the maximum allowable contribution.

By doing this in small increments, you won't miss the money.

For example, if you earn \$70,000 a year:

2% is only \$53.84 / paycheck or only \$3.85 a day

1% is only \$26.92 / paycheck or only \$1.92 a day

By maximizing your contributions you could have \$500,000 or even \$1,000,000 in your TSP by the time you retire! **Would an additional \$1,000,000 change your life?**

The next question is...where to invest it? If you're not the type of person that enjoys watching the market and looking at your TSP all the time, consider using the L Funds. Decide roughly when you want to retire, and choose the L Fund that has a Target Date close to your desired retirement date. The L Funds were designed specifically for employees like you.

Right now, get on your computer and follow these steps:

Log into LiteBlue

Go to Postal Ease

Go to TSP information

Increase your contribution

**If you still have questions, need help with your retirement booklet or would like a FREE personalized benefit review, simply reach out to me and let's set a time to talk.** Like I mentioned earlier, I have been guiding people through the retirement process for over 40 years now and have specifically been working with Postal Employees for over 12 years now. I also present free workshops to many area locals on a variety of topics including "Retiring with Confidence and Ease", "TSP and the Current Economy" and "FEGLI: All Four Parts Explained".

**To schedule an individual or group meeting, call, text or email me at:**

Vivian Kolenda, Federal Benefits Specialist/American Benefits Exchange/(512) 791-1019/ Vskolenda@gmail.com

# National Hearing Committee Decision is Upheld by the National Executive Board

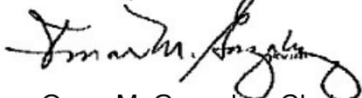
The matter evolved from an appeal made by brother Duncan on April 24, 2022 which was filed in essence because Duncan disagreed with the Local's Hearing Committees finding President Aleman not guilty to the charges brought forth by brother Duncan for not accepting a motion made by Duncan at the September 18, 2021 Membership Meeting. The motion brother Duncan made was for him to be paid \$106,838 as his Vice President pay for the time **he voluntarily returned to the USPS** from January, 2019 to April 2021. President Aleman refused to entertain the motion since it was a substantial amount, and in his determination, he was not due the money.

Presiding at the hearing were 3 National Officers and Legal Counsel. Also in attendance were Fred Duncan, the charging party, Alex Aleman, charged party, Chris Rincon, witness for Fred Duncan, Jeff Greenlee, as witness and representing the interests of the Local, for Alex Aleman. The hearing took place on November 29, 2022 in San Antonio Texas.

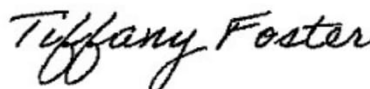
## The decision of the duly appointed National Trial Board in the above reference matter is that:

1. Brother Duncan sat on his rights and did not contest, challenge or charge any officer responsible for the payment of salaries in regards to salaries allegedly owed in 2019, 2020 or from January 1, 2021 through April 1, 2021.
2. Brother Duncan voluntarily waived his Vice-President salary of PS Level 8 and voluntarily returned to postal duty in January 2019 and received the voted upon flat rate salary of \$200 per month in addition to LWOP (restitution) and "Other Compensation."
3. Brother Duncan sat on his rights to challenge the chair and be on record as challenging the chair over the non-acceptance of a motion to make him whole at the Membership Meeting of November 17, 2021 nor is there evidence that Duncan protested the minutes as read of that meeting at a subsequent meeting if and when they were voted on to be accepted.
4. The \$106,838.48 cents were not reported as money owed to brother Duncan but was actually a report of monies saved by the Local when Duncan voluntarily returned to postal duty to have his salary paid by USPS. Therefore Mr. Duncan is not owed \$106,838.48.
5. The Treasurer conceded that brother Duncan may be owed leave restitution but that Duncan did not follow the process to claim that leave payment. Therefore Mr. Duncan is to be paid 81 hours of leave restitution upon the submission of the appropriate documents and the submission of the appropriate voucher.
6. The Charges levied against Mr. Aleman were heard and decided by the Local Hearing Committee which found him not guilty. Therefore, there is no basis by which that Local Hearing Committee's decision of 'Not Guilty' should be overturned.
7. The Charges regarding the violation of brother Duncan's Members Bill of Rights were not proven. Therefore, the charges regarding a violation of the Bill of Rights is dismissed.
8. The Charges regarding due process and violations of the guidelines on hearings and denial of requested information were not substantiated to the degree of rising to the level of a violation of the National or Local Constitution. Therefore, those charges are dismissed.


Rendered this 1<sup>st</sup> Day of December 2022.



Omar M. Gonzalez, Chair  
Western Region Coordinator



Tiffany Foster  
Northeast Region Coordinator



Idowu Balogun  
Director Maintenance Division



The 2023 celebration will begin with the in-person March kickoff at 10 a.m. at the Dr. Martin Luther King, Jr. Academy, 3501 Martin Luther King Drive, and ends at Pittman-Sullivan Park, 1101 Iowa St., followed by the park celebration at Pittman-Sullivan Park.

During his lifetime, Dr. Martin Luther King, Jr. sought to forge the common ground on which people from all walks of life could join together as equals to address important community issues. Service, he realized, was the great equalizer.

As he once said, "Everybody can be great, because everybody can serve."

The SAAAL will meet at the MLK Freedom Bridge Between 9 and 10 A.M. We encourage all APWU Members to attend and help us honor his vision for freedom, opportunity & justice for all.

# POSTAL SERVICE CHANGES TO COVID-19 POLICY

Union Family,

The Postal Service has significantly changed their COVID-19 policies. **Let me be clear that the APWU is not in agreement with all these changes.** Unfortunately, the CDC significantly weakened their guidance on COVID-19 which the USPS is citing as reason for these changes. So here are things to note:

1. The Postal Service is no longer asking people to quarantine—rather if an employee is exposed the Postal Service is telling them to wear a high-quality mask for 10 days and get tested on day 5 after exposure.
2. However, the Postal Service **still recommends isolation (don't go to work) when you are sick and suspect you have COVID-19** and to follow the CDC isolation guidelines if you have not been tested. (See slide 2 of brief presentation)
3. If you do test positive, employees stay home for at least 5 days and once you leave home wear a mask through day 10. (see slide 2 of brief presentation).
4. The “Decision Tree” no longer grants administrative leave under any circumstances. The Postal Service says employees are to use Annual, Sick, or LWOP for their absences.
5. Close contact tracing is no longer done by the Postal Nurses but returned to local health departments to conduct. I believe they did this so that it is an outside agency or medical provider who is telling the employee to stay off work instead of the Postal Service.
6. **Remember, employees who are contract COVID-19 can still qualify for OWCP and Continuation of Pay (COP). The eligibility to apply under the loosened standards lasts currently through January 27, 2023. However, the APWU Legislative Department is working hard to have Congress extend this date.** You can learn more here: [How to File an OWCP Claim When Diagnosed with COVID-19 | American Postal Workers Union \(apwu.org\)](#) or contact the Human Relations Department with your OWCP questions.

I know the Postal Service will probably still attempt to discipline folks for missing work for COVID-19. Grievances will need to be filed, but I suggest placing the power point presentation in all grievances where it shows the Postal Service wants employees to stay home.

We believe all this to be short-sighted by the Postal Service as we are seeing both upticks in COVID cases and an early arrival of an intense Flu season. As we have always said and will continue to say, the APWU recommends that all employees continue to practice things that help slow the spread: Social Distance, wash your hands, wear a mask, and if medically able, get your COVID-19 vaccines and Flu vaccines as well. COVID is not over and the APWU is still losing members to this horrible disease.

**Thank you and remember—stay safe, wear your mask!**

*Charlie Cash*

Industrial Relations Director  
American Postal Workers Union, AFL-CIO  
202-842-4273 Office;

# Non-Member List 12/28/2022

Members, please review the non-member list below and if you see a co-worker on the list please invite them to join our Union. Remind them that the Union represents the rights and benefits that we have all become accustomed too, especially in light of the new contract just approved. If they sign-up you will receive a \$150.00 New Member Incentive.

P/L	LAST	FIRST	CRAFT	P/L	LAST	FIRST	CRAFT	P/L	LAST	FIRST	CRAFT
000	Hinojos	Marco	Clerk	811	Adame	Pedro	Clerk	712	Delgado	David	Maint.
000	Padilla	Daniel	Clerk	811	Pedraza	Alberto	Clerk	712	Garza	Oscar	Maint.
000	Salazar	Andrew	Clerk	000	Pagel	Kenneth	Clerk	712	Herrera	George	Maint.
001	Quintanilla	Jonathan	Clerk	000	Belew	Seth	Clerk	712	Wright	Daymond	Maint.
010	Gutierrez	Justin	Clerk	000	Buvanyk	Stephan	Clerk	713	Bannister	Warren	Maint.
010	Washington	Erica	Clerk	000	Ibarra	Ember	Clerk	713	Deluna	Mario	Maint.
029	Haggerty	Uler	Clerk	000	Leal	Ashley	Clerk	732	Akana	Daniel	Maint.
084	Nabers	Lolly	Clerk	000	Lucas	Devyn	Clerk	742	Garcia	Rudyard	Maint.
084	Stapper	Deborah	Clerk	000	Mendoza	Mercedes	Clerk	846	Adams	Christopher	Maint.
134	Adams	Dajane	Clerk	000	Payne	Corin	Clerk	846	Padilla	Walter	Maint.
134	Beach I	Heith	Clerk	000	Robles	Vanessa	Clerk	846	Sherman	David	Maint.
134	Ramos	Amanda	Clerk	000	Rohrs	Cristina	Clerk	846	Smith	John	Maint.
135	Dipiano	Dominic	Clerk	661	Gonzales	America	MVS	846	Timmons	James	Maint.
141	Rodriguez	Valente	Clerk	707	Bohorquez	Jose	MVS	000	Clark	James	Maint.
141	Styles	Roshelle	Clerk	707	Palacios	George	MVS	000	Pierre	Sherrie	Maint.
200	Bonilla	Juan	Clerk	707	Shah	Itikhar	MVS	000	Beatty	Dereck	PSE
200	Carrasco	Esther	Clerk	707	Shah	Itikhar	MVS	000	Carr	Kelly	PSE
200	Fernandez	Daniel	Clerk	708	Estrada	Jose	MVS	000	Cortinas	Jesus	PSE
200	Moreno	Michelle	Clerk	708	Gonzalez	Pierre	MVS	000	Cortinas	Jesus	PSE
234	Chavarria	Steven	Clerk	708	Mims	Alex	MVS	000	Escamilla	Kandace	PSE
234	Rios	Jacob	Clerk	709	Salinas	Richard	MVS	000	Gonzales	Zachary	PSE
234	Weigel	Ronald	Clerk	709	Vargas	David	MVS	000	Perez	Francisco	PSE
300	Blankemeyer	Dennis	Clerk	706	Charles	Joseph	VMF	000	Ramon	Rose	PSE
300	Bohleen	Chelsea	Clerk	706	Hernandez	Jesus	VMF	000	Rosales	Melissa	PSE
300	Hoermann	Jerry	Clerk	706	Riehle	Michael	VMF	000	Villarreal	Thaddeus	PSE
300	Valdez	Diva	Clerk	706	Stremmel	Andrew	VMF	000	West	Tamra	PSE
334	Gomes	Brianna	Clerk	706	Whitehead	Brian	VMF	000	Wilkes	Jennifer	PSE
334	Preston	Haley	Clerk	000	Pena	Veronica	MVS	023	Perez	Maria	PSE
335	Mayfield	Aubrey	Clerk	708	Acevedo	Audie	MVS	032	Mathis	John	PSE
335	Mcfaddin	Rance	Clerk	708	Bellido	Gerardo	MVS	038	Lenz	Stacy	PSE
337	Kuzuk	Brayden	Clerk	708	Irizarry	Harry	MVS	049	Estrella	Bryan	PSE
340	Blanco	Elijah	Clerk	708	Ramos	Pedro	MVS	134	Kirk	Lashawna	PSE
340	Rabago	Danny	Clerk	000	Andrade	Andrea	Maint.	134	Pettitt	Bryson	PSE
341	Haley	Deavon	Clerk	000	Trest	Ricky	Maint.	141	Gonzalez	Jonathon	PSE
341	Mcclain	Gia	Clerk	018	Sabala	Chris	Maint.	234	Quintero	Anna	PSE
341	Rodriguez I	Ivan	Clerk	032	Liserio	Robert	Maint.	334	Garrido	Carmen	PSE
404	Wahl	Chad	Clerk	045	George	Richard	Maint.	334	Herrera	Ruby	PSE
507	Soto	Clemente	Clerk	711	Corrales	Gustavo	Maint.	341	Esparza	Kacie	PSE
611	Nuncio	Lupita	Clerk	711	Funicelli	Anthony	Maint.	341	Haley	Anthony	PSE
621	Alvarado	Jose	Clerk	711	Lopez	George	Maint.	398	Castillo	Alejandro	PSE
631	Arriola	David	Clerk	711	Rosales	Joe	Maint.	398	Edwards	Kintaye	PSE
701	Jader	Anthony	Clerk	712	Abdul Jabbar	Mohammed	Maint.	612	Evans	Samantha	PSE
701	Maldonado	Christopher	Clerk	712	Altwein	Clarence	Maint.	999	Grijalva	Felisha	PSE
802	Robles	Norma	Clerk	712	Carlson	Steven	Maint.	999	Saul	Beau	PSE
				712	Cruz	Robert	Maint.				


**APWU**  
 San Antonio Alamo Area Local #195  
 American Postal Workers Union, AFL-CIO  
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 San Antonio, Texas 78233  
 Office: 210.271.0833  
 Fax: 210.224.8221  
 Email: [apwua195@gmail.com](mailto:apwua195@gmail.com)

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Representing Postal Workers  
 for Over 100 Years  
**San Antonio  
 Alamo Area Local #195**  
 American Postal Workers Union, AFL-CIO  
 Serving the Greater San Antonio Area

## UNDER CONSTRUCTION

### SAAAL Website Coming Soon

Watch your bulletin boards, NewsFlashes, or attend the January General Membership Meeting for updates and launch date

Previously published in the Nov/Dec 2009 Dispatch and provided by President Alex Aleman

## OUT-OF-SCHEDULE KNOW YOUR RIGHTS

There is a process management must follow in order to change an employees work schedule. The following information can be found in Handbook F-401, Supervisor guide to Scheduling and Premium Pay. There is also a process for an employee to change their work schedule, please read below.

**Out-of-Schedule Premium (1) Definition:** Out-of-schedule premium is paid to eligible full-time bargaining unit employees for time worked outside of, and instead of, their regularly scheduled workday or workweek when employees work on a temporary schedule at the request of management. (See ELM 434.611.)

**2) Notification Requirement:** If notice of a temporary change is given to an employee *by Wednesday of the preceding service week*, even if this change is revised later, the employee's time can be limited to the hours of the revised schedule and *out-of-schedule premium* is paid for those hours worked outside of, and instead of, his or her regular schedule. (See ELM 434.612a.)

**3) Noncompliance with the Notification Requirement:** If notice of a temporary schedule change is *not* given to the employee by Wednesday of the preceding service week, the employee is entitled to work his or her regular schedule. Therefore, any hours worked in addition to the employee's regular schedule are not worked "instead of" his or her regular schedule. Such additional hours worked are not considered as out-of-schedule premium hours. Instead, they are paid as overtime hours worked in excess of 8 hours per service day or 40 hours per service week. (See ELM 434.612b.)

**Example:** A supervisor plans ahead and notifies an employee by the Wednesday of the preceding service week to work a temporary schedule the following service week from 0600 to 1450, instead of his or her regular schedule from 0800 to 1650. The employee is paid 2 hours out-of-schedule premium for the hours worked from 0600 to 0800 and 6 hours straight time for the hours worked from 0800 to 1450. (See ELM 434.615.)

If the same situation occurred, except that the notification requirement was not met, the time between 0600 and 0800 is postal overtime, and the time between 0800 and 1650 (the regular schedule) is payable as straight time. If the employee was sent home at 1450, he or she must be paid for the 2 hours between 0600 and 0800 at the overtime rate, straight time for the period from 0800 to 1450, and 2 hours administrative leave for the period from 1450 to 1650.

**Request of Employee:** Schedule change is requested by the employee for personal reasons and is agreed to by the employee's supervisor and shop steward or other collective bargaining representative. The employee must complete PS Form 3189, *Request for Temporary Schedule Change for Personal Convenience*, and obtain all required signatures.

The JCIM, page 44, Article 8, page 4 states; Management is not required to pay out-of-schedule premium when a change in a full-time employee's schedule meets all three of the following conditions:

1. The requested change in schedule is for the personal convenience of the employee, **not for the convenience of management.**
2. The employee has signed a PS Form 3189, Request for Temporary Schedule Change for Personal Convenience.
3. Management and the union's representative (normally the certified steward in the employee's work location) agree to the change and both sign the Form 3189.

# General Membership Meeting

January 21, 2023  
11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board Meeting

10:00 A.M.

\*\*\*\*\*AGENDA\*\*\*\*\*

Financial Report  
Officers Reports  
Executive Board  
Recommendations

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

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

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