

DISPATCH



Celebrating Over 100 Years
of Representing Postal Workers

San Antonio Alamo Area Local #195
American Postal Workers Union, AFL-CIO

VOLUME 69 NO. 3

SAN ANTONIO ALAMO AREA LOCAL



MAY / JUNE 2023

PRESIDENT

ALEX ALEMAN

“POOR ENVIRONMENT”



I want to thank all the members and friends of the APWU who showed on the Day of Action, April 28, 2023 from 8-10 am in front of the Main Post Office on Perrin Beitel Rd.

The purpose of the Day of Action was to bring to the attention to the public of the short staffing of postal

tion of the United States Postal Service. The most disturbing part of the IMIP is that there is still a manager who is nurturing the Poor Work Environment, which means management is adding to the hostility to keep it alive. The Poor Environment is being nurtured by bad managers and bad supervisors. Absent accountability!

The USPS Zero Tolerance Policy doesn't seem to apply to Managers and Supervisor at the Plant, the Plant Manager has harbored these bad managers and bad supervisors to exist under her terrible leadership at the Plant. The Plant Manager is perpetuating the existence of these bad managers and bad supervisors who in return are

creating a hostile work environment which causes harm to our members.

A hostile work environment affects our members mentally and physically which causes our members to call out and miss work. Every day our members show up for work to perform their assigned duties and every day Manag-

ers and Supervisor are harassing, intimidating and bullying our members. Plant Manager Kim Calderon has allowed for this type of work environment to exist at the Plant. We have bad Managers and bad Supervisors roaming the work room floor creating a hostile work environment and the Plant Manager does nothing about it. Plant Manager Kim Calderon is not living up to the expectations of providing a safe work environment and cultivating a positive work environment.

I have filed a Class Action Grievance at the Plant on the Toxic/Hostile Work Environment, and I'm contending management is not applying the USPS Zero Tolerance Policy to Managers and Supervisors. Plant Manager Kim Calderon is not accountable the managers and supervisors guilty of violating the USPS Zero Tolerance Policy.

ZERO TOLERANCE POLICY states;
The Postal Service is committed to cultivating a positive and safe work environment that's free of threats, intimidation, bullying and violence for all employees.

workers to accomplish the mission of the postal service which is provide reliable service and service customers expect and deserve.

The other issue was the Toxic/Hostile Work Place Environment Postal Management has created and which currently exist in the postal service throughout the country.

Our APWU brothers and sisters from all over the country showed up to demonstrate on this Day of Action. Even though the Day of Action has now passed, for us here in San Antonio, the Day of Action continues everyday. For us in San Antonio every day should be a day of action to stamp out the hostile work environment Plant Manager Kim Calderon has allowed to exist in the San Antonio Plant on 10410 Perrin Beitel Rd.

San Antonio Postal Management has created a Toxic/Hostile Work Place Environment. Managers and Supervisor are harassing, intimidating and bullying our members on a daily basis. At the Plant, it is on record through an Initial Management Inquiry Process (IMIP) summary report that management has created a Poor Work Environment and Managers/Supervisors are nurturing such environment.

The IMIP report confirmed harassment, intimidation, bullying and management not cooperating with an official investiga-

“Every day our members show up for work to perform their assigned duties and every day Managers and Supervisor are harassing, intimidating and bullying our members. Plant Manager Kim Calderon has allowed for this type of work environment to exist at the Plant.”

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ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
 Alex Aleman Associate Editor

This is the Official Publication of the
 San Antonio Alamo Area Local,

American Postal Workers Union, AFL-CIO

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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 using Arial and Font 10 to:

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Memorial Day

Per the Library of Congress



In 1868, Commander in Chief John A. Logan of the Grand Army of the Republic issued General Order # 11 designating May 30 as a memorial day, *“for the purpose of strewing with flowers or*

otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village, and hamlet churchyard in the land.”

The first national celebration of the holiday took place May 30, 1868, at Arlington National Cemetery, where both Confederate and Union soldiers were buried. Originally known as Decoration Day, at the turn of the century it was designated as Memorial Day. In many American towns the day is celebrated with a parade. Southern women decorated the graves of soldiers even before the Civil War’s end. Records show that by 1865, Mississippi, Virginia, and South Carolina all had precedents for Memorial Day. Songs in the Duke University collection Historic American Sheet Music External include hymns published in the South such as these two from 1867: “Kneel Where Our Loves are Sleeping External,” dedicated to “The Ladies of the South Who are Decorating the Graves of the Confederate Dead” and “Memorial Flowers External,” dedicated “To the Memory of Our Dead Heroes.” When a women’s memorial association in Columbus, Mississippi, decorated the graves of both Confederate and Union soldiers on April 25, 1866, this act of generosity and reconciliation prompted an editorial piece, published by Horace Greeley’s *New York Tribune*, and a poem by Francis Miles Finch, “The Blue and the Grey,” published in the *Atlantic Monthly*.

The practice of strewing flowers on soldiers’ graves soon became popular throughout the reunited nation. President Lyndon Johnson proclaimed Waterloo, New York, as the “Birthplace of Memorial Day,” because it began a formal observance on May 5, 1866. However, Boalsburg, Pennsylvania, also claims to have held the first observance, based on an observance dating back to October 1864. Indeed, many other towns also lay claim to being the first to hold an observance. In 1971, federal law changed the observance of the holiday to the last Monday in May and extended the honor to all soldiers who died in American wars. A few states continue to celebrate Memorial Day on May 30. Today, national observance of the holiday still takes place at Arlington National Cemetery with the placing of a wreath on the Tomb of the Unknown Soldier and the decoration of each grave with a small American flag. Protocol for flying the American flag on Memorial Day includes raising it quickly to the top of the pole at sunrise, immediately lowering it to half-staff until noon, and displaying it at full staff from noon until sunset. Many veterans of the Vietnam War, and relatives and friends of those who fought in that conflict, make a pilgrimage over Memorial Day weekend to the Vietnam Veterans Memorial in Washington, D.C., where they pay their respects to another generation of fallen soldiers.

VICE PRESIDENT

DAVID Z. HERNANDEZ

Speak Up Together for Dignity & Respect



Hello Brothers and Sisters,

Hopefully as you are reading this it finds you and your family in the best of health. Ready or not summer is just around the corner, and some of us have been waiting for it and others just love the cool weather. So please keep in mind to stay safe and keep yourself

hydrated during the hottest days. All of our school kids from kinder to high school will soon be enjoying the dog days of summer. I want to wish the best of luck to the graduating class of 2023 as they prepare for the next chapter of their life. For those that did not know there are three (3) \$500.00 scholarships available for those that qualified so don't

hesitate and have your love ones that are in high school fill out an application. This is something that was setup for the members to assist family members for their quest for higher education.

"APWU National President Mark Dimondstein believes new hires at the USPS are often treated poorly and many fail to receive proper training, causing a high turnover rate. He added that the pressures of short staffing, a high volume of mail and packages, abusive treatment by managers and a "toxic work environment" have also been factors for mail delays"

Harassment

By the time you are reading this, our Pickett in front of the Post Office Plant has passed and been a success. Brothers and Sisters this Nationwide demonstration was done to bring awareness to the public of the treatment and conditions that our members are having to endure on the hands of managements harassment of employees. So, if you did not make this one I am sure there will be more, we need your support. "Remember United we Stand, divided we fall".

Overtime

As I mention on my last article I have visited some of you, and the same question keeps coming up, "Is overtime coming back and is the mail volume going to pick up again"? Try to manage your budget on your base pay and if overtime does occur you will just be that much more in the plus. If you read the USPS magazine The Eagle it promotes the landscape of the strategy of the postal service and how it impacts us all.

Job Bidding

The Job bid vacancies were posted. Good luck! With the mail volume being so low, some are wondering why we keep hiring!. We are so short staff and with more retiring they are going to need those new employees.

Understaffing

Everyone has seen the long lines at retail windows and frustration of the customers when they are waiting in line, not to mention some of our members are going thru. Per Members of the American Postal Workers Union (APWU) long lines at the post office and missed or delayed mail are due to working conditions from USPS. The union states it's demanding solutions to **staffing** shortages, along with an end to toxic work environments and poor training of new employees. APWU National President Mark Dimondstein believes new hires at the USPS are often treated poorly and many fail to receive proper training, causing a high turnover rate. He added that the pressures of short staffing, high volume of mail and packages, abusive treatment by managers and a

"toxic work environment" lead to factors of **mail delays**.

Union Meetings

I would like to thank everyone that shows up to the meetings, it is your chance for your voice and ideas on issues to be heard. We have over 1000

Union members and we average around 40 to 45 members making decision for every one of you. So please join us and come on out to see your building and visit with your co-workers and have a meal with us. Typically, the meetings last about 3 hours. Remember that you are the next generation to take charge and keep the fight against the elements challenging our contract... See you next month.

Contract

Brothers and Sisters, again you are the eyes and ears for our contract please see your steward if you see a violation or think a violation occurred, the union will determine to file a grievance and not management. Each tour and section has stewards assigned to assist you. You can navigate on www.apwu195.org to see the steward list associated with each office, plant or associate office. Our directors and stewards are doing an awesome job, but some grievances do take longer than others and you might not see results as quickly as you would like too, please be patient and trust your stewards and directors.

Food Drive

Don't forget to bring some can foods for the Food Drive this month, we do have a Food drive hold out in the Union Hall let's fill it up...and help the Food Bank.

SECRETARY TREASURER

JEFF GREENLEE

The Business of the Local/The Local AS a Business



First of all I hope you and your families are safe and healthy. Please remain vigilant and keep up with your vaccinations.

Below is an article that I have submitted for publication on several occasions. I feel it is pertinent and I tweak it each time to keep it relevant and up to date.

The Business of the Local
What is a Labor Union?

A labor union is a group of workers who organize to make life better for themselves and for all the workers at their company. Specifically, a labor union's chief concerns are improving working conditions, wages, and hours by negotiating, called "[collective bargaining](https://legaldictionary.net/)," with management. The union receives funding for their activities via "union dues," which are either fixed-rate or a percentage of each member's salary. ... as defined by <https://legaldictionary.net/>

The Local AS a Business

It is important to understand that although the "Business" of the local is representation, and all that entails, the Local must also be run as a business to remain financially viable and enable the officers to represent the members to their fullest ability.

Let me state that every Check, Electronic Funds Transfer (EFT), ePay, deposit, bill, invoice, charge to the Local's Debit Card, has a paper trail with a voucher or authorization attached and is charged to the appropriate expense account.

The expense accounts are used for bookkeeping purposes and reports to the Department of Labor and IRS. NO expenditure is made without such authorization. The authorization comes from the President, Vice President, or the members.

Every expenditure is detailed and reported to the membership at the General Membership Meeting for discussion. 90% of the expenditures on the financial report are on each report every month, just as you have many of the same monthly bills at home, so does the Union. These bills include such items as officer salaries, labor organization dues, deposits to funds, payroll and other taxes, phone bills, electric bill, water bills, office equipment leases, building security, etc., and the amounts may vary slightly but only by small amounts, and some of those do not change at all.

Every check the Local writes, every deposit, every electronic transfer to cover these expenses is reported at the General Membership Meeting where each expenditure is open to discussion. Approval of the Financial Report is authorization

for the expenditures and has been for the as long as I can remember.

The financial records of the Union are inspected each month by our accountant, and once each quarter by your elected Trustees, three from the Clerk Craft and one each from Maintenance and MVS.

Your Trustees certify each transaction looking for proper paper trail, authorizations and check management. The Trustees work closely with me to identify any discrepancies and how to better resolve issues that may arise. I am proud to report that since I became the Secretary-Treasurer the Trustees have not found any major discrepancies in my book keeping process.

Needless to say, to properly maintain the financial records of the Union takes time and that is where the local pays the Secretary/Treasurer to maintain the financial records of the local and serve the members.

The financial records of the Union are open for inspection by any member because it is important that transparency and accountability be the foundation of any organization, especially your Union.

I am proud to report that the financial health of the Local is good and promising. In order to maintain that financial health it takes **discipline and common sense** which will allow this Local to continue to be financially strong. A financially sound Union enables your leaders to be strong advocates for your contractual rights.

Let me state that every Check, Electronic Funds Transfer (EFT), ePay, deposit, bill, invoice, charge to the Local's Debit Card, has a paper trail with a voucher or authorization attached and is charged to the appropriate expense account.

We as members and officers have a responsibility to maintain fiscal responsibility, avoid frivolous or unnecessary expenditures, avoid the temptation to spend money just because at this time we are in good financial health. It was not in the too distant past (2018) when uncontrolled spending took us to the brink of bankruptcy. There was even a motion made at one of our General Membership Meetings to sell the Union Hall. We must exercise constraint 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 and to the benefit of all members.

SAAAL Constitution

I am sure that some of you are aware that there will be a Constitutional Amendment coming up for vote at the May General Membership Meeting. While I will not discuss the

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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.

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. 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 than originally intended, and some language is just plain out of date.

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. The Constitution should not be amended to promote one's agenda or vendetta; it should not be amended to change the outcome of an election or used to target an individual or group of individuals. That is why it is in every member's interest to get involved, come to the meetings, participate in the operation of your Union and in the debate over the amending of the Constitution, let your opinions be known.

Please come to the May meeting and get involved in the operation of your Local and participate in the process of this constitutional amendment.

New Members

I would like to congratulate the members who have been doing a great job of signing up new members. The MVS

Craft Director, Faron Hierholzer, and Assistant Director, Dennis Barbosa, have been doing a great job for their craft. A shout out to your President, Vice President and Clerk Craft Director – Plant for signing up most of the new PSEs at orientation.

Please be aware of the non-member list on page 14. Please invite your co-workers that appear on the non-member list to join our Union so that they have a voice in how this Local is operated. Oh... and by the way, if you sign up a non-member you will receive \$150 for as a new member incentive for signing up that non-member.

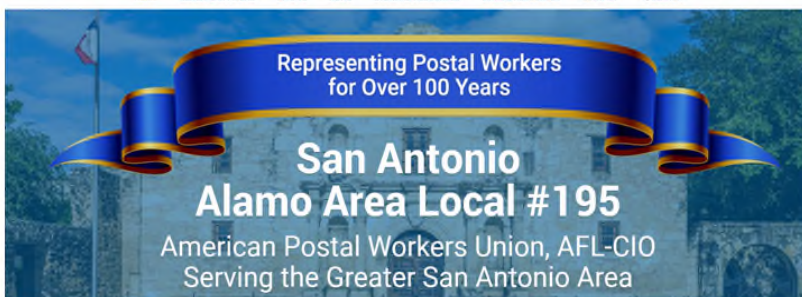
Members are the life-blood of our Union. Without a strong and vibrant membership the ability of the Union to be a strong force against the abuses of management would be severely diminished. Keep up the good work!

Bexar County Appraisal

I have just found out that our property valuation increased by almost \$60,000 to almost \$614,000. The appraisal does not show the increase in taxes but I am assuming it will be about \$2,000. The appraisal does state that the value of our building has gone up 43.3% since 2018. It was just a few years ago in 2016 that the property was valued at only \$263,500.

I will research our property valuation with others in our area, and take in other considerations, and then we will make a decision on whether to appeal or not. I will make a report at the May General Membership Meeting.

NEW-OFFICIAL SAAAL WEBSITE NOW ON-LINE



Apwu195.org

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

The web address is apwu195.org.

It will be formally unveiled at the January General Membership Meeting.

It is important to understand that this is a work in progress and 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 and straight forward but suggestion are welcomed and encouraged.

If you need additional information, please do not hesitate to contact the Union Office at 210-271-0853.

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Postal Service Recycled Sewage Plant



Hello to my union activists' sisters and brothers of the American Postal Workers Union (APWU). The San Antonio P&DC has become a cesspool for recycled pathetic, parasitical supervisors and managers. The United States Postal Service (USPS) has engaged in many platforms to help weed out those instigating hostile work environments and by their own agendas they have failed in

correcting those supervisors who are causing these issues. In my house, when we take the trash out, we don't bring it back in the house.

We must now have to deal with a supervisor that's been recycled twice under two Plant Mgrs. They present an eminence front that rivals an absurdity unintelligent-fueled grandiosity. Crawling out of a cesspool to use non-union members to do their union busting tactics. Don't get entangled with this sycophantic bag of water.

Labor has initiated the Initial Management Inquiry Process (IMIP) to assist the investigation team to resolve the harassment problems and ensure employees can work in a harassment-free work environment. The USPS has stated in many stand-ups with catch phrase slogans that they are committed to providing a work environment free of harassment based upon race, color, religion, sex, national origin, age, mental or physical disability, generic information or in retaliation for prior Equal Employment Opportunity (EEO) activity. The Postmaster General (PMG) has also stated, that the USPS will **NOT** Tolerate Nothing Less and yet here we are again. If he doesn't correct this then His word is TRASH!!!!

USPS is responsible to resolve harassment complaints and remedy the state of action as promptly and as thoroughly as possible. And they are also liable for administering the investigation objectively and fairly. Yet in San Antonio nothing has been done to the manager who the IMIP was conducted on, but now it seems they can't do nothing as they wait on the Legal Department of the USPS per Kim Calderon. One must ask themselves, would they have taken this long to investigate had it been a craft employee? Rather they place the craft employee out on Emergency Placement and they allow there Monster's supervisors to roam the Plant.

The USPS is liable that after they conduct the investigation, they would ensure that harassment or inappropriate conduct does not transpire again. If the inquiry into this serious matter the first time was not enough now this absurd manager had a meltdown and tries to talk herself out of this situation by trying

to get a craft employee to change their story on what they witnessed. When you observe or are involved personally in a situation that involves being harassed, bullied, or intimidated, ask to see your shop steward. You can't be denied from seeing a shop steward even though inexperienced supervisors at the Plant seem to believe so. It is unlawful to be denied having a steward present. When they issue discipline, they are not required to provide you with a steward, however, if you request one then they **MUST** do so.

Also, don't forget to fill out **PS Form 1767** see page 15 for an example. When this occurs provide a copy to the union. It's strange that the USPS has a form for every action, yet when it comes to harassment, bullying or intimidating they have

FAILED to create one. This is why PS Form 1767 is used.

"USPS is responsible to resolve harassment complaints and remedy the state of action as promptly and as thoroughly as possible. And they are also liable for administering the investigation objectively and fairly. Yet in San Antonio nothing has been done to the manager who the IMIP was conducted on..."

APWU Executive Vice-President, Debby Szeredy, reported in her article, "Who is Keeping Track of Bullying, Sexual Harassment, and Hostile Work Environments?" She reported that the USPS Workforce Environment Tracking

System (WETS) can't work without training, and is unreliable with its failed tracking, incomplete resolutions, or an inability to identify a case from any of the three systems that we know about. The report sets out three formal ways to report harassment: through Human Resources (a complaint to management); through Labor Relations (reporting to the union and filing a grievance); or via the EEO procedures, which are filed through the USPS, but include a right to appeal to the EEO Commission.

OIG Audit Report #21-173-R23 Jan. 9, 2023, specifically reviewed sexual harassment complaints to assess policies, procedures, quality of the data, and identified trends in the data for closed cases, during Fiscal Years 2019 and 2021.

They reported 691 closed and 24 open complaints. From May 2021 through December 2021, there was no access to the tracking system. Studies have found that approximately 70 percent of individuals do not report sexual harassment due to pressures and reprisal. The OIG report shows management failed to perform due diligence in investigating, documenting, monitoring, and taking immediate corrective action.

The OIG recommended that the USPS conduct periodic Climate Assessment Surveys as a best practice for understanding the prevalence of sexual harassment. The information gathered from these surveys could help the USPS identify specific facilities that need training, prevention programs, and intervention.

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MVS CRAFT DIRECTOR

FARON HIERHOLZER

Rebelling Against Management's New Variant



As we start approaching the summer months many of you will be taking your well deserved scheduled vacation. I hope you enjoy your time off and get some much needed rest. I remember when me and my brothers were kids my father put us to work after school and on weekends. It left very little time for us to spend time with our friends. I figured if I would rush through my

jobs I would have more time for myself. I found myself spending more time redoing the jobs I had already done. I realized if we all worked together as a team we would have a lot more time for ourselves.

All of us know if we work together as a team, we will be stronger. Soon after this my father just added more work (ha, ha, ha). The point is that we union members need to work together so that we can become stronger.

When we attempt to be divided we lose our power. Over the last couple of weeks there has been many issues involving the MVS craft which needs the attention of every one in our craft and our local. One of the biggest issues that are constantly addressed is the subject matter of scanning? Management gave a stand-up talk on scanning, and reiterated how important scanning was. When you scan as you are required it creates work and creates work in the craft.

Another issue was working together as a team. There has been a lot of confusion lately on availability of equipment, runs, and routes. I need to continue to communicate to all that whenever an issue arises regardless of the subject, it is imperative that you request to see your shop steward. Our union is prepared to continue bargaining with management per the Collective Bargaining Agreement (CBA). We will not be here to beg, rather we are here to bargain in good faith with our CBA.

The time to request your union steward is not only when management is imposing corrective action. We all need to get together and speak to the stewards and make our voices heard. We need to have our members especially on Tour 1 continue to file when management is violating the CBA. Let's be real, the supervisors on Tour 1 spend enough time working against each other, that they are creating a toxic work environment.

Supervisors are creating their own variant of a negative work environment and now their disease is bleeding into the MVS craft. Don't wait until this disease gets you down, get your vaccinations now.

Get immune to this variant by asking to see a shop steward so that the grievance can repel this disease. Don't be drinking management's Kool-Aid and become a casualty. There are some tips you can follow to prevent that toxic work environment. Request to speak with your steward and write a detailed statement. This is where you give your side of the story so the union can investigate. This is also provides the union with a track record against management. For any unsafe issues fill out PS Form-1767 and remember that management's toxic work environment can be unsafe.

Per APWU.ORG

How to Report Hazards, Unsafe Conditions or Practices with PS Form 1767

This form is to be used to report hazards, unsafe

conditions, work practice and, in the opinion of the APWU, hostile work environments. You can use this form to report anything that you think could jeopardize your health: Dirty conditions, pests, mold, disturbed or broken building mate-

“Don't be drinking management's Kool-Aid and become a casualty. There are some tips you can follow to prevent that toxic work environment. Request to speak with your steward and write a detailed statement”

rials (tiles, insulation, etc.) The form must be readily available and easily accessible to all workers on the workroom floor. You should not have to ask a supervisor for a form—they are not supposed to be locked up in a desk or stored where an employee cannot get them. The form can be submitted anonymously, but if it is you will not receive back a copy of the form that includes management's actions to abate the problem.

The [ELM in Section 824.6](#) has very clear explanations of how the form is to be used with both supervisor and employee responsibilities listed. The text of ELM 824.6 is below.

Although a fill able PDF form is included here on our website, we recommend that you utilize the 4-copy NCR form provided by the USPS in your workplace so that you can get your copy returned to you. By doing so, you can see what abate actions were completed or ignored. Also, having a copy helps your union representative if they need to file a grievance on the safety issue that is not being addressed. If you have questions about the form, need help completing one, or can't find one in your office, contact your local union representative. (APWU.ORG)

You also have the right to file a formal complaint. Just remember, there are a “U” & “I” in union because it takes “U” and “I” to be strong. Let's come together as one, as a team, as a whole, and work together.

**Let's be Strong, Union Strong.
Solidarity Forever #UnionStrong**

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Maintenance Updates



Hello Sisters and Brothers,

I hope every one of our Union Sisters and Brothers are in good health.

I would like to thank the Maintenance Assistant Craft Director Jarrett Williams and are Chief Stewards Albert Red Cardenas, Mike May, Tony Ramon Jr and Alternant Steward Miguel Muniz, Sherrie Pierre and Edgar Flores Torres for all the work they do

in representing the Maintenance Craft.

Article 38 – Training

Article 38.6.A.2 provides that as soon as approved training allocations are received at an installation, the Local President will be provided a copy of the allocations before solicitation for volunteers. Advance written notices will be published soliciting volunteers.

This notice will be posted as far in advance as possible and the employee selected shall be notified as far in advance as possible.

If a training opportunity becomes available when two-week notice cannot be given (i.e. – unforeseen circumstance or changes in machine deployment schedules), the Local Union (e.g. - Maintenance Craft Director) will be notified and the opportunity will be identified as *short notice* and offered first to the senior qualified volunteer within the occupational group, level and tour where the need for the skill exists.

No employee shall be required to attend off site training with less than two (2) weeks' notice. A list of those volunteers shall be posted and a copy furnished to the Local Union. The senior volunteer within the identified occupational group and tour where the need for the skill exists will be selected for the training opportunity, except as provided in Article 38.6.A.1 (2 courses or 5 or more weeks of resident NCED or off-site training during the previous 12 months). Involuntary selections will be made by inverse seniority on a rotating basis.

Employees will not be involuntarily selected for off-site training courses more than three (3) times within a twelve-month period. The identified occupational group and tour, if any, will be indicated on the written notice soliciting volunteers. Unless otherwise agreed to in writing by the parties at the Local Level, the seniority used for training selections is installation seniority as defined in Article 38.

Relief Assignments

Article 38.7.C.1 and 2 states the criteria of when relief assignments should be used is you are being sent as a relief for a vacancy request to see your steward so we can file a grievance.

1. When management determines that work coverage is necessary, relief assignments in the Maintenance Craft may be established only to provide coverage for absences of five (5) working days or more for scheduled annual leave, sick leave, military leave, court leave, employee requested leave without pay, and National off-site and on-site, or contractor supplied training programs.

2. Relief assignments, which shall be kept to a minimum, will be posted by a Notice of Intent which, in addition to the information required in Section 4.C (Information on Notice of Intent), will also show the days and hours of the specific duty assignment(s) being relieved.

Account for your work

“When corrective maintenance work resulting from a preventive maintenance cannot be completed during the preventive maintenance window or during the same day or tour, the corrective (Code 5) work order should be changed to code 07, and the work should be scheduled accordingly”

I will continue to stress how important it is that we properly account for our time on our daily work sheets. The mail processing Electronic Technicians, Mail Processing Equipment Level 9 and Maintenance Mechanics level 7 if you are doing preventive maintenance on a mail processing machine remember that it is an inspection of the

machine if you find a problem which require immediate replacement of that component / part then you must open a work order using the proper work code 05.

When corrective maintenance work resulting from a preventive maintenance cannot be completed during the preventive maintenance window or during the same day or tour, the corrective (Code 5) work order should be changed to code 07, and the work should be scheduled accordingly.

Reactive Maintenance

Work hours and materials expended on reactive (unplanned work or repair of an immediate nature) shall be reported using work code 21. This maintenance is performed by personnel whose primary duty is to accomplish work or, to troubleshoot, and make repairs necessary to keep the building, building equipment, and mail processing equipment operational.

Unplanned work or repairs is performed on mail processing equipment during a mail processing window, and the time to repair is 0.3 hours (18 minutes) or less. If the equipment cannot be returned to operational condition in 0.3 hours (18 minutes) or less, a work code 08 work orders shall be generated.

All of the work hours expended shall be recorded as work code 08. Unplanned work or repair, not found during normal PM, is performed on mail processing operational window. If the maintenance cannot be completed prior to the end of the tour a work order shall be generated using work code 07 to provide information for planning, estimating and accounting for required labor and material for the next tour. The work hours expended prior to the end of the tour shall be claimed as work code 21.

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ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

Customer Service & Employees Suffer



Greetings, brothers and sisters! On April 28th, the APWU kicked off the Postal Workers Deserve Dignity & Respect national campaign. Our membership voted to hold an informational picket that took place in front of the Main Post Office on Perrin Beitel Road. If you were able to attend and make your voice heard, we thank you for your

time, activism, and standing up for all our members to inform the public and management of the toxic work environment and the short staffing most of us endure daily.

In our local, we constantly hear about the hostile work environment horror show performed by certain members of management at the plant but that doesn't mean everything is delightful at the stations and AO's. Over the last several years, there have been issues with management creating a toxic work environment at several of the stations, branches, and AO's.

But I'm positive that we don't hear about half of the incidents where management is badgering and harassing our members out of fear of retaliation. The staffing at the stations is atrocious. Many window units are understaffed where members are not allowed to take their break and lunches in a timely manner or at all. Distribution clerks in the AM are severely lacking proper staffing where they are not meeting "management's DUT" and in turn get berated that they are working too slow. Management's ineptness in scheduling with the flexibility that PSEs provide on a weekly basis is part of the problem that has created low morale along with the lack of dignity and respect for the clerk craft.

Management at Encino Park are the biggest offenders with recent incidents involving threatening the steward with the desirable days of their job bid duty assignment, yelling at FTR's and PSEs on the work room floor, changing the requested leave from sick leave to annual leave when members call in sick just to make things difficult, and following members when they go to the restroom just to name a few. But enough is enough!!! The Dignity & Respect initiative must be the beginning of the end of dealing with these types of work conditions. A letter was sent out containing a workplace environment survey.

We strongly suggest that you fill out this survey, encourage your fellow members and coworkers as well so we can all let the union know what we are dealing with and how the union can help improve these working conditions.

New Stewards

Let us welcome three new stewards that have taken the commitment to step up and represent our members and to enforce the contract. Janice McGrew (Cedar Elm), Dorothy Pillow (New Braunfels and Canyon Lake), and Ana Reininger (Del Rio) will now be representing those stations and AO's. If you work at any of these locations and need assistance and believe you have a grievance, remember to properly request to see a steward to management promptly. We look forward to teaching and assisting our new stewards so you, the members, receive the representation you deserve. If you would like to volunteer to be a steward, feel free to contact myself, Ruben Hernandez, or call the Union Hall. I reiterate, the more stewards we have, the better representation we will

have to continue the fight for our rights.

"In our local, we constantly hear about the hostile work environment horror show performed by certain members of management at the plant but that doesn't mean everything is delightful at the stations and AO's. Over the last several years, there have been issues with management creating a toxic work environment at several of the stations, branches, and AO's"

Stewards Appreciation

In May, you're Chief Stewards and Stewards will be receiving their steward rebate checks for volunteering to represent our members. Let us thank all of them for all the hard work they

have provided for our members. It is not easy being a steward at the stations and AO's. They are constantly under scrutiny from management on everything they do or perception of what they don't do. They constantly receive resistance when they need to perform their duties as a steward for investigating or processing grievances. Stewards at the stations don't have the resources that our fellow stewards have at the plant such as the Stewards Office to make copies or print documents, mailing grievances without having to initially pay out of their own pocket, and having the proper amount of privacy when working on grievances without interruption. Director Ruben Hernandez and I give thanks to Stewards Celeste Ornelas, Rebecca Rixter, Janice McGrew, Louis Perez Jr., Frank Guerra, Felix Ruiz Ortiz, Marsha Walker, Ana Reininger, Dorothy Pillow, Monique Kyles, Ken Collins, Deante Shipp, Araceli Reyes, Angel Jimenez, and Norma Impallari. Give them a thanks for all their efforts.

Schedule Change

This is an issue that never seems to go away, especially for PSE's. The Union's position is per Article 8.4 of our LMOU, that if the schedule is changed after the posting by the employees' scheduled end of tour on Wednesday, then they are in violation of the LMOU. This includes PSE's. If you are a PSE, please request to see a steward. This is something management believes that a PSE is not entitled to. They feel they can move around the PSE's schedule as they wish even after they have posted their schedule for the work week. Management will call PSEs and tell them they have changed their time or changed their day off. This should result in a grievance. If management calls or texts you, you are not required to answer or respond.

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MAINTENANCE CRAFT DELEGATE/ TRUSTEE ALBERT "RED" CARDENAS

Abusive & Treacherous Management



Hello brothers and sisters, I hope everyone is well. Congratulations and Welcome all new employees that transferred from other crafts, thanks to contract negotiations at national that helped provide the pathway to come to this craft.

The Memorandums of Understanding (MOU) Annual Leave (AL) Carryover and the AL Exchange for Leave

Year 2023 **has not** been extended. APWU National is currently trying to negotiate an extension. This MOU expires on December 31, 2023. Maximum AL Carryover will return to 440 hours from the current 520 hours. AL Exchange will return to 40 hours that you can sell back from the 80 hours.

Management is trying to have employees sign or initial Stand up talks/ Safety Talks. You are not require too, however, you can write Refuse To Sign (RTS) otherwise it can be used for discipline. Management will use signed copies of talks to show that the employee was informed, understood, and agreed to follow.

Second thing, if employee does not sign, then management can write RTS and attach a copy of the attendance clock rings to show the employees was present. These talks and the Postal Pulse Surveys are used by management for discipline and during contract negotiations to show their "side" of how content the employees are. Management fails to present the true picture of the hostile, unsafe, capricious rule thus making a continuous violations of our Collective Bargaining Agreement (CBA) and the 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

Postal Service has cease from offering cash incentives to encourage people to Voluntary Early Retirement to Quiet Firing. Management has changed employee's conditions and standards of employment. Removing handicap parking, changed work schedules abolished desirable assignments, harass, and attack employees, and continue to give us an unsafe work environment. Per the APWU booklet, **"Improving your Workplace environment"**

We must continue to fight for our right to a safe and healthful workplace, harassment-free work environment and free from intimidation, threats, or bullying by anyone at any level. The System is broken, and we all must stand together to fix it!

Trustee's information

Excerpt from the Trustee's report: On the issue of other compensation rate increase to \$30 dollars, we discussed it at the Trustee's meeting and four (4) Trustees' voted in favor of the increase. I as the chair of the Trustee abstained from the vote to raise the other compensation rate. The majority of employees in our local are level 6, and the lowest paid 6 step FF is at \$24.71 and the proposed raise to \$30 is right below a level 6 step F. Currently rate of \$25 dollars for other compensation is above what some employees are getting paid now at the Post Office, so some employees are opting for other compensation. So, even at \$25 dollars might serve as an incentive for employees that are just starting out to be more active in their union.

"We must continue to fight for our right to a safe and healthful workplace, harassment-free work environment and free from intimidation, threats, or bullying by anyone at any level. The System is broken, and we all must stand together to fix it!"

Social & Recreation

Committee: Six Flags June 11, 2023/ Schlitterbahn, September 2-4, 2023/ and Sea World October 8, 2023. Order your Six Flags tickets at Six Flags.com/Fiestatexas and enter Promo code:

USPS or contact the San Antonio Postal Employees Social and Recreation Committee for tickets. Purchasing tickets through committee members will save on taxes and any other fees that may be charge if you order online. Buy tickets by May 28th, 2023, to be eligible for door prizes. If you have any suggestions, for future events please let us know. We will continue to negotiate to provide postal employees with discounted tickets.

Lets improve the work conditions in our craft. Your local leadership has reversed management's efforts to erode the effectiveness of this craft by failing to staff, by bypassing routes, by running equipment to failure and coercing our employees to close out Electronic Conditioned Based Maintenance items that have not been completed. The local is working to produce a positive changes to help defend your rights/jobs. Ask for work orders for items not on your assigned route and **STOP** taking short cuts. Identify safety hazards that are being created by management's failed philosophy.

Work orders must be generated in accordance with MS-63 Handbook, "Maintenance Operations Support"; and management's responsible to maintain this program. If a maintenance supervisor refuses to follow MS-63 ask for a shop steward. So, help your Union, help you!

In closing, I will continue to carry out my duties to the best of my abilities, thank you for your support. APWU is the only organization exclusively fighting for your rights as a postal worker. As always, I thank you, the member, for your support and for allowing me the opportunity to serve you.



How Prepared Are You Really?

By Vivian Kolenda

When I ask employees who are considering retirement what their **biggest concerns** are, I usually get some combination of:

- I need to make sure I don't run out of money
- I need to make sure my spouse is taken care of I'd like to leave something for my kids or grandkids.

Those concerns are the most important and the first things we address in our one-on-one meetings. In those first meetings we analyze your pension, social security, TSP, FEGLI, etc in relation to your expenses until you are totally comfortable with the financial aspect of retirement. Sometimes that takes several meetings because I encourage lots of

questions and it's really ok to ask the same question 25 times.

There is more to retirement, however, that many employees never even think about so my next questions to you are:

- **What are you going to do when you're not going to work every day?**
When you look 5, 10, or 20+ years into the future, what do your days look like?

What I'm really asking is, what's going to get you out of bed in the morning? What is your purpose? We've all heard the stories about 'Old Joe' (insert Frank, John or whomever) who retired and then died six months later. Unless 'Old Joe' had an illness, 'Old Joe' probably no longer had a purpose, he didn't have a reason to get out of bed in the morning. Once he stopped working, he didn't know how to fill his days.

Many of you know me and know that I've been helping people retire easily and comfortably for over 40 years now... 27 years at Merrill Lynch and 13 years with American Benefits Exchange. What I have observed throughout those 40 years is that the people who retire with a plan and a purpose tend to live longer, happier, more fulfilled lives. Your purpose doesn't need to be a grand "save the world" purpose, it just needs to be something that lights you up. Here's some examples of what I've seen:

- Traveling - with your spouse, friends or alone
- Fishing
- Golfing
- Watching the grandkids
- Volunteering - food bank, prisoner reform, homeless shelter, hospital volunteer, etc.
- Gardening

Starting your own business: For example, my mother retired from being an accountant when she was 68 years old because she didn't want to have to do such detailed work anymore. She'd always been very active, so she promptly started volunteering by answering phones at the sheriff's department. She also did part time work wrapping presents during Christmas and wedding seasons at a women's store. For her, it was easy, fun and she enjoyed wrapping beautiful packages. She also did all her own yard work until she was 85 years old. She once said her biggest mistake was when she stopped mowing her own grass (yes, it was a gas push mower) at age 85. With all she had going on, she was loving life because her life had meaning.

What meaning will your life have when you aren't working? If you haven't already thought about it, now might be a good time to do so. Spend some time dreaming about your ideal retirement. Where would you live? What do you love doing? Is there something you've always wanted to do but every time you thought about it, your next thought was "oh I can't do that because...?"

When you retire, take a month or two or even longer to just do nothing, y'all need a break. What happens after that time though? **Most of us will spend 20, 25, even 30+ years in retirement.** Most people prepare for the financial aspect of retirement, but are you prepared for that plus everything else? **If you see the value of strengthening all areas of your retirement plan,** give me a call, send me a text or drop me an email and let's get together either in person or virtually. **I'm here to help you live the retirement of your dreams.**

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

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

**Vivian Kolenda
Federal Benefits Specialist
American Benefits Exchange
(512) 791-1019**

Alex Aleman ...**Continued from page 1**

In the grievance I am requesting the Plant Manager, a certain Manager and a certain Supervisor be removed from their position and for them not to manager/supervise APWU represented employees directly or indirectly. I am also requesting every member at the Plant be compensated \$1,000.00 each for the unsafe work environment management has created and nurtured.

The APWU is administering and conducting a work environment survey, I want to encourage all of our members to participate in the survey. The APWU will use the information to improve our work environment and show management APWU represented employees are working under horrible working conditions, hostile work environment and short staff.

New Hires (non-career) have a 60% turnover rate, the two main reasons for the turnover cited in the OIG report were lack of respect from supervisors and too many hours on the job. The high turnover rate of new hires coupled with a Toxic work environment does not equate to a positive work environment. There are less retail counter clerks at the stations to work retail and distribute mail to the carriers. The wait time in line has increased customers are waiting longer in lines to be served. Short staffing also means, supervisors are performing bargaining unit work and carriers, rural carriers are crossing crafts to perform clerk work.

SPEAK UP

Since the Plant Manager is not holding her bad managers and bad supervisors accountable to the USPS Zero Tolerance Policy, it is up to us to hold management accountable. We can start holding them accountable by "SPEAKING UP". In the event you are being harassed, intimidated or bullied by management you need to write a statement and provide the statement to the union. In the event you witness a fellow co-worker being harassed, intimidated, bullied by management you need to support your fellow co-worker by writing a statement and providing it to the union. We need to support each other.

We all should be concerned about the hostile work environment created by management. The "Poor Environment" present at the Plant affects all postal workers. Supporting each other and speaking up will send a message to management that "Enough is Enough", we are tired of the negative culture and unsafe working conditions. When you write a statement about the incident be specific on the date, time, name of manager/supervisor and make sure you write about your feeling, how you feel about the situation is an important part of the statement. Anytime you are being harassed, intimidated, bullied by management demand from that individual to "STOP" harassing you, "STOP" intimidating you, "STOP" bullying you. If you feel management is creating a hostile work environment, demand from the individual to "STOP" creating a hostile work environment, if you feel management is creating an unsafe work environment, demand from the individual to "STOP" creating an unsafe work environment.

You have to tell management how you feel and your perception of the situation. Speaking up also includes requesting to see your steward. When management starts asking you questions, request to see your steward. In the event you go to the office and there are two management officials, and they start asking you questions, tell them you want your steward present at this meeting. Once you request representation (steward) you have a right to remain silent until management provides you a steward, it's called your Weingarten Rights.

MDD-IO Scanners Problems

National Clerk Craft Director Lamont Brooks has requested to meet with Postal Management at Headquarters concerning problems with the MDD-IO Scanners.

1. The scanners do not work or are very slow.
2. They are not consistently located near the employee entrance.
3. No employee should be cited as tardy at locations where the scanners are being used in lieu of the EBR time clocks.

I am going to instruct clerk bargaining unit employees to submit a PS Form 1260 Non-transactor Card, which is to be made available to the local union and the clerk performing TACS.

1. I am going to advise the Locals to file local grievances, requesting employees to be paid an additional 5-10 minutes a day due to them not being able to clock in at the beginning of their tour and not being able to clock in from lunch.
2. The second remedy request is that no tardies can be cited in any attendance discipline.
3. This will be a continuing violation grievance until such time that MDD-IO scanner issue is resolved.

Carlos Barrios ...

Continued from page 6

Prevention training programs are not provided regularly to all employees/management. Even new employee orientation training has been slashed over the years to a one-day event. Management told the OIG that they are not interested in doing an environmental climate survey. Is management fearful that the surveys would show an even bigger problem escalating due to harassers continuously getting away with sexual harassment and with a failed anti-harassment program? The OIG found that 97 percent of managers that conduct the Initial Management Inquiry Process (IMIP) never completed the required training to complete and record harassment data into WETS. The APWU's Work Environment Improvement Task Force has requested to review the WETS files since last year, trying to review the hot spot locations, violations, specific repetitive manager violations, and how cases are resolved and continue to be monitored. We still have not been provided the information.

In a letter to the OIG dated April 29, 2022, The USPS states that "The Postal Service has no doubt that WETS maintains the most accurate data for the four workplace environment processes." Management does not even include the EEO cases filed when they procedurally dismiss them. If USPS says they have four workplace environment processes, OIG claims there are three. Is the fourth process for "Management Only?" APWU will dig deeper. Remember union members can stand and support each other when witnessing hostile work environments. Finally, don't forget to celebrate Women's History Month throughout March. APWU Members Work Together in Solidarity. Report sexual harassment, bullying and hostile work environment. Don't let management get away with hiding the truth and ruining lives! ([APWU.ORG](#))

So, let's STOP the continuum of violence, whenever a behavior is offensive, derogatory, harassing, pressuring, invasive, intimidating, threatening, isolation, forceful, violent an assaulting. Per the Center for Disease Control and Prevention (CDC), reports that over 50% of women & almost 30% of men have experienced sexual violence involving physical contact during their lifetime. The USPS should not try to emulate the issues other organizations are also having. San Antonio P&DC has become the breathing ground for recycled trash.

Robert Proo ...

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Operational Maintenance

Work hours and materials on Operational Maintenance shall be reporter using work code 09. This maintenance is performed by personnel who maintain selected mechanization and automation mail processing equipment to keep the equipment in optimum operating condition. Primary responsibilities are to look and listen, monitor overall condition, wipe, and / or vacuum to remove dust and lint, and make minor adjustments. Normally, this maintenance is performed while the equipment is operating. When performing Operational Maintenance, a checklist (National or Local) is required.

It is also very important that every Maintenance Employee clock into the proper operation number for the work you our doing. If you are in the custodial workgroup at the plant, station or Associate Office (AO) doing custodial work you should be clock into operation code 747. If management wants to assign you to do something other than custodial work you need to clock over to that operation. If the station manager, postmaster wants to assign you to deliver mail to the carriers, inventory and stack shipping boxes or stack tubs and trays on pallets to ship them back to the plant that's fine do the work, but before you start doing this work go to the time clock and clock over to the proper operation number. When a custodian does non-custodial work and does not clock over to the proper operation number then the custodian is using custodial work hours 747 to do someone's else work and management is getting over on you and will affect your line H. We must ensure that we our properly accounting for the work we are doing. We must make sure that we protect our work and make every effort to insure we are properly accounting for the work we are doing every day. If you need a work order from the parts room ask for one fill out the work order to account for the time you used on the work order and on your daily route sheet. Every maintenance craft employee in every workgroup must account for all work you do throughout your workday.

Robert Butke...

Continued from page 9

Job Reversions

Postal management has notified the Union and President Aleman with their intent to revert four positions at Encino Park, STMC, Dobie, and Tejada stations. President Aleman will be filing a grievance on this as they have violated his right as the Local Union President to contractually provide his input.

New Website

Visit apwu195.org for plenty of resources such as Newsflashes, Dispatches, Job Bid Postings, Awards, and many other relevant documents of importance. Thanks to Secretary/Treasurer Jeff Greenlee for providing and upkeeping our new clean website.

Grievance Updates

The Stewards continue filing grievances that include mgmt performing bargaining unit work, crossing crafts, Article 16 Discipline grievances, PSE's working over 8 hours while not utilizing Overtime Desired List, Injured Carriers working in the clerk craft, and TACS compliance violations.

Non-Member List 4/20/2023



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 recently approved.

If they sign-up you will receive a \$150.00 New Member Incentive.

PL	LAST	FIRST	MI	CRAFT	PL	LAST	FIRST	MI	CRAFT	PL	LAST	FIRST	MI	CRAFT
000	Belew	Seth	K.	Clerk	621	Alvarado	Jose	M.	Clerk	708	Orta	William	P.	MVS
000	Mcclain	Gia	D.	Clerk	631	Arriola	David		Clerk	709	Salinas	Richard	L.	MVS
000	Padilla	Daniel		Clerk	651	Rios	Josue		Clerk	709	Vargas	David		MVS
000	Pastrano	Richard	R.	Clerk	701	Jader	Anthony	A.	Clerk	000	Strother	Rodriquez	L.	VMF
000	Salazar	Andrew	J.	Clerk	701	Maldonado	Christopher		Clerk	706	Charles	Joseph	A.	VMF
001	Quintanilla	Jonathan	M.	Clerk	802	Robles	Norma	L.	Clerk	706	Hernandez	Jesus	H.	VMF
029	Haggerty	Uler	C.	Clerk	811	Adame	Pedro	G.	Clerk	706	Riehle	Michael	R.	VMF
084	Nabers	Lolly		Clerk	811	Pedraza	Alberto		Clerk	706	Stremmel	Andrew	J.	VMF
084	Stapper	Deborah	J.	Clerk	000	Buvanyk	Stephan		Clerk	706	Whitehead	Brian	E.	VMF
134	Beach I	Heith	R.	Clerk	000	Ibarra	Ember		Clerk	000	Andrade	Andrea		Maint.
134	Estrella	Bryan		Clerk	000	Leal	Ashley	N.	Clerk	000	Ortiz	Teodoro		Maint.
134	Fitzgerald	Christina	L.	Clerk	000	Lucas	Devyn		Clerk	000	Trest	Ricky	A.	Maint.
134	Gutierrez	Justin	J.	Clerk	000	Mendoza	Mercedes		Clerk	018	Sabala	Chris		Maint.
135	Dipiano	Dominic	W.	Clerk	000	Payne	Corin	S.	Clerk	032	Liserio	Robert	A.	Maint.
141	Baum	Connor	E.	Clerk	000	Robles	Vanessa		Clerk	045	George	Richard	J.	Maint.
141	Haley	Deavon		Clerk	000	Rohrs	Cristina	M.	Clerk	711	Abdul Jabbar	Mohammed	R.	Maint.
141	Rodriguez	Valente	G.	Clerk	000	Anzaldua	Esther	R.	PSE	711	Corrales	Gustavo	M.	Maint.
141	Styles	Roshelle	D.	Clerk	000	Beatty	Dereck		PSE	711	Funicelli	Anthony	T.	Maint.
200	Bonilla	Juan		Clerk	000	Cortinas	Jesus	E.	PSE	711	Lee	Anthony	C.	Maint.
200	Carrasco	Esther	E.	Clerk	000	Drake	Lakiesha	L.	PSE	711	Lopez	George		Maint.
200	Fernandez	Daniel		Clerk	000	Escamilla	Kandace	R.	PSE	711	Quimbar	Ricardo		Maint.
200	Moreno	Michelle	R.	Clerk	000	Pettitt	Bryson	S.	PSE	711	Randle	Christopher	M.	Maint.
234	Chavarria	Steven		Clerk	000	Villarreal	Thaddeus	P.	PSE	712	Altwein	Clarence	R.	Maint.
234	Rios	Jacob	J.	Clerk	010	Kirk	Lashawna		PSE	712	Carlson	Steven	R.	Maint.
234	Washington	Erica	R.	Clerk	030	Carr	Kelly		PSE	712	Cruz	Robert	S.	Maint.
234	Weigel	Ronald	W.	Clerk	032	Mathis	John		PSE	712	Garza	Oscar	L.	Maint.
300	Blankemeyer	Dennis	J.	Clerk	059	Castillo	Alejandro	A.	PSE	712	Wright	Daymond		Maint.
300	Bohleen	Chelsea	A.	Clerk	141	Gonzalez	Jonathon		PSE	713	Bannister	Warren	M.	Maint.
300	Hoermann	Jerry	W.	Clerk	334	Herrera	Ruby		PSE	713	Delgado	David	I.	Maint.
300	Valdez	Diva	M.	Clerk	335	Edwards	Kintaye		PSE	713	Deluna	Mario	A.	Maint.
334	Mcfaddin	Rance	M.	Clerk	335	Wilkes	Jennifer	L.	PSE	732	Akana	Daniel	K.	Maint.
335	Adams	Dajane	M.	Clerk	341	Esparza	Kacie	R.	PSE	752	Rosales	Joe		Maint.
335	Mayfield	Aubrey	J.	Clerk	341	Gonzales	Zachary	J.	PSE	846	Adams	Christopher	J.	Maint.
337	Kuzuk	Brayden	W.	Clerk	999	Beaty	Ronnie	G.	PSE	846	Garcia	Rudyard		Maint.
340	Blanco	Elijah	D.	Clerk	707	Bohorquez	Jose		MVS	846	Padilla	Walter	M.	Maint.
340	Gomes	Brianna	N.	Clerk	708	Estrada	Jose	R.	MVS	846	Sherman	David	L.	Maint.
340	Rabago	Danny		Clerk	708	Gonzalez	Pierre	R.	MVS	846	Smith	John	W.	Maint.
341	Rodriguez I	Ivan	L.	Clerk	708	Mims	Alex		MVS	846	Timmons	James	E.	Maint.
404	Wahl	Chad		Clerk	708	Palacios	George		MVS	000	Clark	James	R.	Maint.
507	Soto	Clemente	G.	Clerk	708	Acevedo	Audie		MVS					
611	Nuncio	Lupita	R.	Clerk	708	Keller	Peter	G.	MVS					

Membership Percentages

Overall Membership Percentage: 90.55%

Clerk Craft: 92.6%

MVS Craft: 89.6%

Maintenance Craft: 81.4%



Report of Hazard, Unsafe Condition or Practice



Hazard Control Number <i>(Assigned by Safety Officer)</i>

I. EMPLOYEE'S ACTION

Area (Specify Work Location)

Describe hazard, unsafe condition or practice. Recommended corrective action.

Employee	Signature	Date and Tour
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II. SUPERVISOR'S ACTION

Recommend or describe action taken to eliminate the hazard, unsafe condition or practice. (If corrective action has been taken, indicate the date of abatement.)

Supervisor	Signature	Date
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III. APPROVING OFFICIAL'S ACTION (Check One and Complete)

The following corrective action was taken to eliminate the hazard, unsafe condition or practice (Indicate date of abatement):
A work order has been submitted to the manager, plant maintenance to effect the following change:
There are no reasonable grounds to determine such a hazard exists. This decision is based upon:

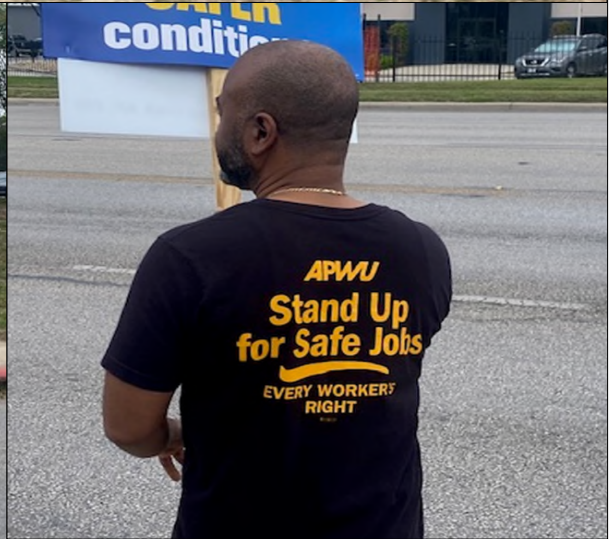
Approving Official	Signature	Date	Date Employee Notified
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IV. MAINTENANCE ACTION (Complete if Necessary)

Maintenance Supervisor	Signature	Date	Date Hazard Abated
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DAY OF ACTION

APRIL 28, 2023



STAND UP FOR DIGNITY & RESPECT

APWU Members National wide demonstrated from Coast to Coast to bring the Awareness to the American Public for Dignity & Respect and Better Postal Staffing to serve the public. Union members have been standing in Unisom by filling out surveys, wearing stickers and taking the action to the streets. **“Enough is Enough”** to the Culture of Bullying, Intimidating & Harassment.



SAN ANTONIO ALAMO AREA LOCAL CONSTITUTIONAL CHANGES

Per the San Antonio Alamo Area Local Constitution and By-Laws the current and proposed Articles XIV & XXII will be read and discussed at the May General Membership Meeting and then voted on.

CONSTITUTION CHANGE # 1

ARTICLE XIV SPECIAL FUNDS

PRESENT LANGUAGE:

Section 6. - Scholarship Fund. (a) This fund will be used annually to finance three (3) \$500.00 Scholarship Awards.

PROPOSED LANGUAGE:

Section 6. - Scholarship Fund. (a) This fund will be used annually to finance three (3) **\$1,000.00** Scholarship Awards.

CONSTITUTION CHANGE # 2

ARTICLE XXII By-Laws and Procedures

PRESENT LANGUAGE:

By-Laws and Procedures

Section I. Rules and Order:

(d) Members may speak twice on any one issue and will be limited to **five (5)** minutes each time.

PROPOSED CHANGE:

(d) Members may speak twice on any one issue and will be limited to **three (3)** minutes each time.

FAMILY FUN-FILLED DAY

CELEBRATE THE 27TH ANNUAL U.S. POSTAL SERVICE FAMILY FUN DAY!

at
SIX FLAGS FIESTA TEXAS

SUNDAY, JUNE 11, 2023

PARK OPEN: 10:30am - 8pm

YOUR FAMILY FUN-FILLED DAY INCLUDES:

- All-Day Admission to Six Flags Fiesta Texas and Hurricane Harbor Water Park
- Fully Catered, All-You-Can-Eat Meal
- Balloon Clowns
- Appearance by Looney Tunes Characters
- Door Prizes
- FREE PARKING
- FREE Midway Games & Prizes in Picnic Grove
- FREE Souvenir Bottle
- FREE Return Ticket

> (only available at picnic area during serving time)

PARK & MEAL TICKET
\$55 +Tax
 2023 Six Flags Fiesta Texas Pass Holders or Members
ONLY \$30 +Tax

PACKAGE VALUE OVER \$180!
Kids 2 and Under: FREE

T-Shirts available for purchase in the Picnic Grove



SPONSORED BY



FOR FURTHER INFORMATION, PLEASE CONTACT:

- | | |
|------------------------------|--------------|
| WALDO ALONZO (NPMHU) | 210-559-1084 |
| KEN COTTON (RETIRED) | 210-392-1475 |
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| MARY SKALA (APWU) | 631-666-6431 |
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| CINDY GUERRERO (NAPS) | 210-723-7745 |
| SHIRLEY SARABIA (NPMHU) | 210-983-0074 |
| MARIA CORTEZ (NRLCA) | 210-834-5178 |
| MONEE DAVIS (CHAIRPERSON) | 210-717-7080 |



Purchase Your Advance Tickets By May 28th To be eligible for Door Prizes!

Package Price subject to increase on May 29th.

General Membership Meeting

May 20, 2023

11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board Meeting

10:00 A.M.

*****AGENDA*****

- Financial Report
- Officers Reports
- Executive Board Recommendations
- Constitutional Amendments
- Human Relations Conference Cost

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

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

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



The Deadline for
 articles to appear in
 the
 July & August
 Edition
 Dispatch is

JUNE 23

Your cooperation is appreciated.

