

# DISPATCH



Celebrating Over 100 Years  
of Representing Postal Workers

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

VOLUME 69 NO. 2

SAN ANTONIO ALAMO AREA LOCAL



MARCH / APRIL 2023

PRESIDENT

ALEX ALEMAN

## SAFEGUARD YOUR DUES MONEY



I want to encourage the members to make plans to attend the March General Membership Meeting on Saturday, March 18, 2023 @ 11:30 a.m. to vote on a constitution amendment that will protect your dues money.

At the February Executive Board meeting the Executive Board voted and passed a

This local union should never again have to go through what we experience for the past two (2) years. The proposed constitution language passed by the Executive Board in February makes it very clear and unambiguous when a full-time officer volunteers to return to his/her postal duty assignment he/she will not be entitled to the local's union full-time salary while working at the postal service.

Every officer of this local has a fiduciary responsibility to protect your dues money and to strengthen this Union. The Executive Board has taken the appropriate action necessary to protect your dues, now it is up to the members to show up at the

constitution amendment that will protect our union dues. The proposed constitution amendment was read at the February General Membership Meeting. The language is very specific, when a serving full-time officer decides to return to their postal duty assignment the officer will not be entitled to receive their full-time local union salary while working at the postal service.

***“Every officer of this local has a fiduciary responsibility to protect your dues money and to strengthen this Union. The Executive Board has taken the appropriate action necessary to protect your dues, now it is up to the members to show up at the General Membership Meeting to vote and pass this constitution amendment”***

The constitution amendment must receive 2/3 vote of the members voting at the second consecutive membership meeting (March Meeting) in order to be adopted. Talk to your fellow members and make plans to attend this important meeting. The demand by a former full-time officer that the local pay him over \$106,000.00 of your dues money while working at the postal service was improper. The members were told by the previous administration the former vice-president was entitled to receive his full-time salary from the local union because the constitution says he is entitled to it. That interpretation of our local constitution was vague and incorrect and as a result of that misinterpretation it embarked the local union into division and political turmoil for the next two (2) years. As your local President I stood firm that the local **did not owe** the former vice-president \$106,838.48 of your dues money. I was constantly being attacked at the union meetings for protecting your dues and for upholding our local constitution.

General Membership Meeting to vote and pass this constitution amendment.

Our Local Constitution states that; Each member of this Union has the responsibility to: Loyal support this Union. This right of an individual member to criticize the policies and personalities of his/her Union Officers does not include the right to un-

dermine the Union as an Institution, to advocate dual unionism, to destroy, or weaken the Union as a collective bargaining agency, or to carry on Slander and Libel. I am respectfully requesting your support on this urgent matter! Please see page 10 to read the proposed constitution amendment submitted by the majority of the Executive Board.

### Plant Manager

The Plant Manager continues to treat our veterans with disabilities with no respect and dignity. The Plant Manager will not allow disabled employees to park close to the employee main entrance. The Plant Manager removed disabled parking spaces close to the employee main entrance and moved them further away from the employee main entrance. The parking spaces that were available to the disabled employees near the employee main entrance are now available to Supervisors with no disabilities. The Plant Manager is being insensitive to the needs and disabilities of the veterans and other disabled employees.

**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

**GENERAL OFFICERS**

President..... Alex Aleman  
Vice-President..... David Hernandez  
Secretary Treasurer..... Jeff Greenlee  
Recording Secretary..... Celeste Ornelas

**CRAFT OFFICERS**

Clerk Craft Director "A"..... Carlos Barrios  
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

**UNION OFFICIALS**

Editor..... Carlos Barrios  
Website Editor ..... Jeff Greenlee  
Trustee Chairperson... Albert (Red) Cardenas  
Trustee (Clerk)..... Sandra Lira  
Trustee (Clerk)..... Daphne Belton  
Trustee (Clerk)..... Carl Jemerson II  
Trustee Maintenance..... Albert (Red) Cardenas  
Trustee (MVS)..... Robert Martinez  
Delegate (Clerk)..... Sandra M. Proo  
Delegate (Clerk)..... Giovanna ST John  
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 :

**SAAALDISPATCH195@YAHOO.COM**

**PHONE NUMBERS**

**UNION OFFICE (210) 271-0853**

**FAX (210) 224- 6221**

**STEWARDS OFFICE GMF (210) 967-4729**

**FAX (210) 653-1124**



**Scholarship Program**

*San Antonio Alamo  
Area Local  
Awards (3) \$500.00  
Scholarships.*

***Deadline  
April 30, 2023***

*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](#)

VICE PRESIDENT

DAVID Z. HERNANDEZ

# Together We Defend Our Rights



**Hello Brothers and Sisters,**  
Hopefully all our union family and friends are doing well and are in the best of health. Time certainly does not stand still for anyone, March is now upon us and just a few months ago we were celebrating New Year Day. So, don't take anything for granted and plan for your future please we don't know day or hour that we will be called

home.

Many of us have heard of friends and family that had to deal with end of life issues. The first step one should have us establish a living will which may establish wishes regarding no feeding tubes, organ donation and so forth. Another step is to create a power of attorney for healthcare issues. At times the person one elects may or may not be a family member to avoid placing pressure on them when the issues surface.

## Retirement

I've decided to retire after 38 years with the Postal Service. It's a personal decision that was made along support of my family. It is a decision that everyone will have to make someday and I wish you all the best when that day comes. I am sure rumors will start or have started on the work floor like it has in the past with others that have retired. I am here to let you know and assure you that nothing will change as far as my commitment to the Union. I will continue to do my best as your Vice President and will continue to fulfill the duties that you, the members voted for back in June of 2021. I will continue to visit the plant and stations and keep my promises I made to you, I will continue to do what is best for the members of this local. So again, nothing will change so if you hear the rumors, all I ask from you is for you to reach your own conclusion and not be ill-advised by others. As always, my office door is always open if you have questions or concerns don't hesitate to reach out to me so that your concerns and needs can be addressed.

## Grievances

The union has always communicated to the rank and file to file, file, and file. At times the process is not always instant gratification and yet when they are finally heard at Step 3 we see results of the hard work of the steward who submitted the grievance. Many settlement awards have been pouring into my office to include issues on Overtime, TACS, Job bids, Bargaining unit Work violations and so forth. The only way management wins, is when a grievance is not filed. Remember the union is the only one that will advise the member whether or not a grievance exist and not management so stay attentive as you are the eyes and ears of this union.

## Stewards

We are always looking for new stewards, and thanks to the ones that have step up to the plate. It is a challenge to be a steward and it is not for everyone, but if you have the stamina and resilience and want to step up to the plate, ask to speak with your director. You will receive the training needed to get you established and all stewards are always receiving up to date themselves with no contract procedures.

## Discipline

I have seen more discipline being issued from both the plant and the stations, brothers and sisters if you feel that discipline is forthcoming, please request to see your steward. There is a process for issuing discipline, something that Management fails to follow, especially the contract under Article 16.1 "Just Cause Principle"

*"No employee may be disciplined or discharged except for just cause such as, but not limited to insubordination, pilferage, intoxication (drugs or alcohol), incompetence, failure to perform work as requested, violation of the terms of this Agreement, or failure to observe safety rules and regulations."*

***"Many settlement awards have been pouring into my office to include issues on Overtime, TACS, Job bids, Bargaining unit Work violations and so forth. The only way management wins, is when a grievance is not filed"***

Mgmt. is quick to issue discipline, instead of correcting it, the union defines it as such: **CORRECTIVE RATHER THAN PUNITIVE: The requirement that discipline be corrective rather than punitive is an essential element of the "just cause" principle.**

## Website

Well, it's finally here after a year or so of going back and forth with issues and disagreements, I would like to thank Jeff Greenlee for an awesome job in doing the research and getting the website up and running. It is a work in progress and it is going to take a lot to keep up with updates and so on. From what I have heard, the members love the website and they say that it very user friendly. I encourage everyone to visit the site tell us what you think or ideas that you might have.

## Meetings

To the brothers and sisters that have not seen or visited the Union Hall once, I invite you to come and be part of our general membership meeting. Come and join us and allow your voice to be heard while enjoying lunch. Keep in mind that the future lies with you. Hope to see you at our next meeting on March 18, 2023

For believers, spring is a reminder that God is all about making things new. In fact, Jesus promised to make everything new one day (Revelation 21:5)



SECRETARY TREASURER

JEFF GREENLEE

# Our Constitution is Strong Yet Fragile



First and foremost I hope and wish that you, and your families, are well.

The title of my article may be a bit confusing, let me explain.

## **SAAAL CONSTITUTION** **Our Constitution is Strong**

The National APWU defines the Constitution as the way the Union will be governed. Adopted by members, the Constitution out-

lines the union's structure and rules. It establishes who the officers are and the scope of their responsibilities. The Constitution sets forth the rights enjoyed by ALL MEMBERS of the San Antonio Alamo Area Local and the American Postal Workers Union.

There has been much discussion concerning our Constitution the last few months with different interpretations, some upheld in the appeal process, some not. The Constitution is not a static document. It must evolve, much as our Union has evolved. It is one that needs to be amended periodically to bring it up to date on specific issues that affect the structure of your Union and how to govern the Local.

The constitution is a powerful document. It should be strong and undeniable. Language should be simple and understandable without room for different interpretations, the intent of the original language should be clear and precise. Times change and with it come new challenges. Interpretations change so language needs to be corrected. Some of these challenges were not foreseen when the original Constitution was created, some language has been interpreted in different ways and some language is just plain out of date. The constitution, although challenged recently by those who would interpret it for their own advantage, remained strong, and protected the members of the Local

## **Our Constitution is Fragile**

I am sure that you are aware that our Local Constitutional has been the subject of much energy the last few months with charges and appeals being processed and amendments being passed around for signatures. While I will not discuss the specific issues at this time, there will be plenty of time for that later, I do want to pass along to you the reasons the Constitution should be amended from time to time.

It is not an easy task, nor should it be, to amend the Constitution as it takes a 2/3 majority at the meeting to

carry the amendment. For that reason it is fragile.

As happened in April 2019, all it takes is a small minority of members to amend the Constitution, foregoing past practice, precedent, and the original intent of the constitution and disregard the rights of ALL MEMBERS, from the PSE to the Retired Full Dues Paying members. The constitution amendment process was used as a politic tool to negatively affect your officers, the intent and ability to run for office and the member's rights as outlined in the constitution at the time. Some of those amendments were eventually ruled in conflict with the National APWU Constitution and ordered to be stricken from our constitution.

The amendment process should NOT be used to attack categories of members or dissuade a member from seeking office where the officer would actually receive FEWER benefits than if they remained at the Post Office. The constitution should not be used as an avenue to punish members for seeking Union Office or be used as a political tool to attack those IN office. The constitution should be an avenue to encourage involvement, to uplift members and to actively

encourage ALL MEMBERS to get involved in their Local.

As has been bore out in recent processes, ALL MEMBERS have the same basic rights and while there may be personal reasons why someone would want to amend the constitution, it must be remembered that any change to the Constitution will affect ALL MEMBERS both now and

in the future. That is why it is in every member's interest to get involved, come to the meetings, participate, and get involved in the operation of your Union and in the debate over the amending of the Constitution, let your opinions be known.

## **UNION FINANCES.....**

As I reported in the last issue of the Dispatch the Local's finances, and outlook, are positive and promising. The finances of the Local are subject to many things that affect the viability of your Union. Unexpected costs, that would include expenditures that were not planned or foreseen, can have devastating impact on the Union's bottom line.

Please realize that all financial reports should be looked at with a grain of salt. That there were many commitments coming up in the near future and much of our cash assets are earmarked for specific expenditures.

The Local has made attempts to predict expenditures and costs with our Special Funds, where we have put money aside for specific purposes. We must remember that our special funds are committed amounts. These funds are not part of the day-to-day operating monies and should not be looked at as a reservoir of ready cash.

*continued on next page*

*“The amendment process should NOT be used to attack categories of members or dissuade a member from seeking office where the officer would actually receive FEWER benefits than if they remained at the Post Office. The constitution should not be used as an avenue to punish members for seeking Union Office or be used as a political tool to attack those IN office”*

Just because a fund has a positive balance does NOT mean that we should spend it on expenditures that does not benefit all members of the Local. Ask ourselves the question, do we need two when one will suffice? Contrary to belief, our funds are NOT burning a hole in our pocket.

We do have some large expenditures coming forward.

There is an agenda item to send officers to Arbitrations Advocate School. We must ask ourselves if this is a necessary expense since we already have Arbitration Advocates in each Craft and two in the Clerk Craft and are they currently being utilized to their fullest.

We have the expenditure of a storage container; I believe this is needed, but still expensive.

We are also the host Local for the Texas Postal Workers Union Convention and will incur expense there with our delegates.

Our HVAC system is old and troublesome, we will seriously have to look at replacing that system.

In October we will have the APWU Educational Conference expense, probably somewhere around \$50,000.

To maintain that financial health it takes discipline, common sense and purpose, 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 proper, ESSENTIAL, AND IN THE BEST INTEREST OF ALL MEMBERS.

At this time 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!

Congressman Joaquin Castro & Congressman Greg Casar provided their latest legislative update followed by an opportunity to listen to union priorities.

The event took place on 2/22/23 @ the UA Local 142 Plumbers & Pipefitters Union Hall San Antonio, Texas



Congressmen Joaquin Castro & Congressman Greg Casar meet with Labor Unions for a Labor Roundtable Discussion



Craft Directors Awards Outstanding Stewards

Clerk Craft Director "A" Carlos Barrios Presents Award to Giovanna St John

Maintenance Director Robert Proo Presents Award to Michael Doherty

Fighting for the Rights of Members



Asst. Clerk Craft Director "B" Robert Butke Presents Award to Araceli Reyes

MVS Director Faron Hierholzer Presents Award to Ron Odom Who was not pictured



EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

## Warning Advisory: Sewage Leak in Management



Hope everybody is doing well and enjoying the emergence of spring. Spring brings forth new beginnings, characterized by blooming flowers, and the migration of birds toward warmer climates. I want to give thanks to my Assistant Clerk Craft Director Jennifer Wright who is blooming into a future Craft Director.

The responsibility of moving into this position without fighting in the trenches for our APWU members and within our contract is unwise. Serving the members of this local comes from experiencing the struggles that are violated in our Collective Bargaining Agreement (CBA).

Jennifer has done a fantastic job in molding our stewards and bridging the gap amongst the membership and management to get issues done within the confines of the CBA. Her new responsibility has been to make certain that our Postal Support Employees (PSEs) are converted in a timely matter. She will be working with Training to make certain that the new career employees are offered the conversion class to include the one-hour union module so that they are aware of rights and benefits.

Praises to Chief Stewards Phillip Doxie, Giovanna St John and Kendra Gamble. Applauds go out to stewards Annette Martinez, Kevin Spencer, Mary Skala, Gerardo Wolfe, Tomquia Estes, and Patricia Jones for staying focus despite negative challenges they had to overcome and gaining many victories.

I want to give a special thanks to National Business Agent Jack Crawford for coming down and offering significant training to the clerk stewards. The training they received are now paying surpluses which are coming to fruition. These young stewards are growing into strong advocates of the CBA and will continue to use all the training to be the beacon of light to direct their path. Many of the young stewards/advocates that started last year were being buried with so many negative comments for lack of experience. What those who were dish-ing out negatively comments didn't realize that when they buried these stewards they were burying seeds. And now they have flourished from seeds into activists of Solidarity and Prosperity.

A special thanks to Giovanna St John for the four (4) grievances she filed for management's failure to allow the Lead Clerk to perform TACS duties. The four grievances have yielded \$19,000. And she has many more of these grievances still to be heard and will yield the same results. If you are a lead clerk and have not been provided TACS training and performing this action for inputting clock rings for both the clerks and the mail handlers, then file a grievance.

Keep in mind to get paid for the time in question you must have been in a working status so that you can be made whole. If you have no clock rings of being at work for the time in question you will not be receive any monetary compensation for that particular grievance.

Unions create a sense of coherence among members and between unions. They are activists for each other and acknowledge they are all pursuing the same struggles in support of the working class. When unions unify, they can be a more formidable force in the battle for augmenting the lives of the members. The fight to safeguard our rights and benefits is the result of union members working mutually and putting aside personal difference to include political agendas and stand together to serve and protect our contract.

*"The San Antonio P&DC is a great example of the travesty of supervision we have today. The problem that continues to vex our plant is the repugnant supervisors who persist to provide employees with no respect"*

Union members for school-teachers, nurses, bus drivers, and railroad workers are just a few that are under attack. The wage and benefit premium and financial security which unions help represent has less risk of hardship than those that are non-union members. So, let's not forget that we enjoy the five-day (5)

work week, maternity leave, bereavement leave and sick pay to just name a few that were won in the trenches because laborers came together to fight to maintain our rights and benefits. The need of having the security of the union today is greater than it has been for many decades.

Many employees are having to battle with companies who are trying to separate the workers and push for legislation programs to take away rights and benefits of the workers. Recent strikes by nurses, teachers, and railroad workers, are gaining steam and large corporations are starting to take notice. Those who went on strike are doing it not just for compensation benefits, but for an environment free of harassment. Having better pay is always a great benefit and better working yet conditions are two components that is needed for all workers. The postal service is one organization which seems to be lacking basic principles of good working conditions and working in a harassment free workplace.

The San Antonio P&DC is a great example of the travesty of supervision we have today. The problem that continues to vex our plant is the repugnant supervisors who persist to provide employees with no respect. Some supervisors had accusations of sexual provocation and having domestic relationship affairs that coexisted at work and spilling outside of the work room. And then to temporarily separate the two in question and now allowing them to work together as supervisors is a joke.

*Certain supervisors cannot manage to treat employees with dignity and respect. What is Workplace Dignity?*

MVS CRAFT DIRECTOR

FARON HIERHOLZER

## Telematics To Track Vehicle Location



We recently conducted an in-house bid for Run U-05T. The run remained residual and the senior Part Time Flexible was awarded the run and will be converted. Over the last few months there have been multiple questions about the bidding process, and this seems to carry into every bid as well. In the MVS Craft there are two (2) types of bids that occur.

Once a year the union request that an Annual Bid conducted for rebidding purposes.

The Annual Bid occurs every year usually/ normally in the first or second week in October. It varies do to holidays and Pay Periods. Each run is vacated, and all the runs are bided by seniority. It is conducted over two (2) days with Tracker Trailer Operator (TTO's) biding first.

On the first day only TTO's are allowed to bid first. One must be present, on the clock, and/or submit a bid sheet to bid. Knowing the Bid Sheet and the process will minimize any confusion and questions.

What if a senior employee bids on an undesirable run? How will I know? Could I bid on that run? These are questions you might ask. When bidding on a run, you should indicate your most desirable run first, and your least desirable run last. You can indicate as many runs as you desire. You will be granted your run by seniority and availability. So, in the event someone bids on a less desirable run and you have seniority, you will be awarded the run.

The second day only the Motor Vehicle Operators (MVO's) are allowed to bid. Any residual vacancies at the end of the Annual Bid will be rewarded to the senior qualified Part Time Flexible (PTF) by seniority. During the year when a position becomes vacant, we conduct an In-house Bid. This is the other bid that occurs in the Craft. This bid is the most confusing.

In the In-house Bid TTO's bid first by Seniority and is then followed by Seniority overall. This is where TTO's and MVO's may have the opportunity to jump from a TTO to MVO and vice versa. Again, by indicating your most desired run on your bid sheet you could be the successful bidder even if someone jumps.

By understanding a Bid Sheet and knowing exactly how to fill it out it can save you a lot of time. In the event you change tours because of a bid, and do not have at least eight (8) hours of rest between tours, you should NOT request Annual Leave in this situation.

Management has told employees to request Annual Leave. You should be compensated administrative pay. You are not required to use your personal annual leave for work related issues. Management is required to provide at least eight (8) hours of rest from the time you clock out and clock back in. Remember the key to bidding is a successful bid sheet.

*“The Postal Service is seeking to identify telematics suppliers interested in responding to a Request for Information (RFI) for an advanced telematics system to monitor the USPS national motor fleet of vehicles exceeding 232,000, of which 180,000 vehicles are mail delivery vehicles”*

In the Vehicle Maintenance Facility, the union and management are continuing to work together to get your sick and annual leave restored. This was the result of a Pre-Arbitration winter weather storm. There were a few employ-

ees who received the adjustments. The union filed a grievance, and management resubmitted those adjustments for those who did not receive any. You should receive your reimbursement in 2-3 pay periods. Contact your steward with any questions or comments. Many changes are starting to take place in the VMF, and these changes occur because of the advancement of technology.

One of the changes made was installing Telematics on some vehicles. The Postal Service is seeking to identify telematics suppliers interested in responding to a Request for Information (RFI) for an advanced telematics system to monitor the USPS national motor fleet of vehicles exceeding 232,000, of which 180,000 vehicles are mail delivery vehicles.

Telematics allows management to not only track the vehicles' location but access to much more information that will alert the VMF when repairs are needed. Complex repairs will still be performed at the shop. The USPS is awaiting for interested suppliers to register in eSourcing system by going to a Supplier Registration Information site and await a decision by the Postal Service.

Management is looking to eliminate scheduled maintenances with this system. I ask everyone to request to speak with your steward when you believe management has violated the contract and any safety violation that has occurred Thank you for your dedication and hard work. Let's keep those wheels turning.

# Steps to In-Service Exam



## Hello Sisters and Brothers

I hope everyone had a safe and wonderful Martin Luther King Holiday and Valentine's Day. I would like to thank Our Maintenance Assistant Craft Director Jarrett Williams, Maintenance Delegate, Trustee and Chief Steward on tour 3 Albert Cardenas, Chief Steward Tour 1 Mike May, Tour 2 Chief Steward Michael Doherty and Station Chief Steward Tony Ramon Jr.

Alternate Steward Stations Miguel Muniz for all their hard work.

I would like to wish Mike Doherty best of luck in his transfer back to New York and hope to see him at a National All Craft Conference or a National Convention in the Future. He has been an outstanding Steward for the Maintenance Craft and our Local. I would like to also welcome our two new Maintenance Craft Stewards Sherrie Pierre and Edgar Flores. I am sure all of them will be Successful Stewards for our Local and the APWU in the future.

Brothers and Sisters The Maintenance Craft of the San Antonio Alamo Area Local has been successful in reaching agreements with Management on a few things in 2022 and early part 2023, but we will always strive to achieve more in the future. We started with Local negotiations and negotiated Article 38 language to be added to our Local Memorandum of Understanding a first for this Local. Second, we were able to get management to agree to open the in-service registers for the Clerks and Motor Vehicle Service which filled many vacant Custodial, Maintenance Mechanic and Parts room Clerk positions. We were also able to add full time custodial positions at the stations. The Maintenance Craft of this Local have reach settlements on Act of God, Subcontracting, overtime and Line H issues just to name a few. The Maintenance Craft has been able to accomplish these agreement through the efforts of our Chief Stewards and Officers of the Maintenance Craft, it has been a team effort.

## In service Examination – Annual Frequency Issue

Create and/or maintain sufficient in service Registers for filling vacant maintenance craft positions. Language: Amend Article 38.7 as follows: On an annual basis (from March 1 - 31), any career employee may submit a written request to be tested for maintenance craft eligibility ratings for all occupational groups (excluding NST ET-11 ). The testing process shall follow the current timelines. Once an employee receives eligibility ratings, the employee may then request placement, or reinstatement, on in-service registers.

In the event there is no in-service register, the employee's eligibility ratings shall become a part of their Employee

Official Personnel File. Management shall notify the employee of the results no later than sixty (60) days after the testing, provided that the applications have been properly completed. On an annual basis on April 1, (beginning in calendar year 2023), all employee names from the preceding year's in-service registers shall be purged, with the following exception: any employee that is on an in-service register must submit a written request to the MSS Coordinator during the month of March in order -to remain on the in-service registers.

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO Ap-

plication of MOU Re: In-Service Examinations, Register and Eligibility Ratings **NATIONAL QUESTIONS & ANSWERS:**

1. Is the March annual service wide opportunity to test for Maintenance Craft eligibility ratings limited to once per year during the month of

March?

### Yes

2. Who is eligible to participate in the annual opportunity to test for Maintenance Craft eligibility ratings?

### All career employees are eligible

3. Can maintenance craft employees participate in the annual opportunity to test for Maintenance Craft eligibility ratings?

**Yes, however Maintenance Craft employees can participate in the in-craft examination process throughout the year in accordance with the Collective Bargaining Agreement**

4. If In-service registers do not exist, where are the exam results placed?

**The HR MSS Coordinator is responsible for placing the results in the employee's eOPF**

5. What form must career employees complete when submitting a written request to participate in the March annual In-service opportunity?

**Management shall provide an Employee Maintenance Position Selection (EMPS) form as found in the EL-304 to employees**

6. What occupational group can career employees request to receive eligibility ratings for?

**All Maintenance Craft occupational groups (MSS and non-MSS) that require an examination, except National Service Technician ET-11**

7. Can non-Maintenance Craft, career employees that have already received eligibility ratings request to be tested again in subsequent years in an attempt to improve their scores? **Yes**

*continued on page 13*

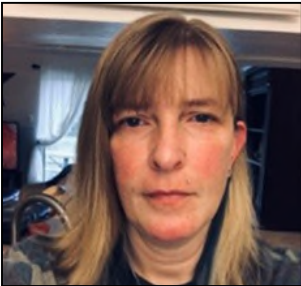
*“On an annual basis on April 1, (beginning in calendar year 2023), all employee names from the preceding year's in-service registers shall be purged, with the following exception: any employee that is on an in-service register must submit a written request to the MSS Coordinator during the month of March in order-to remain on the in-service registers”*



ASSISTANT CLERK CRAFT DIRECTOR "A"

JENNIFER WRIGHT

## Landmark Arbitration Decision of 1982



Hello brothers and sisters, I hope you are all doing well. I want to share with you the history and the ruling associated with the breaks we have at the San Antonio P&DC. In the late 1970's and thru the 1980's an issue arose of when clerks on the Multi-Position Letter Sorting Operators (MPLSM) would be allowed to

take their rest breaks. Therefore, the task of the 18 people assigned to the LSM to include 12 keyers, 2 loaders and 4 sweepers continued working presented issues that would require them to take consistent rest breaks.

### Landmark Decision

So, finally in 1982 a National Decision was rendered which outlined the specifics of how often rest breaks would be allowed for LSM operators at the San Antonio Plant. The authors of this agreement was Thomas J Lang (Labor/Relations Dept.) and Kenneth D. Wilson (Asst. Director Clerk Division APWU, AFL-CIO). The arbitration ruling was passed in and it provided a 15-minute break after working approximately 2 hours on the LSM. Therefore, a mutual agreement that MPLSM work schedules should be constructed so as to allow MPLSM Operators to have a 15-minute break no sooner than one (1) hour and forty-five (45) minutes, and no later than two (2) hours and fifteen (15) minutes under normal scheduling.

Therefore, as time went by other mail processing clerk jobs were being provided the same break schedules that were offered to the LSM operators. Thus, we have now had a past practice of breaks at the San Antonio P&DC for the past forty one (41) years. Tour 2 automation supervisor Francisco Garcia who is the most tenured supervisor we have at the plant can recall taking breaks as a clerk with the decision described above when the policy was in place 7 years before his arrival to San Antonio in 1989.

### Career Employees

I would like to welcome the five newly converted Postal Support Employees (PSEs) assigned to the San Antonio Plant. Be aware you now have added rights and benefits and if you ever have an issue that you are not aware please don't hesitate and request a shop steward from your supervisor.

Here at the Plant, management has within two (2) hours to notify you when you will see your union steward.

If within the first 2 hours, management announces to you that no steward was available for the duration of the day then upon your next working day you MUST be provided a steward at the beginning of your Tour. I understand that some of you may have not experienced that at the stations since not every station has a resident steward that is accessible as we have at the plant.

### PS Form 3971s

When submitting your PS Form 3971, to request leave you must fill out two (2) copies, one for your records and the other for your supervisor. The leave form must be presented in person to your immediate supervisor at the beginning of your Tour. Make certain to provide your copy to your supervisor and have them sign the portion that reads, **Signature of Supervisor and Date Notified**. After you obtain your copy, and the supervisor signs this section it doesn't approve or disapprove your leave. However, your

supervisor must present to you a copy of the 3971 you submitted with an approved or disapproved notification. If it is disapproved, management MUST annotate a valid reason. If you End Tour and they don't provide you a copy of their decision then it is approved automatically.

Request to see your union steward so that they can be present the following day you report to work so the steward can address the supervisor of the Local Memorandum of Understanding (LMOU) agreement.

Here is what the LMOU Article 10 cites on leave request: (15) b. The employer will approve or disapprove the application for leave within a reasonable period of time. The employer will make every reasonable effort to approve or disapprove the employees' request before the end of the employees' tour on the date submitted provided the employee submitted the request personally to the employees' immediate supervisor. If the request is disapproved, the employees' supervisor shall annotate the reasons for disapproval on the PS Form 3971 and sign the form in the appropriate block and return the form to the employee.

If you have any questions and would like to reach out to myself or the Director of the Clerk Craft you can navigate our new website [www.apwu195.org](http://www.apwu195.org) and on under contact link scroll down to Jennifer Wright or Carlos Barrios and click on our emails and we will reply to your questions or concerns.

*"The arbitration ruling was passed in and it provided a 15-minute break after working approximately 2 hours on the LSM. Therefore, a mutual agreement that MPLSM work schedules should be constructed so as to allow MPLSM Operators to have a 15-minute break no sooner than one (1) hour and forty-five (45) minutes, and no later than two (2) hours and fifteen (15) minutes under normal scheduling"*

# PROPOSED CONSTITUTION AMENDMENT

## To Be Voted at the March General Membership Meeting

**NEW LANGUAGE:** Article IV Duties of Officers

### **Re-number Section 3. Full-time officer Voluntarily returning to their Postal Duty Assignment**

(A). Any serving full time officer who voluntarily returns to their postal duty assignment during their three (3) year term in office will not be considered a full-time officer for the union during the absence and will not be entitled to receive their annual salary and fringe benefits from the local union as stated in Article IV, Duties of Officers, Sections 1.or 2.

(B). The full-time officer will provide the membership not less than a thirty (30) day advance notice at a General Membership Meeting of their return to their postal duty assignment. Such action will be annotated in the Minutes.

### **Re-number Section 4. Officer Voluntarily returning to their full-time officer status**

(A). Any officer may voluntarily return to their full-time officer status with the local union anytime during their three (3) year term in office providing it is not in conflict with Article VIII, Section 4 and providing they provide the membership not less than a thirty (30) day advance notice to the membership at a General Membership Meeting. Such action will be annotated in the Minutes.

(B). Upon their return to their full-time officer status. The officer will resume receiving their full-time salary and fringe benefits from the local union as stated in Article IV, Duties of Officers, and Sections 1. or 2. as appropriate.

### **Re-number Section 5. Basic Work Week**

(A). The basic work week of a local full-time officer will consist of 5 regularly scheduled 8 – hour days within a service week. The service week begins Saturday and ends Friday.

## SAAAL CONSTITUTION

### ARTICLE XV Amendments

It must receive a two-thirds (2/3) vote of the members voting at the second consecutive membership meeting in order to be adopted. Debate shall take place only at the second reading. The proposed amendment shall have been advertised as part of the order of business for this meeting.

#### Section 2.

A defeated amendment is hereby prohibited from being presented for a period of six (6) months after it has been defeated.



**NEW OFFICIAL**

# APWU195.org

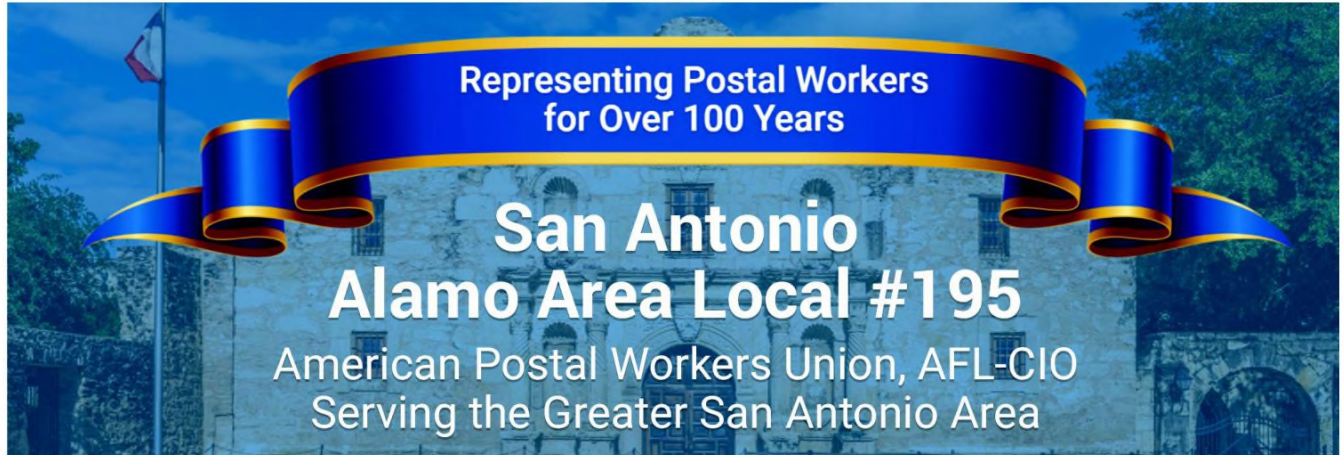
## SAAAL Website Now On-Line

**APWU**

San Antonio Alamo Area Local #195  
 American Postal Workers Union, AFL-CIO  
 13102 Lookout Run  
 San Antonio, Texas 78233

Office: 210.271.0853  
 Fax: 210.224.6221  
 Email: apwusaal0195@gmail.com

[HOME](#) [GENERAL OFFICERS](#) [CRAFTS](#) [NEWS](#) [STEWARDS RESOURCES](#) [LINKS & RESOURCES](#) [CONTACT](#) [SEARCH](#)



**The San Antonio Alamo Area Local is proud to announce that the new website is now on-line.**

Below is a brief introduction to the website navigation. This is only a summary and there is much more information available on the website.

**HOME** – This contains a brief message about our local and has the most recent NewsFlash, E-Flash, Dispatch and recent additions to the website

**GENERAL OFFICERS** – Contains contact information for the General Officer to include the President, Vice President, Secretary Treasurer, and Recording Secretary.

**CRAFTS** – Break down for each Craft, Clerk – Plant, Clerk Stations, Clerk AOs, MVS and Maintenance. Each craft page will not only have general information that applies to each craft specifically, but will also have contact information, decisions that affect that craft, stewards lists and also has a link button that takes you to the National Craft websites.

**NEWS** – This category contains archives for the NewFlash, E-Flash, Dispatch, Other News and the 2023 APWU Calendar with a Local Calendar of Events. It also contains the 2022 and 2024 CBA Calendars for reference and a link button to the National APWU Calendar of Events.

**STEWARDS RESOURCES** – This is a toolbox for your stewards, where training modules, contracts, constitutions, often used decisions, and grievance forms are easily located (many of the forms are fillable) along with an archive for Arbitrations of Interest and Local Settlement Agreements.

**LINKS AND RESOURCES** – This category is large and filled with MUCH information. One of the first sub-categories is the Everyday Forms/Information. This includes 3971s, Doctors Certification, 1187-New Members, and much, much more. Links and Resources also includes SAAAL Vouchers/Policies and Constitution, Pay Information, FMLA Forms, Contract Information, Injury Compensation Forms/Guides, Veterans Information, Retiree Chapter information, Social & Rec Committee news and the APWU Health Plan.

I only touched the surface of the information on the website as it continues to grow. It is important to understand that this is a work in progress and will never be finished, maintenance will constantly be performed on it to keep it up to date.

Please explore it and understand that we have attempted to make the navigation simple, straight forward and mobile compatible, your suggestions are welcomed and encouraged.

**If you have questions concerning the website, please do not hesitate to contact the Union Office at 210-271-0853.**



## *The People's Champion*

### *By Dispatch Editor Carlos Barrios*

On January 2, 2023, the Union Labor movement lost a Giant Advocate for the people when David Van O's went to be with his maker. I personally and on behalf of the San Antonio Alamo Area Local 195 of the American Postal Workers Union (APWU) express our sincere condolences to Rachel Barrios Van O's and family. David was a wonderful husband, father, friend, attorney, political activists and the strong arm for the unions.



There are not enough words to fully express our deepest gratitude for all you have done for the Labor Unions in Texas. As a second generation union member I want to express how you maintained your principles as you challenged the power shakers as they could hear your roar as you responded to threats to the working class.

David served as legal counsel and trial attorney for many labor unions. Some of his major labor clients included Steelworkers (USW), Musicians (AFM), Deputy Sheriffs of Bexar County, Texas AFL-CIO, Fire Fighters, and so many more to count and to include assisting the APWU San Antonio Alamo Areal Local 195. We would like to thank David Van O's and his attorney associate Matt Holder for their quest and assisting our members against those who aimed on trying to damage our local.

One could always find David fighting in the trenches and concentrating for the needs of the working people. It was in a picket line of a Communications Workers of America (CWA) march in 1993 that David, and his wife, Rachel, met. Together their mutual passion for preserving the rights and benefits of union workers was forever in their hearts and ours. Just as a strong fire must have modules to stay hot and vigorous, so was the activity of the Van O's helping others forge a relentless

fire to stand off those who wanted to take benefits that the working-class people had achieved.

Unions are absolutely nothing without the working people who are the fibers of a strong covering that elect to stand together in solidarity. With active union members and strong advocates like David who help advocate for the social and economic justice of forthcoming generations we would be lost with no compass without great men of valor as himself.

As a true hero for the Texas working class his profound input was strong that he made certain when representing various locals, he protected standing for the rights and working benefits as a tenacious labor and civil rights attorney. We stand on the shoulders of giants like David and welcome any battle against the labor movement because we have been through life changing events with his leadership.

David was a charismatic speaker with deep roots in Texas and a profound knowledge of Texas history. He was questioned in this fascinating video series by the Civil Rights in Black & Brown Oral History Project. Representing the people for many years as an Advocate and Attorney since 1976, he left his footprint of a Friend of Labor Union Brothers and Sisters and families for over four (4) decades.

When one stops and reviews the path one has taken it is easy to see the footprints of leadership and guidance that David Van O's left. He consciously or unconsciously left his massive influence not only on the present but also on the future of organizations which he was the front man for. His conscious leadership helped to attain long lasting solutions which paid off by instituting outcomes for tomorrow.

We now have a great responsibility to not allow the footprint that he left to become extinct.



## Carlos Barrios ...

Continued from page 6

Lucas (2017) has defined workplace dignity as: **“the self-recognized and other-recognized worth acquired from (or injured by) engaging in work activity”** (p. 2549), taken from the study of workplace dignity, as a phenomenon of interest itself, is only in its infancy. Research Article July 20, 2020, Validating the Workplace Dignity Scale.

### Unsafe Conditions

Per a recent pod cast I heard, conducted by the Office of Inspector General (OIG) stated that the Postal Service needed to intensify the training for all employees to decrease accidents which may involve personal injuries which are on the rise. The OIG conducted audits on 12 random selected facilities and arose to a supposition that some employees never completed mandatory training when an accident occurred. The San Antonio P&DC is the model of a dysfunctional unsafe work environment led by supervisors who have aided to the lack of a safe culture which brings out an unsafe work environment.

### Harassment

Our facility has allowed for a culture of harassment to grow, and upper management has shown no proper actions necessary to correct the harassment. Our management must reasonably and consistently apply guidelines and techniques when harassment is identified or reported. One of the main deterrents for employees in reporting harassment is fear of retaliation. Some PSEs who report such harassment situations fear being terminated or being pushed out with discipline. So, without any confidence that no such retaliation will occur nothing will be done to fix the issues.

Therefore, a prompt comprehensive, impartial and fair review of suspected provocation needs to occur. An investigation team from outside the San Antonio Plant is needed so that the proper correction can be issued to the harassers and the employees can have confidence once again when reporting to work. One supervisor who has taken his juvenile approach for his own entertainment has mocked an employee's disability and calling out female employees and calling them **Bitc#3\$**. If that wasn't enough this supervisor continued to make sexual innuendos and making inappropriate comments and project himself with a gangster mentality.

However, San Antonio Plant management has **FAILED** to adequately address hostile work environment and when the union requests for an Initial Management Inquiry Process (IMIP) the Labor Relations Manager can only investigate with the little documents that was provided to them by Plant management. Until postal management decides to do the right thing and eliminate some of those supervisors lacking leadership skills the USPS will endure many negative occurrences that is hazardous. I pray that an incident of the scale that transpired in Memphis does not come to light here in San Antonio.

## Robert Proo ...

Continued from page 8

***In subsequent years, the employee may (1) request to retake the examination for the structured interview only or (2) can request the opportunity to retake both examination 955 and the structured interview. If the employee retakes examination 955, the highest achieved score is used as the eligibility rating.***

9. Can current Maintenance Craft employees that have received In-service eligibility ratings for occupational groups that are not in their facility, request to be tested again in subsequent years in an attempt to improve their scores? **Yes**

10. What happens if an employee is a "no show" for the proctored exam or structured interview during the in-service process? **The employee is deemed ineligible and may request to take the exam / interview during the following year's annual opportunity.**

11. Are there any changes to the way employees are ranked on In-service registers? **No, there are no changes.**

12. If non-custodial In-service registers exist, how will employees be added in subsequent years? **Merged in score order**

13. If an employee on an In-service register declines to accept a position in the Maintenance Craft, is that employee's name removed from the In-service register? **No, the employee will be bypassed for that position**

14. When will In-service registers be purged? **Every year on April 1, beginning in calendar year 2023**

15. What must employees on In-service registers do to avoid the April purge and remain on In-service registers? **Employees must submit a written request by March 31st to the District HR MSS Coordinator. The exception is employees on custodial In-service registers, which are not purged.**

16. Is there a specific form that employees must use to submit their notification to management of their intent to avoid the April purge and remain on the In-service registers? **No, any written/emailed request to remain on the In-service registers will be accepted.**



**March 25, 2023,  
18 PSEs  
will be  
converted to  
Career Employees**

**Raymond Casarez, Harleigh Watson, Richard Acevdo,  
Lizeth Galvan, Patricia Jones, Shawn Fernandes,  
Adrian Santos-Gonzalez, Jonathan Cantu,  
Sarah Monk, Daisy Lizalde, Yvette Contreras,  
Victoria Torralva, Gustavo Ortiz, Valerie Rivera,  
Savannah Mireles, Richard Garcia Jr, Jeremy Orta I  
& Eduardo Angel**

#### **Article 37.1.H. Residual Vacancy**

A duty assignment that remains vacant after the completion of the voluntary bidding process.

#### **Article 37.Section 4. Unencumbered Employees**

A. Coverage. Full-time flexible employees and unassigned regular employees are considered unencumbered employees.

An employee who becomes an unassigned regular will continue to work the same hours and scheduled days the employee worked immediately prior to becoming unassigned unless notified of a change in work schedule before expiration of the first 28 days after the date on which the employee became unassigned.

Additional work schedule changes maybe made, provided that such change cannot be made effective until 180 days after the effective date of any previous change.

#### **Assignment of Unencumbered Employees**

Assignment of unencumbered employee (s) will be made within 21 days of the duty assignment becoming residual (Article 37.1) in accordance with the following:

To the Same or Higher Level Employees not encumbered in bid duty assignments shall bid on duty assignments posted for bid. These employees shall be assigned to residual fill-time duty assignments in the same or higher salary level for which the employees meet the minimum qualifications. The assignments will be made in the following order.

#### **Currently Qualified Employees**

Offer residual assignments by seniority to employees who are currently qualified on all of the requirements of a residual assignment. If and employee is qualified on two (2) or more residual duty assignments, the employee will be given an option and be awarded their choice based on seniority. If assignments remain unfilled for which there are currently qualified unencumbered employees, involuntarily assign these employees by seniority.

#### **Partially Qualified Employees**

Offer residual assignments by seniority to employees who are qualified on at least one (1), but not all, of the requirements of a residual assignment. If and employee is partially qualified on two (2) or more residual duty assignments, the employee will be given an option and be awarded their choice based on seniority. If assignments remain unfilled for which there are partially qualified unencumbered employees, involuntarily assign these employees by seniority.

#### **Employees Not Currently or Partially Qualified**

(a). Involuntarily assign employees, starting with the senior employee. When there is more than one (1) residual vacancy, the employees will be given an option and be awarded their choice based on seniority (b). Unencumbered clerks who are detailed to non-bargaining positions are considered to be unavailable for assignment in accordance with (a) above.



# Non-Member List 2/19/2023

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.**

PAY LOC	LAST NAME	FIRST NAME	DCO MI	CRAFT	PAY LOC	LAST NAME	FIRST NAME	DCO MI	CRAFT	PAY LOC	LAST NAME	FIRST NAME	DCO MI	CRAFT
000	Belew	Seth	K.	Clerk	334	Mcfaddin	Rance	M.	Clerk	045	George	Richard	J.	Maint
000	Buvanyk	Stephan		Clerk	334	Preston	Haley	R.	Clerk	711	Abdul Jabbar	Mohammed	R.	Maint
000	Cantu	Juan	F.	Clerk	335	Adams	Dajane	M.	Clerk	711	Corrales	Gustavo	M.	Maint
000	Coles-dixon	Carrice		Clerk	335	Mayfield	Aubrey	J.	Clerk	711	Funicelli	Anthony	T.	Maint
000	Hinojos	Marco	A.	Clerk	337	Kuzuk	Brayden	W.	Clerk	711	Lopez	George		Maint
000	Ibarra	Ember		Clerk	340	Blanco	Elijah	D.	Clerk	711	Quimbar	Ricardo		Maint
000	Leal	Ashley	N.	Clerk	340	Rabago	Danny		Clerk	712	Altwein	Clarence	R.	Maint
000	Lucas	Devyn		Clerk	341	Haley	Deavon		Clerk	712	Carlson	Steven	R.	Maint
000	Mendoza	Mercedes		Clerk	341	Rodriguez I	Ivan	L.	Clerk	712	Cruz	Robert	S.	Maint
000	Odlozelik	Emily	A.	Clerk	404	Wahl	Chad		Clerk	712	Garza	Oscar	L.	Maint
000	Padilla	Daniel		Clerk	507	Soto	Clemente	G.	Clerk	712	Herrera	George	L.	Maint
000	Pastrano	Richard	R.	Clerk	611	Nuncio	Lupita	R.	Clerk	712	Wright	Daymond		Maint
000	Payne	Corin	S.	Clerk	621	Alvarado	Jose	M.	Clerk	713	Bannister	Warren	M.	Maint
000	Robles	Vanessa		Clerk	631	Arriola	David		Clerk	713	Delgado	David	I.	Maint
000	Rohrs	Cristina	M.	Clerk	701	Jader	Anthony	A.	Clerk	713	Deluna	Mario	A.	Maint
000	Salazar	Andrew	J.	Clerk	701	Maldonado	Christopher		Clerk	732	Akana	Daniel	K.	Maint
000	Stapper	Deborah	J.	Clerk	802	Robles	Norma	L.	Clerk	742	Garcia	Rudyard		Maint
001	Quintanilla	Jonathan	M.	Clerk	811	Adame	Pedro	G.	Clerk	752	Rosales	Joe		Maint
010	Gutierrez	Justin	J.	Clerk	811	Pedraza	Alberto		Clerk	846	Adams	Christopher	J.	Maint
029	Haggerty	Uler	C.	Clerk	000	Beatty	Dereck		PSE	846	Padilla	Walter	M.	Maint
084	Nabers	Lolly		Clerk	000	Cortinas	Jesus	E.	PSE	846	Sherman	David	L.	Maint
134	Beach I	Heith	R.	Clerk	000	Escamilla	Kandace	R.	PSE	846	Smith	John	W.	Maint
134	Mcclain	Gia	D.	Clerk	000	Perryman	Kelly		PSE	846	Timmons	James	E.	Maint
134	Ramos	Amanda	N.	Clerk	000	Villarreal	Thaddeus	P.	PSE	706	Charles	Joseph	A.	VMF
135	Dipiano	Dominic	W.	Clerk	030	Carr	Kelly		PSE	706	Hernandez	Jesus	H.	VMF
141	Rodriguez	Valente	G.	Clerk	032	Mathis	John		PSE	706	Riehle	Michael	R.	VMF
141	Styles	Roshelle	D.	Clerk	049	Estrella	Bryan		PSE	706	Stremmel	Andrew	J.	VMF
200	Bonilla	Juan		Clerk	141	Gonzalez	Jonathon		PSE	706	Whitehead	Brian	E.	VMF
200	Carrasco	Esther	E.	Clerk	329	Bolden	Brian		PSE	707	Bohorquez	Jose		MVF
200	Fernandez	Daniel		Clerk	334	Herrera	Ruby		PSE	707	Palacios	George		MVF
200	Moreno	Michelle	R.	Clerk	335	Edwards	Kintaye		PSE	707	Shah	Iftikhar		MVF
234	Chavarria	Steven		Clerk	335	Wilkes	Jennifer	L.	PSE	708	Estrada	Jose	R.	MVF
234	Rios	Jacob	J.	Clerk	341	Esparza	Kacie	R.	PSE	708	Gonzalez	Pierre	R.	MVF
234	Washington	Erica	R.	Clerk	341	Gonzales	Zachary	J.	PSE	708	Mims	Alex		MVF
234	Weigel	Ronald	W.	Clerk	000	Andrade	Andrea		Maint	709	Salinas	Richard	L.	MVF
300	Blankemeyer	Dennis	J.	Clerk	000	Clark	James	R.	Maint	709	Vargas	David		MVF
300	Bohleen	Chelsea	A.	Clerk	000	Ortiz	Teodoro		Maint	708	Abeyta	Ricardo	E.	MVS
300	Hoermann	Jerry	W.	Clerk	000	Trest	Ricky	A.	Maint	708	Acevedo	Audie		MVS
300	Valdez	Diva	M.	Clerk	018	Sabala	Chris		Maint	708	Sapp	Brandon	R.	MVS
334	Gomes	Brianna	N.	Clerk	032	Liserio	Robert	A.	Maint					

### THIRD COLA Increased Announced February 15, 2023

In accordance with the 2021-2024 Collective Bargaining Agreement (CBA), career employees represented by the APWU will receive a \$0.10 per hour cost-of-living adjustment (COLA), effective March 11, 2023. The increase is the result of a rise in the January Consumer Price Index (CPI-W). It will appear in paychecks dated March 31, 2023 (Pay Period 07-2023). The value of the COLA for full-time employees in each step and grade will increase by \$208.00 for full time, career employees.

The COLAs are in addition to general wage increases. This is the third cost-of-living increase under the 2021 CBA. The first increase, effective in February 2022, amounted to \$0.63 per hour or \$1,310.00 annually. The second, effective in August 2022 was \$1.18 per hour, or \$2,455.00 annually. The COLAs received so far during the 2021-2024 CBA total \$3,973.00. In light of the fact that Postal Support Employees (PSEs) do not receive cost-of-living increases, they have received several additional increases beyond the general wage increases for all employees in the APWU bargaining unit under the 2021 contract.

Rising inflation underscores just how important the continuation of our negotiated COLA is in our outstanding new CBA. The COLA is our best protection against inflation. Postal Workers are some of the few U.S. workers who receive these increases. Even in the postal world, we are the only postal union that has maintained full COLA in our CBA.

# General Membership Meeting

March 18, 2023

11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board Meeting

10:00 A.M.

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

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

The Alamo Area Local Dispatch is  
Published 6 times per year. There is  
No subscription price.

## \*\*\*\*\*AGENDA\*\*\*\*\*

Financial Report

Officers Reports

Executive Board Recommendations

Discuss/Vote Sending Editor to PPA Conference

Discuss/Vote Expenditure TPWU Conv. Expense in June

Discuss/Vote Expenditure All-Craft Conf. Expenses in Oct

Discuss/Vote Expenditure APWU Advocate Training

2nd reading, discuss/vote -Constitutional Amendment concerning officers voluntarily returning to work-room floor.



The Deadline for articles to appear in the May & June Edition Dispatch is

**April 21**

Your cooperation is appreciated.

