



VOLUME 70 NO. 1

SAN ANTONIO ALAMO AREA LOCAL



JANUARY / FEBRUARY 2024

**PRESIDENT**

**ALEX ALEMAN**

**Latest Climate Assessment Reveals ....**

# Plant Management is Dysfunctional



The Results of the Climate Assessment Survey conducted at the San Antonio Processing and Distribution Center (Plant) revealed an unfavorable work environment, favoritism, sexual harassment and employees disappearing from the workroom floor.

It took a Climate Assessment Survey for Plant Manager Kim Calderon to draw up an action plan for addressing the concerns of the postal workers on the work room floor. Plant Manager Kim Calderon has allowed this type of work environment to exist on the workroom floor. She has done nothing to correct the misconduct and behavior of these bad supervisors roaming the work room floor.

The Plant Manager had an opportunity to issue corrective action against one of her managers for violating the USPS Zero Tolerance Policy and she failed to do so. That send a bad message to the other managers and supervisors, a message that if you violate the USPS Zero Tolerance Policy the Plant Manager will not issue any corrective action against you because the Zero Tolerance Policy does not apply to EAS personnel.

The sexual harassment was due to EAS sleeping with craft employees which appeared in just about every survey. The three (3) EAS supervisors who were complained about the most and mentioned negatively in the surveys were:

- Tour 1 MDO Michael DeVilbiss**
- Tour 3 SDO Rick Torres and**
- Tour 2 SDO Fonda Belardo**

In March of 2023 an Initial Management Inquiry Process (IMIP) investigation into a manager revealed a Poor Work Environment at the Plant.

The IMIP summary report stated that the poor work environment was being nurtured by management. The report discovered employees being harassed and intimidated. Now in July of 2023 we have an unfavorable work environment, sexual harassment environment due to EAS personnel sleeping with craft employees, and a work environment of favoritism.

It has been established at the San Antonio Processing and Distribution Center the *USPS Zero Tolerance Policy* does not apply to EAS Function 1 personnel.

Bargaining Unit Employees are expected to comply with the USPS Zero Tolerance Policy, however, EAS personnel are not.

*“Bargaining Unit Employees are expected to comply with the USPS Zero Tolerance Policy, however, EAS personnel are not. It took a Climate Assessment Survey for Plant Manager Kim Calderon to draw up an action plan for addressing the concerns of the postal workers on the work room floor.”*

The following action plan is being implemented by the Plant Manager to address the issues detailed in the result of the survey.

**Tour 1 MDO Michael DeVilbiss was placed on a Personal Improvement Plan or PIP with weekly meetings. Improvement on a number of issues will be tracked weekly.**

**Tour 3 SDO Rick Torres was placed on a Personal Improvement Plan or PIP with weekly meetings. Improvement on a number of issues will be tracked weekly.**

The Plant Manager **did not** find it necessary to place Tour 2 SDO Fonda Belardo on a Personal Improvement Plan or PIP with weekly meetings. No Personal Improvement is expected from Supervisor Fonda Belardo.

Function 1 EAS training was provided. Training was provided in Sexual Harassment Prevention Policy, The Policy on Sexual Harassment, The Threats and Violence in the Workplace Policy, The Treating Employees with Dignity and Respect Policy, The Policy on Diversity, and The Guideline for Reporting Relationships.

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**ALAMO AREA LOCAL DISPATCH**

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All articles should be presented in MS Word format and email using Arial and Font 10 to:

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**The City of San Antonio, in partnership with District 2 Councilman Jalen McKee-Rodriguez and the San Antonio Martin Luther King, Jr. Commission chaired by Dwayne Robinson, is inviting the community to take part in the largest march in the nation. The 37th Martin Luther King, Jr. March and Celebration will take place in person on Monday, Jan. 15, 2024 at 10 a.m.**

**NOTE: March lineup begins as early as 9 a.m.**

**The 2024 celebration will begin with the in-person march kickoff at 10 a.m. at the Dr. Martin Luther King, Jr. Academy, followed by the park celebration at Pittman-Sullivan Park. The park celebration will include a main stage with multicultural performances, a health and wellness area, a youth area, food and merchandise vendors, and information booths.**

**Martin Luther King, Jr., Day, in the United States, is celebrated on the 3<sup>rd</sup> Monday in January. We Honor the achievements of MLK Jr, a baptist minister who encouraged the use of nonaggressive means to end racial, segregation. MLK came into National Prominence during a bus boycott by African Americans in Montgomery, Alabama, in 1955. He led the 1963 March on Washington.**

**This March in Washington was a political rally and attended by an estimated 250,000 people to challenge racial discrimination and to demonstrate support for major civil rights legislation that was pending in Congress.**

**MLK was instrumental in the passage of the Civil Rights Act of 1964 which outlawed discrimination in public accommodations, facilities, and employment, and the Voting Rights Act of 1965. King was awarded the Nobel Prize for Peace in 1964. He was assassinated on April 4, 1968.**

VICE PRESIDENT

DAVID Z. HERNANDEZ

# Lame & Incompetent USPS Leadership



**Hello Brothers and Sisters,**  
Welcome to the New Year 2024. Hopefully your holidays were as joyful as mine! All of us can thank God for our blessing and seeing another year.

I have enjoyed being your Vice President for the last two and half years and this administration has done so much for the members, from small settlement grievances to substantial ones. Members are now seeing the difference so let's keep this going forward and continue to represent the membership in everything we do.

## Training

As promised steward training was conducted for our new stewards on January 4-5, 2024, and more training to follow will also be made available. As we move into filing grievances using an electronic web-based system for tracking grievances, the Electronic Grievance System (EGS). This system was designed to improve the efficiency and security of grievances by allowing users to fill grievances forms, to save them to file, and add documentation throughout each step of the grievance procedure. This system will allow the President of the local to see whether a grievance has been filed and have to wait to speak with any steward to get confirmation. Using the EGS will help save the local thousands of dollars a year just in postage alone. As I have mentioned in previous articles this administration will always be looking out for the best interests of our members. Our goal is to make certain that we are here for Today, Tomorrow and the Future.

## Plant/Maintenance/MVS

Numerous times while I have visited the plant to update the **SAAALVISION** several members from all three crafts have brought up several concerns and I have assisted them and encouraged them to always request to speak with a union steward of their craft. Remember that everything starts with you. Staying silent will not fix things, so remember you have rights and a voice. Don't allow management to take away one of your rights which is to request for a steward and write a statement. Writing a statement and not asking for a steward and just providing it to someone in the office during your break or begin tour is not the answer. Members must know that they must not have any fear so let's stand strong together.

## Stations

With more grievances being filed and more new stewards volunteering and members speaking up, we are obtaining more settlements. Violations are occurring everywhere, and we just need to protect the jobs. Don't believe management is helping in getting the mail done or the Distribution Up time (DUT).

The hours they are using are damaging to the clerk craft. Management is not making the proper moves when performing clerk work. Yet they will discipline one if you fail to make moves to a certain operation.

## Parcels

As the United States Postal Service (USPS) was preparing for the holiday rush, it expected to outpace and process more mail pieces and packages than it did in 2022.

So, our lame and incompetent Postmaster General Louis DeJoy (PMG) decided to decrease the number of seasonal employees they would hire. Now if you thought that made sense, San Antonio P&DC Plant Manager Kim Calderon decided not give any urgency to sending Full Time Regulars to help with the excess of parcels to the Postal Support Annex (PSA).

*"The urgency of sending all the employees they can gather became apparent when the news media was notified of the backlog of parcels not being processed. Rather than allow the news media to enter the PSA so that they could witness for themselves, they made certain to start a clean up process"*

The urgency of sending all the employees became apparent when the news media was notified of the backlog of parcels not being processed. Rather than allow the news media to enter the PSA so that they could witness

for themselves, they made certain to start a clean up process. Our local union spoke with newly elected President of the National Association of Letter Carriers (NALC) Homer Hernandez, and he stated to us that the volume of parcels carriers delivering was at an all-time low even though the PMG reported an increase.

A couple of days after they invited the media to show them what they cleaned up, several APWU members informed us of the abundance of parcels that arrived at their facilities for delivery shortly after the media arrived. Now go figure this insane action.

## Mega Plant

We are still waiting for the most updated news on the new Mega plant Regional Processing and Distribution Center (RPDC). The last information provided to us per National was that the RPDC has been placed on hold. I'm sure by the time a decision is finally made some of you will be retired, so please keep checking our website for any updates at [APWU195.ORG](http://APWU195.ORG).

December was a little better for some in terms of earning overtime. So, make certain not to depend on overtime alone and budget your financial expenditures and plan for your future. Review previous articles that Jeff Greenlee wrote on how to use Thrift Savings Plan (TSP) to help you plan.

NIV: Ephesians 4:22 You were taught, with regard to your former way of life, to put off your old self, which is being corrupted by its deceitful desires.

"United we stand divided we fall."

SECRETARY TREASURER

JEFF GREENLEE

## Business of the Local, The Local As a Business



First of all, I hope you had a Joyous and Safe Holiday Season... but now it is back to business....

### Business of the Local

Let me define what a "Labor Union" is as it relates to the Unions business responsibilities.

A labor union, as defined by the IRS, is an association of workers who have combined to protect or promote their interests by bargaining collectively with their employers to secure better working conditions, wages, and similar benefits, and to resolve grievances against employers. Labor unions protect the rights of workers in specific industries.

The AFL-CIO states that a union works like a democracy in that it holds elections for its members that seek to appoint officers who are charged with the duty of making decisions for union participants. A union is structured as a locally based group of employees who obtain a charter from a national organization. Dues are paid by the employees to the national union, and in return, the labor union acts as an advocate on the employee's behalf.

### The Local as a Business

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

Please understand that every Check, Electronic Funds Transfer (EFT), ePay, deposit, bill, invoice, charge to the Union Debit Card, has a paper trail with a voucher or authorization attached. NO expenditure is made without such authorization.

The authorization comes from the President, Vice President, or the members and is only done with the approval of the membership. 90% of the expenditures on the financial report are on each report every month, just as you have many of the same monthly bills, so does the Union. These bills include such items as officer salaries, labor organization dues, deposits to funds, payroll and other taxes, phone bills, electric bill, water bills, office equipment leases, building security, etc., and the amounts may vary slightly but only by small amounts, and some of those do not change at all.

Some expenditures are there to protect the Local from those that would seek to exploit it. Such protections include virus protections, fraud protections and making sure your data is secure and accountable.

Every check I write as your Secretary Treasurer, every deposit, every electronic transfer to cover these expenses is reported at the General Membership Meeting where each expenditure is open to review and discussion.

The financial records of the Union are inspected once each quarter by your elected Trustees, three from the Clerk Craft and one each from Maintenance and MVS. Your Trustees certify each transaction looking for proper paper trail, authorizations, and check management.

The Trustees work closely with the treasurer to identify any discrepancies and how to better resolve issues that may arise. They also make recommendations for consideration on how to better report transactions, improve transparency and attempt to resolve any financial disputes or misunderstanding. It must

also be said that since we fall under the Department of Labor, the financial records must be accurate and forthright because at any time they may perform an audit

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

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

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

### 2023 – Year in Review

Due to the Dispatch deadline the final two weeks of 2023 is not included in this report but I have done my best to estimate the year end values.

The first thing about 2023 is the stability of our finances. We started out the year with a cash assets of

*"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."*

*More of the Year in Review on Next Page*

\$375,914 with \$185,767 in our General Fund, which is basically the operating fund of the local, and we had \$190,146 in our Funds Accounts, which is used for specific budgeted items (Conventions and Seminars/ Training/ Scholarships/ Property Taxes, etc.).

The end of the year my estimated amounts are \$179,613 in the General Fund and \$240,310 in the Funds Accounts, for a year end Cash Assets of approximately \$419,923. This works out to an increase in our cash assets from 2022 of approximately \$44,000.

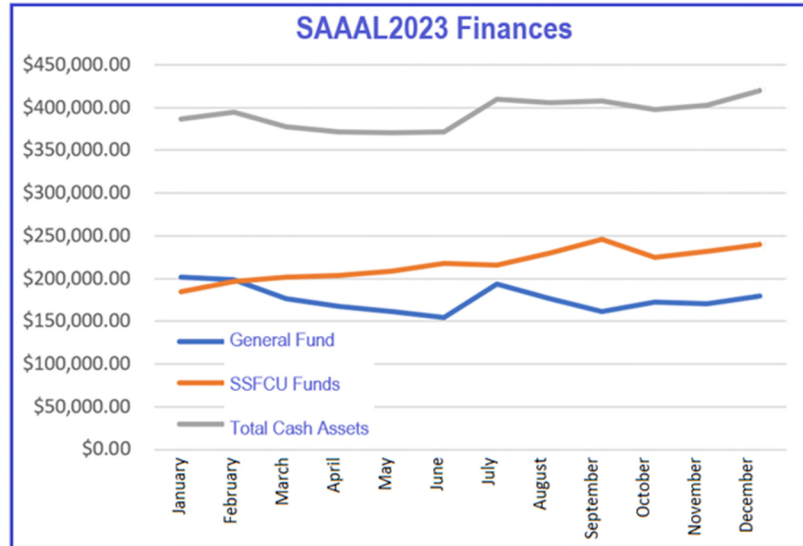
It must be said that this is an outstanding outcome and shows the commitment and dedication by you the members and your officers, to keep this Local financially sound. We have experienced financial difficulties in the not too distant past and we should be dedicated NOT to repeat the mistakes made then.

It is important to realize that this projected surplus is very fluid and can be changed dramatically by any number of motions from the membership or with a building that is over 14 years old and that unforeseen maintenance costs may arise.

The financial stability was achieved even with two full time officers and both the TPWU State Convention Expenses

and the APWU All-Craft Conference and with the Building Maintenance cost of replacing the Hall HVAC System at a cost of \$25,000.

Once again, I am stressing that I am proud to report that the financial health of the Local is good and promising. In order to maintain that financial health, it takes discipline and common sense which will allow this Local to continue to be financially strong.



A financially sound Union enables your leaders to be strong advocates for your contractual rights. 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.

Lastly, as your Secretary Treasurer, I can give you the

numbers, projections and figures, but it is ultimately your decision on the direction of your Local. You pay for the right to participate, vote, and attend your Union meetings. Use that right that you pay for to voice your opinions.

If you have any questions, or concerns, please do not hesitate to contact me, I am normally at the Union Hall Tuesday and Wednesday mornings or you can e-mail me at [jeffgreenlee0195@att.net](mailto:jeffgreenlee0195@att.net)

Visit our SAAAL Website at [apwu195.org](http://apwu195.org) for the Latest News and Updates

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EDITOR

CARLOS BARRIOS

# Plant Leadership Permeates Waste



What are you living for? If you are Postal Management at the Plant, then it's a life of perplexity. One's attitude is like the aroma of your heart, and the stench of their hearts permeates the San Antonio Sewage Plant.

One would have to go back years and witness for themselves the awards that are posted in the administrative hallways, but nothing has occurred

since Senior Plant Manager Bruno Tristan left. When Bruno was present his philosophy and Mentorship of Leadership cemented into actions that resulted in victory. And now today's leadership quits prior to anything getting started.

Since his departure we had to settle for poor management, many of them were dreadfully nauseating and low-achieving bargaining unit employees. Let's start with the most tenure supervisor on Tour 2 in automation. He expects employees under his assigned area to follow his lead. Yet he can't manage his section because he sets different standards for all employees. Let's go down memory lane and see what brought him to management.

As a sub-standard union steward, this particular supervisor chose to run for the position of Assistant Clerk Craft Director for the San Antonio Alamo Area Local. The rank and file did the right thing and **NOT** elect him into that position. He promoted himself for being wanted on the following charges:

- ◆ *Assault on Management Inefficiency to Treat Employees with Dignity & Respect.*
- ◆ *Suspicion of Advocating Reduced Spending that does not affect representation.*
- ◆ *Concern for Mis-Represented Employees*
- ◆ *Fighting for Employees Rights with All Means Possible. Speedy Answers to Members.*

His Recommended Sentence was to Serve as Assistant Clerk Craft Director (A) Plant. (**What a JOKE**).

And now this supervisor should be charged with violating dignity and respect of craft employees. Also impacting the representation of the rank and file by bullying with tactics worthy of The Whipping Post" and now allowing certain employees their rights to see a steward by saying, "There is No Steward Available", when one is on the clock. It's actions to this extent that gauge his lack of influence.

Our Union recently acquired results of a Climate Assessment Survey which revealed a detrimental work environment that includes favoritism, sexual harassment and employees disappearing from the workroom floor.

The survey revealed three (3) EAS supervisors as the most complained about in a destructive matter. Those three were identified as Tour 1 MDO Michael Devilbiss, Tour 2 Supervisor Fonda Belardo and Tour 3 Supervisor Ricardo Torres.

Michael Devilbiss had supervisors under his accountability request to be moved away from his Tour while others just resigned from the postal service all together than sit under his dictatorship. Plant Manager Kim Calderon allowing those under NOT held to any accountability. His disrespect for both bargaining and non-bargaining unit speaks volumes of his leadership or lack of one. His past tenure at the plant had him removed due to failure to maintain postal conduct.

Ricardo Torres, using horrible words to describe female employees. This action was taken to the top female management team and by them not correcting his action says much for what they

believe in defending females at the Plant. Making fun of another female employee with a disability and mocking her and making sexual innuendoes towards another female employee. This local provided statements of his unprofessionalism and requested management to perform an IMIP. No telling what documents submitted by the union were actually provided to Labor so a proper investigation could be done. This supervisor was interviewed by the media on the delay of parcels and he stated that "We are a Family". What he failed to mention is that we are a **Dysfunctional Family**. Nothing Changes and No Action are done to hold Management accountable for their Unprofessional Actions. The question many ask "Why are certain supervisors still allowed to manage and why No changes have occurred? Could it be that a certain supervisor may have a dirty card of actions on a higher ranking supervisor witnessing a violation of Postal Conduct.

**Reasonable Accommodations Policy...**  
Under the Pregnant Workers Fairness Act (**PWFA**), employers must provide reasonable accommodations to employees who are pregnant, nursing or have childbirth or related medical conditions. The Rehabilitation Act of 1973 requires employers to accommodate pregnancy-related medical restrictions if an employee has a qualifying disability.

## Reasonable Accommodations Policy...

Under the **PWFA** employers must provide reasonable accommodations to known limitations of employees resulting from pregnancy, childbirth or related medical conditions, including lactation.

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*"Our Plant recently has obtained results of a Climate Assessment Survey which exposed an unfavorable work environment that includes favoritism, sexual harassment and employees disappearing from the workroom floor"*

MVS CRAFT DIRECTOR

FARON HIERHOLZER

## New Year Brings Bigger Challenges



As you are working on the New Year, we could be faced with some bigger challenges ahead.

The Motor Vehicle Service (MVS) work is not for the weak. It is a demanding job that is stressful at times, and when management violates the Collective Bargaining Agreement (CBA) it seems to add to the stress and chaos.

The union has filed several grievances that will reflect in a payout in the first paycheck in January of 2024.

Payouts will total over **\$10,000 dollars** for some Vehicle Maintenance Facility (VMF) union employees.

The union filed another grievance on the Holiday posting that resulted in a payout over **\$1,100** dollars for some VMF union employees. Another victorious grievance

the union obtained was for a union member who received two (2) Letter of Demands totaling over \$1,000 dollars. This grievance was sustained in the union's favor and the union member was relieved from all debits.

For MVS, the union filed several other grievances when management bypassed union members for overtime. Management agreed to give the same opportunity in a make-up. One union member was paid out.

Once again MVS filed for the transporting of mail in bulk quantities to and from these stations is harder than it seems. Every day, every evening, and every night our union members deal with things like construction, potholes, road hazards, dimly painted lines, poor lighting, and unfortunately impaired drivers.

San Antonio and surrounding areas continue to grow with challenges for union drivers. As the New Year continues to roll on management will continue to violate the CBA. As most of you are aware, overtime was not worked nearly as much in December of 2023. Management has attempted to save money by cutting overtime. This brings another challenge to the union members, and the union has already started inquiring about any contractual violations.

We will hold management accountable for any violations that may occur. Another encounter for Logistics is the declining mail volume. When the mail volume declines

our runs/routes can be affected. Management will rely on their zero-basin system to be efficient transporting mail in bulk. This is usually a result of adding routes to a run and/or possibly abolishing run(s). This is why it is extremely important to scan as I have written about in several previous dispatch articles.

An additional challenge in the MVS starts with each one of our members requesting to speak with your steward. You have all heard that every member is the union's ears and eyes. It pays to request to see your steward and tell them of all violations that have occurred. Union employees are covered by the CBA and have every right to use it.

*"As we continue to work into this New Year don't let management violate the contract, so get with your steward and make a change in the right direction. It starts with you. I can't stress enough to speak up for every violation that occurs so we can all hit the ground running negotiating our new contract"*

For some it's like buying a new vehicle fully loaded with all the bells and whistles and never using any of those options. Why would you never use those options if you had them? You have a right to exercise your rights and speak up. Report those violations to your steward so the union can hold management accountable. As we continue to

work into this New Year don't let management violate the contract, so get with your steward and make a change in the right direction. It starts with you. I can't stress enough to speak up for every violation that occurs so we can all hit the ground running negotiating our new contract. Let's all reach out to National to help gain a new contract that will exceed inflation and gain us raises in the neighborhood of 10-20% increase rather than the simple 3% we get over a three (3) year period. Those days of small pay raises are over.

### All Craft Conference Report - MVS 2023

Michael O. Foster reported on the Postal Vehicle Operator (PVO) Pilot Alternative Dispute Resolution Process (ADRP). A successful agreement was made to use the ADRP for PVO pilot programs. It is extremely important that local union officials know and understand this process if their local has one of these pilots in the facility. Items that may be referred to the ADRP for the pilot are: complement/staffing, seniority list, creation/posting of bid duty assignments, and work rules identified in the memorandum that established the pilot program, when unresolved at the local level. Other items may be added by mutual agreement to the ADRP at the headquarters level.

All other issues will continue through the normal Article 15 grievance/arbitration process.

MVS, let's keep working together to maintain our rights.

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

# Hello Union Family



I hope everyone is well and had a safe and wonderful Holiday Season. The Christmas season for 2023 has brought us an influx of mail this time around and clockwork management does not have a clue on how to deal with the influx of mail. It should not be a surprise to me that management has this problem every year but every year they find new ways to amaze me with their incompetence. I would think

by now they would have a standard operating procedure for the Christmas season but every year it's the same clueless individuals doing the same clueless things. Hopefully by now it has calmed down and we can now concentrate on the New Year and the new challenges we have ahead of us.

## New - 2024

We have local Union elections, this year Nominations for President, Vice President, Treasurer, Secretary Treasurer, Craft Directors, Assistant Craft Directors, Delegates, Trustees and Legislative

Director. The Nominations will be held on January 20, 2024, Union meeting at the San Antonio Alamo Area Local Union Hall. In June 2024, Texas Postal Workers Union State all Craft Conference will be held in San Antonio, also in June are National APWU contract negotiations will begin and in July are National Convention will be held in Detroit Michigan. So, we have a busy year ahead of us.

## New Year (PAR Time)

Article 38 Section 5. Selection Methods

### A. Preferred Assignment

1. The Employer will maintain and/or establish preferred assignment selection registers. During the first fourteen days in January of each year a notice advising the employees of the opportunity to submit changes in preferred assignment selections shall be posted on all official bulletin boards at the installation, including stations and branches, to assure that it comes to the attention of all employees eligible to submit forms.

2. The employee shall indicate preference(s) in numerical order for any vacancy that may occur during that year, including tours and days off that they prefer over their current duty assignment. Change in preferred assignment selections shall be submitted on or before January 31. If requested, an employee will be allowed to review the preferred assignment registers and the employee's own preferred assignment selection form(s). If the employee does not submit a change in preferred assignment selections during this period, existing preferred assignment selections shall continue.

6. An employee may submit a new or amended preferred assignment selection form in the following situations:

- A. the employee is promoted.
- B. the employee's duty assignment is eliminated.
- C. the duty assignment would result in the employee being assigned closer to the employee's place of residence.

D. because of substantiated medical or health reasons whereby continuation in the employee's present assignment would be harmful.

E. Three times during each calendar year, an employee may submit additional preferred assignment selection forms. The times selected for submitting the additional preferred assignment selection forms shall be at the option of the employee.

## Steward Training

I have always advocated for our Stewards to have quality training be made available to them on a continuous basis. I feel one of my responsibilities as a Craft Director is to provide our Membership with highly trained Maintenance Stewards. The future of our Maintenance Craft at the local level depends on this and we should make every effort to have stewards

training events for our stewards throughout the year. On January 5, 2023, the Maintenance Craft and the MVS Craft will have new stewards training at the Local Union Office also on January 18 and 19 are local will have Electronic Grievance System training for

*“Three times during each calendar year, an employee may submit additional preferred assignment selection forms. The times selected for submitting the additional preferred assignment selection forms shall be at the option of the employee”*

all stewards.

*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.

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.

*continued on page 13*



ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

## 2024 Promises Great Representation



**Happy New Year brothers and sisters,** now that another year has passed, I want to thank the members for continuing to be Union supporters. It is always important to stand up for your hard-fought Union rights. We are in this fight together and we could not do this without you. Your reporting of violations has led the clerk craft stewards at the stations to fight vigorously against management for you on numerous issues.

This past year Clerk Craft Director Ruben Hernandez and I stressed to management that Lead Clerks should perform their duties to include doing TACS for ALL employees.

When management failed or limit their duties of doing TACS duties then grievances were filed and have continued. I am proud to say that it was indeed a prosperous year as we continued to grow our union family as we added new stewards in the stations and the associate offices. Ruben Hernandez, Norma Impallari, and I were able to engage our stewards by sharing our knowledge in a teaching role than from previous years. I have personally witness our senior stewards reaching new heights as they became stronger with the knowledge and growing in their leadership roles.

### Shady Bunch

This past peak season was a unique one with the volume of parcels at most of the stations being down again. This trend became evident last year and as well for those of us accustomed to working excessive days and hours in past holiday seasons. But the lowlight of the Postal Holiday Peak season was the report of blatant delays of hundreds of containers of parcels at one of the facilities. Unfortunately, management's mishandling of the processing of the mail makes the service and all its employees committed to excellent service look bad.

APWU members just want what's best for the postal service and to provide excellent service and great customer service. In turn, when the service prospers, our members do as well. But when these shady tactics by management are used, they need to be exposed for intentionally failing to provide the proper service to the community.

### Join the Fight

Just as the New Year comes, we will ring it in with new steward training on January 4<sup>th</sup>. A new generation of Union leaders enter the fight to help enforce the contract at their respective stations and post offices. The more representation we have for you, the members, especially stewards who are present on the work room floor, the better representation we will have for our rights to be enforced.

The future is promising for the clerk craft at the stations as we increase our ranks and the stewards become more experienced.

### Encino Park

Encino Park continues to be one of the **worst managed stations in the city**. Encino Park management continues to violate the contract continuously while using Rural Carrier Associates (RCA's) to perform clerk bargaining unit work (*scanning and pitching parcels, pitching letters and flats at the cases, working P.O. Box section, shrink wrapping empty equipment to name a few*) at alarming rates. Recent crossing craft grievances have cited up to 400 + hours in a two-week span. Management has RCA's trying to circumvent the

reporting of performance of clerk work on their timecards (1234's) by listing "postal work". There is no other work for carriers to perform other than casing their mail, delivery of the mail, and the maintenance of their route. All other work in the station belongs to the clerk craft. Do not let them fool you into thinking

*"APWU members just want what's best for the service and to continue to provide excellent service and to continue great customer service. In turn, when the service prospers, our members do as well. But when these shady tactics by management are used, they need to be exposed for intentionally failing to provide the proper service to the community"*

otherwise. I have mentioned this before, but observations are key to the grievance process when reporting crossing craft violations by the carrier craft or when management performs bargaining unit work. As I mentioned earlier, we cannot do it without the vigilance of our members standing up for the work that belongs to them.

### Payouts & Updates

The grievance process continues to work and rewards our members with big monetary settlements when their right to perform the work was violated by letting other crafts perform them. Chief Stewards Angel Jimenez and Araceli Reyes continue to file grievances without hesitation when the stations they represent are blatantly breaking the contract. Angel Jimenez's Article 8 grievance at Beacon Hill was awarded \$2200 when PSE's were working in excess of eight (8) hours daily and management failed to utilize the Overtime Desired List.

Araceli Reyes' Article 8 (PSEs in excess of eight (8) hours daily) and Article 7.2 (performance of rural carriers into the clerk craft) grievances was awarded **\$18,780.00** at Encino Park as their management continues to show their incompetence. Many of our other stewards at Step 1, Step 2 or various other pre-arbs are sustaining their grievances such as: Ana Reininger out of Del Rio, Janice McGrew out of Cedar Elm, Roslyn Gallegos out of AMF and Chief Steward Norma Impallari. Please give a big thanks to your stewards for their hard work that they have done for you and will continue to do in the upcoming year. If you have any questions, please feel free to contact me, your steward, or Director Ruben Hernandez.

In solidarity, Robert Butke ([robertbutke@yahoo.com](mailto:robertbutke@yahoo.com))  
210-833-1714

MAINTENANCE DELEGATE/ TRUSTEE

ALBERT "RED" CARDENAS

# Keep Management Accountable



**Hello brothers and sisters,**

I Hope everybody had a Merry Christmas and a Happy New Year!

The fight continues for the APWU in all crafts as we have many challenges ahead of us.

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. Management has total disregard for the safety of the buildings, equipment and above all the employees.

Remember membership, it is important for you to understand that the safety of the employees is the responsibility of postal management. According to the Occupational Safety and Health Administration (OSHA), they will hold the USPS accountable to providing a safe and healthy

workplace. Anytime you believe that the USPS is not meeting the standards you can file a complaint with OSHA. In Section 11 of the OSHA Act prohibits employers from discriminating or retaliating against workers who report injuries, therefore, you are protected from the supervisor who tries to intimidate you for exercising your rights under the law. Don't forget to fill out a PS Form 1767 and request to speak with your union steward so a Step 2 Safety grievance can be filed, and contact OSHA to file. Management is required to provide you a copy of the 1767 you submit.

APWU members, the Department of Labor (DOL) provides resources to help employees understand what rights and protections they have under the law.

## **TSP contribution cap to Rise**

Quick note on the Thrift Savings Plan (TSP), stay on the course and continue to invest so you can reach your goals. The new maximum for 2024 is 23500 a year and 7000 for catch-up contributions. You no longer must renew your catch-up contribution election every year, it will automatically "spill over" once you maximize your TSP.

USPS encourages employees who are not maxing out their contributions to consider increasing their contribution amounts whenever they can to reach their retirement savings goals. To make changes to TSP contributions, employees should go to [LiteBlue](#) to access PostalEASE. To make changes to their investment fund, employees should visit [www.tsp.gov](http://www.tsp.gov).

## **Recreation Committee**

The Recreation Committee has set the date for the USPS Postal Family Fun Day, it will be on Sunday, June 9, 2024. 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.

## **Carlos Barrios ...** Continued from page 6

### **Also, under the PWFA, employers such as the Postal Service must not:**

- Require a job applicant or employee affected by pregnancy, childbirth or related medical conditions to accept an accommodation that was not arrived at through an interactive process.
- Required an employee with pregnancy, childbirth or related limitations to take leave under any leave or policy if another reasonable accommodation can be provided that allows the employee to continue working.
- Deny job opportunities to an applicant or employee based on the need for reasonable accommodations related to pregnancy, childbirth or related medical conditions.

Employees who need guidance on responding to a request for pregnancy-related accommodations should contact their local reasonable accommodation committee, area employment law office or district labor relations or human resources office.

Employees may also contact the National Program team, whose members are listed on Blue. USPS will soon provide HERO-based training on reasonable accommodation fundamentals, including pregnancy accommodations.

**SAN ANTONIO ALAMO AREA LOCAL - SERVING SOUTH CENTRAL TEXAS**



Representing Postal Workers  
for Over 100 Years

**DISPATCH**

**NEWS FLASH**




Volume 19 Number 49  
Alex Aleman – President  
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December 5, 2023  
David Z. Hernandez - Vice President  
[dhern79@yahoo.com](mailto:dhern79@yahoo.com)

**\*\*\*REVISED\*\*\***

## San Antonio Alamo Area Local 2024 Clerk Craft Job Bid Schedule

VACANCY POSTING	VACANCY WITHDRAWN	AWARD POSTING	TENTATIVE EFFECTIVE DATE
1/12/2024	1/21/2024	1/30/2024	2/10/2024
2/16/2024	2/25/2024	3/5/2024	3/9/2024
3/22/2024	3/31/2024	4/9/2024	4/20/2024
4/26/2024	5/5/2024	5/14/2024	5/18/2024
5/31/2024	6/9/2024	6/18/2024	6/29/2024
7/5/2024	7/14/2024	7/23/2024	7/27/2024
8/9/2024	8/18/2024	8/27/2024	9/7/2024
9/13/2024	9/22/2024	10/1/2024	10/5/2024
10/18/2024	10/27/2024	11/5/2024	11/16/2024

Article 37.3.A.6. An employee who has submitted a bid shall have the right to cancel the bid, in writing or in the telephone or computerized bidding process, **at any time before the closing time (hour and date) of the posting.**

LMOU. Article 12. (3). The employer agrees that the posting notice shall remain posted for ten (10) calendar days, and if the posting is to be withdrawn for any reason, that the Union be informed as to the specific reasons for the withdrawal.

LMOU. Article 12. (4). The employer agrees that within ten (10) days after the closing date of the posting notice, excluding December, the employer shall post a notice stating the successful bidder, the appropriate seniority date, **and the effective date of award.**

LMOU. Article 12 (5) The employer agrees that the successful bidder shall be placed in the new position within twenty-one (21) days after the award has been posted, except during the month of December.

**There is no "HOLD BACK" from your Effective Date!**

## Alex Aleman ...

### Continued from page 1

All Function 1 EAS will be expected to complete the following training 14 hours and 39 minutes of additional training via HERO by October 31, 2023:

The Drama-Free Workplace, Sexual Harassment in the workplace, Creating a positive work environment, Workplace harassment, Promoting respect in the workplace for employees, Bullying-Not in the Workplace, Navigating Other People's Emotions, Preventing Harassment and Promoting Respect, Demonstrating Respect and Promoting Respect in the Workplace for Employees.

Plant Manager Kim Calderon is ultimately responsible for the work environment at the Plant. The Plant Manager has failed the workers on the work room floor. The work environment at the Plant keeps getting worse and worse under the leadership of the Plant Manager. Upper management is not holding the Plant Manager accountable for the poor work environment she has allowed to be created in the San Antonio Plant.

The OIG/Postal Inspectors should investigate the allegations of EAS personnel sleeping with craft employees. Sexual Harassment is a serious allegation. According to the USPS Sexual Harassment Policy the postal service is committed to providing a work environment free of sexual harassment and inappropriate sexual conduct. The Postal Service's workplace must be one in which all employees are treated with dignity and respect by supervisors, subordinates, and coworkers. There is no place in the postal service workplace for sexually intimidating, threatening, or coercive behavior.

I want to thank the dues paying union members for supporting the union. Locally we have over 90% of our members enrolled in the union. This year is going to be a very challenging year for the APWU and Postal Workers. In today's work environment we must be united in our efforts to fight for the common best interest of all postal workers, the union and the postal service. Our members on the work room floor need to be united and support each other when supervisors are creating a hostile work environment. Support each other, provide a statement against the supervisor who is creating a hostile work environment.

Supervisors have weaponize the process to address work environment issues in their favor and they abuse their authority to harass and intimidate our union members. Supervisors are not our friends, they have a job to do, part of their job is to issue discipline and in today's work environment, create a hostile work environment. The Plant Manager Kim Calderon has allowed her managers and supervisors to create a hostile work environment.

### **Contract Negotiations**

This year we begin negotiations for better pay, better benefits and better working conditions. We cannot be satisfied with 1.2% yearly pay increases. We need to negotiate meaningful pay increases. The cost-of-living adjustments are not enough to keep up with the rising cost of living. Postal workers deserve pay increases of 10%–15% a year because of the poor work environment management has created.

All APWU new hires should be hired as full-time regular employees. Management has already assembled a supplemental work force in the clerk craft, and they consist of 204b's, Supervisors, Managers, City Carriers and Rural Carriers. The union needs to negotiate a Work Environment Article in our Collective Bargaining Agreement. We need contract language where all APWU members will be treated with dignity and respect and where management is placed with the responsibility of creating and maintaining a positive work environment for all employees. We need to negotiate a process to deal with bad supervisors like those identified in the Climate Survey Results. BAD SUPERVISORS become bad supervisors because there is no accountability from their Managers for their misconduct and abuse of authority.

### **Electronic Grievance System (EGS)**

The local is entering a new age in grievance processing, it's called the Electronic Grievance System (EGS). The San Antonio Alamo Area Local signed up to join EGS. It is a web-based grievance software system that will improve the efficiency and security of our grievances. Using "cloud" technology, this system allows users to fill grievance forms, save them to file and add documentation throughout each step of the grievance procedure. The EGS will save the local on postage and time in respect to not having to mail the grievances to Step 2, Step 3 and Appeal to Arbitration. The local and our members will benefit from the electronic grievance process.

## Robert Proo ...

### Continued from page 8

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.)

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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 judgement 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.

Maintenance Brothers and Sisters the Postal Service Maintenance Management is in the process of trying to do a new staffing package they have been working on since November. I was told by management that they were trying to add more positions as always, I told local management that Headquarters is just trying to find ways to eliminate jobs as always, but we will see. So just like I suspected local management was talking to me about another matter and telling me that headquarters sent back the staffing package and wanted more cuts So what else do you want to cut. 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.

#### Article 38.4.A. Section 4

There has been some confusion on this, and I want to try to clear it up and get the right information out to the Maintenance Membership.

#### Posting

A. In the Maintenance Craft all vacant duty assignments shall be filled as follows:

1. a. When a vacant or newly established duty assignment is to be filled, the Employer shall post for a period of seven calendar days, a notice of intent that the duty assignment will be filled using the appropriate preferred assignment selection register and/or promotion eligibility register, except for newly established positions as defined in Article 1, Section 5. Such positions shall be posted as they are created and assigned to the craft unit. A copy of the notice of intent shall be furnished to the local Union.

b. When newly established positions as defined in Article 1, Section 5, are created in an installation or when an established position, for which no promotion eligibility register has been created, is added in an installation, the Employer shall post a notice on all official bulletin boards soliciting applicants for inclusion on the promotion eligibility register. The notice shall be posted for thirty (30) calendar days. The employees who apply will receive the results of their application(s) no later than one hundred fifty (150) days from the closing date of the application period, provided the applications have been properly completed by the applicants. Within fourteen (14) days of the date of the receipt of the promotion eligibility register results, a notice of intent to fill the position shall be posted and the position filled in accordance with the provisions of Article 38.

c. In addition, any employee on sick leave or off-site training on the day of posting shall be furnished a copy of any applicable notice of intent. Employees absent for annual leave who have requested in writing, stating their mailing address, shall have a copy of any applicable notice of intent mailed to them.

2. All vacant duty assignments shall be posted by notice of intent within 30 days from when vacancy occurs. If a duty assignment has not been posted within 30 days, the installation head or designee shall advise the Union in writing as to the reasons the duty assignment is being withheld. If a vacant assignment is reverted, a notice shall be posted within 10 days advising of the date of the reversion and the reasons therefore.

3. If the current approved staffing package no longer supports continuation of a vacant duty assignment(s) that duty assignment may be reverted, provided it is not being withheld. The union will be notified within 10 days advising of the date of the reversion(s) and the reasons therefore. I want to thank Maintenance Assistant Craft Director Jarrett Williams, Plant Chief Stewards Mike May, Albert Cardenas and Stewards Miguel Muniz, Burney Tedford, Alternate Stewards William Van Meter, Tia Lockett, Sherrie Pierre and Edgar Flores Torres.

Be Safe and hope to see you at the Next Union meeting or at work.

# San Antonio Alamo Area Local

## Election Timetable

Process	SAAAL Constitutional Requirement	Date
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...	02/02/24
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



# San Antonio Alamo Area Local #195 Local Union Elections Nominations of Officers

**As per the San Antonio Alamo Area Local Constitution and By-Laws  
Nominations will be held at the January 20, 2024  
General Membership Meeting for the following offices.**

**President**

**Vice President**

**Secretary-Treasurer**

**Recording Secretary**

**Legislative Director**

**Clerk Craft Director "A" - Plant**

**Clerk Craft Director "B" - Stations/AOs**

**Maintenance Craft Director**

**Motor Vehicle Craft Director**

**Assistant Clerk Craft Director "A" - Plant**

**Assistant Clerk Craft "B" Director - Stations/AOs**

**Assistant Maintenance Craft Director**

**Assistant Motor Vehicle Craft Director**

**Trustee/Trial Board Clerk Craft (3)**

**Trustee/Trial Board Maintenance Craft (1)**

**Trustee/Trial Board Motor Vehicle Craft (1)**

**Delegates to State/National Conventions Clerk Craft (4)**

**Delegates to State/National Conventions Maintenance Craft (1)**

**Delegates to State/National Conventions MVS Craft (1)**

## Notice of Nominations

**Nominations of officers and delegates will be held at the January Membership Meeting. Nominations will be accepted for the following positions.**

<b>President</b>	<b>Clerk Craft Dir. Stations</b>	<b>Asst. Maintenance Craft Dir.</b>
<b>Vice President</b>	<b>MVS Craft Director</b>	<b>Trustees/Trail Board—Clerk (3)</b>
<b>Secretary Treasurer</b>	<b>Maintenance Craft Dir.</b>	<b>Trustee/Trail Board—MVS</b>
<b>Recording Secretary</b>	<b>Asst. Clerk Craft Dir. Plant</b>	<b>Trustees/Trail Board—Maint.</b>
<b>Legislative Director</b>	<b>Asst. Clerk Craft Dir. Stations</b>	<b>Delegates to State &amp; National</b>
<b>Clerk Craft Dir. Plant</b>	<b>Asst/MVS Craft Director</b>	<b>Conventions (Clerk/Maint/MVS)</b>

### UNION AND EMPLOYER FUNDS PROHIBITION LETTER

Since the campaign period is about to begin, I would like to take this opportunity to advise you of certain restrictions on the use of union and employer funds for campaign purposes. Specifically, 401(g) of the Labor-Management Reporting and Disclosure Act of 1959, as amended, prohibits the use of union and employer funds to promote the candidacy of any person in a union officer election. This prohibition applies to facilities, equipment, supplies and cash, as well as to campaigning on time paid for by either a union or employer and to the use of the SAAAL Dispatch for campaign purposes. Unless specifically authorized by the SAAAL Constitution.

Also be aware that the prohibition against the use of union and employer funds applies to any union and any employer, not just to SAAAL or to the employers with whom the SAAAL has a business arrangement with. Further, it is the responsibility of all Officers and Stewards to report any activity that may be in violation of the rules above. All SAAAL officials will be notified of this legal prohibition to make them fully aware of the extent of the campaign restrictions so that any potential problems can be avoided. If you have any questions, please call me at (210) 271-0853

**Your Cooperation is Appreciated,  
Sincerely, Alex Aleman President of the San Antonio Alamo Area Local**

### ELECTION PROCESS

One of the main responsibilities of an Editor is to make sure that the Dispatch is not used to promote or dissuade any candidate for Union office. According to Postal Press Association Guidelines concerning Local elections we are now technically within the election period (6 months prior to the election) as it pertains to the use of the Dispatch.

What this basically means is that if a contributing writer to the Dispatch has not contributed to at least 3 issues to the Dispatch within the previous year then I cannot accept an article for publication during the election process. To do so could cause the election to be challenged and overtime forcing the Local to incur additional costs to re-run the election.

To many this may seem to be excessively restrictive but it is done in order to preserve the integrity of the election Process and to provide a level playing field for those that may seek Union office. It is a move on the side of caution because the ramifications of misuse could be costly.

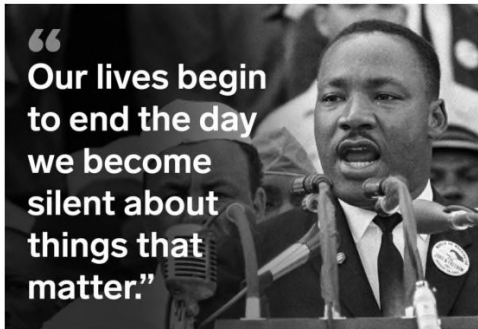
There will be an opportunity in the future for ALL candidates for union office to present their positions in a special edition of the Dispatch, under some restrictions, again in order to provide a fair and equitable playing field to all candidates. These limitations are imposed with the consent of the Executive Board who, according to our constitution, are the publishers of the Dispatch.

If you have any questions concerning this policy please contact the Union Office and we will be more than happy to show you the information concerning Local Union Elections.



# Martin Luther King Jr. Day Holiday

## Monday, January 15



### Postal Holiday Scheduling;

**January 15 is Martin Luther King Jr. Holiday; it is the second (2) holiday of eleven (11) paid holidays for full-time regulars. It is NOT a holiday for Postal Support Employee's (PSEs).**

**This year MLK Jr. Day Holiday falls on a Monday, therefore:**

- ***Employees with Monday as their normal workday will observe the holiday on Monday.***
- ***Employees with Monday as their scheduled off day will observe Sunday as their holiday.***
- ***Those employees with Sunday/Monday as their scheduled off days will observe Saturday as their holiday.***

#### **Article 11, Section 2. Eligibility**

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

#### **Section 3. Payment**

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

#### **Section 6.C. Schedule**

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

**JCIM - UNTIMELY POSTING** - If the holiday schedule, is not posted by the Tuesday preceding the service week in which the holiday falls, a full-time employee that works his/her holiday or designated holiday will receive holiday scheduling premium for each hour of work, up to eight (8) hours, regardless of whether the employee volunteered to work. **NOTE: The Holiday Schedule must be posted on Tuesday, January 9, 2024.**

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

The City of San Antonio, in partnership with District 2 Councilman Jalen McKee-Rodriguez and the San Antonio Martin Luther King, Jr. Commission chaired by Dwayne Robinson, is inviting the community to take part in the largest march in the nation. The 37th Martin Luther King, Jr. March and Celebration will take place in person on **Monday, Jan. 15, 2024 at 10 a.m.**

**NOTE: March lineup begins as early as 9 a.m.**

The 2024 celebration will begin with the in-person march kickoff at **10 a.m.** at the **Dr. Martin Luther King, Jr. Academy**, followed by the **park celebration at Pittman-Sullivan Park**. The park celebration will include a main stage with multicultural performances, a health and wellness area, a youth area, food and merchandise vendors, and information booths.



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December 26, 2023  
David Z. Hernandez - Vice President  
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## Unfavorable Climate Assessment Survey Results

The results of the Climate Assessment Survey were known to the Plant Manager on or about July 14, 2023. They were finally shared with the San Antonio Alamo Area Local on December 21, 2023. I want to thank APWU Industrial Relations Director Charlie Cash for assisting the local in obtaining the results of the Climate Assessment Survey.

The union and our members who participated in the survey have a right to know the results of the Climate Assessment Survey conducted at the San Antonio Plant. The San Antonio Alamo Area Local has serious concerns with the results of the survey.

The results of the Climate Assessment Survey in the San Antonio Plant indicate the following:

The biggest complaints were sexual harassment, favoritism, and employees disappearing from the workroom floor. There were also complaints concerning the deaf and hard of hearing not being informed properly.

The three (3) supervisors/managers complained about the most in the survey were Tour 1 MDO Michael DeVilbiss, SDO Rick Torres and SDO Fonda Belardo. These three management officials were the most negatively mentioned in the survey.

The Sexual Harassment complaint concerned EAS personnel sleeping with craft employees. This complaint was in just about every survey.

The thought of having bad supervisors roaming the workroom floor creating an unfavorable work environment is very concerning. There are bad supervisors because the Plant Manager is not holding them accountable for their misconduct and unethical behavior. The Plant Manager has made it clear that the USPS Zero Tolerance Policy does not apply to EAS personnel at the Plant.

The union wants to thank the employees who participated in the Climate Assessment Survey. More information and thoughts about the Climate Assessment Survey and the Plant Managers Action Plan on the Climate Assessment Survey will be revealed in the January Issue of the Dispatch.

# WEINGARTEN RIGHTS

## EMPLOYEE'S RIGHT TO UNION REPRESENTATION

The rights of unionized employees to have present a union representative during investigatory interviews were announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689). These rights have become known as the Weingarten rights.

Employees have Weingarten rights only during investigatory interviews: An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he says, the employee has the right to request union representation.

When the employee makes the request for a union representative to be present management has three options:

- (1) They can stop questioning until the representative arrives.*
- (2) They can call off the interview or,*
- (3) They can tell the employee that they will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse.)*

Once you've asked for union representation, any attempt by management to continue asking questions before a union representative gets there is **ILLEGAL**. If supervisors pressure you by telling you that "you're only making things worse for yourself" by asking for union representation, that's against the law too.

Employers will often assert that the only role of a union representative in an investigatory interview is to observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

While the interview is in progress the representative cannot tell the employee what to say but he may advise them on how to answer a question. At the end of the interview the union representative can add information to support the employee's case.

What to Say if Management Asks Questions That Could Lead to Discipline:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions."

### **Know the limits:**

Just as it's important to know what your Weingarten rights are, it is also important to know the limits.

You are not entitled to have a steward present every time a supervisor wants to talk to you. Remember, if the discussion begins to change into questioning that could lead to discipline, you have the right to ask for representation before the conversation goes any further. If you are called into the supervisor's office for an investigation, you can't refuse to go without your steward. All you can do is refuse to answer questions until your union representative (or steward) gets there and you've had a chance to talk things over.

**Be informed, stay informed.**

# General Membership Meeting

January 20, 2024  
11:30 A.M.

Union Hall  
13102 Lookout Run  
Executive Board Meeting  
10:00 A.M.

\*\*\*\*\*AGENDA\*\*\*\*\*

Financial Report  
Officers Reports  
Executive Board  
Nominations of Officers  
& Delegates

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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