

DISPATCH

Celebrating Over 100 Years
of Representing Postal Workers

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



VOLUME 68 NO. 6

SAN ANTONIO ALAMO AREA LOCAL



NOVEMBER / DECEMBER 2022

PRESIDENT

ALEX ALEMAN

Better Communications = Stronger Union



I want to wish the members a very happy and safe holiday season. I also want to thank you for your membership in the American Postal Workers Union and San Antonio Alamo Area Local, your loyalty to the union is very much appreciated.

In this article I would like to

focus on communications within our local union. Communications plays an important role in representing our members. Some of the responsibilities of the union are to inform our members about their grievance and grievance settlements and to educate our members on the collective bargaining agreement and contractual rights!

I would like to see our members get more involved and be more supportive of the stewards, officers and to the adherence to our collective bargaining agreement. Members can do more for the union than just pay dues. The stewards are the front line representatives of this union and we need to support them as much as possible.

Communicating with your union representatives is a very important aspect of representation. Say for example: you are in a stand up talk with your Supervisor, the supervisor says something that is not contractually correct like “we plan on abolishing all the jobs and reposting them”, this statement should generate questions from our members to the supervisor and the members should request to see the steward. Since management will not hold the supervisor accountable for his/her comments, the members and the officers should.

Contact your Craft Officer, call the union office and let someone in the union know what was said at the stand up talk by the Supervisor.

Do not assume everything the Supervisor says at the stand-up talk is correct and in accordance to our Collective Bargaining Agreement. If you witness management violating our contract, request to see the steward. Communicate more often with your steward and officers. The union members on the work room floor are the eyes and ears of the union. Members on the work room floor hear and witness more things than the stewards and officers. The union is

more effective when our members keep the union representatives informed. We can be a stronger union when we communicate with each other and share information with each other.

Everyone needs to do more to better this union and improve our work place environment, members, stewards and officers, everybody!

“The union is more effective when our members keep the union representatives informed. We can be a stronger union when we communicate with each other and share information with each other”

Work Environment

We need to support each other by providing a written statement when supervisors are creating a hostile work environment and harassing our members. Verbal complaints are not going to hold the supervisor accountable. We need to create a paper trail on the supervisor to hold him/her accountable.

There are some supervisors who solicit statements from our members to go after our own union members. Do not submit statements to a supervisor to assist them going after our own union members. There are certain supervisors who like to pit one member against another. We must not allow this to happen. The members together can make a difference in creating a better work environment by holding the Supervisor accountable.

ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
 Alex Aleman Associate Editor

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

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

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

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FAX (210) 653-1124

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 31st 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.

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	TENTATIVE 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

A Gratitude of Thanks



Greetings brothers and sister, now that another year has gone I would like to say thanks for keeping the union strong. And as the struggle continued we stood together and maintained our Union Rights. Have a "Wonderful and Happy Holidays" and, let's be thankful and blessed for our jobs.

My prayers go out to family and friends that we loss this year, so let's stop and consider what we have and take time to care for yourself and family. It's been my pleasure serving the rank and file as your Vice President and as always, my door will always be open. When a violation occurs always request to see your shop steward to have the violation that occurred corrected.

This administration has always strived for the members first and look-out for the best interest of the local. When it comes to defending your rights the first line of defense is the union stewards who will always defend and support the Collective Bargaining Agreement. The current union stewards and officers decides whether a grievance exists or not and not any former ones. Let's help keep the confidentiality of your concerns private and within the walls of the union office and not poured all over the workroom floor for those who thrive on gossip to continue spreading it like a forest fire.

Changes

Changes are coming so be diligent and bid on a job that will make you happy and if you are seeking overtime, then follow the job that provides you the best opportunity. Although the volume of our letter mail has continued to decrease over the years an increase of parcel continue to sustain our company. Article 34 clearly states "eight hours of work for eight hours pay" so we shouldn't be pointing fingers at each other due to lack of overtime or any other issues.

As postal employees we should be very thankful that during the pandemic we were considered essential personnel which continued to provide a service to our communities and still earn a living and not get impacted as other business did. One doesn't have to look far to still see signs on doors that reads "short staffing or hiring."

At the postal service we are here to provide a service and make a good living so invite your friends and family to join the ranks of our company.

Harassment

If your being harassed or intimidated by management, please let someone know, "every worker has the right to a work in a safe environment and free of harassment, hostility or discrimination". Please request for a copy of the APWU brochure which explains harassment in more detail. So if you witness or heard something let a steward know, the "Zero Policy" applies to all postal employees. The harasser can be the victim's supervisor or a co-worker. The victim can also be a third party who is af-

ected by the offensive conduct. Offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or putdown, offensive objects or pictures and interference with work performance."

The Postal Service is liable for harassment by a supervisor that places a negative action on the employees. The postal service can be held liable for failing to correct an issue that has been addressed in the area of harassment. Offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or putdown, offensive objects or pictures and interference with work performance."

Cancer Awareness Hopefully by now most of you have acquired your free cancer awareness t-shirt. It was nice seeing the members wearing their pink shirts at the October meeting representing the awareness and standing jointly for a group picture. It has been a long process in passing out many shirts to our members, thanks to everyone that assisted in gathering names and passing them out. We still have some left so if you have not received yours, please contact the office or your union steward to obtain one. Just an FYI, we are out of several sizes so its best to stop by the main office and get yours while supplies last.

Veterans

Veteran shirts have arrived, so those of you who served in the armed forces can stop by and pick up a shirt while supplies last. And thanks for your service.

Elections

Thanks to all who voted in the National Elections, and congratulations to the election winners and to the members selected by National that won the fifty (\$50.00) dollars for taking time to vote. Wishing the best to officers to best represent our members. As 2022 closes and the new year upon us, I hope to see new faces and making our meetings a positive and enjoyable one.

Proverbs: 17:22 NIV

A cheerful heart is good medicine, but a crushed spirit dries up the bones.

SECRETARY TREASURER

JEFF GREENLEE

Finances – Perspective over Time

First and foremost, I hope and wish you, and your families, are well during these trying times. I also wish you a very Happy and Safe Holiday season. Please be safe, protect yourselves and your families and remember that we are stronger together than apart...



Union Finances.....

As I reported in the last issue of the Dispatch the Local's finances, and outlook, were stressed in the last quarter (July-September) but overall the future of the finances looks positive and promising. In the September/October Dispatch I discussed how it was time now to build up our finances in preparation for next year.

We increased some of the fund deposits for anticipated high expenses for next year, especially as it pertains to convention and seminar expenses and also, as I mentioned in the last issue of the Dispatch, the building is not getting any younger so we need to address some of the housekeeping issues that will arise.

But, in order to maintain that financial health it takes discipline and common sense which will allow this Local to continue to be financially strong. A financially sound Union enables your leaders to be strong advocates for your contractual rights. We as members and officers have a responsibility to maintain fiscal responsibility in the allocating of Union funds and ensure that such allocations are in the best interest of ALL members.

We are in good financial shape but we must remain vigilant and control spending if we are to remain solvent. Please remember that ALL members have a responsibility to ensure that our hard earned dues monies are used wisely, in accordance with law, Local Constitution, and the will of the members!

As I have reported in the past, all financial reports should be looked at with a grain of salt. We still have many commitments coming up in the future and much of our cash assets are earmarked for specific expenditures. We must remember that in our special funds, over \$161,000, are committed amounts. These include Scholarship, Training, Advocate Training, Stewards Rebate, Building Maintenance, Leave Fund, Convention Fund and many others. These funds are not part of the day-to-day operating monies and should not be looked at as a reservoir of ready cash.

Our finances are holding their own despite the recent large expenses of \$50,000 for the APWU National Convention, \$45,000 for the TPWU Educational Conference, and the \$15,000+ for the Cancer Awareness T-Shirts (we still have between 300-400 left over).

To give you a perspective on our finances, since this administration took office (April 2021) our total cash assets has dropped only \$15,000. That is encouraging since we now have two full-time officers at the office, we have not had to go to the membership for a dues increase, and considering the \$110,000 in recent expenditures I listed above. ALL members should be proud of this accomplishment.

Many times I have been criticized as being repetitive in my articles, but the understanding and importance of what I have stated above cannot be overemphasized. The ramifications of not fully understanding the nature of your assets could have devastating results on the ability of the San Antonio Alamo Area Local to properly represent the members. All-in-all the SAAAL finances are being well controlled, and fiscally responsible, by the officers and members.

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I am also proud to report that the Trustee's held their quarterly review of the financial records of the Local and found no major irregularities with the control, record keeping and reporting of your due's monies. The Trustees have NEVER come to the membership and stated there was a major problem with the books, those items that they do find are small, easily explained or corrected items that do not affect your financial records or the financial health of the Union.

I promise to be honest with you about YOUR Union finances. I report the numbers, I have always stated that the numbers do not lie. Some of my reports may not be liked by some, but I promise that the reports I present will always be in accordance with our Local's Constitution and be accurate, accountable, transparent and in the best interest of the members of the San Antonio Alamo Area Local. One of my primary responsibilities is to protect the Local, the Officers, and you the members in the financial dealings of the Local. I present my report at each meeting and encourage the members to review the report. Ask questions, but understand that you may not like the answer, but it is the answer none-the-less and we should move forward.

Lastly, once again, have a Safe and Happy Holiday Season.

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Sadistic Supervisor & Unsafe Facility



Greetings

to all my brothers and sisters, I pray everyone is doing good and will have a wonderful Thanksgiving and Merry Christmas time with friends and family.

Sadistic

The San Antonio P&DC has become an environment constrained with a supervisor who acts unprofessional and offensive in his treatment of employees. Making comments of a female's physical handicap, speaking negative of another employee's intellectual level and treating women as they are sex objects provides a clear compass of his ability not to be a postal supervisor.

If nothing is done about the harassment and abusive conduct of this supervisor by our current plant management, then the message communicated to the female employees at the San Antonio P&DC is that anyone can be badgered and get abusive actions with no repercussions. And all provisions in the Employee Labor Manual (ELM) and Publication 552 should be discarded since these provisions won't be considered.

Publication 552 declares management responsibilities and the consequences to those who are initiating a hostile work environment. It also notifies what employees are to do if they are harassed in the workplace. It describes the definition of legal harassment but clarifies that harassment that doesn't meet the legal definition of harassment is not tolerated in the workplace. And there should be no reprisal for reporting harassment.

Management's band-aid application of offering Employee Assistance Program (EAP) to those impacted is a good start, but never seems to be enough. The ELM has numerous sections that address harassment or abusive supervisors with special attention to sections 664 through 673 of ELM Chapter 6 and what must be done to correct these deficiencies. Publication 108 is management's guide on what must be done when threats are reported. A harasser or abusive supervisor can be also be a threat and should be reported. This publication states that preventing and reducing workplace violence falls under Occupational Safety and Health Act of 1970. Postmaster General signed a letter that lays out USPS Policy on Workplace Harassment, and it states what management's responsibilities are and the rights employees have.

Unsafe Facility

Our Plant has seen unwanted visitation brought upon by the behavior of the supervisor mentioned above. Per accounts of certain employees an alleged intrusion by a jealous husband seeking out a supervisor on several occasions has drawn concerns from employees.

Not to be comical, but this facility is like Hotel California, **"You can check-in, but you can't check out"**. Anyone can drive unto this facility since no means to prevent illegal entrance exist yet getting out of the parking lot is another issue. The gates are closed to exist the facility, however, all one must do is just wait a moment for the gate to open and one will be able to exit the premises. ELM Chapter 8 sections 810, 820, and 860 addresses the steps management must take when dealing with obligations regarding safety.

"If nothing is done about the harassment and abusive conduct of this supervisor by our current plant management, then the message that is being communicated to the female employees at the San Antonio P&DC is that anyone can badger and be abusive with no repercussion. And all provisions in the Employee Labor Manual (ELM) and Publication 552 should be discarded since these provisions won't be considered"

Below are just a few times that negative treatment forced violence to be spilled due to harmful treatment by postal management or other domestic issues.

- On October 31, 2022, at the Chattanooga Post Office an employee fired multiple shots inside a postal facility.

The Chattanooga police stated that the employee reported to work and had a dispute with his supervisor. After a verbal exchange the suspect shot the victim, several times killing him.

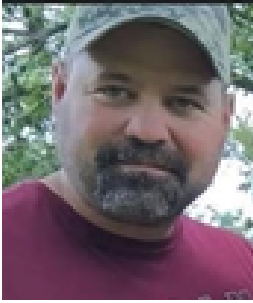
- October 12, 2021, Memphis, Tennessee a USPS employee killed two of his coworkers and himself.
- October 29, 2022, a female came upon the property to cause damage to an employee's windshield due to a domestic issue that occurred off the property and gained access unto our parking lot. This female gained access by not driving but rather carrying a huge rock and walked onto our property and shattered the windshield of one of our employees. That entrance by this individual was classic trespassing unto federal property.

The Office of Inspection General (OIG) audit found safety and security problems exist and this facility is no exception. No matter how many safety talks are provided maintaining a safe workplace is still non existence. The dock doors and access from the break room is accessible by employees and by anyone that would like to gain entry from the dock into the workroom. Our employees should be the most important asset we should be protecting and not ignoring.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Retrospect of 2022



Greetings Sisters and Brothers,
As the year ends, I want to take this opportunity to wish everyone a Happy Thanksgiving and Christmas holidays. May you reflect on everything you are grateful for as you spend time with family and friends. The holidays are times to reflect on what we are appreciative and be gratified for being prosperous.

Thanks

Let me take time to thank everyone for the dedication, commitment, and hard work you demonstrated every time you clock in, and I assure you these things do not go unnoticed. As we are in peak season and approaching the holidays the end of the year overtime is a key element management utilizes to make certain tasks get accomplished. It is important to keep track of your overtime, so management does not bypass you. Never allow anyone to discourage you from exercising your right to speak to a shop steward.

“As we are in peak season and approaching the holidays the end of the year overtime is a key element management utilizes to make certain tasks get accomplished. It is important to keep track of your overtime, so management does not bypass you. Never allow anyone to discourage you from exercising your right to speak to a shop steward.”

Annual Bids

The annual bid was moved from October 4 - 5 to October 11 - 12 due to the changes of the Zero-Base program. The Zero-Base Program was implemented to eliminate any down time. The union has addressed safety concerns with management over these changes that were made. You have the right to request in writing to have your run checked by management. Management will then give the union a written report within seven working days. I encourage you to make a written request if you feel your run is unsafe, and/or needs changing. Overall, it was a good year for the Motor Vehicle Craft (MVS) as the numbers of accidents decreased from the previous year, and we have also continued to challenge management on many other issues and have been successful. MVS stewards have been victorious with expunging grievances to include letter of warnings, removals and notice of proposed removals.

Pre-Arbitrations

I met with Labor Relations are pre-arbitrated and sustained the snow day class action grievance that occurred in February 2021. Also, we corrected some of the horrible decisions management created when they abolished runs at the Postal Support Annex (PSA), however, we were able to piece together some solid utility runs which won't be permanent runs.

The union also saved seven out of the eight runs intended for abolishment. We need everyone's cooperation to continue to be successful. Don't allow yourself to be a victim of management's plan to contract out your work.

Choice Vacation

The Local Memorandum of Understanding (LMOU) on page # 13 states the following concerning choice vacation. The choice vacation period shall be from January 1, through November 30, and December 26, through December 31 of the year providing the employee has sufficient annual leave. The Employer shall publicize on bulletin boards by November 1, the beginning date of the new leave year. Sign up and application for choice vacation periods shall commence by November 8 on PS Form 3971 and shall be completed by December 15 (LMOU pg.14). Don't let management delay the process.

This could affect your request and you should request to speak to your steward.

VMF

VMF had a good year and the union also pre-arbitrated snow days and was successful to sustaining compensation for our union members as it did for the MVS. For those who used annual leave/ sick leave that leave will be returned, and the leave will be administrative leave. Other monetary cases to counter management altering of employees' schedules were corrected. Approved changes at the VMF has began for a better working environment. Trailer bays were painted, and the floor was finished off with a fresh coat of epoxy. New vehicle lifts were installed throughout the entire shop. After lifts are installed, the floors will get a fresh coat of epoxy.

Safety

Winter is a beautiful time of the year; however, winter weather conditions can create dangerous situations. The Centers for Disease Control and Prevention (CDC) provides several winter safety tips that can help you prepare for freezing temperatures. Safeguard yourself with these winter safety tips.

Winterize your home with sound insulation. Use caulk and weather-strip frames for your doors and windows. Heat your home safely. If you plan to use a wood stove, fireplace, or portable space heater, be extremely careful and follow the manufacturer's instructions. Protect your home with tips and tools from the U.S. Fire Administration.

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Stay Diligent of Your Safety



Hello Sisters and Brothers

Thanks to Maintenance Assistant Craft Director/Delegate Jarrett Williams, Chief Steward/ Trustee Albert Cardenas, Chief Steward Mike May, Chief Steward Michael Doherty, Station Chief Steward Tony Ramon Jr. and Alternate Steward Stations Miguel Muniz for all their hard work.

Holidays

I wish everyone a Happy Thanksgiving and Happy Holiday Season. The Plant, Annex, Postal Support Annex, Stations are going to be busy for the next few months so remember to file a PS Form 1767s forms to report hazards, unsafe conditions, and hostile work environments. Provide to your supervisor and get your blue copy and provide a copy to the union. If your blue copy is not provided notify the union.

Vacation Periods

Choice vacation is 1/1/2023 thru 11/30/2023 and 12/26/2023 thru 12/31/2023 and signing up shall commence by 11/18/2022 thru 12/15/2022, using PS Form 3971. Choice Vacation Periods will be approved based on Maintenance Installation Seniority.

Article 8- Hours of Work

(1) The overtime desired list (OTDL) shall consist of 2 hours daily OT volunteers and 4 hours daily OT volunteers and 8 hours scheduled day of (SDO) OT volunteers. When during the quarter the need for OT arises, regular full-time employees occupying traditional and non-traditional duty assignments having listed their names, on the OTDL list will be selected in order of their seniority on a rotating basis. For more information seek the SAAAL LMOU. Maintenance Secretary Yolanda Deleon has forms needed to be filled out.

PAR Time

Article 38 Section 5. Selection Methods/ A. Preferred Assignment. 1. The Employer will maintain and/or establish preferred assignment selection registers. During the first 14 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.

"If the Supervisor has you to by-pass any items on the checklist and threatening to discipline then open a work order at the parts room, and ask to see a Steward and to provide a statement so a grievance can be filed. Supervisors can't close out your Tasks in Checklist ECBM Report or be the creator of your tasks in checklist due to a step 2 agreement that supervisors can't perform bargaining unit work"

Properly accounting

Attention Electronic Technicians (ET), Mail Processing Equipment (MPE) Level 9, and Maintenance Mechanics (MM) level 7 doing preventive maintenance. If you find a problem that require replacement of a component/part, then open a work order using the proper work code 05. If corrective maintenance re-

sulting from preventive maintenance can't be completed during preventive maintenance the corrective (Code 5) should be changed to code 07, and the work should be scheduled accordingly.

Reactive Maintenance work hours and materials shall be reported using code 21. The personnel whose primary duty is to accomplish or troubleshoot will make repairs to keep the building, building equipment, and mail processing equipment operational. Unplanned work or repairs performed on mail processing equipment during a mail processing window, and the time to repair is 0.3 hours (18 minutes) or less. If equipment can't be returned to operational condition in 0.3 hours (18 minutes) or less, a work code 08 work order shall be generated. All hours expended shall be recorded as code 08. Unplanned work or repair, not found during normal PM, is performed on operational window. If uncompleted prior to the end of tour (EOT) work order shall be made using work code 07 to provide info for planning, estimating, and accounting for required labor and material for the next tour. Work hours expended prior to the EOT shall be claimed as work code 21. *Operational Maintenance/Operational Maintenance* shall be using work code 09. Primary responsibilities are to look, listen, monitor, wipe, vacuum, remove dust, lint, and make minor adjustments. *When performing Operational Maintenance, a checklist is required.* All reports from your work shall be filled on the computer. Document all completed work at the end of your tour. Don't sign off work you didn't complete. Supervisor has you to by-pass any items on the checklist or threatening discipline open a work order and ask to see a steward. Supervisors can't close out your Tasks in Checklist ECBM Report or do any bargaining unit work due to a step 2 agreement. Once again, I want to wish everyone a safe and Happy Thanksgiving, Merry Christmas and Happy New Year.

ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

Management's Fraudulent, Deceitful Acts of Service



Greetings fellow Union brothers and sisters, Lately you may have noticed a decrease in the overtime hours in your station. While overtime is not a guarantee, this for some stations, can be unusual. Why am I bringing this up? Management thinks they have found creative ways to violate the contract and are becoming very

dubious with circumventing the system. They are trying to pull the wool over your eyes counting on you not recognizing violations. Management has resorted to increasing their performance of clerk bargaining unit work that cannot be proven with reports. Clerk observations of these violations need to be logged down and reported. Management is constantly in the window lobby performing the role of the Lobby Assistant.

“Management has resorted to increasing their performance of clerk bargaining unit work that cannot be proven with reports. Clerk observations of these violations need to be logged down and reported. Management is constantly in the window lobby performing the role of the Lobby Assistant”

Management also is scanning and pitching parcels at some stations, pitching mail at the hot case and flat case, picking up empty equipment, and stocking the lobby. They even try to excuse their performance of these clerk craft duties as helping the clerks. They are only helping themselves by doing these duties which results in regulating the use of overtime. Do not fall for them stating they are “helping you out”.

In addition, while crossing crafts is still happening, there has been a reduction in the reliance of using carriers in the clerk craft as they once were but when they still do, they are instructing the carrier craft to either not make the proper move to the clerk craft or RCA's not to properly annotate they are doing clerk work on their PS Form 1234's (green cards).

Technically this is falsifying reports and documentation but it's not what you know, it's what can be proven. But all that can change. We need members to stand up and assert their right to see a steward, to file a grievance, to write a statement that their right to perform their work should be done by them at the Overtime (OT) or Penalty Overtime Rate (POT) without resorting to management and carrier craft personnel (CCAs and RCAs), because it is cheaper to use versus an Overtime Desired List clerk at the OT or Penalty Rate. I hate to see clerk craft employees who signed up to work overtime (whether it be the 2-hour, 4-hour, or Full Day Overtime list) get tossed aside and lose out on the opportunity.

The Union is only as strong as our members' willingness to be vigilant on contract violations. Not only have the full-time regulars felt a dent in overtime, so have PSEs in a reduction in hours. However, the PSEs are being told that the Union is to blame for their cut in hours is a form of Union busting. To my PSE brothers & sisters, prior to becoming Full Time Regulars we understood the need for hours. Like you, we could not wait to become regulars so that we can fully enjoy the full benefits the Union has afforded us. In the latest contract the UNION fought hard for PSE improvements. As your Assistant Clerk Craft Director, who represents fulltime regulars and PSE's alike, it angers me that management uses scare tactics/lies to pit

PSEs against the Union. The APWU, in the most recent contract negotiations negotiated strong language and benefits for PSEs. Remember, the Union cares about you because you are the future of the Union.

Job Realignments

Serna station and Alamo Heights Retail and their

branches are currently going through job reposting and change in start times of duty assignments. The Union met with management recently and expressed our concerns over the union's position of compliance of the contract on this issue. Unfortunately, both sides could not agree, and management will proceed with their plan to change the jobs as they intended. The Union will file grievances accordingly if management continues to follow through with their plan of action.

Payouts/ Updates

Grievance settlements continue to roll in for the local for the stations and Associate Offices (AO). Recent award settlements include Cedar Elm, Heritage, Leon Valley, Encino Park, Del Rio, and New Braunfels. Once again, please thank your stewards for their hard work, and I thank the members for addressing these violations that management has blatantly continued to do. In some instances, management has not paid some of the settlements that had already been provided to them but many of those have been rectified and will continue to be rectified and payments will be coming shortly. Patience is key when it comes to settlement payments. Any egregious delays will be dealt with accordingly including the possibility of filing a non-compliance of settlement. If you have any questions, please feel free to contact me, your steward, or Director Ruben Hernandez.

Thank you, brothers and sisters, for your support. In solidarity, Robert Butke robertbutke@yahoo.com

MAINTENANCE CRAFT DELEGATE/ TRUSTEE ALBERT "RED" CARDENAS

Don't Fall for Dishonest Manipulation



Hello brothers and sisters Maintenance topics

The Per Diem for training at National Center for Employee Development (NCED) has been confirmed for November 7, 2022, and will be piloted for three years for all crafts. The current GSA rates control the per diem amount, currently at \$59 per day. Students whose training starts prior

to Nov 7 and ends after Nov 7 will receive per diem for all days beginning November 7, 2022, and beyond. This information can be found on our APWU national website.

The facility will have a three-tier dining at NCED.
1st Tier 3 Squares, 7 days a week unlimited all you can eat hot and cold buffet style. Pricing is breakfast \$15 lunch \$18 dinner 24 (+taxes).

2nd Tier Pony Express

Monday thru Friday 630 am to 1pm. Snacks hot

and cold meals and beverages. Price range – approximately \$1.50 - \$7 per item (plus taxes)

3rd Tier Vending, 24/7 self service offerings, cold snack, and beverages. Price range -approximately \$1.50-3.00

Standup & Safety Talks

If you are forced to sign or initial any f the employee writes (RTS) Refuse to sign. Employees are not required to sign or initial anything that can be used against them for discipline. If the employees does not sign, then management will write Refuse to Sign (RTS) and attach a copy of the attendance clock rings to show the employees that were present. These talks and Postal Pulse Surveys are used by management to manipulate the concerns of the employees against them. Management never presents the true picture of hostile, unsafe, capricious rule making and the continuous violations of our Collective Bargaining Agreement (CBA), Occupational Safety and Health Administration (OSHA) regulations and many other handbooks and manuals. Quiet Firing- also known as constructive dismissal involves creating a toxic, negative working environment at worst it is downright abusive. Definition from yourdictionary.com.

The Postal Service has gone from offering cash incentives, Voluntary Early Retirement (VER) to Quiet Firing. Management has changed employee's conditions and standards to include removing handicap parking, changed schedules, abolished jobs, harass employees and foster an unsafe work environment. As stated in our APWU booklet, *"Improving your Workplace Environment"* We must continue to fight for our right to a safe and healthful workplace, our right to a harassment-free work environment, our right to be free from intimidation, threats, or bullying by anyone at any level. The System is broken, and we all must stand together to fix it!

"Management is trying to force employees to sign or initial if the employee writes (RTS) Refuse to sign. Employees are not required to sign or initial anything that can be used against them for discipline"

TSP

New maximum amounts for retirement contributions. TSP maximum for 2023 is \$22,500 up from \$20500. The new catch-up contribution amount for 50 years of age or older is \$7500 up from \$6500. If you have a non-postal traditional Individual Retirement Account (IRA) or a ROTH IRA, the new maximum for 2023 will be \$6500 up from \$6000. The catch-up contribution will be \$1000.

Social Rec. Committee

Sea World is asking for guaranteed attendance or USPS be held liable for any unsold tickets. Negotiations are in the works with Spurs basketball, Missions baseball, San Antonio

FC soccer, and coordinating a Valentine's dance. If interested in a Valentine's dance, please email me for details. We voted to contribute \$5 per employee for the holiday meal to the section that the employee is assigned to and these funds are not the individual employees. This is a time that all employees regard-

less of craft or management can get together and put aside differences and give thanks. Will the check have to be written to management? The answer is no, the check can be written to any person that is coordinating the meal. I hope you receive this in time.

Fiesta Texas

On Nov 12-13, 2022, Six Flags Fiesta Texas will be honoring veterans with free admission, parking, meal, drink bottle and commemorative gifts. Family and friends of veterans receive discounted park admission. Negotiations are with other companies to bring postal employees other events are in the works. If you have any suggestions, please let us know.

Materials

Still waiting on emails requesting resources from the APWU National Convention. Materials include workshops on retirement, TSP, workplace harassment, safety, excessing, and other topics. As a dues paying member, you are entitled to contact me at the GMF or provide me a USB flash drive. As united maintenance craft employees we can improve the work conditions in our craft. Support union leadership that reversed management's efforts to erode the effectiveness of our 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 so 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, so stop taking short cuts which will cut your jobs. 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.

CLERK STEWARD TOUR 2

KENDRA GAMBLE

Customer Service is an Attitude



Hello Union Sisters and Brothers, I pray that you all are doing well considering the higher costs of everything. Imagine if we worked for a company that was not unionized and our wages were not protected and fought for.

Customer

I wanted to remind everyone that we are postal employees as well as customers of the post office. We expect our mail to be delivered properly just like any non postal employee. Unfortunately Cedar Elm post office is having an issue with that. I had a mail delivery on August 25, 2022 that was marked "no secure location" on the missed delivery slip. I don't know how a locked cluster box is unsecured but ok. I called the Cedar Elm office and was told it would be delivered 8/26/22. It wasn't so I filled out the redelivery slip and contacted the inspection service. I was contacted by someone at the Cedar Elm office who was so rude and unprofessional that I had to disconnect the call. My package was never delivered. Now what if that had been my medication? They blatantly ignored my redelivery request and the same goes for the inspection service. I also have a missed delivery slip from 6/20/22 that is still in my mailbox. That is totally unacceptable.

I reached out to Plant Craft Director Carlos Barrios and President Alex Aleman to investigate. Alex did reach out to the Customer Service Operations Manager (CSOM), and as of October 11, 2022, I have yet to hear anything. Although Cedar Elm is a large office that doesn't lend itself to providing poor customer service nor making excuses. If anyone reads this stations Google reviews you will see that my case is not anomaly. I am grateful for the customers who still use the Post Service and that sentiment needs to be shared by management as well. We need to stay vigilant and make management put as much attention into customer service as they do to us and our attendance.

Together We're Strong, Divided We Fall

USPS Open Season Virtual Benefits Fair

Please mark your calendars for the Open Season Virtual Benefits Fair. The fair provides an opportunity to visit health care provider booths, attend webinars and download informative materials on your personal computer or mobile device.

The Open Season Virtual Benefits Fair will have information on the following:

- Federal Employee Health Benefits Carriers
- USPS Health Benefit Plan for Pre-Career Employees
- Retirement (Programs) Planning
- CHECKBOOK's Guide to Health Plans for Federal Employees
- Thrift Savings Plan (TSP)
- Flexible Spending Accounts
- Federal Employees Dental and Vision Insurance Program
- Medicare
- Social Security
- Employee Assistance Program (EAP)
- University School Partnerships
- Employee Deals
- Benefits and Wellness representatives



There will be live and on-demand presentations, live chats, and Q&A sessions with experts. Visit <https://2022uspsopenseasonbenefits.vfairs.com> to register. Participation is voluntary. Non-exempt employees may only participate off the clock or during authorized breaks. You can access the website 24/7.



San Antonio Alamo Area Local 195 Group Picture at The October Meeting



According to the Center for Disease Control and Prevention, the second most common cancer among U.S. women is breast cancer. Statistics shows that one in eight U.S. women will get this disease. That's why it's so important to inspire loved ones to get screenings for probable early detection. Help raise awareness, not just in the month of October rather make it a year-round alertness, use social media as a platform to help promote and provide advice. Also, honor loved ones that journey through this horrible ordeal and lost their lives and to the many who survived and had to navigate their lives.

What Is Breast Cancer?

Breast cancer is a disease in which cells in the breast grow out of control. There are different kinds of breast cancer. The kind of breast cancer depends on which cells in the breast turn into cancer.

Breast cancer can begin in different parts of the breast. A breast is made up of three main parts: lobules, ducts, and connective tissue. The lobules are the glands that produce milk. The ducts are tubes that carry milk to the nipple. The connective tissue (which consists of fibrous and fatty tissue) surrounds and holds everything together. Most breast cancers begin in the ducts or lobules. Breast cancer can spread outside the breast through blood vessels and lymph vessels. When breast cancer spreads to other parts of the body, it is said to have metastasized.

Kinds of Breast Cancer

The most common kinds of breast cancer are:

- **Invasive ductal carcinoma.** The cancer cells begin in the ducts and then grow outside the ducts into other parts of the breast tissue. Invasive cancer cells can also spread, or metastasize, to other parts of the body.
- **Invasive lobular carcinoma.** Cancer cells begin in the lobules and then spread from the lobules to the breast tissues that are close by. These invasive cancer cells can also spread to other parts of the body. There are several other less common kinds of breast cancer, such as Paget's disease, medullary, mucinous, and inflammatory breast cancer.

Ductal carcinoma *in situ* (DCIS) is a breast disease that may lead to invasive breast cancer. The cancer cells are only in the lining of the ducts and have not spread to other tissues in the breast. If you're comfortable with it, another way to raise awareness while honoring your loved one is to start a blog. You can share memories with your loved one, talk about your grief, or anything you'd like. This way, you can connect with others who are going through a similar loss and help them navigate their grief. To reach more people, share the blogs on your social media pages. You also can show your support by wearing pink. On social media, you can update your profile photo to include a breast cancer awareness frame. You also can update your photo to one of you wearing pink or one of you and your loved one.

November Meeting Holiday Give-Aways

Saturday, November 19



50" High Definition Television
is being raffled by:



Vivian Kolenda

American Benefits Exchange

(512) 791-1019 vskolenda@gmail.com

Vivian helps Federal Employees understand their benefits, particularly if they are nearing retirement. This includes helping them fill out retirement paperwork and helping them understand their pension, FEGLI and TSP.

If you contact Vivian before the November 19 meeting you will receive an extra raffle ticket and increase your chances of winning!! *



**AZRIEL REHAB CENTERS
WILL BE DONATING
EIGHT (8) \$50 VISA GIFT
CARDS.***

**Injured on the job? Don't go to just any clinic, your case is at stake!
Go to A.R.C. – the Experts for care!**

**Contact: Gloria Herrera at (210) 701-8229 or
Azriel_2019@outlook.com**



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meeting, special thanks to Caesar
Villegas, Marketing Officer!!!**

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* * Must be present to win



Thanksgiving Holiday Scheduling

Thursday, November 24

Postal Holiday Scheduling;

November 24 is the Thanksgiving Day Holiday; it is the tenth (10) holiday of eleven (11) paid

holidays for full-time regulars. It is a paid holiday for Postal Support Employee's (PSEs).

This year **Thanksgiving** Holiday falls on a Thursday, therefore if the Employee has as non-scheduled days:

Wednesday/Thursday - The employee's designated Holiday is **Tuesday**

Thursday/Friday - The employee's designated Holiday is **Wednesday**

Thursday and any other day - the designated Holiday is **Wednesday**

If Thursday is a regularly scheduled day then your Holiday is **Thursday**

Article 11, Section 2. Eligibility

To be eligible for holiday pay, an employee must be in a pay status the last hour or the employee's scheduled workday prior to or the first hour of the employee's scheduled workday after the holiday.

Section 3. Payment

An employee shall receive holiday pay at the employee's base hourly straight-time rate for a number of hours equal to the employee's regular daily working schedule not to exceed eight (8) hours.

Section 6.C. Schedule

An employee scheduled to work on a holiday who does not work shall not receive holiday pay, unless such absence is based on an extreme emergency situation and is excused by the Employer.

JCIM - UNTIMELY POSTING - If the holiday schedule, is not posted by the Tuesday preceding the service week in which the holiday falls, a full-time employee that works his/her holiday or designated holiday will receive holiday scheduling premium for each hour of work, up to eight (8) hours, regardless of whether the employee volunteered to work. **NOTE: The Holiday Schedule must be posted on Tuesday, November 15, 2022.**

If you have any questions as to whether the holiday is being properly scheduled ask to see your steward as soon as possible or call the Union Office at 210-271-0853.



There is no time more fitting to say

“Thank You”

and to wish you a

Happy Holiday Season.

From the Members and Executive Board of the

San Antonio Alamo Area Local #195

American Postal Workers Union,

AFL-CIO

Alex Aleman
President

David Hernandez
Vice President



SAN ANTONIO ALAMO AREA LOCAL LWOP POLICY

Article VII. Compensation Section 7.01 Hours (Salary) – While on authorized Local Union business, you will be paid for all hours worked, up to EIGHT HOURS (8) PER DAY, to a maximum of FIVE (5) DAYS IN A ROW (OR 40 hours).

Furthermore, no more than five (5) consecutive days in a seven (7) day period will be paid. You will be paid whether you are on LWOP or annual leave. However, night differential and/or Sunday premium will be paid only for actual LWOP hours taken for authorized union business and when a 3971 form is attached to your voucher. Please be sure your LWOP hours are accurately reflected on your 3971.

APWU is obligated to withhold taxes from your salary. Without a completed W 4 form, taxes will be withheld at the “Single with No Exemptions” rate. Additionally, it is your responsibility not to exceed the maximum number of LWOP hours allowed under USPS guidelines so as not to jeopardize your USPS fringe benefits.

Section 7.03 Reimbursement for Lost Annual and Sick Leave

In order to be reimbursed for any USPS annual and sick leave you lose while on Local assignments, you must have worked a minimum of EIGHTY (80) HOURS without pay working on behalf of the Local and have provided approved 3971s attached to your expense voucher in order to be reimbursed for lost leave for the LWOP hours worked.

Passed at the General Membership Meeting November 20, 2021

SAN ANTONIO ALAMO AREA LOCAL OTHER COMPENSATION PAY POLICY

1. Other Compensation Pay (OCP) is a flat hourly rate paid to officers and full dues paying union members for union business and duties/work performed in the best interest of the local.
2. Other Compensation Pay may be paid to union members in lieu of LWOP/Lost Time/Annual Leave at their discretion.
3. Night differential and/or premium pay will not be paid for Other Compensation Pay.
4. Other Compensation Pay must be approved prior by the local President.
5. Other Compensation will be paid for up to eight hours (B) daily and a maximum of five (5) days in a seven (7) day period.
6. A completed voucher must be submitted to the President or his/her designee. The voucher must be accurate and specific on the hours, date, and purpose.
7. Other Compensation pay rate shall be determined by a majority vote at a General Membership Meeting and shall stand until superseded by a new motion.

Passed at the General Membership Meeting, October 15, 2022.

General Membership Meeting

November 19, 2022

11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board Meeting

10:00 A.M.

*****AGENDA*****

- Financial Report
- Officers Reports
- Executive Board Recommendations
- Voting to Increase “Other Compensation Pay”

Non-Profit Org
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 Permit #301
 San Antonio, TX

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

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