



October is Breast Cancer Awareness Month

DISPATCH

Celebrating Over 100 Years
of Representing Postal Workers

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

VOLUME 69 NO. 5

SAN ANTONIO ALAMO AREA LOCAL



SEPTEMBER / OCTOBER 2023

PRESIDENT **ALEX ALEMAN**

No Accountability To Zero Tolerance



Ever since the Initial Management Inquiry Process (IMIP) Summary Report revealed a Poor Work Environment at the San Antonio Processing and Distribution Center on 10410 Perrin Beitel Rd., Plant Manager Kim Calderon has done nothing to improve the work environment.

in a professional manner and in the office with a steward present.

Management would rather seek confrontations with the employees on the workroom floor where managers and supervisors always have the upper hand.

In March of 2023 the Postal Service reminded employees, 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. The Postal Service has gone on record to inform employees to Report emergency situations to the Postal Inspection Service at 877-876-2455 or call 911.

Managers and supervisors are continuing to nurture that same poor work environment identified in the IMIP. It has become apparent to the union, Plant Manager Kim Calderon, has no interest in holding her managers and supervisors accountable to the USPS Zero Tolerance Policy.

“The Plant Manager has shown a lack of concern for the poor work environment being nurtured by her managers and supervisors. There is no effort by the Plant Manager to cultivate a positive work environment and to provide the employees with a safe work environment.”

When the IMIP Summary Report revealed a certain Manager had harassed and intimidated a Clerk and a Supervisor, the Plant Manager did not take any corrective action against the Manager for harassing and intimidating employees.

ELM 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. 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.

The Plant Manager has shown a lack of concern for the poor work environment being nurtured by her managers and supervisors. There is no effort by the Plant Manager to cultivate a positive work environment and to provide the employees with a safe work environment.

Plant Manager Kim Calderon failed miserably to adhere to Employee Labor Manual (ELM) 665.24 when she failed to apply the Zero Tolerance Policy on a certain Manager.

Under the leadership and direction of Plant Manager Kim Calderon, the San Antonio Processing and Distribution Center is not free of harassment, intimidation, and bullying. At the Plant you have managers and supervisors who create confrontations with employees on the workroom floor. Instead of addressing the employees

She had an opportunity to Stamp Out harassment and intimidation and she chose not to. Her inactions send a bad message to the employees on the workroom floor. Kim Calderon is not capable of providing a humane work environment because she simply does not care about employees.

ALAMO AREA LOCAL DISPATCH

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Alex Aleman Associate Editor

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

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Texas Postal Workers Union, AFL-CIO

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Public Employees Council, AFL-CIO

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Texas Postal Press Association

Post Office Women for Equal Rights

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individual writer and not necessarily those of the Editor or
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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
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October is Breast Cancer
Awareness Month

No matter who you are or where you live, breast cancer may touch
your life. It's necessary to understand the warning signs of breast
cancer, your risk of breast cancer and what's normal for you so you
can take action if there are any changes in your breasts or
underarm areas.

Since 1989, Susan G. Komen has helped drive down mortality
rates from breast cancer thanks to our focus on early detection and
improvements in treatment. However, that progress may be in
jeopardy. During the COVID-19 pandemic, many people delayed
their regular breast cancer screening. The pandemic disrupted
treatment and research progress. And more progress is still needed.
Through research, growing knowledge about breast cancer has led
to new therapies and targeted treatments that improved outcomes

for many
people. It is
research that
brings hope to
people facing
this disease,
especially those
living with
MBC. We need
to ensure more
treatment
options are
available for all
people facing
breast cancer,
especially when
treatments stop
working.

The COVID-19
pandemic also
highlighted the
inequities in
breast cancer
treatments for
under-resourced



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communities across the country, as well as the inequity in
treatment between Black and white women.
Black women in the U.S. are about 40% more likely to die from
breast cancer than white women. That's why Susan G. Komen
encourages you to dedicate this October as a time of action — both
for yourself and others.

VICE PRESIDENT

DAVID Z. HERNANDEZ

Training Equals Results



Stewards

Training is constantly occurring for our stewards to enrich themselves with adequate resources to guard the rights and benefits of the Collective Bargaining Agreement (CBA).

Per the apwu.org, The Research & Education Department offers comprehensive training to APWU

activists on a wide array of topics, dedicated to providing union officers and stewards with the skills they need to enforce the Collective Bargaining Agreement, motivate union members, and keep members informed about important issues and activities. The Research & Education Department provides Basic Arbitration Advocacy training to APWU arbitration advocates. These classes, which focus on the final step of the grievance-arbitration process, provide an in-depth look at case preparation. (Warning: NOT for the faint-hearted)

Research & Education Department also offers Union Administration, a training program for local and state top executive officers (presidents, executive vice presidents, and secretary-treasurers) to give them an overview of the necessary ingredients needed to run an efficient and productive union. In conjunction with APWU national conventions, the Research & Education Department offers instructional Workshops on a host of subjects. Contact the department to receive copies of the training material. Check back to find information and register for upcoming events.

In August another training session for our maintenance and motor vehicle stewards, with additional training forthcoming. This local has always prioritized training and pushed for continued education of our stewards, and will continue to do so, within our financial means.

Our APWU All Craft Conference is just around the corner from Oct 1 thru Oct 4, 2023 which equates to more training for our officers and stewards, to better represent the members. With a vote from the members at last month's General Membership Meeting, each Director will select one (1) Chief Steward from their craft to attend this conference.

Mega Building (Regional)

San Antonio, TX has been selected as to have a regional mega plant. Although they are still in the planning stages things are beginning to look good for San Antonio. And as we obtain more information we will quickly disseminate that information to our membership using different means like the NewsFlash, Newsletter, and our NewsFlash, Newsletter, and our website apwu195.org

Financially

We have been very good with our expenditures, and President Aleman has mentioned it before during the monthly meetings about the responsibilities that all officers have to the members. To me, I think at times, some members see the financial monthly reports and assume that we can afford any motions that are brought up to the floor, which they do have that right to do. I am just opining my thoughts and care for the futures of this local financially. Every month Secretary Treasurer Greenlee, reports how our expenditures are going to include any future expectation, which I believe does a great job. We have an average about 45 to 50 members at times, making decisions for about 1200 members, yes there are expenditures that must be met, and I understand that, let us just make good decisions on issues.

Membership

Brothers and Sisters again please keep checking the non-members list, and share with the non-member why it is important to join. Our membership is still above 90% thanks to everyone out there promoting the union.

“Our APWU All Craft Conference is just around the corner from Oct 1 thru Oct 4, 2023 which equates to more training for our officers and stewards, to better represent the members. With a vote from the members at last month's General Membership Meeting, each Director will select one (1) Chief Steward from their craft to attend this conference”

Hello Brothers and Sisters,

Hopefully everyone is doing well in dealing with this hot weather. I hope you are all in good health and prayers go out to you all. Let's take this time and keep our union members, family and friends in our prayers as they deal with Hurricane Season. It's getting ready to transition from the dog days of summer to the pleasant fall weather. Please be vigilant now that schools are back in session and be careful as you drive in school zones, and respect the bus drivers that are transporting our future leaders of tomorrow.

If you have to be out in this weather make certain to wear light-colored clothing and use a hat to shield your face and scalp. Stay hydrated by drinking plenty of water. I want to thank the members that attend our monthly meetings, to hear issues that can impact your job so please engage with your co-workers an encourage them to attend a general membership meeting. Although there may be disagreements on issues the democracy process still takes place to share their concerns. May you have a save and joyful day with your love ones.

See you at the next meeting, **“United we stand, divide we fall”** which side will you be on?

1 Corinthians 10:31 NIV

“So, whether you eat or drink or whatever you do, do it all for the glory of God.”

SECRETARY TREASURER

JEFF GREENLEE

Local's Finances – Positive Yet Fragile



First and foremost, I hope and wish that you, and your families, are well. Please be safe, protect yourselves and your families and remember that we are stronger together than apart.

Union Finances.....

The Local's finances, and outlook, are positive yet fragile.

Fragile? Why, you may ask, did I state "Fragile"? Well, the Unions finances can be very fragile in that all it takes is a couple of unwise decisions to take a heavy toll on our finances. Allocating monies for unreasonable expenses, allocating monies for events that does not benefit all members, allocating expenses for personal gain, making unreasonable requests for compensation, all of these and more can be devastating to the Local's finances. And if recent history is any indication they can certainly happen.

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

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

Now, as I reported to the members at the August General Membership Meeting, the numbers looked good for July, but they were all over the place and before we start getting all excited and start stating that we have lots of money so let's spend it, let me explain why these numbers should be taken with a grain of salt.

First of all, July was a 3 Per Capita month, so our income automatically is inflated by approximately **\$20,000** with that extra per capita check. That will be offset somewhat with August being a 3 PP month for the Full-time General Officers and our Fund deposits. Just as an example, in the first two days of August I wrote over 35 checks and transactions totaling over **\$31,000**.

Secondly, there was approximately \$22,000 in deposits for the convention, almost \$7,000 from the Eagle Pass Local for the merger and lastly, I transferred well over \$13,000 from the SSFCU Funds to the General Fund for Convention, training, and Building Maintenance expenses. I am also waiting on the final Convention tab from the TPWU, probably somewhere around \$10,000.

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

As I have reported in the past, all financial reports should be looked at closely. There are many commitments coming up in the near future and much of our cash assets are earmarked for specific expenditures. We must remember that in our special funds, over **\$200,000** of our total cash assets are committed amounts. These include Scholarship, Retiree Chapter, Stewards Rebate, Building Maintenance, Leave Fund, Convention Fund, and many others. These funds are not part of the day-to-day operating monies and should not be looked at as a reservoir of ready cash.

The membership did take a positive step by reducing the number of Chief Stewards we are sending to the APWU All-Craft Conference in Las Vegas to one per craft. We must continue to look at our finances in a wise and controlled manner. We must be wise in our decisions, can we get by with only 2 instead of 4, can we utilize our Local's Arbitration Advocates and National Business Agents for training instead of sending stewards thousands of miles away for training, at great expense. We must continually think about other avenues to reach our goals.

I have been criticized as being repetitive in my articles, but the understanding and importance of what I have stated above cannot be overemphasized. The ramifications of not fully understanding the nature of your cash assets could have devastating results on the ability of the San Antonio Alamo Area Local to properly represent the members.

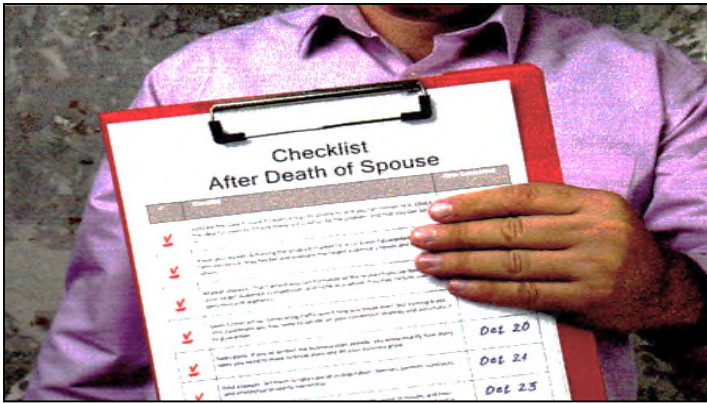
All-in-all the SAAAL finances are being well controlled, and fiscally responsible, by the officers and members...

We need to start looking forward as far as expenses are concerned. We have the APWU All Craft Conference expense coming in October, and we are in the SAAAL Local Elections period with the Election Committee being appointed in November, nominations in January and balloting the end of February/beginning of March. This is always an expensive process, and if the last election is to be repeated, then we are looking at a very expensive few months with much turmoil.

continued on next page

And lastly, if you have any questions or concerns about your Union finances, please do not hesitate to contact me.

A Checklist for Loved Ones



As a follow-up to my last article about the difficult “Talk” that families should have, I have added a “Checklist for Loved Ones” should the inevitable death in the family happen. I know we are all uncomfortable about discussing death, but it is very important to be prepared.

The APWU has a “Vital Records” organizer available to all members, contact the Union Office and one will be made available to you. This organizer allows you to store valuable information in a quick reference guide. It provides information such as Veterans Benefits, Pensions, account locations and number and who to contact and their addresses, Telephone numbers and much, much more.

This Vital Papers Organizer will make your very difficult circumstance a little less stressful and provide you with some guidance.

The death of someone close to you brings with it many important tasks that must be completed, despite your grief and confusion. The following checklist can help you prioritize.

- *Locate the will and other estate planning documents.*
- *Request several copies of the death certificate from the funeral home director. They'll be required as proof of death in a variety of situations.*
- *Notify financial institutions, creditors, Social Security Administration, and the three credit bureaus.*
- *If appropriate, contact pension plans or annuity providers to find out if a spouse is entitled to benefits. If the deceased was a veteran, also contact the Department of Veterans Affairs.*
- *Retitle assets, such as property and joint accounts.*
- *Notify the deceased's insurance companies and file claim(s) for life insurance proceeds. The National Association of Insurance Companies maintains a database to help with locating a policy.*
- *Remove social media accounts if you have access.*
- *If you're the spouse, update your own estate planning documents, including beneficiaries on retirement accounts and life insurance policies.*
- *Set up a meeting with your financial professional, estate attorney and tax advisor.*

The article above is used by Permission - Article Source: [Platinum Wealth Solution/Bruce Stroup](#)

Visit Our Website APWU195.ORG

Representing Postal Workers
for Over 100 Years

San Antonio
Alamo Area Local #195

American Postal Workers Union, AFL-CIO
Serving the Greater San Antonio Area

EDITOR

CARLOS BARRIOS

Fair Representation Equals \$\$\$



I would like to thank the members who inquired with their immediate supervisor to speak with a shop steward on the clock and followed the proper protocols so that the clerk stewards can continue to fairly represent the craft member. The following is how to file a grievance. One must first understand the definition of what a grievance is before they follow a written process

that has been agreed by both the United States Postal Service (USPS) and the American Postal Workers Union (APWU). Article 15 of the Collective Bargaining Agreement (CBA) governs the procedure between the APWU and the USPS.

Article 15 of the CBA describes in Section 1 the definition of what a grievance is, and it defines as a "dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment."

This definition is broad, so don't allow any postal supervisor or manager to inform you that you don't have a grievance. Section 2 states, Step 1; (a) Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expressed to have learned of its cause.

Tenure of Craft Director

In my tenure as the Clerk Craft Director for the San Antonio Alamo Area Local 195 (SAAAL), my stewards and I have advocated for over \$800,000 in settlements for providing **Fair Representation** for the clerk craft. And just to set the record straight a recent National Labor Relations Board decision was made that SAAAL did **NOT** provide Fair Representation to an employee filing a grievance and it was **NOT** against the clerk craft steward. That decision was against a maintenance steward that is no longer in our local.

Grievance Procedure:

- * Makes the employee whole and restore or recover.
- * Can't request supervisor get disciplined.
- * Always request to see a Shop Steward from Supervisor
- * Union Stewards are **NOT** in Management.
- * Supervisor can **NOT deny** right to see a steward.
- * Unsure if it's a grievance ask for shop steward.
- * Only the Union determines if you have a grievance.
- * Grievance is done on the **CLOCK**.

A steward should be made available to you in two (2) hours within 95% of the time. Other Issues to consider are the Work and/or Time Standards described in Article 34. The principle of a fair day's work for a fair day's pay is recognized by all parties in the CBA.

Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), *employees may NOT be required to work more than 12 hours in one (1) service day. In addition, the total hours of daily service, including scheduled work hours, overtime, and mealtime, may not be extended over a period longer than twelve (12) consecutive hours.* Postmasters and exempt employees are excluded from these provisions. Except in emergency situations where service conditions preclude compliance, no employee may be required to work more than six (6) continuous hours without a meal or rest period of at least ½ hour. A pay period begins on Saturday and ends on Friday. Each pay period comprises two (2) service weeks.

A service week is the calendar week beginning at 12:01

A.M. Saturday and ending at 12:00 midnight the following Friday. Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or

may appeal through official channels. Finally, it is best to go to hear it from the horse than from negative sources. Many settlements that were settled are not being paid out and the Union is filing for non-compliance. Yet some union busters would rather NOT check with the current leadership of the clerk craft and decide to make improper answers.

"In my tenure as the Clerk Craft Director for the San Antonio Alamo Area Local 195 (SAAAL), my stewards and I have advocated for over \$800,000.00 in settlements for providing Fair Representation for the clerk craft."

Jobs MOU Payout

From Apwu.org, *The Clerk Craft reached a \$67 million dollar settlement with the USPS on the Jobs MOU violation (see page 18) The Postal Service was required to provide 800 additional jobs, of which 362 had yet to be created and posted. These positions were the Human Resource/Training Technician jobs that were supposed to have been created in the bid clusters for the sixty-seven (67) Districts.*

The monetary settlement follows a ruling by Arbitrator Stephen Goldberg that the Postal Service violated Arbitrator Goldberg's previous award. Arbitrator Goldberg determined the specific offices where the violations took place. Only those employees identified as receiving payments will have a payment listed. If your name is not found and/or there is no payment, then you were not identified as being a part of the payout remedy. There are approximately only one thousand (1000) employees in the entire country identified for payment. The zero amount is in instances where there was an end result of an overpayment, yet the Agreement states there will be no Letter of Demand issued for the overpayment to the employee.

Lamont Brooks
Director / Clerk Division

MVS CRAFT DIRECTOR

FARON HIERHOLZER

MVS Annual Bid Cycle



As we move into another annual bid your seniority plays a very important role in what you are able to bid on.

The Local Memorandum of Understanding (LMOU) in Article 39.2A states: When requested by the union in writing, all full-time regular motor vehicle operators and tractor-trailer operators craft

assignments shall be posted for bid in the month of October.

This is further broken down in Article 39.2C that states:

The request for re-bidding will be made by August 26th. The bidding will be in-house and will be completed by October 24th.

The annual bid this year is set for October 17, 2023 for Tractor Trailer Operators, and October 18, 2023 for Motor Vehicle Operators. *You Must Submit a Bid Sheet for the*

Annual Bid. No Bid Sheet, No Bid! Annual Bidding starts with Tractor-Trailer Operators. They bid by seniority until all Tractor-Trailer jobs are filled and/or employees bid. The next day the bidding will start with Motor-Vehicle Operators by seniority. Motor Vehicle Operators will bid until all the Motor-Vehicle jobs are filled and/or employees bid. After the bidding has ended, any vacant positions will be filled by the most senior Part-Time Flexible that is qualified until all residual vacancies are filled.

Staffing

As management continues to keep overtime at a minimum they are also looking and adjusting runs daily. This could lead to some runs being abolished. At the same time other stops will be added. The union has requested a staffing package for the craft and we are expecting it very soon. Our stewards met with our National Business Agent (NBA) Dyrike Shaw to address the Highway Contract Routes. I met with our NBA and requested that he work with our stewards very closely through the grievance process when these Highway Contract Routes expire. These routes should expire in the near future.

Our Director Mike Foster filed a grievance for the union. American Postal Workers Union Industrial Relations Director Charlie Cash reported On August 1, 2023, Arbitrator Daniel F. Brent transmitted a National Award dated July 21, 2023, to the parties in the Motor Vehicle Craft Jobs MOU case, Case No. Q10C-4Q-C 4256800,

finding that the Postal Service violated the MOU by failing to convert 600 Highway Contract Routes to the Postal Vehicle Service.

In his Award, Arbitrator Brent ruled in favor of the APWU, finding that the Union advanced the “more persuasive interpretation” of the term “PVS routes.” Arbitrator Brent observed that describing the HCR insourcing “in terms of number of routes to be converted, rather than number of duty assignments or bargaining unit jobs or driving assignments,” supported the Union’s “assertion that the balance of evidence, particularly the expression of the new obligations to convert 600 existing routes as a minimum and [to] scrutinize thousands of other HCR routes for potential bargaining unit jobs

[...] better explain[ed] and therefore mandate[d] interpreting the reference to ‘PVS routes’ in Section 2 [of the MOU] as sought by the Union.”

Given the context of the subcontracting process under Article 32 as well as the rest of MVS Jobs MOU,

Arbitrator Brent concluded that the term “PVS routes” could not “be construed as referring only to 600 duty assignments as the Employer contends.”

Because the Postal Service failed to insource 600 HCR routes, Arbitrator Brent held that the Postal Service violated the Motor Vehicle Craft Jobs MOU. Arbitrator Brent remanded the matter back to the Union and the Postal Service to determine an appropriate remedy for the Postal Service’s violation. Additional information will be released as the MVS Division works toward the remedy. Don’t forget to use PS Form 1767 to report any hazards, unsafe conditions, work practice and, in the opinion of the APWU, hostile work environments. You can use the PS Form 1767 to report anything that you believe could jeopardize your health. When you see dirty conditions, pests, and mold, disturbed or broken building materials use a 1767. The instructions for using a PS Form 1767 are located on the back of the form.

Heat

Over the last couple of months it has been very **HOT** in Texas especially here in San Antonio. The union has, and will continue to make sure our members stay hydrated and safe in this extreme heat wave.

The union cannot stress the importance of reporting unsafe conditions, and making requests to speak to your steward if you believe a contractual violation has occurred.

“The annual bid this year is set for October 17, 2023 for Tractor Trailer Operators, and October 18, 2023 for Motor Vehicle Operators. You Must Submit a Bid Sheet for the Annual Bid. No Bid Sheet, No Bid!”

NCED & Training Updates



Latest from NCED

On August 17, 2023, APWU Maintenance Officers met with the USPS to address concerns the Union Family had at the National Center for Employee Development or (NCED). Here are the responses from NCED Management. On day 1, Instructors will be required to go over what students should do if they

have any issues. NCED Management agreed with the APWU that some local managers are not giving students pre-arrival brochures. Students are allowed to pay for room upgrades out of their own pocket upon request. The Pony Express has 4 microwaves that students can use to warm up food. The Franklin and Preston Building has break rooms open 24 hours a day 7 days a week. The Students will have the codes needed to enter Franklin and Preston Buildings. Only one class had a 30 minute lunch and that was corrected. Lunch breaks will now be from 45 minutes to 1 Hour, even though some students prefer less time so they can leave class earlier. The gift shop upgrades will be complete in two weeks and open 24 hours a day 7 days a week. They are looking into a TV service that will show weekly menus in advance. If you have pests or bugs in your room inform the ECO Lab to deal with this problem. Students must immediately go to the front desk if they have mold or bugs in their room. The Bike and Scooters will be returning soon. The Racquetball Court is currently being used as a storage area no word of when it will be return to racquetball court and made available to the students. New washing machines are being ordered to replace the old washing machines. The Tornado related glass damage is currently under repair. A meeting is scheduled to discuss the rest of the tornado repairs, to be completed in 1-2 months.

There will be Annual inspections of rooms for mold. Students will be moved immediately if mold is present. The court yard will be off limits because of fear of broken glass falling on students. A new smoking section will be designated a few pillars away with lines painted to identify the areas. Housekeeping will enter rooms on Monday and Friday regardless of do not disturb signs, for wellness check. Housekeeping will be Monday, Wednesday and Friday for those without do not disturb signs. The vending machines will soon be upgraded and modernized. The night light display will be fixed immediately and remove any obstructions.

Two Shuttle buses were brought in from Bolger to the NCED, however one of the shuttle a/c is under repair. Last but not least Aramark hotel is providing a Survey to all guests please be sure to fill it out let them know how you feel about the service, the hotel and your stay.

Training

All Maintenance Craft job training opportunities will be offered first to the senior qualified volunteer within the occupational group, level and tour where the need for the skills exists. The Employer may choose not to select a volunteer who has attended training for two (2) courses or five (5) or more weeks of resident NCED or off-site training during the previous twelve (12) months.

2. Once approved training allocations are received at the installation, the Local President will be provided a copy of the allocations before solicitation for volunteers. Advance written notices will be published soliciting volunteers. A list of those volunteers shall be posted and a copy furnished to the Local Union.

3. Only when there are no qualified volunteers as provided for in 1 above, will involuntary selections be made for training. Involuntary selections will be made by inverse seniority on a rotating basis.

4. Employees selected for off-site training will be given as much advance notice as is reasonably possible. Additionally, two (2) weeks' notice will be given. **Employees will not be involuntarily selected for off-site training courses more than three (3) times within a twelve (12) month period.**

5. Upon completion of a job training course of two (2) or more week's duration, which includes mail processing equipment maintenance as part of its curriculum, an employee may be required to remain in the duty assignment for which the training was intended for a period of six (6) months. For a job training course of three (3) or more week's duration, the employee may be required to remain in the duty assignment for a period of nine (9) months. For a job training course of six (6) or more week's duration, the employee may be required to remain in the duty assignment for a period of twelve (12) months. The above applies unless:

- A. the employee advances to an assignment in higher level;
- B. the duty assignment is eliminated;
- C. because of substantiated medical or health reasons whereby continuation in the assignment would be harmful to the employee; or
- D. the employee has been required to remain in the duty assignment(s) for twelve (12) cumulative months during the life of this Agreement.

“All Maintenance Craft job training opportunities will be offered first to the senior qualified volunteer within the occupational group, level and tour where the need for the skills exists.”

MAINTENANCE DELEGATE/ TRUSTEE

ALBERT "RED" CARDENAS

Help the Union Protect your Job!



Hello brothers and sisters,

The fight continues for the APWU in all crafts, we have many challenges ahead of us. The Postal Service is not being forthcoming with information on the proposed changes to the San Antonio facilities, personnel movement, machine movement, etc. We are still trying to get management to follow the contract, but

for that we need you, the members to be the eyes and ears of the craft. We, as united maintenance craft employees can improve our work conditions. I also would like to thank all the "not yet" members for turning in their surveys and joining the fight by discussing topics of concern and/or participating in policing our contract.

I support our union leadership in reversing management's continued efforts to erode the effectiveness of our maintenance craft by failing to staff, by bypassing routes and threatening our employees to close out ECBM

items that have not been completed or that a work order will be created for the work to be done at a later time. How many times has management allowed our craft employees to take leave that has not yet been earned or advance your pay for work not yet done? Why is their logic not reciprocated?

I will tell you why, because it is only when it benefits management. I am making a plea to the craft to become more involved, not everyone wants to be a steward, go to meetings, walk pickets, or go to marches but, I continue to advocate for the development of occupational group teams to help address issues specific to your job and develop action plans to enforce our contract across all tours. We are often asked why different tours or facilities have different procedures and different rules, the short answer, there should be no differences. If management is complying with our contract, then the employee should be able to transfer from one tour or facility to another tour or facility and be able to have a seamless transfer.

As a local we are trying to produce positive changes across the maintenance craft, we are meeting resistance from management, in following and adhering to the contract, handbooks, and manuals. You, the member have the power to help us defend your rights, your jobs. I again ask you to stop signing off work assignment sheets at the beginning of your tour and/or for work not completed or work that was never started or they "promise" it will be completed later.

One, you are placing yourself in jeopardy for fraudulently submitting your documentation and two, you are helping management, by showing on paper that the work was accomplished with the amount of employees we have.

So, then they have no need to fill positions or worse yet abolish positions. When faced with an unsafe working environment or an abusive manager or supervisor, union members must take the first action by filing a Form 1767 reporting the abusive boss. For example, the report could read: "Supervisor [name] continues to violate ELM Chapters 6 and 8 by harassing, intimidating, threatening and bullying employee(s) and is creating unsafe, unhealthful working conditions when on [date], [supervisor] did the following..." Don't let management threaten you, harass you, or intimidate you, if they do ask to see a steward. They will try to tell you that this is the wrong form to submit, but the instructions above were information from our National APWU website. Your union continues to fight for our jobs and our rights but we have to be able to prove that there is a need for a properly staffed, safe work environment. So, help your Union, help you!

"Your union continues to fight for our jobs and our rights but we have to be able to prove that there is a need for a properly staffed, safe work environment. So, help your Union, help you!"

Thrift Savings Plan (TSP)

TSP Invest with logic and never invest with emotions. It is scary when you see your balance declining but, remember you only have a paper loss, and it will rise again. If you sell your investments and put it in the

G fund when the market is on its way down, you have now made it a real loss and you take the chance of missing the increase in your balance when it reverses course.

Stay the course and continue to invest so you can reach your goals. Buy the dip (market decline), your investment will buy more shares. The TSP maximum contribution for 2023 is **\$22,500** a year and **\$7,500** for catch-up contributions for employees 50 or older. You can also contribute to a non postal retirement account even if you max out your TSP. For both Traditional IRA and ROTH IRA you can contribute up to **\$6,500** Retirement savers 50 years or older can contribute an additional **\$1000**.

Recreation Committee

Thank you for supporting the events this year, Six Flags, XFL Brahmas, Mission Baseball, and Schlitterbahn. We have one more event this year at Sea World on Sunday October 8th 2023. Information for everyone:

San Antonio Shoe Factory offers free factory tours at their 101 New Laredo Hwy San Antonio, TX.78211 Ph # 210 924-6507 Tours are held Monday-Thursday at 915am,1230pm,and 205pm. They have antique cars, many antiques inside the store, shoes and other products. You could also get some popcorn for a nickel and a soda for a dime.

Support the APWU; it is the only organization exclusively for your rights as a postal worker. As always, I thank you, the members, for your support and for allowing me the opportunity to serve you.

ARTICLES SUBMITTED DURING ELECTION PROCESS

The following explanation addresses the question of publishing articles in a local publication just prior to an election authored by members who are not regular contributors or have not previously submitted articles. Section 401(g) of the Labor Management Reporting and Disclosure Act (LMRDA) states: "No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in any election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election."

Under this provision, union newspapers that are funded by the union cannot be used to promote the candidacy of any person in a union election. The purpose of this regulation is to ensure fair and impartial elections for all candidates. It has been argued that the appearance of articles in a union publication during the election period from a candidate who has never or rarely before submitted articles in that union publication is a promotion of that individual's candidacy through the union publication in violation of the LMRDA.

According to the U.S. Department of Labor Office of Labor-Management Standards which is responsible for administering provisions of the LMRDA:

"Generally, a six month period prior to an election can be considered as time when the newsletter may be construed as a campaign tool. Placement of articles, changes in format, blunt campaigning and letters from members or candidates to the editor could be considered as campaigning."

Therefore, in an effort to avoid the appearance of impropriety and to thwart efforts to overturn elections, the Postal Press Association recommends that local editors do not permit members to publish articles in the union's publication six months prior to an election, unless the member is a regular contributor. This policy will protect the local from an allegation that the local unfairly allowed particular candidates to use the union-paid for newsletter in support of his or her candidacy.

The determination of a regular contributor must be made on a case-by-case basis taking into consideration the number of times that the union publication is published every year.

Anyone who is deemed a regular contributor should therefore be allowed to continue to contribute articles to the paper throughout the election period. Because some members may have already announced their candidacy while others have not, the safest course for the local to take is to adopt a policy prohibiting all non-regular contributors from submitting articles to the union publication during the election period.

There are no hard and fast rules with respect to when the election period begins. The six month rule is a general guideline that seeks to avoid the appearance of impropriety as the election nears. Certainly, once members announce their candidacy for office the election period should be deemed to have begun. (A candidate is announced when it is common knowledge that he or she is going to be running for office, either as an incumbent or challenger. Under election regulations, an individual does not have to be formally nominated to be considered a candidate for office.

An expressed intention to run is sufficient for the individual to be considered a candidate.) Finally, no one who writes for a union publication, whether a regular contributor or not, can advocate for the election or defeat of a particular candidate for union office, him or herself or others.

The exception is a local sponsored forum to allow all candidates to make a statement in the union publication in support of their candidacy.

Produced by APWU National Postal Press Association

PO Box 888 Iron Mountain MI 49801

(906) 774-9599

ppa@apwupostalpress.org

Tony Carobine, President



San Antonio Alamo Area Local

Election Timetable

Process	SAAAL Constitutional Requirement	Date
Appointment of Nominating Committee	Art. 5, Sec 1 - A Nominating Committee shall be appointed at the General Membership meeting in November to nominate at least one candidate for each office. Nominating Committee shall consist of at least one member of each craft.	11/18/23
Nominations of Officers and Delegates	Art. 5, Sec 1 - Nominations of officers and delegates to the State and National Conventions, shall be made at the General Membership meeting in January of the election year.	01/20/24
Acceptance of Nominations	Art. 5, Sec 1 - All candidates must give their approval to run for office within ten (10) days of the nomination.	01/30/24
Dispatch Deadline February "Election Issue"	Art.14, Sec. 3 - Lays out guidelines for Dispatch article...	02/01/24
Ballots Mailed	Art. 5, Sec 8 - mail ballots to each member in good standing at their last known address 14 days prior to the second Monday in March	02/26/24
Deadline to return ballots	Art. 5, Sec 8 - must be received at the postage due section by 9:00 AM of the Saturday following the second Monday in March.	03/16/24
Ballots Counted	Art. 5, Sec 8 - The ballots shall be counted by the Election Committee on the closing date of the voting period and shall continue until completed.	03/16/24
Effective Date (3 year term)	Art. 5, Section 2 - All elected officers and delegates of this local shall be elected by referendum vote for three (3) years effective the 2nd Saturday of April of the year they were elected to office	04/13/24

Alex Aleman ...

Continued from page 1

I recently filed a Class Action grievance and cited all the above, and as for the corrective action, I'm requesting Plant Manager Kim Calderon be permanently reassigned/relocated outside the San Antonio Processing and Distribution Center (SA P&DC) for not applying the Zero Tolerance Policy. And for the Manager who harassed and intimidated employees permanently reassigned/relocated outside the SA P&DC. Also, all APWU represented employees who were assigned to the SA P&DC from March 23, 2023, be compensated \$1,000 each. I encourage all members to speak up against management and demand to be treated with dignity and respect. All Managers, Supervisors and Plant Manager Kim Calderon should be held accountable for not treating bargaining unit employees with dignity and respect.

Serna Station Manager

In another work environment issue in San Antonio and recent Arbitration Award, Serna Station Manager Steven Gonzalez was found to have violated ELM 665.24 when he made disparaging, demeaning, and intimidating remarks to multiple carriers. The Station Manager insulted and demeaned carriers during a stand-up talk, then ordered the steward who tried to defend those carriers off the floor, in a show of intimidation. The Station Manager has a history of not treating carriers with dignity and respect. The Arbitrator determined that Steven Gonzalez lied under oath about his treatment of the Letter Carriers under his supervision. The Postal Service was ordered to pay a lump sum of \$25,000.00 to NALC Branch 421 and an additional \$25,000 for Steven Gonzalez past violations of USPS policies requiring him to treat Letter Carriers with dignity and respect, and to pay Branch 421 an additional \$25,000 each subsequent year that Steven Gonzalez continues to be employed anywhere in the San Antonio Installation, in any position where he has direct or indirect responsibility for the supervisor and/or treatment of Letter Carriers, through the year 2028.

NLRB rules in favor of SAAAL

In a recent National Labor Relations Board (NLRB) decision, the Postal Service was ordered to provide the San Antonio Alamo Area Local (SAAAL) information requested concerning rural and city carriers utilized to perform clerk craft duties at the stations in the San Antonio Post Office (see next page). The Postmaster refused to provide the information necessary to process a grievance. Postmaster Robert Carr inform the local that I, as the local president would have to send a request for information to every station manager in the San Antonio Post Office. The local was even accused of being on a fishing expedition for grievances concerning crossing crafts. As local president, I stood my ground and informed the Postmaster I was requesting the information under Article 31.3, which provides the local president the right to request information from the Installation Head for local matters, the San Antonio Postmaster in this case would be the Installation Head. The union office continued to send the request for information on crossing crafts to the San Antonio Postmaster. The National Labor Relations Board found that the San Antonio Postal Service violated Federal labor law. *The NLRB ruled the Postal Service refusal to provide information by insisting the Union must obtain it from each local office violates the Act.* The Postmaster and the Postal Service were ordered by the NLRB to provide the union the information requested.

204b Usage

I recently made a request for information to the San Antonio Postmaster requesting PS Form 1723 for all 204b's at the Stations. After receiving the information, I reviewed the 1723's and discovered an egregious violation of the Clerk Craft Job Memo. Management has made no effort to eliminate the usage of 204b's. I proceeded to file a class action grievance on the violation and for the corrective action, I requested management create and post for bid eighteen (18) Lead Clerk positions throughout the San Antonio Post Office Stations. At some stations, I requested to create and post for bid two (2) Lead Clerk positions.

Arsenal Station

At the Arsenal Station management sent a reversion notice for the Level 7 Postage Due Technician position. I promptly submitted my input on why the position should not be reverted. Management responded after reading my input they decided not to revert the Level 7 Postage Due Technician position. Arsenal and Downtown Stations are one section under our Local Memorandum of Understanding. That is the only station where we have four (4) Level 7 positions, 2 Lead Sales Service Associates, 1 Level 7 Mail Processing Lead Clerk and 1 Level 7 Postage Due Technician.

Sick Leave Documentation Requirements

ELM 513.361 Three Days or Less - For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave (see 513.39) or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. Substantiation of the family relationship must be provided if requested. Article 10, Section 5 Sick Leave, D. For periods of absence of three (3) days or less, a supervisor may accept an employee's certification as reason for an absence. *What that means is the employee may submit their own written statement explaining the absence, simply write a statement citing the reason for your absence and submit the statement to your immediate supervisor.* ELM 513.362 Over Three Days - For absences in excess of 3 days, employees are required to submit medical documentation or other acceptable evidence of incapacity for work or of need to care for a family member and, if requested, substantiation of the family relationship.

APWU Stands Together with NALC - Branch 421

Sunday, August 20, 2023, APWU San Antonio Alamo Area Local stood together with our sister union NALC Branch 421. The NALC had a Rally in front of the San Antonio Post Office 10410 Perrin Beitel Rd. APWU showed up with signs and members to support the NALC rally for better working conditions. Other unions showed their support at the rally to include San Antonio Mayor Ron Nirenberg supporting postal workers. I want to thank our APWU members for attending the rally and showing of support. The NALC Branch 421 leadership was very thankful to our APWU members attending the rally.

FORM NLRB-4727
(10-17)



NOTICE TO EMPLOYEES



POSTED BY ORDER OF THE
NATIONAL LABOR RELATIONS BOARD

AN AGENCY OF THE UNITED STATES GOVERNMENT

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

- Form, join or assist a union
- Choose representatives to bargain with us on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities.

WE WILL NOT refuse to bargain collectively with American Postal Workies Union Alamo Area Local 0195 (the Union) by failing and refusing to furnish it with requested information that is relevant and necessary to the Union’s performance of its functions as the collective-bargaining representative of our unit employees

WE WILL NOT in any like or related manner restrain or coerce you in the exercise of the rights listed above.

WE WILL furnish to the Union in a timely manner the information requested by the Union on the following dates in 2021: Nat 10 and 19; June 16, 21,28, July 6, 123, 19, 26; August 9, 16, 17, 30, September 15, 21, 27, October 4, 18, 27; November 1, 9, 18, 22, 29; December 7, 13.

UNITED STATES POSTAL SERVICE

(Employer)

Cases 16-CA-279233 & 16-CA-287594

Dated: 08/25/2023

By: *[Signature]*
(Representative)

Postmaster

(Title)

The Boards decision can be found at www.nlr.gov/case/16-CA-279233 or by using the QR code below. Alternatively, you can obtain a copy of the decision from the Executive Secretary, National Labor Relations Board, 1015 Half Street, S.E., Washington, DC 20570, or by call (202) 273-1940.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (844) 762-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer,

Regional Processing And Distribution Center (Mega Plant)

On August 2, 2023 the APWU had a zoom meeting concerning USPS Network Optimization/Modernization Plan. At the zoom meeting it was revealed that San Antonio is designated to have a Regional Processing and Distribution Center (RPDC), also known as “Super Plant” or “Mega Plant. The San Antonio RPDC will be a “**New Building**” currently the San Antonio RPDC is in the design stage (no construction). The location of the New San Antonio RPDC has not been revealed. The San Antonio RPDC will handle originating mail and all package processing.

There will be three Local Processing Centers (LPC) under the San Antonio RPDC, Austin, McAllen and Corpus Christi. The LPC will be a downstream facility from an RPDC that will process mainly designating Letters and Flats for Deliver. Nearly all LPCs will be developed from existing postal facilities.

The S&DC (SDC) is a large facility that will house city/rural carriers, clerks and maintenance personnel. SDC’s will be considered Function 4 mail processing, letters, flats, parcels, etc.

Currently there are no plans for an SDC in San Antonio. S&DC’s will not be utilized as a reason for reducing retail operations (box section) or closing of retail units where city/rural carriers have been moved. Customers will continue to be able to pick-up certified mail and other mail of attempted delivery and/or held mail at their post offices where such mail would have been held prior to the creation of S&DC’s.

We do expect SDC’s in San Antonio, we will keep you updated as soon as plans are revealed to the union.

In a recent Request for Information dated July 18, 2023, to the San Antonio Processing and Distribution Center Manager Kimberly Calderon, her response was that she did not have any information on the San Antonio Regional Processing and Distribution Center.

Further information from the USPS will be provided as soon as it becomes available. Please keep a watch for NewsFlashes and E-Flashes.

APWU / NALC STAND TOGETHER

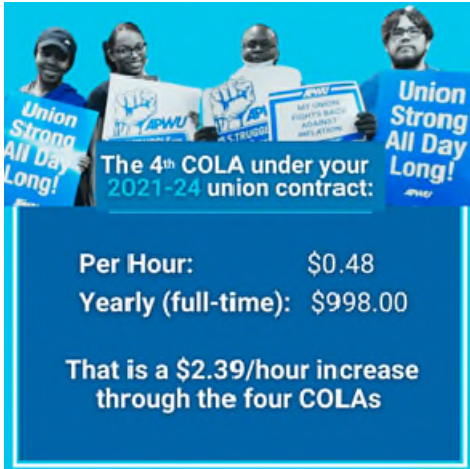


The APWU San Antonio Alamo Area Local #195 stood strong with our sister Union the NALC Alamo Branch 421 in support of their "Stand Together Rally for Better Working Conditions" held in front of the San Antonio Main Post Office, Sunday, August 20, 2023.

The rally was organized to stand together against Postmaster Rober Carr and District Manager Tom Billington and that it was time for them to stand with the postal workers in San Antonio for better working conditions.



\$998 COLA Increase



Today is a big day if you're a postal worker. The semi-annual cost of living adjustment (COLAs) has been announced and all career employees covered by the main APWU-USPS collective bargaining agreement are getting a \$.48 per hour raise! That amounts to \$998.00 a year for a full time, career postal worker.

The COLA will appear in paychecks dated Sept. 15, 2023 (Pay Period 20-2023).

These are union-won benefits. All career employees get these increases to keep up with

rising inflation because APWU members fought hard and negotiated them in our union contract.

Postal Support Employees (PSEs) do not get COLA, but when they convert to career, the COLA increases are also included in their wages going forward.

We stood together and won these COLA at the negotiating table. We showed management that thousands of us wouldn't settle for anything less. In fact, over the course of this contract we have gotten \$2.39/hour more in our paychecks just from the COLA, not even counting our annual raises and step increases!

This is the value of a union contract, and it starts with you and me. **Please take a moment today to talk to a coworker who is not in our union and explain why we should stand together in our union to win raises like the one we got today.**

We know that we're stronger together, with everyone inside the union.

In solidarity,

Pres. Mark Dimondstein
President, APWU

Postal Service (PS) Schedule Full-Time Regular Basic Hourly Rates Effective August 26, 2023										
RSCs C, K, P (APWU)										
Pay Step	Pay Grade									
	3	4	5	6	7	8	9	10	11	
JJ	19.9716	20.6510								C7, K7, P7 -New 2011 Schedule
II	20.5293	21.2038								Overlap New and Old Schedules
HH	21.0870	21.7567								Pre 5/23/2011 Schedule
GG	21.6447	22.3096								
FF	22.2024	22.8625	24.0457	25.1933	26.3760					
EE	22.7601	23.4154	24.5659	25.6846	26.8399					
DD	23.3178	23.9683	25.0861	26.1760	27.3038					
CC	23.8755	24.5212	25.6063	26.6673	27.7678					
BB	24.4332	25.0740	26.1264	27.1587	28.2317					
AA	24.9909	25.6269	26.6466	27.6500	28.6957					
A	25.5486	26.1798	27.1668	28.1413	29.1596	29.6226				
B	26.1063	26.7327	27.6870	28.6327	29.6236	30.1010				
C	26.6639	27.2856	28.2072	29.1240	30.0875	30.5793				
D	27.2216	27.8385	28.7274	29.6154	30.5514	31.0577	33.1298	34.8952	36.2135	
E	27.7793	28.3913	29.2476	30.1067	31.0154	31.5361	33.4875	35.3202	36.6913	
F	28.3370	28.9442	29.7678	30.5981	31.4793	32.0144	33.8452	35.7452	37.1692	
G	28.8947	29.4971	30.2880	31.0894	31.9433	32.4928	34.2029	36.1702	37.6471	
H	29.4524	30.0500	30.8082	31.5808	32.4072	32.9712	34.5606	36.5952	38.1250	
I	30.0101	30.6029	31.3284	32.0721	32.8712	33.4495	34.9183	37.0202	38.6029	
J	30.5678	31.1558	31.8486	32.5635	33.3351	33.9279	35.2760	37.4452	39.0808	
K	31.1255	31.7087	32.3688	33.0548	33.7990	34.4063	35.6337	37.8702	39.5587	
L	31.6832	32.2615	32.8889	33.5462	34.2630	34.8846	35.9913	38.2952	40.0365	
M	32.2409	32.8144	33.4091	34.0375	34.7269	35.3630	36.3490	38.7202	40.5144	
N	32.7986	33.3673	33.9293	34.5288	35.1909	35.8413	36.7067	39.1452	40.9923	
O	33.4255	33.9202	34.4495	35.0202	35.6548	36.3197	37.0644	39.5702	41.4702	
P						36.7981	37.4221	39.9952	41.9481	
Red Circle	33.9832	34.4731	34.9697	35.5115	36.1188	37.2764	37.7798	40.4202	42.4260	

Postal Support Employees now eligible for Dental and Vision Benefits (FEDVIP)

August 18, 2023

PSEs Eligible for Federal Employee Dental & Vision Insurance Program (FEDVIP)

Read more online!



There's some exciting news for PSEs. Postal Support Employees are now eligible for the Federal Employee Dental and Vision Insurance Program (FEDVIP). The program includes comprehensive dental and vision benefits for employees who choose self, self plus one, and self and family coverage.

Enrollment is open now through September 24 – so don't wait. After that, you'll only be able to enroll during the annual "open season" or within 60 days of a qualifying life event.

Premiums for FEDVIP are paid by the employee with no agency contributions. Several regional and national plans are available. Participating PSEs pay premiums post-tax.

You can learn more and enroll at www.benefeds.com or call 1-888-337-FEDS.

Jobs MOU Violation Remedy Payments Scheduled for August 4 - September 1, 2023

The Clerk Craft reached a \$67 million dollar settlement with the USPS on the Jobs MOU violation. The Postal Service was required to provide 800 additional jobs, of which 362 had yet to be created and posted. These positions were the Human Resource/Training Technician jobs that were supposed to have been created in the bid clusters for the sixty-seven (67) Districts. The monetary settlement follows a ruling by Arbitrator Stephen Goldberg that the Postal Service violated Arbitrator Goldberg's previous award.

Arbitrator Goldberg determined the specific offices where the violations took place. Only those employees identified as receiving payments will have a payment listed. If your name is not found and/or there is no payment, then you were not identified as being a part of the payout remedy. There are approximately only one thousand (1000) employees in the entire country identified for payment. The zero amount is in instances where there was an end result of an overpayment, yet the Agreement states there will be no Letter of Demand issued for the overpayment to the employee.

Arbitration Award - Clerk Craft Jobs MOU Results in \$67 Million Back Pay to APWU Employees

Lamont Brooks

The Clerk Craft has finalized an implementation agreement with the Postal Service relating to the national level award from Arbitrator Stephen Goldberg in Case #Q10C-4Q-C-15174956. Goldberg ruled that the Postal Service violated the Clerk Craft Jobs MOU by delaying the creation of certain jobs. He ordered a make-whole remedy for those employees who were eventually awarded the affected Training Technician and HR Clerk duty assignments.

Below is a short summary of the agreement. To view the full agreement, visit apwu.org/clerk-division or use the Q-Code below. The MOU is to be utilized solely to comply with the referenced award.

- Pay rates applied to remedy based on 2018 pay scale for Level 6 HR Clerk, Level 7 Training Technician, Level 6 career clerk weighted average wage, and Level 6 career clerk entry step.
- Out-of-schedule premium pay is the difference between employee's work schedule, hours, and nonscheduled days, prior to being awarded the position and work schedule, hours and non-scheduled days of new position. The total number of hours is capped at 40 hours per service week.
- Former PTFs and PSEs converted and placed into residual vacancies identified in vacancy chain received additional compensation up to 40 hours per service week. The average number of hours is based on the eight weeks immediately preceding employee's conversion and multiplied by the appropriate number of weeks for relevant time period.
- Employees are only paid for first placement in vacancy chain. • Employees with no grade change or out of-schedule hours are considered made-whole and will not receive additional compensation.
- Monetary remedies in excess of allowable limit paid by paper check sent to the mailing address on record for employee's current finance number.
- Payments to former employees paid by paper check - mailed to former employee's office of record. Employee's address of record will be printed on check. If former employee has not made arrangements to pick up the check from management at the office, check mailed to the former employee's address of record. The former employee may contact the manager or postmaster of their former office of record to pick up check or to have it mailed to former employee.
- Amount of back pay based on data furnished by USPS and examined by APWU for due diligence, including date of bid placement and employee's non-schedule days and work hours before and after entering relevant duty assignments.
- Disputes regarding implementation of agreement referred to Administrative Dispute Resolution Process (ADRP) at headquarters level.

All inquiries should be made to Local President Alex Aleman at 210-271-0853 or e-mail: alexaleman0195@att.net



My Viewpoint

By Fred Duncan

Hello brother and sisters, it's your former vice-president Fred Duncan with my viewpoint from our Local & National Hearing decisions. I begin by stating that I expected nothing more than what Article 15 Guidelines for hearings provide in both the local and National constitutions but didn't even get that.

The local hearing was conducted by our trustees/hearing committee. To prepare for the hearing, I provided a three-page (3) typed request to include the audio recordings of the General Membership Meetings (GMM) from our local leadership on January 14, 2022, and on January 15, 2022, the same request was sent to the Trustee Chairman.

This request was sent an entire month in advance, and I never received the information from the trustee chairperson, nor an explanation as to why the local didn't provide the information. The local hearing didn't take place until February 15, 2022, so why is this important? I submitted the information request an entire month in advance.

Simply put, in ANY hearing anyone bringing forth charges is responsible to present full disclosure of evidence (in order to support their arguments). Article 15 guidelines for hearings step 3, number 1e clearly states "that the chairperson of the trial board must get the information request as far in advance as possible. Also, the chairperson and/or the trial board have the authority to direct the local to provide the information." This action didn't occur, thereby not adhering to follow the foundational principles of the Bill of Rights.

No procedural answers were provided by the trustees/hearing committee which I raised during the hearing. The requested information was essential for the hearing. Then the trustees/hearing committee stated in their decision regarding my charges for violations of our constitution as it pertains to the Robert's Rules of Order; that these procedures were in fact followed. Yet, no explanation was provided on how they arrived at this decision within the written report, nor would the chairman give a response when I put this in the form of a parliamentary inquiry during the GMM where the hearing committee's decision was read. To prepare for my appeal I made several requests to the hearing chairman for a copy of the hearing transcript that the court reporter made at the hearing. The one answer I received was that the chairman had to "reach out to national for guidance on how to address my emails" to see if I could be provided that information. Per Article 15 Hearing guidelines page 20, item number 1b states, that one is entitled to obtain it in order to prepare for the appeal. A copy of the hearing transcript was not provided until I attended the appeal hearing.

If I hadn't recorded the hearing myself, I would not have had some of the reference material. I reached out via email to National to obtain contact information so that I could obtain answers for the upcoming hearing. I followed the unanswered emails with phone calls to acquire the status for my appeal. Article 15 section 3 (I), page 48, of the National Constitution states in part that the National Hearing officials shall make findings of fact and conclusions of law, this didn't occur. The National Hearing officials stated on page four, the second sentence of the third paragraph that I testified, and did not challenge the President's decision at the November 17th, 2021, meeting regarding my motion. That incident occurred at the September 18th, 2021, meeting and not November 17, 2021. Then on page 54 of the national hearing's own transcript, located on lines 18 through 25 clearly show my actual testimony wherein I state that I did challenge the President's decision. With everlasting solidarity and dedication to the truth!

Robert Proo ...

Continued from page 8

If you need a qualifying school and you're asked to volunteer or decide to volunteer to go to a short notice school, make sure the school will count as your qualifier. If you are not sure ask your steward or directors about the school. Do not rely on management to provide you the full story. We have had Maintenance employees in the past go to schools and find out after they have completed a course that it would not count as your qualifier for your Job Skill level. I am not telling you not to go to these schools. I encourage everyone to receive any training you can get, these type of skilled training courses will help your career path in the Postal Service. I just want you to know all the facts before you make the decision to attend a training course.

Union Family

I hope everyone is safe and in good health. We are still under an extreme heat wave so make sure you stay hydrated, get rest, and maintain a healthy diet. Schools around the state have started so be vigilant of kids crossing and school buses, remember to be safe out there. Thanks to maintenance assistant craft director Jarrett Williams, chief stewards Albert "Red" Cardenas, Mike May, Tony Ramon Jr. And stewards Miguel Muniz, Edgar Flores and alternate stewards Sherrie Pierre and William VanMeter for their work in representing the maintenance craft. Also welcome new Tour 1 alternate steward Tia Henderson.

General Membership Meeting

September 16, 2023

11:30 A.M.

Union Hall

13102 Lookout Run

Executive Board Meeting

10:00 A.M.

*****AGENDA*****

- Financial Report**
- Officers Reports**
- Executive Board Recommendations**

Non-Profit Org
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 Permit #301
 San Antonio, TX

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