

Special Election Edition

DISPATCH

Celebrating Over 100 Years
of Representing Postal Workers

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



VOLUME 70 NO. 2 SAN ANTONIO ALAMO AREA LOCAL  Prestige Printing, LLC SPECIAL EDITION * FEBRUARY 2024

PRESIDENT

ALEX ALEMAN

Management's Climate of Aggression



Poor & Hostile Work Environment

In the San Antonio P&DC we do need a better workplace in the form of a culture change. We need a Plant Manager who will hold their managers and supervisors accountable for their mistreatment of employees. Bad managers and supervisors at the San Antonio P&DC

are programmed to do the wrong thing, to create an adverse action and to inconvenience the employees. The managers/supervisors selected by the Plant Manager are not there to do the right thing and to assist the employees.

The Health, Safety and Welfare of the employees are not of concern to the Plant Manager

I have filed class action grievances on the poor and hostile work environment management has created at the San Antonio P&DC. More actions will follow, and we need individuals to write statements and to file individual grievances against managers and supervisors who are creating a hostile work environment. If you hear a manager or supervisor engaging in derogatory comments, nicknames, or slurs, write a statement, such behavior is not acceptable. A supervisor applying pressure for dates is considered creating a hostile work environment, report it immediately. Do not accept the hostile work environment being created by the managers and supervisors currently at the Plant.

We need a concerted effort from the President, General Officers, Craft Officers, Stewards and members to hold management accountable. The union united will prevail to change the culture at the Plant. We must be relentless in the pursuit of justice for our members.

As reported recently in the Dispatch, San Antonio is scheduled to have a new building as the Regional Processing and Distribution Center (RPDC) under the Delivering for America (DFA) Plan to modernize the nations aging postal network. Currently the plan for the RPDC in San Antonio has been placed on hold.

- ◆ **Regional Processing and Distribution Centers (RPDCs)** – These larger processing facilities will sort all mail and packages that are being sent to other regions, as well as sort packages for delivery in the regional area. These will be the hubs for the Postal Service's long-distance transportation.

- ◆ **Local Processing Centers (LPCs)** – These processing facilities will sort letters and flats to individual mail carrier routes in the regional area. LPC's in our region are Corpus Christi, Texas and McAllen, Texas.

"...The APWU opposes any actions that slow down and undermine mail processing, delivery and retail services and thus drives business and revenue away from the Postal Service. We will aggressively enforce the provisions of our union contract"

The Postal Service has announced they will be conducting Mail Processing Facility Reviews for Corpus Christi, Tx and McAllen, Tx. The reviews will determine what mail processing operations in those facilities could be transferred to the San Antonio P&DC.

According to the Postal Service the initial results support the business case to keep the Corpus Christi P&DC open and modernize the facility as a Local Processing Center. The initial results of the facility review at the Corpus Christi P&DC supports transferring some mail processing operations to the San Antonio P&DC.

A public meeting is already scheduled for the Corpus Christi P&DC. Public input will be considered part of the review process.

The meeting is scheduled to be held on Thursday, February 15, 2024, 3:00 PM at the Janet F. Harte Public Library. I will be attending the public meeting to find out what mail processing operations are moving to the San Antonio P&DC and to represent the interest of the San Antonio Alamo Area Local.

continued on page 9

ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
Alex Aleman Associate Editor

This is the Official Publication of the
San Antonio Alamo Area Local,
American Postal Workers Union, AFL-CIO
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Opinions expressed in this publication are those of the individual writer and not necessarily those of the Editor or the Executive Board. Articles submitted for publication must not contain negative or derogatory comments about members or the union in articles or letters to the editor. Deadline for articles to appear in the upcoming issue of the Dispatch will be advertised in the Dispatch.

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

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Black History Month is annual observed in the month of February which is also known as African-American History Month.

“If a race has no history, if it has no worthwhile tradition, it becomes a negligible factor in the thought of the world, and it stands in danger of being exterminated,” Woodson said.

Since Negro History Week was a hit Woodson decided that it needed to be more than just one week.

Woodson’s original idea was for it to be a time for student showcases of the African American history they learned the rest of the year, not as the only week Black history would be discussed by Daryl Michael Scott a Howard University history professor.



Woodson later advocated starting a “Negro History Year,” saying that during a school year “a subject that receives attention one week out of 36 will not mean much to anyone.”

Soon after that several places and states started to expand the celebration to an entire month.

The civil rights and Black Power movement advocated for an official shift from Black History Week to Black History Month, Scott said, and, in 1976, on the 50th anniversary of the beginning of Negro History Week, the Association for the Study of African American History made the transfer to celebrating for a month.

VICE PRESIDENT

DAVID Z. HERNANDEZ

Time to Mobilize to Save Our Jobs!!!



Hello Brothers and Sisters!

I want to congratulate everyone that was nominated to represent the members, this is what democracy is all about. So now it is going to be up to the members to make their votes count. Be on the lookout for your ballots going out on February 26 and to be returned by March 16, 2024.

So please vote, vote, vote, and let your voices be heard! Good luck to all the nominees and congratulations to those winners who won by acclamation.

Training

The training continues as promised, and now with the Electronic Grievance System (EGS) system in effect, this is going to help and strengthen our local. Management can no longer disregard grievances or just push them aside. It will all be done through the electronic email system; and the President and Officers will be able to monitor all and any grievances throughout the steps.

Another upcoming training course for the stewards is The JCIM (Joint Contract Interpretation Manual) a simplified concept of the contract, which will be done here locally. For those that say training is a "JOKE" has no business in our local representing you in any capacity.

Harassment

The harassment and bullying continue, we will always take it very serious, this has gone all the way up to the National level and it's happening all across the country. The rumors on the work floor are that nothing is being done. This is something that we all should be united on and continue filing those grievances and EEO. The fight against harassment and bullying starts with you requesting to see your steward.

Article 15 definition reads "A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment." "Harassment is a "condition of employment" and should be grieved.

Spring

Well, according to the groundhog "Punxsutawney Phil", he didn't see his shadow, so spring is around the corner. Hopefully he is right, and I'm ready for it. To me spring is like "the turning of the page" as Bob Seger's sang. Everything makes you feel great about it, after a long 3-days of hard winter in TEXAS! You Gotta love TEXAS! "Do not dwell in the past, do not dream of the future, concentrate the mind on the present moment." Gautama Buddha

Mega plant

Still more of the same, we haven't seen or heard any updates. For now, everything is on hold, but we know it's coming so stay tuned.

Job Bids

This year, we have nine (9) bidding cycles so if you're not happy, keep bidding. Eventually you find something that works for you and your family. Please use and log on to your lite blue on a weekly or monthly basis, we always hear about employees not being able to access it or having forgotten their password and not being able to bid. Liteblue is the lifeline for all your records, financial, health plans, form 50, etc. it's all at your fingertips.

"Postal workers are at the forefront of the country's oldest and most trusted public service. However, years of management "cost cutting" and short staffing has undermined our ability to carry out our mission to the public"

Campaign for Better Staffing, Better Service from (APWU.ORG)

The Staffing Task Force Committee, made up of various local and state leaders, is ramping up its Better Staffing, Better Service campaign in the year ahead.

Postal workers are at the forefront of the country's oldest and most trusted public service. However, years of management "cost cutting" and short staffing has undermined our ability to carry out our mission to the public. It undermines service, increases workplace stress, and drives business and revenue away from the USPS. This year, we will continue to mobilize and unite with the public to demand staffing levels that keep retail lines short, post offices open, and create safer workplaces.

The public deserves it, and so do postal workers. Every union member, from every craft, has a stake in a strong and vibrant Postal Service. We can all play a role. Be prepared to mobilize in 2024; below are some strategies to use as we ramp up our campaign.

The public deserves it, and so do postal workers. Every union member, from every craft, has a stake in a strong and vibrant Postal Service. We can all play a role. Be prepared to mobilize in 2024; below are some strategies to use as we ramp up our campaign.

This is a fight that the APWU must lead. If we all get involved, organize, and mobilize, it's a fight we can win!

Union Meeting

As always, every union member is welcome to come to our meetings. It's every third Saturday except for June and December. This month's meeting is on February 17th and starts at 11:30 am.

"Be kind and compassionate to one another, forgiving each other, just as in Christ God has forgiven you. NIV: Ephesians 4:32

SECRETARY TREASURER

JEFF GREENLEE

February – A Month of Tough Choices



First of all, I hope all of you and your families are safe and well.

February is going to be a consequential month full of choices for the members of the San Antonio Alamo Area Local.

Webster's Dictionary defines the word **CHOICE** as a noun.

1. the act of choosing
2. the power or right of choosing

Important February/March Choice – Local Elections

A choice we all must face in February and March is who you choose to represent you for the next 3 years as we have our Local Union Elections.

Being a Union member gives us a choice in many aspects of our Union. Being a democratic Union we have the right to choose our leaders and representatives.

We also have the right to attend Union Meetings and let our voice be heard. If we fail to exercise these rights as a Union Member, then we have only ourselves to blame for decisions that we don't agree with.

The Union is a Democracy and Union Officials must abide by what the membership and our Local Constitution dictates. If you don't like the direction your Local is taking you can do something about it. You have a CHOICE through your voice, and vote, to make changes.

What you don't want to do is to throw up your hands in despair and state that they are all bad and give up that right to vote. Voting doesn't mean that you will always get your way, sometimes you will lose, but at least you will have shown that you feel there are some things worth fighting for and that you are going to do all within your power to achieve them.

You should pursue those things that you feel are important to the Local with zeal and vigor. You should continue to fight for that which you feel is right and I hope you make the "CHOICE" to also get involved.

Now, as we move into the months of February and March, we are faced with many "Choices", You will hear many voices who wish to represent you in many different capacities. You will be told many wonderful things, but you must ask yourself if what this person is promising can be achieved, and if that person has the skills necessary to achieve those promises. Remember elections past and what happened after, and whether promises were kept and fulfilled, do you like the direction of your Local or do you think change is necessary.

Many of these candidates go to great expense to inform you as to why they think they are best qualified to earn your vote. You will be bombarded by flyers, leaflets, and more, some will be distributed anonymously, with vicious personal attacks, and others, with courage will sign their campaign literature and stand behind it.

I do know that you have the right to vote because someone before you fought management, stood on picket lines, and put their livelihoods on the line for your right to do so. Do not throw that right, your voice, and your vote, away.

You, as a member, have a great responsibility now to separate the wheat from the chaff. You must investigate each candidate and determine who you think will best represent you for the next 3 years, and VOTE for that candidate. It is not a simple task, but one that should be

taken with much thought and consideration.

Remember those who you elect for the next 3 years will represent your wishes and desires in this new, and challenging era for the SAAAL, APWU, and United States Postal Service.

"You, as a member, have a great responsibility now to separate the wheat from the chaff. You must investigate each candidate and determine who you think will best represent you for the next 3 years, and VOTE for that candidate."

The coming years will be very trying times for the Union. Strong leadership is a must, we will be tested as never before with forces from both the outside, and inside, as they threaten our very existence. We must have a qualified, educated, and dedicated elected body to represent your wishes. Remember, it is you, and your one vote that may determine the direction this great Union will take for the next 3 years.

Thomas Jefferson wrote ***"We do not have government by the majority. We have government by the majority who participate"***.

Remember, this is YOUR UNION, it is your "CHOICE" to be active, and participate in the future of YOUR UNION and VOTE.

Since this election is administered by an outside third party (as approved by the membership at the September General Membership Meeting) our Constitutional timeline will be honored. The election ballots will be mailed on February 26, and must be received at the postage due section on the ballot return envelope by 10:30 AM (PST) on March 16 to be counted.

The counting of the ballots will be performed and viewable by ZOOM at the Union Hall on March 16, 2024, starting at approximately 12:30 local time.

Continued on Next Page

Treasurers Report for January, 2024

January was a pretty good month for us financially although we did have some large expenditures, these were budgeted and we had prepared for these expenses through the use of our funds accounts.

The funds accounts did exactly as they were intended.

I am proud to report that the Trustees held a Trustee Audit on January 10 for last quarters finances, and found no financial irregularities.

General Fund *****

The beginning balance for January was \$174,389.84.

We did have some large expenditures, but nothing that was unexpected. We had new Steward Training, and all Stewards were trained in the new Electronic Grievance System (EGS), that training totaled approximately \$16,000 and I paid the Bexar County Property Tax at \$14,444.

“Some encouraging news about the finances is that even with sending members to Conventions and Educational Seminars, and with Local training our January Cash Assets is still almost \$18,000 above what it was at this time last year.”

Both of these expenses were budgeted, and we had the money in the Funds Accounts to pay for them without using General Fund monies. I transferred the funds for both the training and the property tax fund to the General Fund.

Otherwise most other expenses were normal and customary.

Monthly General Fund Totals *****

Total Deposits	\$ 100,414.73
Total Expenses	\$ 93,625.47
General Fund Ending Balance	\$ 181,179.10

The SSFCU Funds did take a hit but that is why they are here, to be used for a necessary purpose and prepared.

SSFCU Funds *****

I did transfer, as reported above \$16,000 from the Training Fund, \$14,444 from the Property Tax Fund and \$1,200 from the Building Maintenance Fund (4th Qtr. expenses) to the General Fund.

As I reported in the past, many of the funds are at their cap and I will not make deposits to those funds unless it puts undue pressure on the General Fund.

The beginning balance of the SSFCU Funds was \$240,329.30 with deposits of \$14,150 and withdrawals of \$31,653.06.

The ending balance was \$222,836.40

Final Numbers *****

General Fund	\$181,179.10
SSFCU Fund Balance	\$222,836.40
Total Cash Assets	\$404,015.50

Some encouraging news about the finances is that even with sending members to Conventions and Educational Seminars, and with Local training our January Cash Assets is still almost \$18,000 above what it was at this time last year.


Upcoming Expenses and Expenditures *****

The only real upcoming anticipated expense is the Local Election. We are depositing \$500/PP into the Elections Fund and will reach the cap of \$10,000 this month.

In June we have the TPWU Educational Conference being hosted here in San Antonio and the National APWU Convention in July.

As always, if you have any questions or concerns about your finances, please do not hesitate to contact me at 210-271-0853.

Visit our SAAAL Website at apwu195.org for the Latest News and Updates



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EDITOR

CARLOS BARRIOS

Vote. Every Voice Matters



Now that the Elections are in motion I want to say thanks to those that submitted their Nominations forms to be considered in these Elections.

Many thanks goes out to those who followed the instructions provided at the January General Membership Meeting. The free

250 word article submitted MUST been in Word document format since the Editor will **NOT be making** any editing to the articles.

To those that followed that process, I say thank you. For anyone who didn't then I hope that this election process has been an eye opening experience.

Thanks to all who won their perspective positions by acclamation. Running for office in the **American Postal Workers Union (APWU)** involves several fundamental steps.

First it begins with the Nomination Process.

Nominations

Nominating candidates for office is a fundamental part of democratically electing union officers.

- According to the **Labor Management and Disclosure Act**, union members must have a reasonable opportunity to nominate candidates. *(Done at the Jan GMM)*
- Election officials (or other responsible officials) must provide timely notice of nominations and use procedures that allow all members to make nominations which was done in the Dispatch, Newsflash and at Union Meetings.
- While most unions hold nomination meetings, the law does not prescribe a specific nomination procedure. Unions can choose any method that provides members a reasonable opportunity to nominate, if it follows the union's constitution, bylaws, and Department of Labor (DOL) requirements.
- **Article 12.8** of the national APWU Constitution mandates that local unions, area locals, regional, and state organizations establish an election committee.
- This committee is responsible for conducting the election and resolving any controversies that arise. *(This process was done with the SAAAL)*

- Candidates for election cannot serve on the election committee.
- Various methods can be used to notify union members of nominations, including mailing notices, publishing in union newsletters, posting at work sites, or other reasonable means. Mailed notifications are recommended for broader reach.
- The nomination notice should specify the offices to be filled, the date, time, place, and method for submitting nominations, including whether a nomination must be seconded.

Election Process

- The election committee plays a crucial role in conducting the election.
 - Throughout the process, election officials should be guided by three principles: fairness, transparency, and adherence to federal law and union rules.
 - The election committee should address key provisions, including notifying members of nominations, conducting the election, and resolving any disputes.
- Candidates nominated for multiple positions but eligible to run for only one office must follow the local or state union's constitution and bylaws.

Resources

- The APWU provides resources for conducting local elections, including step-by-step guides and checklists. (APWU.ORG)
- Election officials should ensure compliance with federal regulations and the union's governing documents.

Remember, participating in union elections is essential for maintaining a democratic process and ensuring representation for all members.

Good luck if you decide to run. Keep in mind to Vote for the candidate that best represents the Total Interest of the Local and the Membership.

“Thanks to all who won their perspective positions by acclamation. Running for office in the American Postal Workers Union (APWU) involves several fundamental steps”

Vote. Every Voice Matters



MVS CRAFT DIRECTOR

FARON HIERHOLZER

Looking Ahead for Additional Runs



The Motor Vehicle Service Craft (MVS) relies on each and every one of us to make sure the mail gets to its designation as safely, efficiently and professionally as possible.

Some of the challenges we face each day are road constructions, accidents and other road hazards. Yet despite these hiccups we still get our jobs done and perform our

daily tasks to the best of your ability with little and/or no supervision.

Looking ahead we have an uphill battle which will take all of us to defeat the destructive plans of management. The days of sitting on the sideline and being a spectator are over. We all need to fight together to maintain the way of life in the MVS.

The fight will take every one of us working together with the union stewards to aggressively add and maintain our operations.

We will be focusing on runs that travel just outside the city of San Antonio. The moving of the mail from Corpus Christi and McAllen by the contractors which are two areas management could possibly shut down. The union has requested information to management regarding the transporting of mail in bulk quantities. This information is vital to gaining additional runs to our operation.

Another challenge to our operation will be management implementing Postal Vehicle Service driver (PVSD). These PVS drivers will be level 6 and will be operating a boxed truck/vehicle which does not require a Commercial Driver's License.

The PVS drivers **WILL NOT** be required to obtain and/or maintain a Commercial Driver's License. This is a challenge because of the work they will be performing. This could potentially take away some jobs in the MVS Craft. I am reaching out to you and every one at this time more than ever to speak up, and this time it will take every one. With the not so great news comes good as well.

Much changes are coming to the annex. As you may have noticed there is some construction going on at the annex. The first task is the fence, and the tree line has been cleared and a new fence is being installed.

Management has agreed to implement some reflective tape on the posts for a better visual for all drivers. The next change you will see is the entrance and exit at the annex.

These areas will be expanded for a much easier and safer way to enter and exit. This will start by making the entrance and exit much wider, and removing and/or modifying the island by the gates. Management is also planning to extend some areas as of now these are some much needed changes for the MVS Craft. Thank you to every one of you as we continue to support and represent you on a daily basis.

“The PVS drivers WILL NOT be required to obtain and/or maintain a Commercial Driver’s License. This is a challenge because of the work they will be performing”

The MVS Craft plays a vital role in transporting mail and maintaining postal vehicles. Below are some essential points associated to safety for MVS drivers:

Driver Safety Instructors (DSIs)

These instructors train and familiarize all employees

with driving duties. They ensure that drivers are well-prepared and follow safety protocols while operating postal vehicles

DOT Regulations

MVS drivers must comply with Department of Transportation (DOT) regulations. These regulations include attributes as vehicle maintenance, safe operation, and physical condition of drivers.

Drug and Alcohol Clearinghouse

The MVS Division settled a Step-4 grievance related to the Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Clearinghouse. The consent form for queries aligns with DOT physical card requirements, and limited queries are not allowed for non-safety-sensitive positions.

Vehicle Costs

The MVS Division resolved a national dispute regarding vehicle costs. The issue involved assigning the full cost of a vehicle as a line item in cost comparisons. The MVS Craft argued that this practice made it harder to compete with other costs in comparisons.

Training Centers

Efforts are ongoing to enhance training facilities. For example, there's a new Vehicle Maintenance Facility training center in Norman, Oklahoma.

Remember, safety is paramount for MVS drivers, and the APWU continues to advocate for their well-being and adherence to regulations.

MAINTENANCE CRAFT DIRECTOR

ROBERT PROO

Inside Maintenance



Hello Union Family, Wounded Warrior Leave is an authorized absence from the Postal Service to undergo medical treatment for a service-connected disability rated at 30 % or more. It is a separate leave category, distinct from Sick Leave. Treatment is an in-person visit to a health care provider, as specified in Section 513.364 of the Employees Labor

Relations Manual (ELM) and includes the course of action prescribed by a health care provider. Treatment includes but is not limited to examination for and evaluations of the health condition that caused the disability rating. Health Care Provider is the employee's attending physician or other attending practitioner as recognized by ELM 515.2 Twelve-Month Eligibility Period is defined as the continuous 12-month period that begins on the first day of employment during which an eligible veteran can use Wounded Warrior Leave. For employees on the rolls and non-career employees on a required break in service (five days an appropriate)

Updated Eligibility – Wounded Warrior Leave Provided on An On-Going Basis

- Eligible new hires will receive 104 hours of WWL upon hire (as required by law) to be used for the remainder of the current calendar year.
- Each January, all disabled veterans with a 30% or more combined disability rating will receive 104 hours of WWL to use during the calendar year.
- At the end of each calendar year, any remaining WWL will be forfeited but, assuming the employee still has a combined disability rating of 30% or more, he/she will receive a new 104 hours at the start of the new leave year.
- Any unused WWL is not rolled over to the next year, nor will it be paid out if the employee leaves.
- WWL can run concurrent with FMLA, when appropriate.

Request for Wounded Warrior Leave (Approval)

All requests for Wounded Warrior Leave must be first submitted on PS Form 3971. This request should be submitted in advance when foreseeable to the appropriate supervisor. There is an exception to the advance approval requirement for unexpected treatment. The supervisor is responsible for approving requests for Wounded Warrior Leave by signing the PS Form 3971 and returning a copy to the veteran.

Verification

The veteran is required to submit a PS Form 5980, Treatment Verification for Wounded Warrior Leave, certified by a health care provider that the veteran used the leave to receive treatment for a covered disability.

The PS Form 5980 must be provided no later than 15 calendar days after the employee returns to work. Brothers and Sisters, it is very important that we make sure that PS form 5980 is filled out correctly by you and your Health care Provider. It is also very important that you submitted a 3971 for this leave and state it is wounded warrior Leave. The most important thing that is left for you to do is keep a copy for your records of the signed approved 3971 and a copy of the PS Form 5980.

Technician Level 10 Job Descriptions Really Mean?

(By Mike Nodine 8/2016 21st Century Postal Worker)

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 have

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.

MPE-9's can be assigned to inspect, test, diagnose, troubleshoot, troubleshoot using menu driven computers, repair, calibrate and perform most, but not all, preventive maintenance tasks. MPE-9's can be assigned to oversee the work of lower-level maintenance employees, advising and instructing them in proper methods, and checking for adherence to instructions; or make in process and final operational checks and tests of work completed by lower-level maintenance employees. MPE-9's may be assigned to observe various components of systems in operation. (This is arguably "Reactive Maintenance" when troubleshooting and making breakdown repairs.)

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

"The veteran is required to submit a PS Form 5980, Treatment Verification for Wounded Warrior Leave, certified by a health care provider that the veteran used the leave to receive treatment for a covered disability"

continued on page 9

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

The American Postal Workers Union (APWU) has many concerns with the USPS Delivery for American Plan. The position of the American Postal Workers Union is as follows; The APWU opposes any actions that slow down and undermine mail processing, delivery and retail services and thus drives business and revenue away from the Postal Service. We will aggressively enforce the provisions of our union contract.

We will unite with the people of the country to defend their right to "prompt" and "reliable" service and the universal service mandate that ensures equal service to everyone at all 160 million addresses every day.

Community by community, neighborhood by neighborhood, we will fight to keep post offices open and available to postal patrons at the times most convenient for customers. This cannot be just a union leadership fight. The union is every one of us and therein lies our strength.

We all have a role to play reaching out to our families, neighbors, labor and community organizations, and local political representatives to fight for our jobs and our service, such information is found in the APWU Website.

Pregnant Workers Fairness Act

The Pregnant Workers Fairness Act (PWFA) is a federal law, starting June 27, 2023, requires covered employers to provide "reasonable accommodations" for a qualified workers known limitations related to pregnancy, childbirth, or related medical conditions. Reasonable accommodations are changes to the work environment or the way things are usually done at work. Examples of reasonable accommodations under the PWFA include:

1. Being able to sit or drink water
 2. Access to closer parking
 3. Having flexible hours
 4. Receiving appropriately sized uniforms and safety apparel
 5. Receiving additional break time to use the bathroom, eat, and rest
 6. Ability to take leave or time off to recover from childbirth; and
 7. Being excused from strenuous activities and/or activities that involve exposure to compounds not safe for pregnancy.
- Under the Pump Act, the Fair Labor Standards Act (FLSA) requires employers to provide reasonable break time for an employee to express breast milk for their nursing child for one year after the child's birth each time such employee has need to express the milk.

Employees are entitled to a place to pump at work, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public. I will be sending the Plant Manager a request for information to designate a room for employees to pump at work which meets the requirements of the Pump Act.

Robert Proo**Continued from page 8....**

Maintenance Brothers and Sisters the Postal Service Maintenance Management continues to violate the contract by assigning lower-level maintenance employees to do higher level work or management will assigning Level 9 MPE to fix forklifts, mules, skyjacks and other PIT equipment that belongs to the Level 9 BEM workgroup. The Maintenance Craft had filed and won an arbitration case right here in San Antonio Texas on this issue and still the Postal Service Maintenance Management refuses to comply with the Arbitration award and violate the contract. We continue to file on this and other issues of crossing workgroups in the Maintenance Craft. I ask that you continue submit your statements and requests to see a Stewards so we can continue to file Non-Compliance and crossing workgroups grievances.

Its Election time at our Local

The Nominations are out by now and the campaigning is going on. I would like to take a moment to stress to you how important these local elections are to the membership and how important it is for you to take the time to read about these Candidates find out which ones would be best to represent this Local and you the member. Take the time to talk to these candidates' ask the questions for example what your goals are. What are your plans to fight managements continued abuse of the Contract. How are we going to stop Managements continued Retaliation Intimidation and Harassment of are Union Members on the workroom floor and at the stations. Once, you have asked the questions and made your choices of who you would like to Vote for. Then it is time, and this is the most important thing you need to do. It is Vote, make sure you Vote. Make sure you receive your ballot in the mail, make sure you correctly fill out your ballot and make sure you mail off your ballot. Make your be Voice be heard. So Please Vote.

I want to Congratulate our new Maintenance Craft Director Tom Van Meter and new Assistant Maintenance Craft Director Sherrie Pierre and welcome them into their new positions which will take effect at the April meeting. I wish them the best of luck. I would like to thank our Maintenance Assistant. Craft Director Jarrett Williams, Tour 2 Chief Steward Sherrie Pierre, Maintenance Delegate, Trustee and Chief Steward on tour 3 Albert Cardenas, Chief Steward Tour 1 Mike May, Steward at the Stations Miguel Muniz, Tour 2 Steward Burney Tedford, Tour 2 Alternate Stewards Ross Camacho, Tour 3 Alternate steward William Van Meter, Edgar Flores Torres and Tour 1 Alternate Tia Lockett for all their hard work.



Re-Elect Alex Aleman SAAAL Local President

Dear Brothers and Sisters,

I am asking for your support and vote to serve you in the next three years for the office of Local President. The next three years will be very challenging for our members and our local. I will continue to move the local forward and in the right direction to continue to meet our commitments in the area of Representation.

The last three years as your Local President for the San Antonio Alamo Area Local (SAAAL) I have:

- Maintained two (2) Full-Time Officers to provide representation to all our craft members.
- Removed the \$5.00 dues increase imposed by the previous administration.
- Maintained Fiscal Responsibility without asking the members for a DUES INCREASE while increasing the members cash assets and while sending Delegates and Officers to the APWU Convention, TPWU Convention, and Stewards and Craft Officers to the All-Craft Conference, while also providing local stewards training.
- Our Local (SAAAL), was recognized by our National APWU for achieving 90% membership enrollment.
- Enrolled well over 400 PSEs to the Union during orientation, this administration has enrolled over 500 new members since 2021. We oversaw the conversion of approximately 245 PSEs to FTR.
- Filed numerous Class Action Grievances, represented Members in the EEO Process and Filed numerous National Labor Relations Charges against the Postal Service. Filed a class action grievance over the removal of the disabled parking spaces by the employee's main entrance at the Plant.
- For the last three (3) years I have successfully defended the Local in a Local Charge, NLRB Charge, EEOC Complaint, and in a National Hearing conducted by National Executive Board Officers concerning a former officer seeking \$106,000.00 compensation from your union dues money.
- The National Trial Board ruled the local did not owe him \$106,000.00. I am the only candidate for President who will honor the decision of the National Trail Board and the only candidate who will fight to protect your union dues.
- This former officer is still seeking compensation from the local for the \$106,000.00 and appealed the decision of the National Trail Board to the Delegates at the next APWU National Convention scheduled for July 2024.
- Conducted Local Negotiations and enhanced our Local Memorandum of Understanding (LMOU).
- Increase Job Vacancy Posting in the Clerk Craft from six (6) postings a year to nine (9) postings a year.
- Established a NEW Informational Local Website, which is easy to navigate and compatible with your cellphone.
- Established regular mailouts to Stations and Associate Offices keeping them up to date and informed.
- Improved our union publication the "Dispatch". The best union publication in the APWU and the best Editor.
- Continued the commitment to train new stewards and current stewards on the collective bargaining agreement, representation and the grievance procedure.
- Our Officers and Stewards have been provided with valuable training from our National Business Agents at our Local union hall.
- Enrolled the SAAAL in the Electronic Grievance System (EGS) which will save the local thousands of dollars in postage and will enhance representation in the grievance-arbitration procedure.

Elections have consequences, those that brought the Local to near bankruptcy now want to lead this Local again. I will take my fiduciary responsibilities seriously. I will exercise fiscal responsibility with your union dues. I will only agree to spend your dues in the best interest of the membership and not in the best interest of individuals.

I have never forgotten where I came from, and have always identified with local officers, stewards, and members, and the problems they face on the workroom floor. I have always placed the members' needs and problems first and foremost.

Re-Elect Elect Re-Elect Elect Re-Elect Elect Re-Elect Elect Re-Elect Elect



David Z. Hernandez

for

Vice President

Brothers & Sisters,

I am David Hernandez, and I am seeking your support once again for Vice President.

I began my postal career in January, 1985 and have experienced many different jobs in the Postal Service. I have experience at both the Plant, and the Stations, and can draw on that experience to relate to ALL issues.

My involvement with the Union began in 2003 and it has brought me years of experience and training as Steward, Chief Steward, National Delegate, Trustee and now your Vice President.

My experience includes, but is not limited too:

- Air Force retired - 24 years/10 months.
- Postal Service 38 years.
- Steward 2003 to 2018.
- Chief Steward Tour 1 - 2010 to 2018.
- Elected as Clerk Craft Trustee in 2009 and again 2018.
- I was Voted in by the Trustees as Chairperson of the Trustees from 2012 to 2018.
- I have been a member of the Executive Board from 2012 to 2018.
- I was elected as a Clerk Craft Delegate in 2018 to present.
- I have attended numerous picket, marches and Labor Management Meetings.
- I have written hundreds of grievances covering ALL subject matter.
- I have won grievances totaling over \$150,000.00 fighting for your rights.
- I have assisted MVS Craft and Maintenance Craft with grievances.
- I have attended the National/State Conventions as your Clerk Craft Delegate representing you and being your voice.
- I have actively fought against and do not support paying a past officer \$106,000.00 when he did not work for the Union.
- I have attended numerous Steward training classes at the Clerk Craft and Educational Conferences to include PSE Conversion, Article 12 Excessing, Article 37 Clerk Craft, Light/Limited Duty Issues, Discipline, FMLA Training and most recently EGS Training.

All of the above has provided me with the necessary knowledge and skills to represent ALL Union members not only at the Plant, but at the Stations and Associate Offices as needed.

The changes implemented by the Postal Service have had a serious impact on our jobs. Union members deserve someone who has the experience, training and the knowledge to guide the Union for another 3 years.

As Your Vice President for the past 3 years, I have gained that knowledge, experience and skillset necessary to continue to represent ALL Crafts for the next 3 years.

Please vote David Hernandez for Vice President.



JEFF GREENLEE

FOR
SAAAL

Secretary-Treasurer

Vote Experience – Vote Results

The office of Secretary-Treasurer has evolved greatly since you elected me your Secretary-Treasurer 9 years ago.

I have never been a “hands off” Secretary-Treasurer... I am not one of the “good ol’ boys” who will just go along and not make waves. I have advocated for what is right, Constitutional, and in the best interest of ALL members. That is why I am not popular with some members of the Executive Board, but I do not work for the Executive Board, I work for you, the members. That’s one reason why I was deeply involved in defending the Local from a past officer who wanted the Local, with your dues money, to get paid \$106,000 for no work. I will continue to defend the Local as this case continues through the appeal process.

The position has many areas of responsibility, with the primary responsibility being the financial health of the Local, making sure your funds are protected, and making sure your dues monies benefit ALL members.

The Secretary-Treasurer MUST have the skills, not only in SAAAL Constitutional knowledge, but also in the areas of Labor law and fiduciary responsibility. This includes being proficient in QuickBooks, Word, Excel, Paint, etc. Without these demonstrated skills the responsibilities to the membership could not be fulfilled.

No one can say that I have not performed all duties required of me diligently and in the best interest of ALL members.

I have over 38 years of dedication, experience, and training as a Union Official to help lead it through the tough times ahead. I have been a Steward, Chief Steward, Recording Secretary, Award Winning Editor, Vice President, I also designed and maintain the SAAAL Website, NewsFlash, E-Flash and SAAALVision and am now your Secretary Treasurer. Each of those positions brings experience, knowledge and training that are all used to make me a better, and qualified, Secretary Treasurer.

CAN MY OPPONENT STATE THE SAME? TIME AND EXPERIENCE DOES MATTER!!

If those running for the office of Secretary-Treasurer think of it as just a “glorified check writer”, then that demonstrates how little knowledge they really have as it pertains to the office of Secretary-Treasurer. Lack of experience, lack of job knowledge, and lack of those skills necessary can have devastating effects on the Union. I possess the experience, fight and skills necessary to do the job. I have been performing my duties diligently for the past 21 years, 12 years as your Vice President and 9 years as your Secretary-Treasurer and now I am seeking your support as I seek another 3 years as Secretary-Treasurer.

***This is NOT the time for On-the-Job Training!!
There is too much at stake!!!***

MAINTENANCE CRAFT MEMBERS**THE TEAM of****ALEX ALEMAN, DAVID Z. HERNANDEZ
& JEFF GREENLEE****IS ASKING FOR YOUR SUPPORT**

We need your help and support in keeping this Local moving forward.

The Postal Service is changing almost daily and the Union must be able, with experience and knowledge, to confront these changes, we must be proactive and progressive.



As Maintenance members you realize that knowledge and experience is essential for a strong organization. It allows those who have served their time to move into desirable

positions. For any candidate not to have respect for knowledge and experience does a disservice to all members and the Union movement in general.

As with your Craft, we are committed to Union/Steward training, but we must be smart about it, because we know that training protects your jobs and provides us with leaders that build a stronger Union.

Let there be no doubt: The state of our Local Union is strong, both financially and with the leadership team we have right now, it is stronger than the challenges that confront us, but at the same time we know that our Union can be stronger still...

As Maintenance Craft Employees, you should be wary of those who do not value knowledge and experience and would show it no respect, as knowledge and experience plays a vital role in YOUR career development.



Those running against us have proven their inexperience, they still support paying an ex-officer \$106,000 for no work (yes, that appeal is still active)... **they were tested and failed!**

MVS/VMF CRAFT MEMBERS**THE TEAM of****ALEX ALEMAN, DAVID Z. HERNANDEZ
& JEFF GREENLEE****IS ASKING FOR YOUR SUPPORT**

We need your help and support in keeping this Local moving forward.

The Postal Service is changing almost daily and the Union must be able, with experience and knowledge, to confront these changes, we must remain proactive and progressive.

The MVS Craft is the most organized craft in the



APWU. We are proud of our brothers and sisters in the MVS Craft for keeping our union strong.

As with your Craft, we are committed to Union/Steward

training, because we know that training protects your jobs and provides us with leaders that build a stronger Union.

Let there be no doubt: The state of our Local Union is strong, both financially and with the leadership team we have right now, it is stronger than the challenges that confront us, but at the same time we know that our Union can be stronger still...

There are those running for office that want to turn back the clock, back to the days when instability ruled, when financial accountability was tested, **who still support paying an ex-officer**

\$106,000 in his appeal for no work (yes, that appeal is still active), and remember what it almost led to.

You have strong leadership in the MVS Craft, Do

NOT let those with inexperience deprive you of your career development, job advancement and growth.

**Please Vote**

- **Alex Aleman for President**
- **David Z. Hernandez for Vice President**
- **Jeff Greenlee for Secretary Treasurer**

Please VOTE for Stability and Continued Commitment!!!

Leadership + Knowledge + Experience = Proven Results



Carlos Barrios

FOR

Clerk

State/National Delegate

I am a proud member of the San Antonio Alamo Area Local and I respectfully request your support.

To achieve the mission of Clerk Delegate, you must be qualified and experienced.

Please consider my experience, knowledge, and leadership.

- ✚ Served on the APWU National Clerk Craft Committee in National Harbor, MD
- ✚ USPS employee and APWU Union Member since 1987.
- ✚ San Antonio Alamo Area Local/APWU Steward since 2008.
- ✚ Served as Union Advocate since 2018
- ✚ Currently serving the SAAAL as Clerk Craft Director 2018 – Present
- ✚ Served as SAAAL Assistant Clerk Craft Director 2015 - 2018
- ✚ Served as Clerk Chief Steward 2012 - 2015
- ✚ Recognized as TPWU Member of the Year in 2021 and 2023.
- ✚ Editor for San Antonio Alamo Area Local Dispatch 2018 to present.
- ✚ Editor for Texas Postal Workers Union Lonestar News 2019 - present
- ✚ Maintained Texas Postal Workers Union Website since 2019
- ✚ Received PPA Honorable Mention 2021, Best Non-Professional (A) Award
- ✚ Instrumental & Assisted PPA Best Website - Non-Professional 2019

I want to utilize my experience, knowledge, and skills to serve my union brothers and sisters. To continue to build stability and help our local to become more effective in communication with their membership. It's time to address the poor work environment nurtured by postal management to include Bullying, Harassment, and Intimidation!!!!

In this Election it is important you exercise your Voice and Vote.

Please VOTE CARLOS BARRIOS
for State/National Delegate



Greetings, Brothers and Sisters.

My name is Kevin Spencer and I'm currently the Chief Steward on Tour 3 and I respectfully ask for your **Vote for the Office of Clerk Craft Director "A"**.



I have been serving as a steward for the last three (3) years and was privileged to have served under the leadership of Clerk Craft Director Carlos Barrios, Assistant Clerk Craft Director Jennifer Wright and the various stewards that were part of the team of stewards at the San Antonio Plant. Also big thanks to all our National Officers.

As Andy Garcia said, *"I think it's important to understand the concept of respect and manners and also work ethic. I have a responsibility to those who came before me."*

I would like to extend a special thanks to the membership for allowing me to gain valuable training as I traveled to Ft. Worth, TX for the Texas Postal Workers Biennial Convention, the Educational Conference in San Antonio, TX and the All Craft Conference in Las Vegas, NV. Those Conventions and Conferences were packed with significant material that enhances us all into stronger advocates to fight for the good of our membership to represent the rank and file.

Along with stewards representing the Clerk, MVS and Maintenance craft we all had the honor to receive outstanding training from our National, State and Local Officers. This training was by far outstanding and by no means a JOKE even though some are dastardly promoting fabricated rhetoric.

My demeanor and professionalism, as well as my work ethic has continued to shape me into the steward who has become part of the backbone of the Union. Our Leadership Team provided us Electronic Grievance System (EGS) training for filing grievances electronically. This system will now allow us all to view the progress of grievances quickly.

In the past three (3) years the team of clerk stewards have worked together to help compensate clerks at the Plant **Hundreds of Thousands of Dollars**. Working together with the other clerk stewards on Tour 3 we were triumphant in getting our lead clerks paid for 204B and TACS violations. Those Lead Clerks that benefited from our hard work and **Fair Representation** were pleased for our diligence. Now some of those lead clerks who were compensated are now running for office in this election. If you get an opportunity ask them about the Thousands they were Paid.

Attention all Lead Clerks out there whether you are at the Plant, Stations or Associate Office request to see a Steward and see what possible Violations are impacting you and you too can be compensated for the violations done by management.

I appreciate your patience as we all work together to shape this local into a stronger unit. Our members are the core that have shaped us into strong activists and for that I say **THANK YOU**.

Let's stand together at the Battlefield and Fight for Respect, Dignity and Justice.

One of my greatest assets is being present at work in order to serve you. I will continue to serve the members and continue to attend union meetings to identify the pulse of the members.

I will strive to listen and help correct deficiencies our members may have, and **NOT** file any false Labor Charges against our Local and the Stewards. Thanks for taking time to hear my Vision for Growing Us Together into a Strong Union.

Vote Kevin Spencer
for Clerk Craft Director "A"

UNION AND EMPLOYER FUNDS PROHIBITION LETTER

Now that the campaign period has begun, I would 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 employer 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.

The use of Postal Property to promote one's campaign literature on postal property that is outside the breakroom is Prohibited. Postal Management may remove and destroy any such literature that is in violation of this procedure. Otherwise it gives an appearance that the USPS is in Support of an Individual.

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

Congratulations

to the following members who
were elected as Officers/Officials of the
San Antonio Alamo Area Local by acclamation or by having no opponent in
the 2024 SAAAL Elections.

Their term of office begins April 13, 2024

LEGISLATIVE DIRECTOR
***ROSS CAMACHO**

**CLERK CRAFT DIR "B"
STATIONS/AOs**
***RUBEN HERNANDEZ**

**MAINTENANCE CRAFT
DIRECTOR**
***TOM VAN METER**

MVS CRAFT DIRECTOR
***FARON HIERHOLZER**

**ASST. CLERK CRAFT
DIRECTOR "A" PLANT**
***GIOVANNA ST. JOHN**

**ASSISTANT CLERK CRAFT
DIRECTOR "B" STATIONS**
***ROBERT BUTKE**

**ASST. MAINTENANCE CRAFT
DIRECTOR**
***SHERRIE PIERRE**

ASST. MVS CRAFT DIRECTOR
***DENNIS BARBOZA**

MVS TRUSTEE/TRIAL BOARD
***RON ODOM**

**MVS DELEGATE TO THE
STATE/NATIONAL CONVENTION**
***RON MANER**

Order names will appear on the 2024 SAAAL Elections Ballot as determined by the SAAAL Nominations Committee by drawing on 2/2/2024

CLERK CRAFT BALLOT

President
Alex Aleman
Chris Rincon
Robert Proo

Vice President
Jarrett Williams
David Z. Hernandez

Secretary Treasurer
Jeff Greenlee
Bryan Magill

Recording Secretary
Celeste Ornelas
Yolanda DeLeon

Clerk Craft Director "A" Plant
Sandra Proo
Patricia Jones
Fred W. Duncan
Kevin Spencer

Clerk Craft Trustee/Trial Board (choose 3)
Sandra Lira
Daphne Belton
Araceli Reyes
Violeta Karst
Carl Jemerson
Angelia Platt

**Clerk Craft Delegates to State/National
Conventions (choose 4)**
Angelia Platt
Yolanda DeLeon
George A. Alfaro Jr.
Violeta Karst
Celeste Ornelas
Chris Rincon
Giovanna St John
Ryan Chapman
Daphne Belton
Araceli Reyes
Angel Jimenez
Kevin Spencer
Roslyn Gallegos
Carlos Barrios
Sandra Proo
Patricia Jones

MAINTENANCE CRAFT BALLOT

President
Alex Aleman
Chris Rincon
Robert Proo

Vice President
Jarrett Williams
David Z. Hernandez

Secretary Treasurer
Jeff Greenlee
Bryan Magill

Recording Secretary
Celeste Ornelas
Yolanda DeLeon

Maintenance Craft Trustee/Trial Board
Michael May
Albert "RED" Cardenas

**Maintenance Craft Delegate to State/National
Conventions**
Albert "RED" Cardenas
Miguel A. Muniz
Michael May
Tia Lockett

MOTOR VEHICLE CRAFT BALLOT

President
Alex Aleman
Chris Rincon
Robert Proo

Vice President
Jarrett Williams
David Z. Hernandez

Secretary Treasurer
Jeff Greenlee
Bryan Magill

Recording Secretary
Celeste Ornelas
Yolanda DeLeon

If you have any questions or concerns please contact Norma Impallari, Nominations
Committee Chairperson at 210-844-2414 or e-mail at Nimpallari0195@att.net.

RE-ELECT ALEX ALEMAN PRESIDENT



My fellow union brothers and sisters, I am asking your support and vote to serve you for the next three years for the office of Local President. The next three years will be very challenging for our members and our local.

I am very proud to say I have been a loyal and dedicated union member. I have never served in management, nor have I ever cancelled my union dues. I have dedicated my entire postal career to the struggles of the APWU and San Antonio Alamo Area Local.

I will continue to exert my leadership, utilize my experience, knowledge, and grievance skills to ensure the collective bargaining agreement is enforced and will continue to strive to provide our membership with representation you deserve and expect to better protect your rights.

As President I have represented the members in class action grievances, in the EEO process, and have successfully filed numerous Labor Charges against management. I continued to organize the non-members while maintaining over 90% membership enrollment.

I have exercised fiscal responsibility and safeguarded your dues money even as we maintained our two full-time officer structure. I will continue to defend the Local from a former officer of this local demanding \$106,000.00 of your hard-earned dues money.

For 18 years I have been dedicated to the business of this local and making this union stronger to better serve you. I have always performed my duties and responsibilities with the idea of serving you and the local.

ELECT ROBERT PROO PRESIDENT



- "It doesn't matter how strong your opinions are. If you don't use your power for positive change, you are indeed part of the problem."
~ Coretta Scott King.
- "We are not what we know but what we are willing to learn."

Vote Robert Proo for President, it will be the best decision ever! I have 25 years of Union experience, working side by side with my brothers and sisters on the workroom floor; I will never forget, "from whence I came."

I've seen coworkers suffer from job injuries, due to unsafe working conditions. I have important plans to make our working conditions and environment safe, to stop management's intimidation, bullying tactics, workplace harassment, and make sure our members are treated with dignity & respect.

As a Craft Director, I've successfully gained new positions, winning employee jobs and monetary awards. I will ensure that our elected Officers and Stewards that represent us are highly skilled, well trained, and equitably represent all members.

Grievances will be reviewed to ensure that they are investigated, well-argued, accurately documented and timely submitted to step 1, 2, 3 and arbitration.

I will also speak on our behalf to Congressional Representatives and headquarter Officers concerning our need for higher pay and better working conditions.

As Union representative I have gained experience with Labor Studies in Legislative, Arbitration, Advocacy and OWCP to name a few. With courage and dedication, together we can make a difference.

I would greatly appreciate your vote for President.
In Solidarity, Robert Proo

RE-ELECT DAVID Z. HERNANDEZ VICE PRESIDENT



I've been a Loyal Union Member to this Local for many years, I was a Steward then moved up to Chief Steward at the Plant and at the Stations, filing grievances and making sure your rights were protected.

I ensured that the National Contract and LMOU were upheld and never made any backroom deals.

As your current Vice President I have always stood up to Management for your "Rights", and along with President Alex Aleman, have made this Union Stronger and put management on notice that we will always protect the members of our Local and not the self-serving interest of others.

During my tenure as your Vice President for the last 3 years, I have been part of a great Administration, keeping us moving forward. I have attended informational pickets and meetings. As I always have, I will make myself available to the members of ALL Crafts. I am available in person or by phone.

I have ensured that all our finances were also well protected for this Local and to make sure this administration was able to maintain two full-time officers.

We have moved this Local into the 21st century, I have been actively involved and helping to keep all members informed through our New Website and SAAAL Vision. Even assisting with monthly NewsFlashes and E-flashes going out to the stations.

I'm the best candidate and will continue to fight for you!

I humbly ask for your support and vote for another 3 years.

David Hernandez for Vice President

ELECT JARRETT WILLIAMS VICE PRESIDENT



Dear Brothers and Sisters,
I'm asking for your vote to make us a stronger Union. Let me tell you a little about my journey in time with APWU. I have 17yrs of service and in good standing.

In 12yrs, I performed the duties of a Clerk Steward, Maintenance Steward, and Assistance Craft Director.

I have a goal to bring debate training to encourage critical thinking skills, aggressive & practical hands on training for our stewards, to make us stronger and capable of handling management at all level. I want to hold all elected officials accountable for upholding our fiduciary duties, Local Constitution, and Memorandum of Understanding.

As Vice President I will make myself readily available to all members; not limited to the 9 to 5 office hours. I want to listen to the membership, acknowledge your needs and wants, and perform the Vice President duties to the best of my abilities. In order to accomplish my goals I must be on the workroom floor, at the P& DC and Stations, to engage with management at all Times and Tours.

No members should have to just follow a single process and wait once a month to be heard by your Local administration. It's time to take action and make a change to protect each other, our jobs, and our rights to a safe working environment.

"Insanity is doing the same thing over and over again and expecting different results"
~ Albert Einstein.

In Solidary
Jarrett Williams.

RE-ELECT JEFF GREENLEE

SECRETARY/ TREASURER



Members, thank you for allowing me to be YOUR Secretary-Treasurer for the past 9 years. I am asking for YOUR continued support and vote as Secretary-Treasurer for the next 3 years.

We cannot fall back to the problems of 2018 where my repeated warnings on spending were ignored and the Local was on the verge of insolvency. When issuing my warnings about this spending I was verbally attacked, called a liar, an alarmist, and that my predictions were exaggerated. **NUMBERS DO NOT LIE!!!**

My estimates and reports came true!!

Now the Local is financially strong, with two full-time Officers, we are still vulnerable to reckless spending by those that would spend your hard earned dues monies irresponsibly.

As your Secretary-Treasurer I have **NEVER** failed to perform my Constitutional duties.

Every month I present a detailed financial report to the membership, the Trustees have found no discrepancies with my bookkeeping. This has all been accomplished with full transparency and accountability that the membership expects and deserves.

Not only do I perform my Secretary-Treasurer Duties but I also designed and maintain the SAAAL Website, NewsFlashes, E-flashes and the SAAALVision.

I was instrumental in defending the Local from an ex-officer who was demanding that we pay him \$106,000 for no work, I will continue that defense through his appeal.

The Local has assets of almost \$1,000,000.00. We must continue to have **QUALIFIED, EDUCATED, EXPERIENCED LEADERSHIP** in the office of **Secretary-Treasurer** to face future challenges.

**NOW IS NOT THE TIME FOR
ON-THE-JOB TRAINING!!!**

ELECT BRYAN MAGILL

SECRETARY/ TREASURER



Hello, I am Bryan Magill and I am a candidate for the office for APWU's San Antonio Alamo Area Local 0195 Secretary Treasure.

I wish to introduce myself, tell you why I think I am qualified for the position and to ask for your support.

I am currently in the Maintenance Craft as a custodian assigned to Tour 2 at the PSA, working overtime at the PDC.

Previously I was a Clerk at the Annex, where I was also a Steward.

As a PSE I worked at the PDC/Annex. Before that I worked in IT, Inventory Control, and Sales. I earned a Bachelor of Science in Business Administration along with a couple of Associates.

I have served as my church's Financial Clerk and was the Cookie "Mom" for my daughters' Girl Scout Troop. Why should you support for me?

I am confident enough in my knowledge skillset for the office of Secretary Treasurer that I am the only candidate to have nominated himself this election.

I have been a union member for about 6 years, but length of union membership has no influence on the knowledge skillset for the office of Secretary Treasurer.

Except for Stewards, I believe local union officers should be employed by the USPS, not a union member retired from the USPS.

Finally, I believe candidates for an office should not be recycled election to election, as knowledge then becomes stratified in a select few.

Thank you for your time and please vote Bryan Magill.

RE-ELECT CELESTE ORNELAS

RECORDING SECRETARY & DELEGATE



Hello Brothers and Sisters, my name is Celeste Ornelas and I humbly request your vote for reelection to the 2024 SAAAL local election for Recording Secretary.

I have been the Recording Secretary for the last 5 years. I help to create the template that we use for the meeting minutes in the dispatch.

I have recorded all meetings and events to be as unbiased as possible. I have always had the members best interest at heart when writing the meeting minutes to reflect what was said and done at the meetings. This was done so that the members could get what was accurately depicted at the meetings.

I helped our SAAAL Local with our contract negotiations between Management and SAAAL LOCAL.

I helped with the last election as our Local Constitution dictates for the Recording Secretary. I have also helped with the TPWU Education Conference that was held here in San Antonio.

I am also a steward at the Stations and Branches. I have seen first-hand what our members must deal with under this new regime that is being nurtured by management.

I am always here to answer any questions members may have. I would like to continue as Recording Secretary to help our SAAAL Local in all future endeavors. Please remember to vote for me for Recording Secretary your vote would be much appreciated.

ELECT YOLANDA DELEON

RECORDING SECRETARY & DELEGATE



Hello Union Sisters and Brothers, I am running for the position of Recording Secretary and Clerk Craft Delegate and respectfully request your vote.

I have served as your Recording Secretary and Delegate in the past and would be honored if you elected me again to represent you.

The job of the Recording Secretary is critical to the function of your Local. As per our SAAAL Constitution "The Recording Secretary shall keep a correct and impartial account of the proceedings of this Local, shall read all bills and communications at all meetings, shall provide the membership with minutes of all general or special membership meetings, ensure that members are notified of all membership meetings."

Accurate, unbiased, impartial accounts of the proceedings of this Local are critical to the organization as it creates a permanent record of the business of the Local for future generations of Union members.

The position of the Recording Secretary is not an automatic delegate. As your State and National Convention Delegate I am willing to make the personal sacrifice to use my own leave and time to participate.

You have a choice to select the person that will best represent you. I am that person, and I would be honored to represent you again.

Thank you for your consideration.

If honored with your vote, I pledge that I will perform my duties to the best of my ability.

In Solidarity,

Yolanda Deleon

**ELECT
VIOLETA KARST
CLERK CRAFT
TRUSTEE &
DELEGATE
STATE/NATIONAL
CONVENTIONS**



Hello, Fellow Brothers and Sisters.

My Name is Violeta Karst

I am running for Clerk Craft Delegate to the State/National Conventions and for the Clerk Craft Trustee.

I have been in the Post Office for more than 15 years. I started as a Casual in 2005, then moved up to a Postal Support Employee (PSE), until I was converted to a full time regular in 2014.

My work area is the SPBS, but also worked at the Plant and Annex assisting in all areas.

Attended High School and College in Nebraska, and earned an Associate's Degree. Attended the University in Mexico City, D.F. (Universidad del Valle de Mexico (UVM)) and earned a Degree in Communications.

I have attended numerous pickets and many union meetings. I believe in getting involved in the business of the Local and that is done at the General Membership Meetings. I want to be informed as much as possible with this Local.

I am the best candidate to represent you. As your voice I will always look out for what is best for the members of our Local. I will be the voice for you, not for a short term, but for the long haul in making this Local great, and making sure that your best interests are always protected.

I believe in the APWU, I believe in the San Antonio Alamo Area Local, and I will always support it.

Now I'm asking for your support.

In solidarity, Thank You
Violeta Karst for Delegate and Trustee

**ELECT
SANDRA LIRA
CLERK
CRAFT TRUSTEE**



Greetings my Union Sisters & Brothers.

I am seeking your VOTE for a second term as your Clerk Trustee/Trial Board in our Union. My involvement in the Union continues even as I have retired from the USPS after 33 plus years as a Clerk. I pay full dues to remain active in this Union and to have a Voice at the Union meetings.

Here's what you need to know when casting your VOTE for me: I signed up in the Union during orientation in January 1986 and continue to this day.

My journey as a Union rep started as Shop Steward at the GMF in automation in 1991 and then I became a Chief Steward in Customer Services covering many stations in 1995.

I was elected Clerk Craft Director Stations/Branches in 2006 which I held until I retired in April 2019. That was the most challenging period of my Union career because of all that encompasses Customer Services.

I resigned my elected position when I retired but wanted to continue involvement with the Union.

I was elected Clerk Trustee in our last election and want to continue. The Trustees perform quarterly audits on the Local's financial books and make sure proper receipts, vouchers and other financial documents are in place.

The Trustees also serve as the Trial Board.

In closing, I humbly ask for your VOTE and bring experience and wisdom to the table.

In Union Solidarity,
Sandra Lira

**ELECT
ANGELIA PLATT
CLERK CRAFT
TRUSTEE &
DELEGATE
STATE/NATIONAL
CONVENTIONS**



Greetings fellow APWU's Members, I am Angelia Platt, and I'm a Candidate for (Delegate State/National Conventions Clerk Craft) as well as a (Trustee/Trial Clerk Craft).

After returning from working in Afghanistan and Iraq, I have been associated with the U.S. Post Office for 12 Years. I Started out in LaVernia, Texas station as a (rural route carrier) imagine that, then to GMF (plant) PSE. Then to become a Full-Time Regular in 2018.

I have been a Lead Clerk in the APBS1 Department since 2017 on Tour #3.

I believe with my determination an understanding of the working people's union concerns, I would be a great Candidate for both of these positions (Delegate State/National Conventions clerk craft), and (Trustee Trial Clerk Craft).

As a Trustee, I will offer a voice to the people of the union and be watchful of how the union is spending Its resources. I will also render fair an impartial judgement if called upon to perform as a hearing committee member.

**ELECT
CARLOS BARRIOS
CLERK CRAFT
DELEGATE
STATE/NATIONAL
CONVENTIONS**



Greetings Union Sisters and Brothers, I respectfully request your vote for the position of Delegate for the Clerk Craft to represent you at the State & National Conventions.

My experience as Clerk Craft Director and Advocate over the past six years has helped to communicate stability and credibility to the clerk craft. I was Honored to have National APWU Clerk Division Director Lamont Brooks appoint me to serve on the Clerk Craft Committee at the 2022 National Convention to represent the interests of Clerks at the National Convention.

Together with the committee we reviewed and presented resolutions submitted by local and state organizations. The resolutions were then debated and voted on by the delegates at the convention. My aspirations to serve the union did not begin in 1987 when I joined APWU, rather the journey began in my youth by observing both my father H.C. Barrios who served as our local President and NBA Rudy Perez who our Union Hall is named after. I learned from an early age that protecting jobs and rights of the rank and file was not a catch phrase but a union culture.

A big thanks to my family who have been the wind beneath my wings as I served as a union activist. Their sacrifices and inspiration helped keep me energized through hard and challenging times.

Unity is the Key to our progress, so I request your Vote to continue working strong and relentlessly to protect what we have worked so hard to attain.

ELECT
FRED W. DUNCAN
PLANT CLERK CRAFT
DIRECTOR "A"



Hello fellow Clerk Craft members, for those of who don't know, my name is Fred Duncan. I would like to take this opportunity to share my background as a candidate for local Clerk Craft Director "A" Plant/GMF.

I have been union my entire twenty plus years as a postal employee, at no time have I ever held or desired to hold a position in management. During my career I was excused from the clerk craft to the mail handler's craft where I first began as a steward.

Upon my return to the clerk craft, I continued as a steward, eventually working my way up to Tour 3 Chief Steward then simultaneously as Assistant Clerk Craft Director for the plant serving the full three-year term.

I have also **PROUDLY** served as your Executive Vice-President from 2018 to 2021. During this time our local Union faced financial hardships caused by the previous administration; some of which are currently in office.

To offset this burden we inherited, I returned to my postal position. This meant that I didn't receive my salary as guaranteed by our local constitution from the beginning of 2019 to just before the end of that term in office.

What's important is that during this time frame I continued and fulfilled my obligations to that position and to you the members. This is the type of loyalty and dedication I bring to the table and hopefully to the position of Clerk Craft Director "A" with your support.

Sincerely,
 Fred Duncan

ELECT
PATRICIA JONES
PLANT CLERK CRAFT
DIRECTOR "A" &
DELEGATE



Hello, I'm Patricia Jones. I am a full-time Clerk and running for Clerk Craft Director.

I am currently a Union Steward, going on 2 years now, and have been an active Union Steward for a little over a year.

I come from humble beginnings and had to jump through many hurdles in my life. I have held many positions throughout my years, which shaped me into the person I am today.

I always try new things and have never been afraid of a challenge. Running for Clerk Craft Director is filling big shoes, but my desire to assist my fellow members will help me meet that challenge.

I believe in fairness, and trust, and will strive for positive outcomes for all members. I ask that you will accept me to represent you, with good vibes and a strong union.

Let's try something new together and see the light at the end of the tunnel. Having the gift of gab does not produce results. Let's take action together making this union stronger for us all.

**ELECT
SANDRA PROO
CLERK CRAFT
DIRECTOR "A" &
DELEGATE**

Hello Union Brothers and Sisters.

I am a Lead Clerk on tour 3 at the annex. I have 15 plus years as a steward under my belt and the past 5 years have learned OWCP to assist myself and many of my union members with their injury cases on my own time.

I am not a steward but have taken many of the classes to better help myself and my union members in advising them in their grievances, EEO and labor charges.

I believe in fair representation and if I do not know the answer, I will find out the answer for you. I feel that we need a change in our clerk craft union, and I can be that person to make the change.

My goal is to appoint good strong stewards that are willing to work for our members and be transparent about there cases they are working on. Training is a must and knowing how to represent our union members, knowing the contract and our rights is what will make us strong again.

Change is due and only you can make the change by voting people into office who have been in your shoes.

Please vote and make the change that is needed in our craft. I am a current Delegate and now running for Craft Director.

**ELECT
KEVIN SPENCER
CLERK CRAFT
DIRECTOR "A" &
DELEGATE**



Greetings, Brothers and Sisters. My name is Kevin Spencer and I'm currently the Chief Steward on Tour 3. I respectfully ask for your Vote for the Office of Clerk Craft Director "A".

I have been a steward for the last three years and was privileged to have served under the leadership of Clerk Craft Director Carlos Barrios, Assistant Clerk Craft Director Jennifer Wright and the various stewards that were part of the team of stewards at the San Antonio Plant.

I would like to extend a special thanks to our National Business Agent Jack Crawford who provided training for all clerks in our local at our Union Office.

My demeanor and professionalism, as well as my work ethic has continued to shape me into a steward who is part of the backbone of the Union.

In the past three years our team has worked together to compensate clerks at the Plant thousands of dollars.

Your patience will be appreciated as we all work together to shape this local into a strong local. Our members are the core that mold us into strong activists. Let's stand together at the battlefield and fight for Respect, Dignity and Justice.

One of my greatest assets is being present at work to help represent you. I will strive to listen and help correct deficiencies our members may have and **NOT** file false Labor Charges against our Local.

Thanks for taking time to hear my Vision.

Vote Kevin Spencer
for Clerk Craft Director "A"

RE- ELECT ALBERT “RED” CARDENAS MAINTENANCE CRAFT TRUSTEE & DELEGATE



Hello Brothers and Sisters,
I am currently the Maintenance Craft Delegate and Maintenance Craft Trustee. I am asking for your support through your vote, to re-elect me as your Maintenance Craft Delegate and Maintenance Craft Trustee.

Professionally I have executed the Maintenance Craft Trustee duties of ensuring the union’s resources are used for legitimate union purposes, as authorized by our local constitution and bylaws, which includes the audit of the financial books every quarter guaranteeing that all officers are maintaining their fiduciary responsibilities.

When we are in our best financial state, we are at our best to help. I have also performed my duties as your Maintenance Craft Delegate by attending all the conventions and voting in the best interest of the San Antonio Alamo Area members.

In our local election, please vote for the candidates who will have the best interest of our local and not just their self-interest or the interest of a select few.

Support the APWU, it is the only organization exclusively for the rights of the postal worker.

As always, I thank you, the members, for your support and for allowing me the opportunity to serve you.

In Solidarity,

Albert “Red” Cardenas



2024 San Antonio Alamo Area Local Election Timetable

The Members at the September General Membership Meeting Voted to have our SAAAL 2024 Local Elections administered by a third party, BallotPoint. Below is the Election Timeline.

Ballots Mailed	02/23/24
Deadline to return ballots	03/16/24
Ballots Counted	03/16/24
Effective Date (3 year term)	04/13/24

SAN ANTONIO ALAMO AREA LOCAL - SERVING SOUTH CENTRAL TEXAS



Representing Postal Workers
for Over 100 Years

DISPATCH

NEWS FLASH




Volume 20 Number 7
 Alex Aleman – President
alexaleman0195@att.net

SAN ANTONIO ALAMO AREA LOCAL
 (O) 210-271-0853 (F) 210-224-6221

February 9, 2024
 David Z. Hernandez - Vice President
dhern79@yahoo.com

SAAAL Election Ballots to be mailed out February 23, 2024



If you do not receive a ballot by March 5, 2024, please notify the Union Office at 210-271-0853 and a replacement ballot will be ordered.

Please remember that all ballots must be received by 10:30 AM (PST) March 16, 2024, at the address on the Business Reply envelope to be counted.

General Membership Meeting

February 17, 2024
11:30 A.M.

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

*****AGENDA*****

1. Financial Reports
2. Officers Reports
3. Executive Board Recommendations

Agenda Item: Expenditure to send member to the 2024 Arbitration Advocacy Training in Maryland in May

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



The Deadline for
articles to appear
in the
APRIL
Dispatch is

March 29

Your cooperation is
appreciated.

