

San Antonio Alamo Area Local #195



Celebrating 103 Years of
Representing Postal Workers

DISPATCH

VOLUME 67 NO. 5

SAN ANTONIO ALAMO AREA LOCAL



SEPTEMBER / OCTOBER 2021

PRESIDENT

ALEX ALEMAN

The Twin Terrors, Sequel



We are experiencing the reincarnation of Gina and Sheila at the Plant. Gina and Sheila created havoc for our members. This was on or about 2003-2006. Gina was the Senior MDO and Sheila was the Tour 1 MDO. Together they created a hostile work environment. They bullied employees, they intimidated employees, they disrespected employees, they harassed employees and they created a work environment of misinformation. They were called the twin terrors. Gina and Sheila would harass the employees on a daily basis, they would discuss among themselves who would be their next victims.

We are now witnessing those same tactics being used by Tour 3 MDO Patsy Garcia and Supervisor Fonda Belardo. Patsy and Fonda are now the new version of the twin terrors. Employees are afraid to speak out against Patsy and Fonda because they fear retaliation.

Patsy and Fonda have created a work environment of **FEAR**. Employees would rather bid out, than go against the new version of the twin terrors. The environment they have created goes against all memos, rules and regulations in the postal service. The ACTING Senior Plant Manager, Kimberly Calderon tolerates this type of work environment created by Patsy and Fonda to exist. There is absolutely no accountability for Patsy and Fonda creating a work environment of harassment, intimidation, bullying and misinformation. You need to pay close attention when you request sick leave, make sure your sick leave is not changed to annual leave or LWOP.

If your sick leave is changed to reflect annual leave or LWOP and you didn't request it, don't be surprised to know Patsy and/or Fonda had something to do with it. Request to see your steward. If there is no PS Form 3971 of you requesting annual leave or LWOP, your sick leave may not be changed by any supervisor or manager.

Patsy and Fonda are also monitoring the parking lot for any parking violations. They have also become the Postal Police at the Plant. They threaten employees of having their vehicle towed away. It is all part of the work environment they created of **FEAR!**

“Employees would rather bid out, than go against the new version of the twin terrors. The environment they have created goes against all memos, rules and regulations in the postal service.”

On August 6, 2015 the Postal Service revised the Employee and Labor Relations Manual (ELM) section 665.16 and deleted the following sentence in its entirety, they had Managers and Supervisors like Patsy and Fonda in mind.

Employees are expected to maintain harmonious working relationships and not to do anything that would contribute to an unpleasant working environment.

The following language is still intact;

665.24 Violent and/or Threatening Behavior

The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. In order to ensure this right, it is the unequivocal policy of the Postal Service that there must be no tolerance of violence or threats of violence by anyone at any level of the Postal Service.

Similarly, there must be no tolerance of harassment, intimidation, threats, or bullying by anyone at any level. Violation of this policy may result in disciplinary action, including removal from the Postal Service.

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

plantcraftdirector0195@yahoo.com

PHONE NUMBERS

UNION OFFICE (210) 271-0853

FAX (210) 224- 6221

STEWARDS OFFICE GMF (210) 967-4729

Web Site: www.saaal0195-apwu.org



2021
NATIONAL
POSTAL PRESS
ASSOCIATION
AWARDS
JOURNALISM

OVERALL EXCELLENCE

Best Non-Professional (A): Defined as a publication printed by a commercial printer from camera-ready copy; prepared by the APWU editor.

Honorable Mention
San Antonio Alamo Area Local
Dispatch, San Antonio, Texas;
Carlos Barrios, Editor

I would like to say thanks to all of you members who contributed to making the Dispatch a Top Award Winning Newsletter.

VICE PRESIDENT

DAVID HERNANDEZ

No Fun on this Pandemic Merry Go 'Round



Hello brothers and sisters, for a short time, our country started to heal while humanity was imprisoned up in their homes. Our ways of living have been transformed into a shallow and banned society. Now we find ourselves in the middle of another vicious cycle of isolation, called the Delta variant or 2.0, and hopefully

this too will pass. Our prayers go out to all who's lives have been impacted by this virus. This has obstructed the country economically, socially, and mentally. Coronavirus has absolutely condensed our lives into imprisoned people.

Just when we thought things were going back to "normal", our August General Membership meeting, was cancelled by a decision made by the Executive board, based on the CDC's guidelines and for the safety of all our members. I would like to bring some clarification to my situation regarding coronavirus and how it impacted my family. I did not test positive as some rumors had been circulating. My daughter did test positive for covid, and I had to take precautionary measures to care for her, and thanks to God everything is now fine. Positive results have impacted many of our brothers and sisters at the Plant and Stations and Branches. So please exercise caution and be safe and follow CDC protocols and let's all be responsible for our families.

"Positive results have impacted many of our brothers and sisters at the Plant and Stations and Branches. So please exercise caution and be safe and follow CDC protocols and let's all be responsible for our families."

Face Covering Policy

On Friday, August 27, 2021, the USPS released an update on the use of face coverings. Employees are required to wear face coverings in the following situations regardless of their vaccination status, or until further notice:

- **When there is a local, state, or tribal face covering order or directive in place; or**
- **When an employee who does not deal directly with the public and cannot achieve or maintain social distancing in the workplace.**

It now has been three (3) months serving as your elected Vice President and I again want to say thanks for your vote of confidence. I now see what it takes to keep our local strong and running and its more than what I imagined. It requires a dedication and commitment from each member. From volunteers up to the President, devotion and allegiance in doing our duties is what makes this a great organization.

As Vice President I will always do my best for the members and our Local first, working side by side with our President and learning from him along with others to help build a strong team to keep fighting for jobs and the future of this local.

Once again, I encourage all our members especially our newest members to join us at a union meeting and experience the business of the union. Also share your ideas, and assist us in growing the union.

Horrible Warehouse

The new Warehouse is still an empty shell of a warehouse. It still has a long way before it becomes a workable warehouse to work comfortably. The USPS is committed to providing adequate cooling, plenty of bathrooms, and a satisfactory break room. When we get more information regarding the progress of the warehouse, we will notify the membership on the progress of the Parcel Shippers Association (PSA) Warehouse.

Overtime

Every year overtime slows down or may completely stop in some pay locations. But once the holiday rush arrives it brings forth the rise in volume and overtime hours will so return. But as always don't depend on overtime as part of your budget, be wise and watch your finances.

Violations

If you sense a contract violation has occurred then don't hesitate to request to speak to your steward. Too many times the rumor mill echoes "*the union won't do anything about it*," but members don't request to see a steward so nothing can be resolved. Remember the Union is the only entity that can say if it's a grievance or not, not Management, so "Protect your Rights!"

Conversions

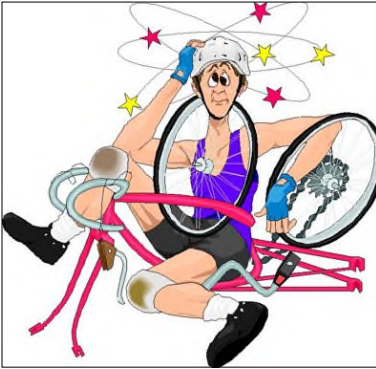
Congratulation to all who been converted to full time regulars. When you get a booklet in the mail concerning insurance, benefits and so forth, it is your responsibility to read and fill the proper forms. Postal management is responsible to set up a conversion class, however, this class is NOT to assist you with filling our forms in this booklet. Rather it is to show one how to bid on a job, sign up for insurances and use liteblue for many other options. Some employees have commented, "Why so many conversions and where are all these new converted employees be assigned. The majority of these conversions have come from a major agreement from national due to the work hours that many Postal Support Employees (PSE) were working that created new positions and conversions. So new PSEs will be hired to replace those recently converted, and so the cycle continuous !

John 15:13, Greater love has no one than this: to lay down one's life for one's friends.

In Solidarity, David Z. Hernandez

SECRETARY TREASURER**JEFF GREENLEE**

Union Finances Stable and Sound



First and foremost, I hope and wish that you, and your families, are well during these trying times. Please be safe, protect yourselves and your families and remember that we are stronger together than apart... and that soon, this too shall pass.

I also want to assure you that YOUR Union is working hard to protect you in these difficult times and your health and welfare are utmost in our thoughts and prayers.

Muddy Hell

Well, in case you haven't heard I was involved in a bicycle accident. I had a confrontation with a muddy patch and the muddy patch won. To make a long story short I had surgery on my left knee, a plate and screws were inserted, I was in the hospital for 10 days and am now confined to a wheelchair for 6 weeks minimum. But soon I will be back on a bike, although this one will be stationary, thanks Peloton!!!

Business of the Union

But just as I did through the pandemic last year, I am performing my Secretary Treasurer business of the Union and performing my duties from home. With the assistance of Vice President David Hernandez, (I used Alex one time and he put the checks in backwards). I would like to thank David for his assistance during this time of Covid and as I convalesce through my injury. He has been there to assist with scanning bills and invoices and preparing the checks for processing and mailing. Without his valuable assistance, maintaining the Union's accounts would be much more difficult.

Union Finances

At this time, we are in good financial shape. Our Total Cash Assets is only \$4,000 below our all time high, even with the **\$32,000** election expense we had to endure, and we now have the office staffed with two full-time officers. But we must remain vigilant and control spending if we are to remain solvent. We have seen in the not so recent past how the finances of the Local can be a fragile thing. We must all remain vigilant on where your hard-earned dues

money is spent and whether it benefits all the members of the Local.

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!

The financial records of your local are open and transparent. Some may not like what those numbers represent or how I represent them but the reports I give are factual and to the point. Good business decisions are supported by ACCURATE financial reports!

Treasurers Report for JULY 2021

July was an unremarkable month except for a few outstanding large expenses.

The four major expenses for the month were the:

- Expense of \$2,009 for the Hotel at the TPWU Convention, this was expected and budgeted.
- Expense of \$1,520 for the printing of the Dispatch, this was expected and budgeted.
- Expense of \$9,500 for the Re-run of the Election. This amount added to the previous expenses for the election brought the total election expense to over \$32,000, elections normally run around \$10,000. This was unexpected and unbudgeted.
- Expense of \$2,250 was paid to members for member incentives, this was expected but unbudgeted.

The beginning Checking balance for July was **\$222,028.38**. We had **\$37,319.18** in expenses and **\$32,686.73** in deposits. Our Checking ending balance was **\$217,395.93**

Our Security Service FCU Funds are **\$208,250.19**, there were no withdrawals from any of the funds.

Our Total Cash Assets is **\$425,646.12**, down \$4,000 from June.

LWOP/Admin pay was well controlled for the month, and also please remember that as you are reviewing these amounts be aware that we have not paid President Aleman since April, I do expect to bring him up to date the first of September.

continued on next page

"We have seen in the not so recent past how the finances of the Local can be a fragile thing. We must all remain vigilant on where your hard-earned dues money is spent and whether it benefits all the

*****If anyone has a fund that they think we should set up for current, anticipated, or unanticipated expenses whether known or unknown please let me know and as usual if you have any questions or concerns about the Union finances, please do not hesitate to contact me.**

Local Constitution

In the last couple of years there has been much discussion concerning our Local Constitution. We as a Local know that our constitution is outdated in some respects, has conflicting language which leaves it open to interpretation, and needs to be updated with issues that now confront us as a Local.

National APWU Secretary Treasurer, Elizabeth Powell, in her July/August article in the Postal Worker touched on some of those areas. Below I have bolded some excerpts of which she wrote that may be areas of concern to our own Locals Constitution.

Is Your Union Constitution in Conflict?

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

Federal law requires local unions to adopt a constitution that has been approved by the members. Section 201(a) of the Labor Management Reporting and Disclosure Act (LMRDA) states, "Every labor organization shall adopt a constitution and by-laws and shall file a copy thereof with the Secretary [of Labor]."

Constitutions should address the following:

- Objectives and Mission
- **Membership**
- Executive Board, Stewards and Committees
- **Duties of Officers**
- **Salaries and Benefits (if any)**
- Meetings and Quorum
- **Elections**
- Dues and Fiscal Year
- **Budget**
- **Membership Protection**
- Amendments and By-Laws

*Although most local and state constitutions comply with the law, some constitutions **contain outdated language or language that conflicts with the Department of Labor's interpretation of the LMRDA or with the union's national constitution.***

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

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

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

Please consult with the Secretary-Treasurer's Department when making a determination if local constitutional language conflicts with federal or state law or with the APWU Constitution and By-Laws.

The following is language that frequently causes problems:

- **Many local and state constitutions outline detailed procedures for charging members with violations of their constitutions. All charges must be handled in accordance with the national APWU Constitution. We recommend that local and state unions delete any such language and substitute, "Member charges will be processed in accordance with Article 15 of the national APWU Constitution and By-Laws."**

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

The Secretary-Treasurer's Department is available to assist local and state unions with changes to their constitution and by-laws. If changes are made, a copy should be submitted to the Department of Labor when filing the annual L-M report.



LIZ SHULER
PRESIDENT



TEFERE GEBRE
EXECUTIVE VICE PRESIDENT



FRED REDMOND
SECRETARY - TREASURER

CONGRATULATIONS TO THE NEW LEADERSHIP TEAM OF THE AFL-CIO

Liz Shuler was elected President of the National AFL-CIO. She succeeds Richard Trumka, who died of a heart attack on August 5, 2021. Shuler, is the first woman to hold the office of President for the AFL-CIO.

EDITOR/ CLERK CRAFT DIRECTOR "A"

CARLOS BARRIOS

Extinguish Fires that Destroy Unionism



Greetings, Sisters & Brothers, I hope that everyone is well. To our members who have lost love ones, I pray for comfort and peace as you endure the difficult days ahead.

I want to take this time to express my gratitude for all who have contributed to the Dispatch with your articles or contributions for our membership.

At the 2021 American Postal Workers Union (APWU) National Postal Press Association Awards (PPA) in Journalism, I was honored to be selected *Honorable Mention for Best Non-Professional (A)*. This category is defined as a publication printed by a commercial printer from camera-ready copy; prepared by the APWU editor. Each category was awarded a First place and Honorable Mention.

Union Busting

Please don't incline your ear unto an employee who is spreading rumors. Those rumors will only spark a wild fire that destroys unionism. Rather speak with your steward or with your Director. As the highest ranking union official for the Plant I can help assist with matters that you care to address. If you elect to call the main union office and speak with the President or the Vice President you are welcome to do so. Once the office receives your issues that need addressing, I will receive an email stating your concern and I will respond to your issues of concern. I suggest for members to stay away from negative people. *Remember they have a problem for every solution.*

Representation

Each Tour and sections at the Plant and the Annex has stewards assigned to represent the members. We have new stewards who have stepped up to the challenge and are being trained alongside experience stewards to gain experience to better represent the members. I'm reminded of a quote from Benjamin Franklin, ***"Tell me and I forget, Teach me and I remember, Involve me and I learn."*** The cycle of teaching new stewards is part of the business of representing members. In 2016, when I became the Clerk Craft Director I incorporated female stewards and with assistance of Chris Rincon, Fred Duncan and myself we helped incorporate them to becoming stronger stewards. We now have a core of young stewards who are willing to strength their skills to best represent the membership.

204B's

The use of 204b's is not new to the San Antonio P&DC. In September 5, 2018 a national settlement was reached between USPS Manager Contract Administration Rickey Dean and APWU, AFL-CIO Lamont Brooks the Assistant Clerk Craft Director.

In 2018, President Alex Aleman and Clerk Craft Director Chris Rincon experienced the usage of 204b's under their leadership. In 2019 – 2022 President Chris Rincon and I also endured the misuse of 204b's. And now it is 2022 and President Alex Aleman and I are still dealing with

204b's. This issue with 204b's is not new!! The misuse of 204B's is due to not having skilled Managers and Supervisors to maintain some credibility and responsibility.

"Please don't incline your ear unto an employee who is spreading rumors. Those rumors will only spark a wild fire that destroys unionism."

Grievances

Whenever your assigned to work alone on a DBCS regardless of the program you are running to process mail you need to file a grievance. After inputting the program your running don't forget to enter your name. The union will then request the run reports which will indicate who was on the machine. This will help provide support to getting paid an additional 50% more. Don't rely on misinformation from management or a craft employee who was a 204b because they don't have your best interest in mind.

Contract Negotiations

With our current union contract expiring on September 20, 2021. The APWU and postal management have been engaged in negotiations for the past few months. Our negotiations committee is meeting and planning to refine proposals and develop strategies. If an agreement is not reached by September 20, 2021 then the parties will move towards interest arbitration.

"On behalf of the members, I thank the negotiating team and everyone involved with the negotiations process for all their hard work and cooperation as we march together in the battle for a good new contract."
said President Mark Dimondstein.

"Our strength at the negotiating table derives from the activity and unity of the members, so keep sending the message from the workroom floor to postal headquarters – 'Union Strong, All Day Long!'"

MVS CRAFT DIRECTOR**FARON HIERHOLZER**

Safety Culture is Nonexistent



Let me start off by saying a big thanks to each and everyone in the Motor Vehicle Service (MVS) Craft. You have worked extremely hard every day to make certain that the mail gets delivered and that vehicles used are in top operating condition.

Management continues to mandate overtime because of the excessive workload we have. Every week I meet with Managers of the MVS Craft to make certain that the vacant positions get filled in a timely manner for MVS. In August, MVS has started to hire new Part Time Flexible (PTF) on a weekly basis.

“My goal here is to gain runs to Seguin, Converse, etc. and these runs need to be performed in-house as well as all runs.”

The USPS Safety and Health Program and Occupational Safety and Health Administration (OSHA) standards and regulations protects Postal Service employees who perform duties for the United States Postal Service (USPS). According to Section 8 of the Employee Labor Manual (ELM) Guiding Principles The guiding principles of the Postal Service are the following:

- People — Employees are our most valued resource. Our employees must be provided a safe and healthful workplace.
- Customers — When our employees work more safely, our performance improves

Safety

Together with steward Maner we are meeting with management to ensure that your safety is the first priority. The docks at the Plant and the Stations are a major concern for your safety. These docks should be in good working order and any safety items should be repaired in a timely manner. One of my goals while serving you in this new term is getting more in-depth with safety issues and concentrate on establishing more routes and runs. I will be focusing on these items: *stops, times, breaks, stations*, etc. My goal here is to gain runs to Seguin, Converse, etc. and these runs need to be performed in-house as well as all runs. Our goal is to get the routes that were contracted out back into OUR HOUSE. Dock plates, dock boards and dock levelers are designed to bridge the gap between the trailer and the dock to ensure workers and forklifts can load or unload trailers. Problems can possibly arise, however, if these items are unable to support the weight of moving equipment, materials and people, or if they aren't properly maintained fill out a PS Form 1767.

Annual Bidding

Union brothers and sisters, the time for the MVS Annual Bidding will be conducted on October 5-6, 2021. Due to Covid-19, bidding rules will be the same as last year. Annual and In-house Bidding are not performed the same way. For the Annual Bidding process, the Tractor Trailer Operators (TTO) will be bidding first by seniority.

TTO's will only be allowed to bid on a TTO run on October 5, 2021 then on October 6, 2021, all other Motor Vehicle Operators (MVO) will be bidding on MVO runs by seniority. Any runs that are residual at this point

can now be bid by seniority by the TTO's followed by the MVO's.

At this point it does not appear any runs will be residual, but it could change as time gets closer. You will not

be called unless you request to fill a residual vacancy. **YOU HAVE TO SUBMIT A BID SHEET!** If you fail to submit a bid sheet you will be placed in a run that was not filled by seniority order.

New Contract

Our National Officers are currently underway with negotiations for our new contract. How can you help and take action? Log onto our national APWU website and sign up for those Town Hall updates at APWU.ORG/townhall. Stay active and stay informed and up to date.

VMF News

The Vehicle Maintenance Facility (VMF) has started working overtime to get caught up on schedule maintenance that are past due and late. Remember to stay safe as we take on many hours and the heat and stress that comes along with it.

By working together, we can meet these goals and even exceed them. The union never stopped fighting to fill these vacancies at the VMF. Join me in welcoming these new employees to our VMF. Be sure you are sanitizing and cleaning your work area for the next employee who may work behind you. Make sure you are reporting tools and equipment that needs to be repaired or replaced. We deserve a safe workplace. Request to see a steward if you have submitted a PS-Form 1767 and management has failed to correct the issue and also any red tag items reported which may cause a safety issue.

Our stewards can't see everything everywhere. Remember that you are our eyes and ears. A safe environment is a great environment.

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Respect Is Expected!



Many thanks go out to all our Maintenance Stewards for all the work they do every day. Without their help and dedication, we would not be able to represent the maintenance craft.

A special thanks and appreciation go out to Assistant Craft Director Max Trevino for his commitment in serving the membership. We want to wish him

the best of luck to Max as he is moving to Kentucky. He will

be going back to the Clerk Craft and he's looking forward to getting back into the maintenance craft. I expect great things from him, and I know we will be seeing him at future APWU conferences and conventions for the

State of Kentucky. Kentucky is gaining a valuable and seasoned steward. Also congratulations to Tony Ramon Jr. on his promotion from Level 4 Custodian to Maintenance Mechanic Level 7. He will be going to Tour 2 Now and helping the Maintenance Stewards there. Also, thanks to Maria Carden, Mike May, Jarrett Williams, Nick DiPasquale, and Michael Doherty, Albert Red' Cardenas, Bryan Gonzales, and Tony Ramon Jr. for their continual representation for the membership.

Accounting for our work

I have written numerous articles on the importance of accounting for our work. It is also very important that every maintenance employee clock into the proper operation number for the work you are 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 those work hours are not properly accounted for. We must ensure that we properly accounting for the work we are doing and protect our work and make every effort to account for the work performed.

When the Mechanics are doing their preventive maintenance route (PM) it's just an inspection of the machine while going through the PM if they find something wrong that needs to be

fixed like a belt or wire issues. The mechanic then goes to the parts room and request for a work order to fix the problem and the time fixing the problem is then recorded on the work order and to include the daily work sheet which is separate from the (PM) route time.

Every maintenance craft employee in every workgroup must account for all work you do throughout your workday. This includes Mail processing workgroup Maintenance Mechanic level 7 (MM7), Mail Processing Equipment Mechanic Level 9 (MPE) and Electronic Technician level 10 (ET). Make certain not to sign off for work that you didn't complete.

If the Supervisor is telling you or giving you a direct order to by-pass any items on the checklist or threatens you with discipline ask to see a steward.

The union has a signed Step 2 agreement that specifies that management is not allowed to complete your Tasks in Checklist ECBM Report which is doing Bargaining unit work. Supervisors also cannot be the creator of your Tasks in checklist which is the responsibility of the Electronic Technician to be the Creator of these Tasks in Checklists on the ECBM. This also applies to every workgroup in the maintenance craft level 4 custodians to include MM7, BEM, MPE and ET. We need to stop doing higher level work especially for free and not properly get compensated for it.

Custodians if you are assigned to yard work and you use the z-turn, tractor or even have to drive the pick-up then you should receive level 5 pay. Custodians should be tracking time spent using this equipment and file for higher level every time.

Differences in Maintenance Positions

What do the Differences in the Maintenance Mechanic Level 7, Maintenance Mechanic MPE Level 9 and Electronic Technician Level 10 Job Descriptions Really Mean? Here is a simplified list of the differences in the MM-7, MPE-9 and ET-10 Job descriptions.

Only ET-10's can be assigned to perform any Mail Processing Equipment Maintenance assignment including inspecting, testing, diagnosis, troubleshooting, repair calibration and preventative maintenance tasks. Only ET-10's must be assigned to participate in all installations, removal, modification, assembly, and / or disassembly of systems and equipment. MPE-9's and MM-7's can be assigned as well, after ET-10's has been assigned to participate in this work.

Only ET-10's can be assigned to perform final operation checks and test work completed by other maintenance employees.

Only ET-10's can be assigned to analyze reports.

"We must ensure that we our properly accounting for the work we are doing and protect our work and make every effort to account for the work performed."

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ASSISTANT CLERK CRAFT DIRECTOR "A"

JENNIFER WRIGHT

Out of Schedule



Greetings to all the Members of the San Antonio Alamo Area Local 195. It is with great pleasure that I address the local in my first Dispatch article.

Out of Schedule Pay

It's been brought to the Union's attention that there has been a "rumor" going around that the Union (mainly

myself) has dropped the Out of Schedule pay grievance. Let me assure you, that this is a false rumor. I work long hours and long days to put this grievance together to total out the loss to the clerks for this violation.

I have provided In Plant Support (IPS) management with all the necessary information and calculations to justify the payout for those employees impacted by the out of schedule grievance. It has been months that all information has been provided to process the calculations and yet nothing has been done.

The Craft Director and the President have made many attempts in communicating with the IPS Manager and still many "stall" tactics are occurring along the way. And now to add more delay to the problem the In-Plant Support Manager has/is retiring and steps are being worked on trying to figure out who will be the point of contact and person in charge of taking this task on.

"I have provided In Plant Support (IPS) management with all the necessary information and calculations to justify the payout for those employees impacted by the

The Union Director is reminding management about the compliance with Arbitration Awards Grievance Settlements from a letter from Rickey Dean USPS Manager of Labor Relations at Headquarters dated June 26, 2019.

The letter states **that it is our organizational responsibility to ensure timely compliance with arbitration awards and grievance settlements. Arbitration awards and grievances settlements are final and binding. Compliance is not an option but a requirement. One**

of the few acceptable reasons for non-compliance with an arbitration award is if the Postal Service is seeking to have the award vacated in a federal court, which is extremely rare.

No manager or supervisor has the authority to override an arbitrator's award of a signed grievance settlement.

Management's failure to do so has the potential to create organizational liability and negatively impact our credibility with both our employees and our unions.

Please rest assured that this matter hasn't been nor will be withdrawn. The Union is doing everything we possibly can to get this taken care of ASAP! If anyone has any questions or just wants to reach out to me, don't hesitate to call (210) 849-5572 or email me at jen.wright.apwu@gmail.com.

Thank you for taking the time to read this and thank you

Emergency Federal Employee Leave (EFEL)

One problem with using EFEL, you will not get paid promptly. Some employees are using either annual or sick leave and then having their leave credited back once all the documents have been processed.

Requesting EFEL

1. How do I request EFEL? You need to submit three forms as well as any necessary supporting documentation to take EFEL. • Submit a completed PS Form 3971 "Request for or Notification of Absence" to your supervisor. Check "Other" as the "Type of Absence" and write "EFEL" on the line. Indicate "Emergency Federal Employee Leave" and your qualifying reason for leave (1 – 8, as listed below) in the "Remarks" box on the form. • Submit a completed "COVID-19 Emergency Federal Employee Leave (EFEL) Employee Notification and Leave Request Form." Include office/facility name in the "Name of Organization" field. • Submit a signed and dated "Employee Agreement in Connection with Emergency Federal Employee Leave Provided Under Section 4001 of the American Rescue Plan Act of 2021."
2. • If not provided on the "COVID-19 Emergency Federal Employee Leave (EFEL) Employee Notification and Leave Request Form," submit the required supporting documentation associated with your qualifying reason for EFEL. All forms and supporting documentation must be clear and legible. Providing false information in requesting EFEL may be grounds for disciplinary action, up to and including removal.

MAINTENANCE CRAFT DELEGATE/ TRUSTEE

ALBERT "RED" CARDENAS

Dangerous Rhetoric is a Pandemic!



Hello brothers and sisters, It is hard to believe that it has been 20 years since the attacks of 9/11. May we as a country never forget and always remain vigilant so that history does not repeat itself. With the situation in Afghanistan getting worse, I can only wonder if it is only a matter of time before that battle touches our American soil.

COVID continues to affect everyone. There is so much information and misinformation out there and we must make decisions based on this information to protect ourselves and those we care for.

Current News

Wishing Phil Lundquist, a happy retirement. It has been an honor working alongside you and your knowledge and friendship will be missed. Information that is still useful:

1. *Memorandums of Understanding (MOU) extending the selling back of 80 hours of leave for year 2022 and being able to carry over a maximum of 520 hours of accumulated annual leave from leave year 2021 to leave year 2022.*
2. *Please check your (PAR) Preferred Assignment Register, (PER) Promotion Eligibility Register and any declination statements. So that you do not have the misfortune of being awarded a position or a tour that you may not want.*
3. *The newest mask policy dated 27 Aug 2021 that was put out by the USPS at the national level concerning the use of mask or face coverings that clearly states, The requirement for Postal Service employees to use face coverings or masks continues when social distancing of six feet cannot be maintained, or in public-facing settings when required by state or local orders or directives.*

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

Trustee information

The Cancellation of the General Membership meeting was done by the Executive Board claiming the emergency of rising COVID cases even though at the time of the

decision we did not have any state or local regulations restricting or forbidding meetings. I commend the Executive Board for deciding on the side of caution but my opinion as your trustee representative, is that we should take precautions, but we still need to conduct the business of our local.

The city of San Antonio can go to the movies, restaurants, and any other gatherings but we cannot have our meetings. I think that our local's leadership should look for other methods like Zoom to have meetings in the future and not just cancel the General Membership meetings. According to our constitution Article VII Meetings:

"There is so much information and misinformation out there and we must make decisions based on this information to protect ourselves and those we care for."

Section 1. All general membership meetings shall be held the third Saturday of every month. No general membership meeting shall be held in the months of June and December unless a special meeting is called

for a specific reason. The time of the meeting shall be 1130 am, the time, place, and date may be changed temporarily by a majority vote of the membership at a General Membership meeting for the convenience of the Union, or in an emergency by a majority vote of the Executive Board.

The President may call special meeting stating purpose, time, place, and date when the President considers it in the best interest of the union. A notice shall be posted on all bulletin boards at least five (5) days prior to such changes. Twenty-five (25) members in good standing may petition, in writing, The President to call a special meeting if they state the purpose, time, place, and date of the meeting.

Social and Recreation Committee Information

Facebook page is San Antonio Postal Service Social and Recreation Committee. Thanks to everyone that supported the Six Flags Postal Family Fun Day.

Support the next event which is at the Toyota field on Sunday the 10th of October 2021 at 730 PM. The soccer game is between the San Antonio FC and the Memphis FC. Tickets are \$15, Food and drink voucher add on is available for additional cost. [Log into https://fevo.me/usps](https://fevo.me/usps)

We will continue to negotiate with companies to bring postal employees discounts and reasonably priced events, if you have any suggestion, please let us know. In closing, I will continue to carry out my duties of my elected and assigned positions to the best of my abilities, thank you for your support and for allowing me the opportunity to serve you. Support the APWU; it is the only organization exclusively for your rights as a postal worker.

MAINTENANCE STEWARD TOUR 2

MICHAEL DOHERTY

Understanding Your Rights



I want to take this opportunity to introduce myself to the membership of the San Antonio Alamo Area Local. My name is Michael Doherty and I transferred over from Albany, NY.

As a new steward assigned to Tour 2, I have accepted the challenge to help represent membership and help maintain the integrity of the Collective Bargaining Agreement (CBA).

Many members are not fully aware of their rights and benefits under the CBA, and unfortunately, unjustifiable discipline is issued. So, the question in the minds of most members is, "Do I have a grievance or not, and if so, shall I speak with a steward?"

First let's define what a grievance is. A grievance is defined as follows: A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment. A grievance shall include, but is not limited to, the complaint of an employee or of the Union which involves the interpretation, application of, or compliance with the provisions conflict with this Agreement. (CBA Article 15 page 52).

When requesting to speak with a steward keep in mind that normally, 95% of the time, a union steward/employee will be released within two (2) hours of his/her request. If Management is not able to meet the request then it's the responsibility of the supervisor to provide a reason for the delay. Normally, the steward/employee will be released before the end of the tour, if not then the steward/employee must be released immediately upon the beginning of his/her next tour of duty. (JCAM pg. 106)

Filing a Grievance

A grievance should be filed within 14 days of an incident – whether it is a warning letter, suspension or removal – or when a violation of the contract occurs. Keep in mind that when your supervisor issues you discipline, it must be in writing, with your right to file a grievance outlined.

Never wait until the last minute to contact your union steward to file a grievance – contact your representative immediately.

If your supervisor refuses to permit you to see your steward, find a way to see the steward then contact your Director or the Main Union Office.

Provide your union steward with all necessary information to help strengthen your case. If a violation has occurred, a Step 1 grievance will be filed on your behalf. If the grievance is not resolved at the Step 1 meeting, your union steward is authorized to appeal the grievance to Steps 2 and then Step 3. If the grievance is not resolved, a National Business Agent is authorized to appeal the case to arbitration. If the case is arbitrated, an arbitrator issues an award that is binding on both sides.

"Never wait until the last minute to contact your union steward to file a grievance – contact your representative immediately."

Meeting with OIG

If questioned by an Office of Inspector General (OIG) agent or postal inspector, even if you believe you are not guilty of any wrongdoing, you should:

- Remain calm;
- Identify yourself correctly;
- Request a steward or an attorney be present;
- Remain silent until you have consulted with your steward or attorney;
- Prior to a search of your person or property, request to see a search warrant, and
- If they do not have one, inform them that you do not consent to the search, but do not physically resist arrest or the search.

Consult with a union steward or attorney first.

- Don't sign any papers waiving your rights;
- Do not admit to or deny any allegations, and Do not make any written or oral statements.

Remember, the OIG agent or postal inspector will not inform you of your right to have a union representative present. You must request one.

Beware of the good guy/bad guy routine. One OIG agent or inspector may act as the "bad guy" while the other acts as the "good guy" and tries to con you into believing he/she is helping you. Don't buy what he/she is selling.

Refuse to answer questions unless a steward or an attorney is present. What you say will definitely be used against you. Knowing your rights will make working for the Postal Service less stressful. If you are interested in learning more about your rights, contact your local union officers or stewards

Alex Aleman ...

Continued from page 1

The above language does not apply to Patsy and Fonda. They can harass, intimidate, create fear, and bully any and all employees they want without any repercussions. Patsy and Fonda should be removed from the Plant. Our members deserve to be treated fair and with dignity and respect every day. Our members shouldn't come to work fearing and wondering if they will be the next victim of the twin terrors.

Emergency Federal Employee Leave (EFEL) The EFEL fund balance as of 9/1/2021 was **\$363,116,399.18**. When you request EFEL it is approved conditional on monies being available in the funds. You need to submit three forms as well as any necessary supporting documentation to take EFEL.

- Submit a completed PS Form 3971 "Request for or Notification of Absence" to your supervisor. Check "Other" as the "Type of Absence" and write "EFEL" on the line. Indicate "Emergency Federal Employee Leave" and your qualifying reason for leave (1 – 8, as listed below) in the "Remarks" box on the form.
- Submit a completed "COVID-19 Emergency Federal Employee Leave (EFEL) Employee Notification and Leave Request Form." Include office/facility name in the "Name of Organization" field.
- * Submit a signed and dated "Employee Agreement in Connection with Emergency Federal Employee Leave Provided Under Section 4001 of the American Rescue Plan Act of 2021." (EFEL Questions and Answers). In the event the supervisor tells you the funds have run out or that you do not qualify for EFEL, tell the supervisor to complete "The Official Action on Application" on PS Form 3971 and provide you a copy.

Return to Work Management has created work environment of misinformation when an employee returns to work. Managers and Supervisors are telling the employee that the nurse needs to clear them to return to work, misinformation again, that is not true! **The decision to clear an employee to return to work rests with management**. That is the first sentence in the ELM 865.1 Clearance Required: All bargaining unit employees. The Employee and Labor Manual (ELM) 865.1 states; When management is considering requesting return-to-work documentation, management should also seek guidance from the following regarding the return-to-work decision: Occupational health nurse administrator, Occupational health nurse, and/or Postal Service physician. **After consideration of the medical information, the employee's working conditions, and any other pertinent information, management is to make the decision to clear the employee's return. Medical personnel consult with management but do not have authority to clear the employee to return to duty.**

Changing of Locks

I want to thank Maintenance Craft Director Robert Proo and his stewards for filing grievances on the Postmaster's decision to allow city carriers and rural carriers to change locks. The work of changing locks belongs to the Maintenance Craft. The locks are those at the Neighborhood Delivery Box Units. The Postal Service refuses to hire maintenance personnel to meet the demand of changing locks in San Antonio and Bexar County. **New Facility** Recently at a Labor Management Meeting the following question as asked by the union; Union's Position: The union is requesting information on the new lease building on Foster Road and IH 10. What equipment/machines will be utilized at the new facility? When will it be operational? What is going to be the name of the new facility? Need the address, need to know what sections are moving to the new facility?

Management Response: There will be a SIPS machine and FRS (automated carts) at the new location. The SIPS is similar to the ADUS but with a single induct. It has yet to be determined on the date the facility will be operational as electric and lighting need to be installed. The building is a new building and is 175k square feet. Management is still working on the complement for the new facility but anticipating at least two tours. Some jobs will be moved from the designating manual section. In addition, there is currently no AC and will have 30" oscillating fans installed. There are only two restrooms in the building, so we will have a commercial trailer in the facility for men and women's restrooms. There will be vending machines and a break area.

Stations and Offices

At the stations City Carriers, Rural Carriers and EAS personnel are all performing clerk work. We need our members to come forward and submit statements when you witness carriers and EAS personnel performing clerk work. Stations are utilizing city and rural carriers to pitch parcels, work the box section, etc. We have to protect our work. There is a need for more clerk positions at the stations and we have to fight for them. Management is also assigning injured carriers into the clerk craft. The office is monitoring the placement of injured carriers in the clerk craft and filing grievances. If there is an injured carrier in your station or office and he/she is performing clerk duties, contact the union office. Under the contract Article 13.4.M, management has the obligation to provide the local union president advance written notification when it is proposed to reassign and ill or injured carrier or limited duty employee to a cross-craft assignment into an APWU represented craft. When I receive the notification from management of the cross-craft assignment, I immediately send the Manager/Supervisor a request for information on the injured carrier. I request the modified duty assignment on PS Form 2499, the priority assignment worksheet and the CA-17. Upon receiving the information the office will file a Step 1 grievance on the injured carrier being assigned in the clerk craft to perform clerk duties. I have noticed management is assigning injured carriers to perform Lobby Assistant duties. Lobby Assistant duties should be performed by qualified retail clerks in uniform and not injured carriers. We need your support to fight for our work at the stations and associate offices.

Robert Proo ...

Continued from page 8

Only ET-10's can be assigned maintenance tasks relating to computer networks and start-up and shutdown procedures of multiple operating systems.

ET-10's can be assigned to provide technical support to other maintenance employees and on-the-job training to other lower-level maintenance employees.

ET-10's may be assigned to observe the operation of systems and equipment (Operational Maintenance)

ET-10's may be assigned to test and diagnose malfunctions and / or failures and ensure maximum system performance.

MPE-9's can be assigned to inspect, test, diagnose, troubleshoot, troubleshoot using menu driven computers, repair, calibrate and perform most, but not all, preventive maintenance tasks.

MPE-9's can be assigned to oversee the work of lower-level maintenance employees, advising and instructing them in proper methods, and checking for adherence to instructions; or make in process and final operational checks and tests of work completed by lower-level maintenance employees.

MPE-9's may be assigned to observe various components of systems in operation. (This is arguably "Reactive Maintenance" when troubleshooting and making breakdown repairs.)

MM-7's May Not be assigned to observe running equipment, May Not perform any troubleshooting, May Not make any diagnosis, and May Not make any decisions or judgment calls.

MM-7's may be assigned to take instruction from MPE9's or ET-10's.

MM-7's may be assigned to perform semiskilled preventive, corrective and predictive maintenance tasks.

MM-7's are not required to read blueprints or schematics.

The Postal Service has just provided the new staffing package from headquarters and like previous packages will come with staffing cuts. We have lost three Electronic Technician (ET) Level 10 positions and three Mail Processing Equipment Mechanic Level 9 positions. The Postal Service Maintenance Management has been instructed by Headquarters to do another Staffing Package in November 2021. I can tell you right now they are not doing another staffing package to add positions but to see where else they can cut. That is why it is important that we properly document and account for the work we do in every workgroup.

*Previously released on Bloomberg Opinion, **How Long Will Biden Keep DeJoy at the Postal Service?***

Postmaster General Louis DeJoy didn't mince words when asked during a congressional hearing six months ago how long he planned to keep his job. A long time. Get used to me," he said. "As far as my commitment to see our plan through, I'm here until I can see it tangibly produce the results we intended to." DeJoy's blueprint for overhauling the U.S. Postal Service, "Delivering for America," was unveiled in March and has a 10-year timeline.

So, the controversial executive could conceivably stay put for a decade. It's hard to imagine a Donald Trump loyalist criticized for trying to sabotage mail-in balloting by gutting the Postal Service shortly before the 2020 presidential election surviving the early months of President Joe Biden's administration. But Biden has been busy battling the COVID-19 pandemic and trying to push a bold legislative package through Congress, so DeJoy and the Postal Service's future might have escaped his attention. Clouds hang over DeJoy, however, The Federal Bureau of Investigation is investigating him for possible campaign finance violations, and ethics watchdogs recently raised alarms about a \$120 million contract the Postal Service awarded to his former employer, XPO Logistics Inc.

DeJoy's spokesmen have denied any wrongdoing related to the FBI probe and said that DeJoy played no role in the XPO contract. (DeJoy's family divested its XPO stock—worth as much as \$155 million—after he became postmaster general, but it still leases office space to the company.) DeJoy still runs the Postal Service because he maintains the backing of its board of governors. This bipartisan, nine-member body oversees the service's expenditures and operations and appoints postmasters general and decides how long their tenures last. Six of the governors, including the board's chairman, Ron Bloom, are Trump appointees; Biden has appointed three. Bloom is a Democrat who has repeatedly said he supports DeJoy.

Bloom is also a veteran financier and a managing partner at Brookfield Asset Management. DeJoy, according to financial disclosures, has invested in a relatively modest portfolio of Brookfield bonds. A spokesman told the Washington Post that an adviser purchased the bonds and that no conflict exists because the Postal Service doesn't do business with Brookfield. Bloom oversees private equity operations at Brookfield, not bond sales.

*The Postal Service loses billions of dollars annually, and DeJoy's master plan calls for shoring up its finances by cutting back post office hours and raising rates. DeJoy thinks that email and other technological advances have made first-class letters, once the postal service's main ticket, redundant. He wants the service to invest in and become more competitive around one of its remaining strong suits: **package deliveries.***

Non Member List 08/31/2021

Members, please review the list below . If you sign up a non-member the local will pay you \$150.00. If you need further information or have questions please do not hesitate to call the Union Hall at (210) 271-0853.

PL	FIRST	MI	LAST	CRAFT	PL	FIRST	MI	LAST	CRAFT	PL	FIRST	MI	LAST	CRAFT
000	Seth	K.	Belew	Clerk	802	Norma	L.	Robles	Clerk	706	Michael	R.	Riehle	VMF
000	Pearl	R.	Briseno	Clerk	000	James	R.	Clark	Maint.	706	Andrew	J.	Stremmel	VMF
000	Marsha	M.	Chesnutt	Clerk	000	Teodoro		Ortiz	Maint.	000	Guadalup		Bazan	PSE
000	Dakota		Larry	Clerk	000	Walter	M.	Padilla	Maint.	000	Dereck		Beatty	PSE
000	Ashley	N.	Leal	Clerk	000	Sherrie	N.	Pierre	Maint.	000	Pete	R.	Diaz	PSE
000	Dewyn		Lucas	Clerk	018	Chris		Sabala	Maint.	000	Tamika		Foster	PSE
000	Mark		Medlock	Clerk	045	Richard	J.	George	Maint.	000	Alyssa	G.	Gonzales	PSE
000	Kenneth	R.	Pagel	Clerk	711	Anthony	T.	Funicelli	Maint.	000	Ember		Ibarra	PSE
000	Vanessa		Robles	Clerk	711	George		Lopez	Maint.	000	Isaac		Ibarra	PSE
000	Andrew	J.	Salazar	Clerk	712	Manuel		Aguirre	Maint.	000	Patrick		Inselmann	PSE
000	Samuel	L.	Walker	Clerk	712	Clarence	R.	Altwein	Maint.	000	Arnaldo	A.	Lugo	PSE
001	Jonathan	M.	Quintanilla	Clerk	712	Steven	R.	Carlson	Maint.	000	Ryan	G.	Martinez	PSE
027	Sheila	L.	Haynes	Clerk	712	Robert	S.	Cruz	Maint.	000	Allison	P.	Moron	PSE
029	Uler	C.	Haggerty	Clerk	712	Vincent		Espitia	Maint.	000	Corin	S.	Payne	PSE
041	Daniel		Padilla	Clerk	712	Oscar	L.	Garza	Maint.	000	Aunrii	L.	Roberts	PSE
084	Lolly		Nabers	Clerk	712	George	L.	Herrera	Maint.	000	Gloria		Roberts	PSE
135	Heith	R.	Beach I	Clerk	712	Peter	E.	Seba	Maint.	000	Angelica		Sanchez	PSE
135	Crystal	M.	Estrada	Clerk	712	Mosammat	M.	Sultana-	Maint.	000	Jkhyra		Waller	PSE
135	Danny		Rabago	Clerk	712	Daymond		Wright	Maint.	000	Tamra		West	PSE
200	Juan		Bonilla	Clerk	713	Warren	M.	Bannister	Maint.	004	Patrick		Thornton	PSE
200	Daniel		Fernandez	Clerk	713	Ricky	A.	Trest	Maint.	016	Raymond		Machado	PSE
200	Michelle	R.	Moreno	Clerk	722	Mohammed	R.	Abdul	Maint.	018	Yvonne	A.	Martinez	PSE
234	Aubrey	J.	Mayfield	Clerk	732	Daniel	K.	Akana	Maint.	018	Tyler	J.	Rogers	PSE
235	Ronald	W.	Weigel	Clerk	742	David	I.	Delgado	Maint.	023	Alexandra	C.	Espitia	PSE
240	Isias	B.	Garza	Clerk	742	David	L.	Sherman	Maint.	023	Maria		Rodriguez	PSE
241	Erica	R.	Washington	Clerk	742	Charles	B.	Smallwo	Maint.	024	Anthony		Vega	PSE
300	Dennis	J.	Blankemeyer	Clerk	742	John	W.	Smith	Maint.	032	Deandrea		Lavender	PSE
300	Chelsea	A.	Bohleen	Clerk	742	James	E.	Timmons	Maint.	037	Jade		Rios	PSE
300	Hector	M.	Calderon	Clerk	742	Charles	R.	Trotter	Maint.	038	Cory	L.	Smith	PSE
300	Jerry	W.	Hoermann	Clerk	661	America	L.	Gonzales	MVS	045	Coral	D.	Colon	PSE
300	Diva	M.	Valdez	Clerk	707	Jose		Bohorque	MVS	045	Maira	G.	Kelly	PSE
309	Ruben	M.	Avila	Clerk	707	Juan	J.	Yanes	MVS	049	Bryan		Estrella	PSE
334	Jose	M.	Banda	Clerk	708	Bruce		Booker	MVS	059	Asia		Douglas	PSE
334	Lisa	M.	Fields	Clerk	708	David	M.	Cantu	MVS	059	Jordan	R.	Salters	PSE
334	Haley	R.	Preston	Clerk	708	Christopher	S.	Cavazos	MVS	334	Valente	G.	Rodriguez	PSE
334	Jacob	J.	Rios	Clerk	708	Jose	R.	Estrada	MVS	335	Elijah	D.	Blanco	PSE
335	Rance	M.	Mcfaddin	Clerk	708	Pierre	R.	Gonzalez	MVS	341	Steven		Chavarria	PSE
335	Stephen	C.	Richardson	Clerk	708	Alex		Mims	MVS	341	Magaly		Gomez	PSE
337	Roshelle	D.	Styles	Clerk	708	Ronald	J.	Oakman	MVS	361	Dajane	M.	Adams	PSE
340	Brianna	N.	Gomes	Clerk	708	George		Palacios	MVS	361	David	A.	Alonzo	PSE
341	Pedro	G.	Adame	Clerk	708	Sherman	W.	Sheppard	MVS	361	Keinann	J.	Ayers	PSE
341	Ivan	L.	Rodriguez I	Clerk	708	Jerry	D.	Walker	MVS	361	Iliana	F.	De La	PSE
404	Deborah	J.	Stapper	Clerk	709	Richard	L.	Salinas	MVS	361	Christina	L.	Fitzgerald	PSE

FCW PRESENTS

2021

FIRST ANNUAL



GOLF

INVITATIONAL

PROCEEDS BENEFIT
THE MUSCULAR DYSTROPHY ASSOCIATION

NOVEMBER 5TH, 2021

TEE TIME: 1:30 PM

PLEASE ARRIVE 1 HOUR BEFORE!
A BOX LUNCH WILL BE PROVIDED

COURSE EVENTS:

CLOSEST TO THE PIN

GOLF PRO SWING

MULLIGANS - \$3

RAFFLE

ONE TICKET - \$5

THREE TICKETS - \$10

REGISTRATION

INDIVIDUAL: \$100

TEAM OF FOUR: \$400

(REGISTRATION ENDS FRI OCT 8TH)

SILVERHORN
GOLF CLUB OF TEXAS1100 W. BITTERS RD.
SAN ANTONIO, TX 78216

JOIN US AT OUR POST GAME BANQUET FOR REFRESHMENT, TROPHIES, AND RAFFLES

VISIT OUR WEBSITE OR CONTACT CAESAR VILLEGAS FOR
REGISTRATION INFORMATION!

210-910-4949 / CVILLEGAS@FCWTEXAS.COM



APWU Health Plan COVID-19 Coverage Enhancements

The APWU Health Plan will continue to evaluate benefit enhancements as a result of COVID-19. For the most up-to-date information visit our website at

www.apwuhp.com/coronavirus-outbreak-update/

The Health Plan will:

- **New!** Cover in-network inpatient and outpatient care for COVID-19 treatment at **no cost*** to the member
- Cover health care provider office visits, urgent care center visits and emergency room visits that result in an order for or administration of a diagnostic test for COVID-19 at **no cost*** to the member**
- Cover COVID-19 testing at **no cost*** to the member when testing is prescribed by a clinical professional including antibody testing once it becomes widely available
- Cover telehealth visits at **no cost*** to the member when visits are performed through the Health Plan's telehealth providers:
 - **High Option:** Visits through Amwell are available at www.amwell.com at **no cost*** to the member
 - **Consumer Driven Option:** Virtual visits through AmWell, Teladoc, and Doc on Demand are available at www.myuhc.com at **no cost*** to the member
- Cover telehealth visits to network providers at **no cost*** to member when related to COVID-19
- Waive inpatient prior authorization requirements related to COVID-19
- **Reminder:** Members are encouraged to use mail order for maintenance medications which provides a 90-day refill and the delivery is free

*All deductible, coinsurance and copays will be waived

**Your provider should be aware of this Families First Coronavirus Response Act and CDC guideline. If you are charged a copay or coinsurance at the time of your visit, you will be reimbursed

Coping with COVID-19 stress and anxiety

The COVID-19 pandemic has taken its toll on our emotional wellbeing. Social distancing can make us feel isolated, while surges in new cases cause stress and anxiety.

Learning how to manage stress can help you face challenges head on and become more resilient.

If you're feeling worried or stressed about COVID-19, call the Optum toll-free help line at 1-866-342-6892. A caring professional will connect you to resources to help you cope with stress in healthier ways.

Find emotional support resources online

Visit the Live and Work Well COVID-19 Support Center (<https://www.liveandworkwell.com/en/public/custom/covid19.html>) to learn how to be mindful and keep your stress in check. You'll find COVID-19 FAQs, resources, articles, coping strategies, tips, and more.

Live and Work Well also provides emotional support resources and information related to relationships, mental health, crisis support, and legal issues.

To access the resources, follow these steps:

1. Select Browse as a Guest with a company access code
2. Enter Guest in the access code field and select Enter

Behavioral health resources for APWU Health Plan members

As an APWU Health Plan member, you have access to mental health and substance use services that can help you feel better and more in control of your emotional wellbeing.

- Cigna Behavioral Health provides services for High Option members
- UHC Behavioral Health Solutions provides services for Consumer Driven Option members



TOGETHER.
BETTER HEALTH.
www.apwuhp.com
(800) 222-2798



APWU – Sixth COLA Increase Announced

In accordance with the 2018-2021 Collective Bargaining Agreement, career employees represented by the APWU will receive a 93 cent per hour cost-of-living adjustment (COLA), effective August 28, 2021.

The increase is the result of a rise in the Consumer Price Index (CPI-W). It will appear in paychecks dated September 17, 2021 (Pay Period 19-2021). The value of the COLA for full-time employees in each step and grade will increase by \$1,935.00 annually, and the hourly rates for part-time employees will be adjusted accordingly.

The COLAs are in addition to general wage increases. This is the sixth cost-of-living increase under the 2018 contract. The COLAs received so far during the 2018 National Agreement will total \$3,349.00 per year.

Postal Support Employees (PSEs) do not receive cost-of-living increases, but have several general wage increases under the 2018 contract



DBCS SETTLEMENT

SETTLEMENT AGREEMENT BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

RE: Q10C-4Q-C 16130532 – APWU #HQTG20160085 – DBCS staffing

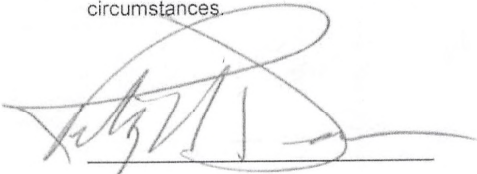
Recently the parties met at Step 4 of the grievance/arbitration process to discuss the above referenced grievance. The primary issue in this dispute is whether the current Delivery Bar Code Sorter System (DBCS) normal staffing of two (2) clerks per machine should be a minimum requirement to address certain safety and ergonomic issues as identified by the APWU.

The parties are in agreement that pursuant to Article 14, Section 1 *"It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force."* In accordance with the Employee and Labor Relations Manual (ELM), Section 891, Authority, *"The Postal Service complies with applicable federal laws, regulations, and OSHA guidance materials regarding ergonomics."*

The parties further agree that the 2012 JCIM, Article 37, page 76, *OCR – BCS – DBCS STAFFING* Questions and Answers, address the only exceptions to the normal staffing of two (2) Mail Processing Clerks on the DBCS at all times. The exceptions described in the JCIM Q&As must not be considered an alternative to the scheduling of 2 Mail Processing Clerks on the DBCS. During the periods described in the JCIM Q&As, the parties further agree the second Mail Processing Clerk may perform allied duties as assigned in the OCR-BCS-DBCS area.

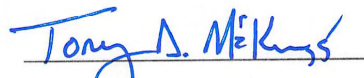
This settlement agreement addresses minimum staffing, and is not intended to impact those offices where there have been agreements and past practices involving more than two clerks per machine (due to unique rotations or other local factors.)

To further this effort, the parties agree to schedule a special meeting of the Safety & Health Committee at the national level within ninety (90) days after the signing of this agreement. At the meeting, the Safety & Health Committee will discuss the establishment of a task force to investigate and address safety issues specific to the DBCS. This task force will include subject matter experts. Any case(s) held pending this national dispute will be resolved in accordance with this agreement and based on local fact circumstances.



Rickey R. Dean
Manager Contract Administration (APWU)
United States Postal Service

Date: 8/24/2016



Tony McKinnon
Director of Industrial Relations
American Postal Workers Union, AFL-CIO

Date: 8/24/2016

Passing of Frank Romero, Former APWU Organization Director



Frank A. Romero, former Organization Director of the APWU, unexpectedly passed away at the age of 67.

Brother Romero was elected as Organization Director in 1986 and served in that position until his retirement in 2011. He first got involved in the union at the Dallas TX BMC and held a variety of local union positions including shop steward, clerk craft director and local BMC coordinator. Brother Romero trailblazed as the first Hispanic resident national officer and also served as the national APWU liaison to the Labor Council for Latin American advancement (LCLAA) and was the past president of its local DC metro chapter.

"The APWU family is saddened by the news of Brother Romero's passing and extends our heartfelt sympathy and condolences to his wife and family," shared President Mark Dimondstein. "He was passionate about the union cause and dedicated to the APWU as the path to a better life for all postal workers."

Brother Romero assisted in spearheading the Retirement chapter for retired APWU former members. Frank served as the APWU national headquarters' liaison to the Labor Council for Latin American Advancement (LCLAA) and was a past president of the LCLAA D.C. Metro Chapter.

Frank was known for his kind and compassionate spirit, infectious smile and boisterous voice for the Union and his beliefs.

AFL-CIO President Richard Trumka Dies at 72



AFL-CIO President Richard Trumka, leader of the nation's most powerful labor organization since 2009, died on August 4, 2021, of a heart attack at the age of 72.

The entire labor movement was shocked and heartbroken after learning of his death. The nation, labor movement, the AFL-CIO lost a champion and a legend. He left us a great legacy. We have some huge shoes to fill, and he left a blueprint for us to follow. He was unrelenting when it came to fighting and protecting the rights of the working people, made our places of work, safe workplaces.

Words from National Association of Letter Carrier Office, "Today, we mourn the loss of Rich Trumka, who was a champion for letter carriers and American workers. He was a "happy warrior" who never stopped fighting for the values of economic justice, racial equity, and solidarity.

He was a fixture at NALC conventions and events for decades, before and after becoming AFL-CIO President in 2009. Rich was a friend, who stood with us in every major fight we've had in the past 20 years, from the battle against contracting out letter carrier jobs to preventing six-day mail delivery. In recent months he led the charge to strengthen the labor movement by working tirelessly to advance desperately needed labor law legislation, the Protect the Right to Organize Act.

There would be no better way to celebrate Rich's life than by finishing the job of enacting the PRO Act.

General Membership Meeting

September 18, 2021

11:30 A.M.

Union Hall

13102 Lookout Run.

Executive Board

Meeting
10:00 A.M.

*****AGENDA*****

Financial Report
National President's Conference
Officers Reports
Executive Board

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

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

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*“United we stand,
divided we fall;
Union Is Strength”*



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articles to
appear in the
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OCT 22

Your cooperation
is appreciated.



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