

VOLUME 70 NO. 3

SAN ANTONIO ALAMO AREA LOCAL



MARCH / APRIL 2024

PRESIDENT

ALEX ALEMAN

Looking Forward



I want to take this opportunity to thank the members who voted in our local elections. I want to personally thank the members who voted for me as local president to serve the membership and local for the next 3 years. I am very grateful and humbled for that honor.

Short staffing is a problem that affects customer service and working conditions, we need to negotiate a staffing package in customer service that will convert more PSE's (814's) in customer service. More clerk jobs are needed in customer service to better address service commitments and for the timely mail processing of parcels, letters and flats to the carriers and rural carriers.

The most important item negotiated is the economic package, which includes pay raises, postal workers deserve respectable pay increases. Our members deserve economic compensation

for working in a toxic and hostile work environment. Nothing in the post office comes easy, postal workers need to be mentally strong to work in today's work environment.

The new term of office for the elected officers will begin April 13, 2024.

I want to commend the members at the September 2023 General Membership Meeting for passing the Executive Board Recommendation to allow Ballot Point (3rd Party) to conduct our local elections.

The cost to the local to conduct our 2024 local elections was \$9,000.00 compared to 2021 when the cost was \$30,000.00, a savings of \$21,000. I want to thank the Election Committee for doing a great job in the elections. Now that the elections are over, we need to move forward, as we have many challenges and struggles for the next 3 years.

The current contract expires on September 20, 2024 and negotiations will commence on June 25, 2024. Negotiations are not easy, and the union must fight to negotiate a contract with pay increases, better working conditions, and improved benefits. As APWU members we need to be united as we enter negotiations.

Management has created a hostile and toxic work environment here in San Antonio and throughout the entire country. We need to negotiate a Work Environment Article in our contract to better protect our members in the grievance procedure. Currently all we have to treat our members with dignity and respect is a letter with a signature from a management official, who does not care about treating postal workers with dignity and respect.

"The cost to the local to conduct our 2024 local elections was \$9,000.00 compared to 2021 when the cost was \$30,000.00, a savings of \$21,000"

2024 Organizing Drive

The local will participate in the National APWU Building Union Power - 2024 Organizing Drive.

The goal from national is to sign up 5,000 new members. The organized drive will be from April to June 25. We need union power with national negotiations coming up. Talk to the non-members about joining the union. If you enroll a non-member, you will receive \$150.00. The non-members will receive a union T-shirt for enrolling. The local will be publishing the non-member list for the San Antonio Alamo Area Local. I am proud to report that our organizing percentage is at 91%. The local currently has 1,179 members and 121 non-members. We need to do our part to help reach our goal of signing up 5,000 new members. Any non-member who thinks they don't need the union because they have friends in management is deceived.

Joint Contract Interpretation Manual (JCIM) Stewards Training

In May 20 & 21, 2024 we are scheduled to have Joint Contract Interpretation Manual (JCIM) training. The instructor for the USPS will be Morgan Foster and for the APWU, it will be NBA from the Maintenance Craft Carlos Paz. All the stewards and officers of the San Antonio Alamo Area Local are expected to participate in the training. The JCIM training will be conducted on the clock.

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ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
Alex Aleman Associate Editor

This is the Official Publication of the
San Antonio Alamo Area Local,
American Postal Workers Union, AFL-CIO
AFFILIATIONS

American Postal Workers Union, AFL-CIO
Texas Postal Workers Union, AFL-CIO
San Antonio AFL-CIO Council
Public Employees Council, AFL-CIO
APWU Postal Press Association
Texas Postal Press Association
Post Office Women for Equal Rights

GENERAL OFFICERS

President..... Alex Aleman
Vice-President..... David Hernandez
Secretary Treasurer..... Jeff Greenlee
Recording Secretary.....Yolanda De Leon

CRAFT OFFICERS

Clerk Craft Director "A"..... Kevin Spencer
Asst. Clerk Craft Dir. "A".....Giovanna St John
Clerk Craft Director "B"..... Ruben Hernandez
Asst. Clerk Craft Dir. "B"..... Robert Butke
MVS Craft Director..... Faron Hierholzer
Asst. MVS Craft Director..... Dennis Barboza
Maintenance Craft Director... Tom Van Meter
Asst. Maintenance Craft Dir..... Sherrie Pierre

UNION OFFICALS

Editor..... Carlos Barrios
Website Editor Jeff Greenlee
Trustee Chairperson... **VACANT**
Trustee (Clerk)..... Sandra Lira
Trustee (Clerk)..... Daphne Belton
Trustee (Clerk)..... Carl Jemerson II
Trustee Maintenance..... Michael May
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Delegate (Clerk)..... Yolanda De Leon
Delegate (Clerk)..... Araceli Reyes
Delegate (Maintenance)... Albert (Red) Cardenas
Delegate (MVS)..... Ron Maner
Sergeant-At-Arms..... Faron Hierholzer
APWU Health Plan Rep..... David Estrada
Legislative Director..... Ross Camacho

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:

saaldispatch195@yahoo.com

PHONE NUMBERS

UNION OFFICE (210) 271-0853
FAX (210) 224-6221
STEWARDS OFFICE GMF (210) 967-4729
FAX (210) 653-1124

2024 Scholarship Information



Attention APWU Members,
it is time to start looking for college scholarships for your high school senior. These are **NOT** available to non-members.

APWU Hallbeck Memorial Scholarship/Vocational Scholarships

Application forms and instructions are available on the APWU website at <https://www.apwu.org/schloarship-programs>. Applicants may only apply for either the Hallbeck or Vocational scholarship, **NOT** both. Winners of either scholarship are not eligible for the Best Essay award. Applicants are responsible for submitting completed applications and all required materials listed on the application form. Applicants of deceased members must provide proof of membership. An official application form must be used. All application materials must be submitted in one envelope and sent via the

United States Postal Service to:

APWU Scholarship Program American Postal Workers Union ,1300 L Street, NW Washington, DC 20005

Or emailed to scholarships@apwu.org

Mailed Applications NOT submitted by USPS will be disqualified. All applications and materials must be received by May 31, 2024.



2024 Scholarship Applications



*San Antonio Alamo Area Local
Jonell MacKay Memorial
Scholarship*

High School Seniors/Son or Daughter of the SAAAL Member in good standing.

The SAAAL awards three (3) \$1,000.00 Scholarships. Deadline is April 30, 2024. If you have any questions or need any additional information, or applications please do not hesitate to contact the Union Office at (210) 271-0853

VICE PRESIDENT

DAVID Z. HERNANDEZ

Election Conducted With Professionalism



Brothers and Sisters

Hopefully this finds you and your family in the best of health. Spring is here, meaning, spring flowers bring rain showers, something we always need. Along with spring cleaning, yard work and baseball games and spending time with the little ones.

I'm just so blessed we live in Texas when the weather is like summer at least 11 months out of the year.

Well as you know this year started a little different, being an election year. I would like to thank every member who exercised their right to Vote and allowed their Voices to be heard.

Thank you for allowing me to continue in serving the membership for another three year term as your Vice President. I'm very honor to be serving you again, and as I said before, I was running to serve the membership and not for self interest. My goal is to continue to assist the local to be the best union and securing a solid future for our membership for many years to come.

Election Process

In the election process some people chose an incognito approach when placing their smear campaign literature and not placing their name on their literature. Resorting to name calling and throwing away opponents campaign literature and defacing flyers was a juvenile approach. After reading some of their works its easy to see why they chose not to place their name since it was peppered with misspelled words and lies upon lies in an attempt to try to confuse the membership. They displayed their education level and our members are too smart to fall for these type of childish behavior.

Charges

On another note, by now you have heard that this year's elections process has been contested and charges have been filed so here we go again. At the general membership meeting in September 2023, the membership Voted to approve for a third party to **conduct** the election process. Oxford's Dictionary defines the work **conduct** to organize and carry out. Now that election results have yielded the results this process now becomes an issue?

The members voted, and everything was done without any issues and witnessed by those in attendance at the Union Hall.

EGS (Electronic Grievance System)

It's well underway and getting better for the stewards as we move forward with this system. Although with any program issues will arise but with great tech support from National all issues can be resolved. This system makes it easier to check up on all stewards on what is being filed or not. Members can also contact their steward of record or their director to obtain updated status of their grievance. One can always contact the main office and we can also assist you and we will contact your director to notify them that you have been assisted. This EGS will be saving this local in high costs for postage.

Job Bids

As I mentioned in my last article, if you are not happy with your current job assignment then exercise your rights and bid to a new job. Make sure that you have access to Liteblus.usps.gov so that you can bid and obtain needed information at your fingertips. I would like to extend my thanks to all the outgoing officers for their dedication to the members and this local and wish them the best. And to the new officers and delegates, welcome and I look forward to working together as one team.

“At the general membership meeting in September 2023, the membership Voted to approve for a third party to conduct the election process”

Building UNION POWER = WORKER POWER by Ana Smith

Between April 1 and June 25, we are calling on all active members to have a conversation with every single coworker to make sure they're signed up as a member.

Please visit the national website at **APWU.ORG** or our local website **APWU195.org** to obtain additional information. I'm also part of this organization to help sign up non-members along with other officers of this local, please don't hesitate to call anyone of us. We are currently at over 91% and rank as one of the most organized locals in the nation. With your help and numbers we can all have all voices heard when we need items from pay increases to control of managements lack of providing Dignity and Respect.

The San Antonio P&DC is among those in the country that are having a major issue with conducting respect to the members. With so many supervisors that constantly get recycled from one place to another its no surprise that we are in this mess!!!

In Solidarity, David Hernandez

SECRETARY TREASURER

JEFF GREENLEE

The Membership Has Spoken!!



Thank You!

I would like to THANK the membership for electing me to serve you as your Secretary Treasurer for the next 3 years, I wish to especially thank those that voted for me. As for those who chose to not vote for me, I will endeavor to do better and earn your vote in the future.

It is a great honor that you have put your faith and trust in me as the chief financial officer of the Local, I WILL NOT LET YOU DOWN!!

I promise to be honest with you about YOUR Union finances... some of my reports may not be liked by some, but I promise that the reports I present will always be in accordance with our Local's Constitution, labor law, and they will be accurate, accountable, transparent and in the best interest of the members of the San Antonio Alamo Area Local. I have always said that numbers do not lie!

One of my primary responsibilities is to protect the Local, the Officers, and you the members, in the financial dealings of the Local.

As always, if you have any questions about the Union finances, please do not hesitate to contact me. Our books are always open and transparent. I am usually at the Union Office on Tuesday and Wednesday mornings.

Local Elections

One of the most important benefits of being a Union member is the ability to participate in a democratic process for choosing your leadership. It is unfortunate that less than 22% of eligible voters in our Local chose to participate, and vote, in the SAAAL election. If you are a member and did not vote, you missed out on the opportunity to raise your voice and participate in the direction of this Local.

Thomas Jefferson stated ***"We in America do not have government by the majority. We have government by the majority who participate."*** This can also be said about our Local Union leadership. Again, we are governed by the majority who participate.

I want to congratulate those candidates that were successful in their endeavor and especially the re-election of President Alex Aleman.

I would also like to congratulate David Z. Hernandez, Vice President, and the return of Yolanda Deleon as the Recording Secretary. Congratulations must go out to the Craft Officers, Trustees and Delegates that were elected. By the time you get this Dispatch they may have already assumed the responsibilities of their office and I wish you all good luck.

I want to thank those officers for their service that will no longer be serving in an official capacity, two in particular:

Carlos Barrios, Clerk Craft Director "A" Plant has been the Director since April 2018. He represented the most members during that time. Being the Craft Director is not an easy job, you get very little credit for a job well done and are the subject of scorn when things go bad, even though many times it is because of mismanagement. I am glad that he is remaining as our "Award Winning" Editor, and I wish him luck in whatever the future holds.

I also want to thank Celeste Ornelas, Recording Secretary, who bravely sat on my side of the Executive Board table in 2019 while all the others sat on the other side. Our working relationship got off to a rocky start but the longer we worked together the greater the respect we had for each other, and I wish her luck in the future.

I want to congratulate those candidates that took the election seriously, who were honest and forthright with you. Elections are no joke... they are not a time to air personal grievances or to call candidates names and present alternate facts. It is not a time to make anonymous political and personal comments on election flyers (especially if you cannot spell correctly), or to sneak around and throw away your opponent's flyers when no one is looking. Elections should never be taken lightly... and ***elections have consequences.***

All elections are divisive in nature. I have been involved in elections since 1988 and elections always seem to bring out the true nature, and worse, in those that have a personal grudge to air. There have always been derogatory flyers and outlandish statements but in this election, there were unfounded insinuations and accusations questioning the integrity of

"All elections are divisive in nature...and elections always seem to bring out the true nature, and worse, in those that have a personal grudge to air. There have always been derogatory flyers and outlandish statements but in this election, there were unfounded insinuations and accusations questioning the integrity of YOUR officers and the process of this election."

More of the Year in Review on Next Page

YOUR officers and the process of this election.

Some candidates feel it is open season to make unfounded accusations, call their opponents and candidates "clowns" and make personal attacks questioning their integrity, especially stating that those retired members, who are full dues paying members, running for office are in some way "milking the Local". Not only is this type of campaigning insulting to the membership, but it weakens the Local in general.

This type of negative campaigning should never be tolerated, the Bible addresses this directly where it states in Mathew 7:3 "Why, then, do you look at the speck in your brother's eye and pay no attention to the log in your own eye?"

We have smart members and they saw through this type of campaigning; they saw the log in those candidates' eyes and it showed with the results of the election.

Election Results Challenged

By the time you read this I am sure that you have heard that the Local Election has been contested. Whether right or wrong, whether it is based on fact or conjecture, whether it is done out of spite or true concern, or whether it is just a candidate's feelings got hurt, the truth will come out and the process will be followed. It amuses me how these same candidates state that the elections are **fair and right only when they win...** and how they fail to raise concerns and charges until **AFTER** the results are announced.

These challenges are usually by those who know nothing of the process, how elections are performed, or simply do not comprehend... and they are usually on the losing side.

This year's election was new to us as we had an outside company conduct the election. After the fiasco of 2021, when we spent over \$30,000 on the election and re-run, the members at the September General Membership Meeting decided that the election would be conducted by an outside company, with NO ties to members of our Local and whose business it is to conduct fair, just, and transparent union elections. The membership should be congratulated for making the decision to use a third party to conduct the election... But, once again, there are those who refuse to honor the will of the membership and will look for anything to try to overturn the results of your votes.

Not all of those who were unsuccessful challenge the results, I commend them and hope they will learn from the election and continue to participate in the Local's business. But there will always be those whose feelings get hurt and want another bite of the apple. This not only tarnishes the election process but also the organization in general.

When allegations of irregularities are made, it is particularly disheartening as a Union Labor Organization, especially when the accusations question the honesty and integrity of the democratic election.

I would also like to take the opportunity to thank the Nominations/Election Committee chaired by Norma Impallari, and those other members who volunteered to be on the Committee. It is not an easy task and I commend them for doing it knowing that at some point they will probably be criticized.... THANK YOU!!

Treasurers Report for February

February was a pretty good month for us financially although we did have a couple of large expenditures, these were budgeted and not unexpected.

General Fund *****

The beginning balance for January was \$181,304.10.

We did have the large expense of the February Election Issue of the Dispatch at approximately \$3,500 but that was offset somewhat by the purchase of ads at \$900. And we did have the accounting expense of \$1200 which covered the LM2 Report to the DOL and the IRS 990 for 2023.

Otherwise most other expenses were normal and customary.

Monthly General Fund Totals *****

Total Deposits	\$ 45,075.83
Total Expenses	\$ 45,962.78
General Fund Ending Balance	\$180,417.15

SSFCU Funds *****

We did not have any SSFCU Fund transfers this month.

The beginning balance of the SSFCU Funds was **\$222,836.40** with deposits of **\$1015.85**. The ending balance was **\$232,995.25**

Final Numbers *****

General Fund	\$181,179.10
SSFCU Fund Balance	\$222,836.40
Total Cash Assets	\$413,412.40

Upcoming Expenses and Expenditures *****

The only real upcoming anticipated expense for March is the Local Election. I transferred the Election Fund balance into the general fund to pay the Ballot Co. that conducted our elections and associated LWOP/Other Compensation to the Election Committee.

In April we have Stewards Rebates, Officer SL Payout, and Scholarships. These are all budgeted and we have the funds in our fund's accounts for that purpose.

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

EDITOR

CARLOS BARRIOS

Masterpiece of Success



Elections

Congratulations to all those who took an opportunity to accept their nomination to the office they chose to run for.

For those who were not successful my hope is that you keep the courage and stay in the Union and keep fighting.

A big thanks to the clerk membership who voted me to represent them as the

Clerk Craft Delegate to the State & National Conventions.

Special Thanks

I want to take this opportunity to thank the Executive Board, Officers, Stewards, and the Clerk Craft for the past six (6) years in assisting me while I was the Clerk Craft Director. Thanks for your loyal support as we encountered many peaks and valleys along this journey and great results in Fair Representation.

A special thanks to Assistant Clerk Craft Director Jennifer Wright who was valuable to me for keeping the clerk stewards steered while I concentrated on daily issues to represent the clerk craft. Without her valuable input and support I would not have had time to perform all the tasks done daily for the biggest, organized and represented craft of our local.

Appreciations to Chief Stewards Phil Doxie, Giovanna St John and Kevin Spencer, Stewards Annette Martinez, Mary Skala and Patricia Jones for their loyal dedication and hard work to support the membership.

As one former officer would always say, "**Stewards are not born they are made.**" Therefore, just like any other position in the union it takes time and effort to learn the contract and business of the union. Now is not the time to criticize the new leadership rather its time to support and stop the constant union busting tactics. Loyal union members do not conduct themselves in this manner so show your support and lend a supportive hand.

Retirement

I want to extend a Happy Retirement Cheers to my friend and long time National Business Agent Jack Crawford on his recent retirement. Thanks for making my experience as an advocate and activist for the American Postal Workers Union (APWU) a rewarding experience.

Decades of sacrificial hard work in fighting and maintaining the Collective Bargaining Agreement did not go unnoticed. As representatives for APWU we are better because of your faithfulness, stewardship, and consistency.

You've been a true asset to APWU, and your presence will be missed. Thank you for all your hard work and for bringing your best to the table each day.

National

Thanks to NBA's Charles Tillman and Diann Scurlark for their valuable support and input. Also, thanks to National Officers who took time to reply to my concerns for guidance, and especially Lamont Brooks, Sam Lisenbe, Lynn Pallas-Barber, and Charlie Cash who would take time from their very busy schedules to always be that beacon of light and for that I say Thanks.

Victories

The journey of a steward will not happen overnight, however, sustaining battle scars shows your willingness to stay in the fight. Now it's time to move to the next level of representation and continue growing. The past six years as Director, I met with Labor Relations to conduct Pre-Arbitrations and with the support of my team of stewards filed grievances which result-

ed in compensation over **\$1,000,000.00**. The Fair Representation of grievances together with the 300 plus conversions of Postal Support Employees left a footprint of success that can't be tarnished. The percentage of union members in our local has grown from the mid 80% to over 91% which speaks volumes about our local

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helping to build the union. This will make us all stronger and amplify the voice of postal workers. Our strength is in our numbers, which translates into increased pay and benefits to build a better tomorrow for us all. So, now come along as a new blank canvas has been prepared for the new officers to create their own masterpiece to serving the membership. It will take many strokes to paint the masterpiece of solidarity.

Avoid the negative impulses of those who fail and are miserable and expect you to walk in their shoes of lies, deception and untrustworthiness. Remain calm to avoid having an emotional reaction to their verbal regurgitated comment of ignorance. Focus on your good qualities and avoid taking the verbal jabs of comments personally. And finally, remember that opinions without any legitimacy are subjective; that doesn't mean they're true. Dealing with hate comments is unquestionably upsetting which suggests that those haters want to get attention and garner social approval from like-minded negative people.

Job Realignment

In Automation, Plant Management is making changes to all three (3) Tours start times.

- Tour 1 will be 2130
- Tour 2 will be 0500
- Tour 3 will be 1330

New jobs for Tour 2 will also include:

14 jobs in manual letters @ 0400.

6 jobs in manual flats @ 0400

9 new jobs at the annex for the new manual section.

This process will take effect on May 18, 2024.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Triggered and Now What Does One Do?



In the Motor Vehicle Craft (MVS) our jobs can be very hectic at times and could lead to something which triggers you into becoming a victim to managements labeling you as a hostile employee.

How to Heal When Someone Has Triggered You

By [Barton Goldsmith Ph.D.](#)

For lots of reasons, most of us are holding on to some kind of anger right now. This has been a year like no other, leaving almost everyone pissed off about something, or at somebody else. Be it personal, political, or pandemic-related, most all of us are holding on to some kind of anger, and that is never good for the psyche.

There is a lot of talk about unity, but a lot of people are still holding on to their hostility. I know we are not all going to get along, but a sense of belonging is part of our DNA—and the belief that on some level we are all connected is reassuring.

Someone who promotes anger and division is unbalanced; they want everyone else to feel the way they do because that validates their negativity. It makes perfect sense except for one thing: The rest of us have to deal with the fallout and clean up the mess.

The most-common response when you get triggered is to stay away, but that really doesn't work when you want to be on the same page with those around you.

When I'm angry, I don't yell or lash out. I just walk away, and that person loses me. It takes some effort to let go of the bad feelings, and if I don't make that effort, my unhealed wounds can get reinjured, making life harder. I don't expect to become friends with the past, but I can allow a toxic memory to dissolve so it doesn't become a constant thought.

I know partners who are on opposite sides politically, and they do bump heads, but they get along just fine and actually support one another. The same is true for those who feel more vulnerable to the virus living with others who are more carefree or careless: They have to learn to compromise. These kinds of dynamics can make or break interpersonal relationships, and I think we are obliged to do the work it takes to let go of our anger without making others uncomfortable.

When someone has pissed you off, it leaves you feeling icky in a bunch of ways. Having to navigate through those feelings takes time and energy, and usually doesn't feel very good.

It's far better to let go of your anger, because the truth is it won't help you at all.

Once you realize that your anger is more destructive to you than to the person you're angry at, a little cognitive work will guide you to the proper steps to release it. There are any number of ways, from counting to 10 to running a mile; we all have tools at our disposal to help release those negative feelings so that we can find balance again.

Healing anger is the first step in healing hate. It is also necessary for any unity, and it will help us end this plague and move our lives forward again. If you keep in mind that anger only holds you back, the choice of holding it in your shirt pocket or kicking it to the curb becomes a no-brainer.

Elections

With the elections now completed its time to place aside all forms of negativity and push the agenda of solidarity for the APWU.

I want to extend my heartfelt congratulations to all those who were successful in obtaining an elected position within our local. To those who were not successful in

gaining a position keep up the fight of solidarity and lets put aside all political agendas. Its time to show the members both who voted or didn't vote for you that you are a true union member and not causing division.

Safety

OSHA recommends that drivers adhere to safe driving practices.

Stay Safe

- * Always use a seat belt—driver and passenger.
- * Be well rested before driving.
- * Avoid taking medication that make you drowsy.
- * Set a realistic goal for the number of miles that you can drive safely each day.
- * If you are impaired by alcohol or any drug, do not drive.

Stay Focused

- * Driving requires your full attention (Avoid distractions such as talking on the phone, adjusting controls or radio).
- * Stop about every two hours for a break. Get out of the vehicle to stretch, and get refreshed.

Avoid Aggressive Driving

- * Keep your cool in traffic!
- * Be patient and courteous to other drivers.
- * Do not take other drivers' actions personally.
- * Reduce your stress by planning your route ahead of time (bring maps and directions), allowing plenty of travel time, and avoid crowded roadways and busy driving times.

“There is a lot of talk about unity, but a lot of people are still holding on to their hostility. I know we are not all going to get along, but a sense of belonging is part of our DNA—and the belief that on some level we are all connected is reassuring”

CLERK CRAFT DIRECTOR "A"

KEVIN SPENCER

Positive and Optimistic Future Awaits Us!



Greetings Sisters and Brothers!

I want to thank each of you for your vote while taking the time to participate in the election.

I am grateful for this opportunity to be your Clerk Craft Director at the San Antonio P&DC. For those who voted for other candidates, please know that I will continue to be a

stronger activist for **ALL** of the Members of San Antonio Alamo Area Local (SAAAL).

I am in the process of adding Stewards to each tour and you will of course continue to see the current Stewards that have tirelessly filed your grievances, as before.

As I become acclimated to this new position there will be much to learn, while participating in the daily workflow and communicating concerns directly with management.

I appreciate your patience while everything is newly realigned. Kudos to all elected Officers and Delegates!

I would be remiss without taking this opportunity to thank Clerk Director Carlos Barrios and Assistant Clerk Craft Director Jennifer Wright for their guidance and major help during this transition. I will continue to be the beneficiary of their hard work, and, in turn, the Members will too. Further, I am fortunate to continue working alongside elected Assistant Clerk Craft Director Giovanna St. John. She remains a *tour de force* of activism and very generous with her time teaching new Stewards.

As we endure the wrath of PMG De Joy's Ten (10) - year *fiasco* there will surely be ongoing challenges ahead. The recent news coverage of the delays...and more delays...speak volumes. Many questions remain unclear about the future of the San Antonio P&DC. Very soon we will begin to process mail for other Associate Offices. The What? When? How? And, Next? --all remain questions that need clear answers in advance of management's surprises. What measures can protect against excessing and preserve our brand?

Realignment

At the San Antonio P&DC, Plant Manager Kim Calderon together with In-Plant Support (IPS) have showed the APWU the plans on which jobs would be impacted in Automation to include additional new jobs for our members to try and obtain.

Please seek the guidance of the clerk stewards and don't rely on rumors and misinformation which only causes major issues.

The elements of the Collective Bargaining Agreement (CBA) were applied per any of the changes that management chose to do. Tour One is having their begin tour impacted by an adjustment of an hour and a half (1 1/2) which is within the contract. The employees will be receiving a letter in the mail from IPS.

Tour Two Automation had 31 positions excessed and abolished from the 10:00 crew. Therefore, since 0750 and 1000 are part of the same section a roster of all employees from this section was established by seniority so that a proper polling could be conducted.

Only 29 positions were made available to select from for the new 0500 begin tour. Those employees who did not get an opportunity to select a job do have an opportunity to bid on the April 26, 2024 clerk vacancy bulletin.

Tour Three did **NOT** lose any of their jobs, therefore, management has elected to move the entire tour with a begin tour of 1350 hours. All of the jobs will be posted with an opportunity to

get the job of their choice. The level 7 jobs will be available only to current level 7 employees. Those level 6 employees who bid on the level 7 positions will receive an INELIGIBLE status on their selection on LiteBlue.

With the changes impacting the San Antonio P& DC, the creation of new jobs will be available on Tour 2 for all to bid on. Tour 2 will have new manual letter jobs that will have a begin tour of 0400. Please review the comment section of the new manual letters jobs which will include verifying and shredding, working the express mail at 0750 and to include verifying waste mail. Manual Letters will have one position with Thursday & Fridays off that will have General Clerk duties that will only be as needed.

Tour 2 will also have jobs in manual flats that will begin at 0400.

At the annex, a manual section has been created with a start time of 0900. These are some of the changes that will be made and for now the only jobs that are being impacted are Automation despite any rumors that may have been circulating from an unreliable source.

Organization/Negotiations

The APWU is having an Organization Drive. Therefore, we need to get as many non-members to join APWU to strengthen our numbers and voice.

Negotiations will start on June 25, 2024 to "Building Union Power."

My gratitude for your trust as we move forward with a new chapter.

Unity is a force!

"The APWU is having an Organization Drive. Therefore, we need to get as many non-members to join APWU to strengthen our numbers and voice. Negotiations will start on June 25, 2024 to "Building Union Power."

MAINTENANCE CRAFT DIRECTOR

TOM VAN METER

Unity, Fraternity, Solidarity For Longevity



Brothers and Sisters, I hope these words find you well. It is of the utmost importance for us to remain united in solidarity and fraternity with our fellow labor employees.

This is an existential crisis for us now and moving forward; this includes all labor employees, every union member and non-union member in a bargaining position.

We must not undermine our unity by infighting with the other unions, non-members and even cross craft tensions. We must not undermine our solidarity by taking actions that are against the interest of labor and most importantly the collective bargaining agreement.

This Fraternity of the great unwashed is more important than ever, the wolves in management are looking for the wounded and weak among us to use in their goal of undermining, devaluing, and dissolving the union.

Do not be of use to anything or anyone that is against your own best interests; those interests are the same interests of every labor employee in the United States Postal Service regardless of union affiliation, membership status or craft. I implore you to always keep this in mind and end the infighting among crafts, unions, and employees. This only makes us seem weak to those that seek to exploit us.

Remember, within our own local area there is tension, and we must remove that by staying focused on the greater goal and the greater good. Where this is of great importance is the highly automated future that is fast approaching. This future has come to pass on the West Coast, where I am from West Sacramento Processing and Distribution Center.

For more information on this please feel free to lookup the Portland, Oregon Processing and Distribution Center. Now this highly automated future leads to fewer and less clerk and mail handlers alike in the plant; this leads to early outs and other undesirable personnel actions. The best solution to this is to ensure that maintenance work is done by maintenance personnel, that excessive lead times for repairs are annotated and that any safety issues are quickly brought to management's attention. This will work two-fold; first it will highlight the need for maintenance staffing and ensure that personnel are getting treated and compensated fairly for their work, second it will afford for maintenance to absorb other craft employees when this occurs for our local.

"We must not undermine our unity by infighting with the other unions, non-members and even cross craft tensions. We must not undermine our solidarity by taking actions that are against the interest of labor and most importantly the collective bargaining agreement"

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

		<p>San Antonio Alamo Area Local #195 American Postal Workers Union, AFL-CIO 13102 Lookout Run San Antonio, Texas 78233</p>	<p>Office: 210.271.0853 Fax: 210.224.6221 Email: apwusaal0195@gmail.com</p>
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Representing Postal Workers
for Over 100 Years

**San Antonio
Alamo Area Local #195**

ASSISTANT CLERK CRAFT DIRECTOR "A"

GIOVANNA ST JOHN

Time for Unity & Teamwork



Hello Sisters and Brothers!

I want to thank you for the opportunity to serve you as the Assistant Clerk Craft Director. As I accept the responsibility of this Leadership position, I want you to know how excited I am about the journey ahead for the next 3 years, even though I gained this position thru Acclamation which is the greatest honor the membership can bestowed upon one.

First and foremost, I would like to express my sincere appreciation to Clerk Craft Director Carlos Barrios and Assistant Clerk Craft Director Jennifer Wright who guided me through my Union journey. Your belief in my abilities and potential has led me to this moment and I am truly thankful for the tremendous Leadership that has come before me. The role of a leader is not one to be taken lightly, it requires empathy and unwavering dedication. I pledge to give my best to this position and serve with integrity and transparency.

Thanks

A Big Shout Out to our National Business Agents Jack Crawford (recently retired), Charles Tillman and Diann Scurlark for their assistance and training they provided to help mold me and the other stewards into stronger advocates of the contract.

Also, thanks to President Alex Aleman, Vice President David Hernandez, and Secretary Treasurer Jeff Greenlee for always making themselves available when assistance was needed. Their excellent tenure of experience can't be taken for granted and thanks for being the North Star for us. You all symbolize direction, guidance, stability and purpose in relation to the business of how a Union should be directed.

Teamwork

Our team is not merely a collection of individuals, it is a community bound by a shared purpose and a common goal. Together, we have the power to drive change, inspire others, and make a lasting impact. If you are interested in becoming a union steward, please don't hesitate to reach out to me or the Clerk Craft Director Kevin Spence. A union is only as strong and effective and powerful as the members who participate in its operation and activities.

Tour Realignments

By now you have probably heard of all the movement within automation. According to the Craft Director Carlos Barrios the movement is impacting Tour 2 & Tour 3, while Tour 1 is having their tour moved back one and half hours. They will all receive a letter explaining the move is acceptable per the contract.

There will also be many jobs on this next vacancy posting with an opportunity to make a move to a job that best serves your needs.

Union Contract Survey

The main USPS/APWU agreement expires September 20. On June 25, we sit down with the highest levels of USPS management to renegotiate our contract.

These contract negotiations are a chance for us workers to raise our voices and weigh in on the changes that we need to see in our workplaces – and this June we're doing

just that. But before we begin negotiations in June, we are circulating a contract survey to understand your priorities.

While the APWU national negotiating team is guided by formal resolutions that are passed by various local and state organizations and are debated and voted on at our national negotiations team understand your priorities and needs. Take a few minutes and add your voice to our survey today. (apwu.org)

As we move forward, let us embrace this journey. I am excited to work with newly elected Clerk Craft Director Kevin Spencer, together we can chart a course towards progress, growth, and success. I am optimistic about our future and excited to be part of this journey with all of you.

Thank you for the trust you have placed in me. Let us move forward **United** in our purpose and work together to achieve Greatness and Solidarity.

Together we will achieve greatness, however, divided with division will create a vacuum of union busting and death to the labor movement.

Yours truly,
Giovanna St John

"The role of a leader is not one to be taken lightly, it requires empathy and unwavering dedication. I pledge to give my best to this position and serve with integrity and transparency"



Contract Survey

ASSISTANT MAINTENANCE DIRECTOR

SHERRIE PIERRE

Knowledge is Power



Welcome Brothers and Sisters,

Just a little about me, I am a Laborer Custodian at the San Antonio P&DC on Tour 2. I have been a steward for over 16 years. I have a wealth of experience from the Clerk and Maintenance Craft. I will continue to serve you, just, with an additional position and title. I look forward to working with all of you and I know we have much to accomplish. Please be patient with the new administration in

Maintenance. We are working hard to transition into our new positions by learning new policies, procedures, and protocols. We, the Director's, have created a new Maintenance Craft email account:

Maint195apwu@gmail.com.

If you have any questions and/or concerns, please send an email and we will get back to you as soon as possible; no later than 24hrs.

We have entered a New Era in the United States Postal Service (USPS). In these coming years

we will see massive changes in how USPS operates; we are being gutted. How does that affect the Maintenance Craft? Well, we are and will continue to grow. To our Maintenance Craft members, you will see new faces and we welcome them. To those who have been promoted, Congratulations! There are a few things you need to know now, the Collective Bargaining Agreement (CBA) and Joint Contract Interpretation Manual (JCIM) Article 38:

Seniority

There are three definitions of seniority within the maintenance craft:

Article 38.2.E defines Service Seniority and includes all time in the Maintenance Craft regardless of installation.

Article 38.2.F defines Installation Seniority and is computed as all continuous time in the Maintenance Craft in the same installation. Installation seniority has applications such as determining preferred assignments of employees who enter into a regular workforce position in a particular occupational group and level on or after June 25, 1992 (Article 38.2.G.2); 2) the tie-breaker for rankings on Promotion Eligibility Registers within the same banded scores (Article 38.5.B.8); and the ranking of employees within an occupational group and level for excessing purposes under Article 12 (Article 38.3.K).

Article 38.2.G, Seniority for Preferred Assignments is often referred to as the "grandfather clause." Article 38.2.G.1 applies to employees who entered or received a particular position in an occupational group and level prior to June 25, 1992. All employees in this category are considered senior for preferred assignment to all employees who entered or received a particular occupational group and level on or after June 25, 1992.

Article 38.2.G is applied when making a selection from a preferred assignment register (PAR). Employees are ranked first pursuant to Article 38.2.G.1 prior to ranking employees pursuant to Article 38.2.G.2.

Promotion Eligibility Register (PER)

The PER is the ranking of eligible employees for promotion to another occupational group, including to a different occupational group within the same level. Employees occupying duty assignments of a higher level than the position of the PER are not listed, even if they have an eligible rating.

Within fifteen calendar days of entry into the craft or installation, an employee must be provided a written notice advising the employee they have thirty days from receipt of the notice to request to be placed on the appropriate promotion eligibility register (PER). New to craft/installation employees applying

for the PER will receive their results within 150 days from the date of submission of application. If two or more maintenance occupational groups exist in an installation or in an installation where an employee is domiciled, a promotion eligibility register (PER) offering promotional opportunity

for those occupational groups must be established in that installation.

Part-time regular employees can be placed on a PER but will be considered only after all full-time regular employees on that PER have been selected or declined the opportunity for promotion.

Training

Article 38.6.A.2 provides that as soon as approved training allocations are received at an installation, advance written notices will be published soliciting volunteers.

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

No employee shall be required to attend off-site training with less than two (2) weeks' notice. A list of those volunteers shall be posted, and a copy furnished to the local union.

The senior volunteer within the identified occupational group and tour where the need for the skill exists will be selected for the training opportunity.

Conversely, if no volunteers are received the junior employee within the identified occupational group and tour will be chosen. The identified occupational group and tour, if any, will be indicated on the written notice soliciting volunteers.

"We have entered a New Era in the United States Postal Service (USPS). In these coming years we will see massive changes in how USPS operates; we are being gutted. How does that affect the Maintenance Craft?"

continued on page 14

Alex Aleman ...

Continued from page 1

According to the 2022 APWU/USPS Joint Contract Interpretation Manual (JCIM) update is provided as a resource for the administration of the National Agreement. Jointly prepared by the American Postal Workers Union, AFL-CIO, and the United States Postal Service, this manual provides a mutually agreed upon explanation on how to apply the contract to the issues addressed. When a dispute arises, the parties should first go to the JCIM to determine if the issue in dispute is addressed. If it is, the parties are required to resolve the dispute in accordance with this manual. Resolving grievances at the lowest step of the grievance procedure will benefit our members.

TPWU Educational Conference

In June of 2024 the San Antonio Alamo Area Local will host the Texas Postal Workers Union Educational Conference. The Educational Conference will provide another opportunity to educate our stewards in various craft issues and topics of the collective bargaining agreement. The TPWU Educational Conference will be held from June 27 through June 29, 2024. I look forward to the Educational Conference as it provides another opportunity to educate our stewards.

REPRESENTATION

I want to thank our stewards for the representation they provide, and I encourage you to support your steward and officers. Representing our members is not an easy task. Nothing comes easy to the members we represent; we have to file grievances to correct the wrong management created. Stewards need to know how to fight to provide the representation the members deserve. Just because you don't have a grievance does not mean the union does not have to represent you. Even if you do not have a grievance, the union may still represent you by discussing your concern/issue with your immediate supervisor. When something arises where you must speak to your Steward, you must first go to your floor supervisor and ask to speak to your Steward. Do not be afraid to do this. This is your right, and the supervisor must give you time to discuss issues with the Steward. The supervisor does not have the option to refuse your request to speak to your steward. Each employee has the right to participate in union activities, including seeking the representation of a steward. The union encourages our members to follow the process when you want to speak to the union steward. Speaking to your steward is on the clock, we need to account for all the time our members speak to the steward, make the proper move when you speak to your steward. Remember, the only party that determines whether you have a grievance or not is the union, not your supervisor.

Plant Changes on the Horizon

Expect management at the Plant to make changes to duty assignments in automation letters for all tours involving the begin tour and scheduled workdays. While some jobs will be abolished, some reposted for bid installations wide (city wide), some jobs will be created and posted for bid for full time regulars to bid in other work locations. *In the event your job is reposted for bid citywide, Section 3.A.4. JCIM Question # 76, When does an employee whose duty assignment is reposted become unencumbered?*

Response: If the employee is not the successful bidder on the reposted assignment or another available duty assignment, the employee becomes an unencumbered (unassigned) regular on the date of date that the results of the posting are announced pursuant to Article 37.3.F.1.a.

Possible movement of Mail Processing Operations to San Antonio P&DC

We are awaiting the decisions to move some mail processing operations to the San Antonio P&DC from Corpus Christi, Texas and McAllen, Texas. The public hearings have been conducted on the facilities. I went to both public hearings. There was much public concern about their mail being delayed and why their mail needed to be transported to San Antonio and then back to their facility. According to the Postal Service 10-year plan San Antonio has been designated to be a Regional Processing Center and according to the plan, a new building will be needed to meet the needs of a Regional Processing Center.

The current San Antonio P&DC building is too small, the building is old, the workers are crowded. There is not enough space to properly process all the mail in an efficient manner. The workers need their space, we need a new break room area that meets the needs of the workers, need improved amenities such as drinking water, restrooms, parking spaces, signage, lighting and most of all, a new work environment, we need a plan where our members are not harassed, intimidated, bullied, and disrespected.

Try to attend the April General Membership Meeting. The officers and stewards will be taking the oath of office. Make plans to attend the meeting. Food and Refreshments will be provided. Eight (8) pairs of Fiesta Texas Tickets will be given away to 8 members in attendance. You will also have an opportunity to win the door prize.

MAINTENANCE DELEGATE

ALBERT "RED" CARDENAS

Don't Stay on The Sidelines



Hello brothers and sisters,

Thank you to everyone that participated in our local election. I thank the outgoing officers for their dedication and service to our great local and I welcome and congratulate the new officers on winning their positions.

I am grateful to the maintenance craft for Re-Electing me as your Delegate, I was not successful in my quest for getting Re-Elected for the Maintenance Trustee position, Congratulations to Mike May as your new Maintenance Trustee. I also welcome William Tom Van Meter as the new Maintenance Craft Director and Sherrie N. Pierre as the new Assistant Maintenance Craft Director. Please support them in defending your rights and enforcing the Contract.

I am making a plea to the craft to become more involved, not everyone wants to be a steward, go to meetings, walk pickets, or go to marches but, we as united maintenance craft employees can make a difference. You, the

members, have the power to help us defend your rights, your jobs. I again ask you to stop signing off work assignment sheets at the beginning of your tour and/or for work not completed or work that was never started.

One, you are placing yourself in jeopardy for fraudulently submitting your documentation and two, you are helping management by showing on paper that the work was accomplished with the staffing they currently have. Then they do not fill positions or worse yet abolish positions. Your union continues to fight for our jobs and our rights, but we must be able to prove that there is a need for more work hours and more maintenance employees. So, help your Union, help you!

The following are excerpts from the Jan/Feb 2023 American Postal Worker; article written by Omar Gonzalez. Monsters hate light. We must fully document the bullying, intimidation and harassment via PS 1767 Report of Hazard, Unsafe Condition or Practice form. Use it because the administrative Support Manual (273.132) states, "... To assure postal safety... employees must also report any disturbances or improper conduct on the part of individuals on postal premises." When you fill out a PS 1767, take a picture or a copy, submit it to the next level manager; copy the safety rep and union representative. The issue should be investigated within the tour of duty. Expect the monster to push-back against the use of a PS 1767. ELM 666.17 prohibits bosses from retaliation:

- Document harassment, bullying and mistreatment.
- File an EEO Complaint if harassed or discriminated against.
- Contact your Congressional Representative and request their help addressing the harassment.

"I am making a plea to the craft to become more involved, not everyone wants to be a steward, go to meetings, walk pickets, or go to marches but, we as united maintenance craft employees can make a difference"

- See your doctor if the hostile environment is causing medical strife.
- Document medical attention received.
- Management acknowledges in Pub 552 (page 9) that some employees may suffer serious emotional and psychological harm from harassment.
- Document treatment, as it can be used in your EEOC complaint for compensatory damages.
- File an OWCP Stress claim if you suffer emotional stress when carrying out your assignment under harassment or mistreatment.
- Abuse has to be proven to establish the relationship between the medical condition and work. This is done by documentation and a comprehensive medical report the establishes a causal relation with what has occurred at work.

- Once all the required documentation is compiled, file a CA-2 Claim for Occupational Disease at ecomp.dol.gov.

- Don't let management threaten you, harass you, or intimidate you, if they do ask to see a steward.

- Do not let management misinform you that PS form 1767 is not the proper form to fill out for management creating a hostile environment. Management fails to perform their duties by not processing, logging, and reporting these forms.

Keep your copies!

Management continues to groom and foster monsters to bully and harass employees. This is nothing new, In the Express News from June 4, 1999 printed an article of the U.S. Labor Department's Occupational Safety and Health Administration OSHA investigating workplace violence issues in San Antonio and Boerne USPS United States Post Offices. The article states that "The problem is, when you put all the behaviors and organizational norms together that can foster workplace violence, the workplace becomes a much less productive place and taking care of those problems will make the workplace much safer, will boost morale and promote a better atmosphere, and raise productivity."

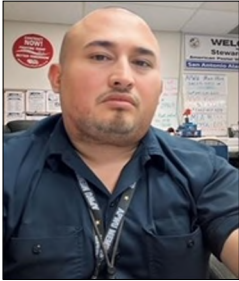
Instead of fixing and improving things postal management makes the condition of employment so bad that "the employees fear retaliation because they have seen it happen to others" as stated by Tom Strapkovic. President of the San Antonio Area Local of the American Postal Workers Union in 1999. The Postal Service, several management and union organizations signed the Joint Statement on Violence and Behavior in the Workplace in 1992 in an effort to reduce stress and put an end to various acts of workplace rage that spawned the phrase "going postal."

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

LEGISLATIVE DIRECTOR

ROSS CAMACHO

Legislative News Today



Let me introduce myself, I am Ross Camacho, your friendly neighborhood Legislative Director. Many thanks to the members for selecting me by acclamation as your Legislative Director. A little about me; I have been with the post office since 2011. In that time, I've held many positions, to include working In Plant Support, ramp clerk, window clerk, lead clerk, mail processing clerk and many other positions within my thirteen years in the postal service.

Without further ado, my first update regarding some current legislation that affects us, the [Vote at Home Act](#) which was introduced March 8, 2023. This bill would give Americans a universal right to vote by mail; meaning every registered voter in the nation would be eligible to vote by mail without having to prove they had a need to.

This act has three (3) arguments against this:

- First, this increases the risk of fraud.
- Second, that it delays election results.
- Third, that ballots are too important to send through the mail.

The arguments in favor are as follows:

- It would make voting more accessible to everyone.
- It doesn't favor one political party over another.
- They use the fact that polls show partisan-neutral support for universal vote by mail to support this fact.

As for the risk of fraud, supporters point out that we already have procedures in place to prevent fraud. Federal and local government have for years send sensitive documents through the mail to citizens daily. Regarding delays, supporters say we have options available to improve reliability. Another point in support of universal vote by mail is states are already doing it. Thirty-Four (34) states already offer no excuse mail in voting, meaning they allow voters to request mail in ballot without any reason needed. Eight (8) states proactively send all registered voters a ballot. While five (5) states already hold their elections entirely by mail. Supporters also point out that states who have switched to voting entirely by mail have seen a 30% to 40% decline in the cost of running an election.

Also, the fact that voting by mail results in reduced wait times for those who choose to still vote in person. Voting by mail and early voting has been gaining traction. In the last two elections 1 in 4 Americans voted by mail. When given the opportunity, over 50% of Texas voters opt to vote early.

Sherrie Pierre Continued from page 11

Unless otherwise agreed to in writing by the parties at the Local level, the seniority used for training selections is installation seniority as defined in Article 38.

The Postal Service has the right to require an employee to remain in a duty assignment pursuant to Article 38.6.A.5. However, the employee must be notified prior to the beginning of training that he/she will be required to remain in the duty assignment. This may be accomplished by indicating the lock-in period on the notice of training billet(s) or by notifying the employee in writing.

When selection is made from the preferred assignment register (PAR), employees in the same occupational group and level as the vacancy are considered qualified and no additional training can be required prior to selection. Remember, knowledge is power! Yes, we have steward's but there is nothing that prevents you from learning about your craft, the Agreement, rules, regulations, and policies; this is very important for all craft employees. Each occupational group has its own job description please adhere to them. Again, if you have any questions and/or concerns, please email us at Maint195apwu@gmail.com.

Maintenance Report



Hello Union Family

Every worker has the right to a work environment free of harassment, hostility, and discrimination. Over many decades, postal management has failed to adequately address hostile work environments. It too often allows, enables, and covers up for abusive managers.

PS Form 1767 Report of Hazard, Unsafe Condition or Practice

This form is to be used to report hazards, unsafe conditions, work practice and, in the opinion of the APWU, work environments. You can use this form to report anything that you think could jeopardize your health: Dirty conditions, pests, mold, disturbed or broken building materials (tiles, insulation, etc.)

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

The American Postal Workers Union recommends that you utilize the 4-copy NCR form provided by the USPS in your workplace so that you can get your copy returned to you. By doing so, you can see what abate actions were completed or ignored. Also, having a copy helps your union representative if they need to file a grievance on the safety issue that is not being addressed.

If you have questions about the form, need help completing one, or can't find one in your office, contact your local union representative. (from APWU.ORG magazine)

When faced with an unsafe working environment or an abusive Supervisor or Manager, union members must take the first action by filing a PS form 1767 reporting the abusive Supervisor or Manager. For example, the report could read: "Supervisor (Name) continues to violate ELM Chapters 665.24, 665.16, 665.23, 666.17, 665.13, 811.23, bullying employees and is creating unsafe unhealthful working conditions when on date, Supervisor did the following." The completed form must be submitted to the safety manager. Provide a copy to the Union.

"When faced with an unsafe working environment or an abusive Supervisor or Manager, union members must take the first action by filing a PS form 1767 reporting the abusive Supervisor or Manager".

Stewards must investigate, document, and attempt to solve the issue promptly. Remember, by working together, we can contain these work floor monsters. The ELM in Section 824.6 has very clear explanations of how the form is to be used with both supervisor and employee responsibilities listed. The text of ELM 824.6 is below.

Safety & Labor Management

I was recently in a Safety Labor Management meeting and during the meeting I was not surprised to hear from Postal Service Management that quite a few of their Supervisors at the San Antonio Plant and Distribution Center did not know the proper procedures or their responsibilities when given a filled-out PS Form 1767 from an employee. I was also not surprised to hear that these same Supervisors were given power points and instruction on the proper procedures and still failed to correctly fill out these safety forms. What really surprised me was that Wilma Huerta Labor Manager continued effort to discourage the Union from using the PS Form 1767 to

report Abusive Supervisors and Managers.

Elections

It was very disappointing to see such a low Ballot count, with 1179 ballots mailed that only 258 came were returned, and only 256 were counted. I can only speculate as to some of reasons why such a low ballot turn out.

My suppositions are the reasons below?

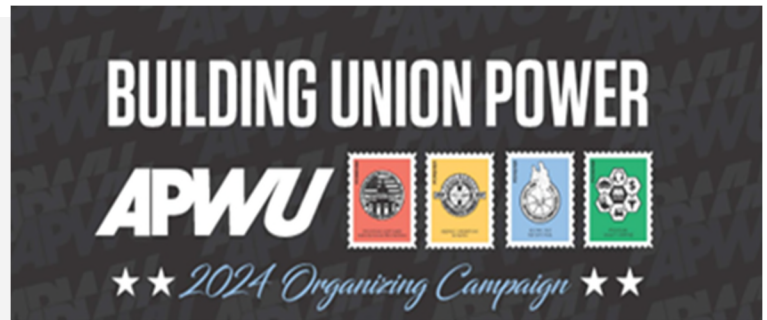
- * **Did members forget the deadline?**
- * **Did our members not care about the election?**

I have filed charges with the Chairperson of the Election Committee of the San Antonio Alamo Area Local. In April, the Election Committee will meet on my charges and present me their decision.

I want to thank outgoing Maintenance Assistant Craft Director Jarrett Williams for all his outstanding contributions to the craft. Thanks to Maintenance Chief Stewards Mike May, Sherrie Pierre and Albert Cardenas. Also, thanks to stewards Miguel Muniz, Burney Tedford to include Alternate stewards Ross Camacho, Tia Lockett, Edgar Torres and William Van Meter. I also want to welcome our new Maintenance Craft Director William Van Meter and Assistant Craft Director Sherrie Pierre. I wish them the best and do not hesitate to ask for any help you might need.

In Solidarity,
Robert Proo

USPS employees enjoy union representation for your needs, including in contract negotiations and the grievance process. Other benefits include an effective grievance procedure to adjudicate disputes with management; protections against unjust discipline, including termination; prohibitions against unilateral actions by our employer, and provisions for safe working conditions (with union safety representatives to enforce them).



Below are some other examples of what APWU members have achieved by working together.

APWU Career Employees Enjoy: Protections and Rights

- Night differential pay
- Enforcement of overtime provisions – time-and-a-half for overtime and penalty pay for excessive overtime.
- Sunday premium pay
- Out-of-schedule premium
- Cost of Living Adjustments (COLA)
- Hourly wages that may not be unilaterally reduced
- Job Security
- Jobs awarded by seniority, not favoritism.
- Access to training opportunities
- 50-mile excessing limitations

Protections against layoffs

Benefits

- Good health insurance, in which the employer must pay at least three quarters of the total premium.
- Basic Life insurance with additional insurance options
- Ten paid holidays (PTFs are compensated by receiving a higher straight-time hourly rate throughout the year)
- Annual and sick leave accrual
- Flexible spending accounts for health care and dependent care
- Holiday scheduling rights
- Allowances for uniform and work clothing

Retirement planning

Postal Support Employees (PSEs) Enjoy: Protections and Rights

- Regular pay increases
- Night differential pay.
- Time-and-a-half for overtime work in excess of 40 hours
- Higher level pay when performing higher level work
- When scheduled to report for work, work hour guarantees

Benefits

- Health benefits eligibility upon employment
- APWU Consumer Driven Health Plan after first 360 day term and upon reappointment, in which the employer must pay 75% of the total premium
- Annual leave accrual and unused leave can be cashed in
- Six paid holidays and an option to have annual leave balance credited in lieu of holiday leave pay if you work

Annual uniform allowance

Fair Promotion Standards

- Strong contractual language that provides for career appointments
- Reappointments by seniority, not favoritism

All postal workers are also entitled to union democracy. Every member has a voice and vote in union elections and membership ratification of contracts. There are direct elections of all union officers and opportunities to participate at all levels of the organization.



Non-Member List 3/12/2024

Members, please review the non-member list below and if you see a co-worker on the list please invite them to join our Union.

Remind them that the Union fights for the rights and benefits experienced by ALL Members.

Also remember that if you sign-up a non-member you will receive a New Member Incentive of \$150.

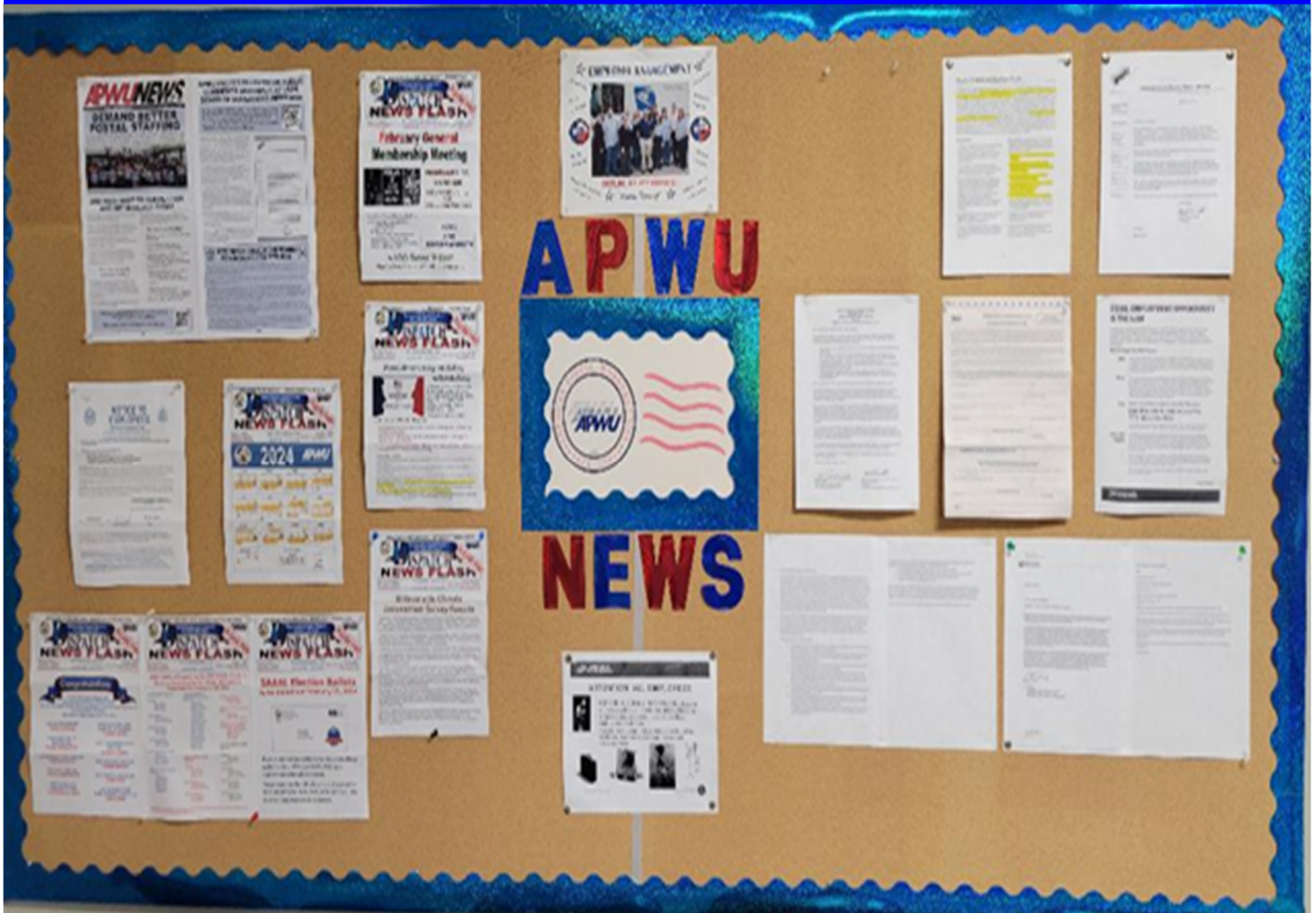
If you see your name on this list and you are a member please contact the Union Office asap so a correction can be made.

P/L	Last	First	MI	Craft	P/L	Last	First	MI	Craft	P/L	Last	First	MI	Craft
000	Bass	Alvaro		Clerk	334	Tilton	Kelvin	L.	Clerk	707	Bohorquez	Jose		MVS
000	Belew	Seth	K.	Clerk	335	Adams	Dajane	M.	Clerk	707	Palacios	George		MVS
000	Buvanyk	Stephan		Clerk	335	Mayfield	Aubrey	J.	Clerk	708	Acevedo	Audie		MVS
000	Escamilla	Kandace	R.	Clerk	337	Kuzuk	Brayden	W.	Clerk	708	Estrada	Jose	R.	MVS
000	Gutierrez	Justin	J.	Clerk	340	Rabago	Danny		Clerk	708	Gonzalez	Pierre	R.	MVS
000	Ibarra	Ember		Clerk	341	Fuentes	Destiny	N.	Clerk	708	Orta	William	P.	MVS
000	Lozano	Enrique		Clerk	341	Novak	Christopher	M.	Clerk	708	Vidro	Arcangel		MVS
000	Lucas	Devyn		Clerk	506	Wahl	Chad		Clerk	709	Vargas	David		MVS
000	Mendoza	Mercedes		Clerk	507	Soto	Clemente	G.	Clerk	706	Charles	Joseph	A.	VMF
000	Moore	Ty	L.	Clerk	511	Nuncio	Lupita	R.	Clerk	706	Hall	Eugene		VMF
000	Ozuna	Tawnya	R.	Clerk	521	Alvarado	Jose	M.	Clerk	706	Hernandez	Jesus	H.	VMF
000	Padilla	Daniel		Clerk	531	Arriola	David		Clerk	706	Ortega	Andres		VMF
000	Rohrs	Cristina	M.	Clerk	531	Silva	Leila	A.	Clerk	706	Riehle	Michael	R.	VMF
000	Salazar	Andrew	J.	Clerk	551	Preston	Ann	R.	Clerk	706	Stremmel	Andrew	J.	VMF
001	Quintanilla	Jonathan	M.	Clerk	551	Rios	Josue		Clerk	706	Whitehead	Brian	E.	VMF
084	Nabers	Lolly		Clerk	701	Jader	Anthony	A.	Clerk	000	Avalos	Angel	I.	PSE
084	Stapper	Deborah	J.	Clerk	701	Maldonado	Christopher		Clerk	000	Campos	Martita		PSE
134	Beach I	Heith	R.	Clerk	802	Robles	Norma	L.	Clerk	000	Chavez	Kathy	C.	PSE
134	Estrella	Bryan		Clerk	811	Adame	Pedro	G.	Clerk	000	Garcia	Jessica		PSE
134	Fitzgerald	Christina	L.	Clerk	811	Pedraza	Alberto		Clerk	000	Lada	Stacey		PSE
134	Sanns	Jessica		Clerk	000	Ortiz	Teodoro		Maint.	000	Long	Chelsey	B.	PSE
141	Baum	Connor	E.	Clerk	000	Sanchez	David		Maint.	000	Maleika	Daniel	W.	PSE
141	Haley	Deavon		Clerk	018	Sabala	Chris		Maint.	000	Milson	Elizabeth	M.	PSE
141	Rodriguez	Valente	G.	Clerk	032	Liserio	Robert	A.	Maint.	000	Swift	Charles	F.	PSE
141	Styles	Roshelle	D.	Clerk	711	Abdul Jabbar	Mohammed	R.	Maint.	000	Vasquez	Darlene	M.	PSE
200	Bonilla	Juan		Clerk	711	Deluna	Mario	A.	Maint.	000	Villasenor	Vanessa	M.	PSE
200	Carrasco	Esther	E.	Clerk	711	Hernandez	Porfirio		Maint.	016	Kirk	Lashawna		PSE
200	Fernandez	Daniel		Clerk	711	Khan	Md	I.	Maint.	030	Davila	Ryan	L.	PSE
200	Moreno	Michelle	R.	Clerk	711	Lopez	George		Maint.	059	Mcclain	Kent		PSE
234	Blanco	Elijah	D.	Clerk	711	Quimbar	Ricardo		Maint.	059	Rodriguez	Maison	A.	PSE
237	Chavarria	Steven		Clerk	711	Randle	Christopher	M.	Maint.	309	Cano	Billy		PSE
241	Garcia	Richard	F.	Clerk	711	Villarreal	Rogelio	G.	Maint.	334	Contreras	Yeudiel		PSE
241	Mcclain	Gia	D.	Clerk	712	Altwein	Clarence	R.	Maint.	334	Flores	Matthew		PSE
241	Reyna	Gracie		Clerk	712	Carlson	Steven	R.	Maint.	334	Herrera	Ruby		PSE
241	Weston	Mercedes	A.	Clerk	712	Delgado	David	I.	Maint.	334	Pena	Alex	X.	PSE
300	Blankemeyer	Dennis	J.	Clerk	712	Funicelli	Anthony	T.	Maint.	334	Pettitt	Bryson	S.	PSE
300	Hoermann	Jerry	W.	Clerk	712	Garza	Oscar	L.	Maint.	335	Edwards	Kintaye		PSE
300	Valdez	Diva	M.	Clerk	712	Garza	Oscar	L.	Maint.	335	Zacko	Nikki	L.	PSE
302	Arguello	Abel		Clerk	712	Wright	Daymond		Maint.	341	Haley	Anthony		PSE
309	Avila	Ruben	M.	Clerk	713	Gallagher	Lance		Maint.					
334	Mcfaddin	Rance	M.	Clerk	713	Trest	Ricky	A.	Maint.					
					732	Akana	Daniel	K.	Maint.					

SPECIAL THANKS TO SEGUIN APWU STEWARD LINDA RAMIREZ

**Maintaining and Keeping the APWU
Bulletin Board well Represented.**

**Attention Lead Clerks/Stewards we encourage you
to have bulletin boards with current information
posted for our members to view for all to see.**



CELEBRATE THE 28TH ANNUAL U.S. POSTAL SERVICE FAMILY FUN DAY!

at
SIX FLAGS FIESTA TEXAS

SUNDAY, JUNE 9, 2024

PARK OPEN: 10:30am - 8pm

YOUR FAMILY FUN-FILLED DAY INCLUDES:

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

(only available at picnic area during serving time)

PARK & MEAL TICKET
\$58 +Tax
2024 Six Flags Fiesta Texas Pass Holders or Members ONLY \$33 +Tax

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

T-Shirts available for purchase in the Picnic Grove

SPONSORED BY



FOR FURTHER INFORMATION, PLEASE CONTACT:

WALDO ALONZO (NPMHU)	210-559-1084
KEN COTTON (RETIRED)	210-392-1475
ALBERT (RED) CARDENAS (APWU)	210-416-5746
FARON HIERHOLZER (APWU)	210-368-8536
MARY SKALA (APWU)	631-666-6431
PHILLIP JORDAN (NALC)	210-382-1787
CINDY GUERRERO (NAPS)	210-723-7745
MARIA CORTEZ (NRLCA)	210-834-5178
PATRICIA JOHNSON (NPMHU)	254-371-6527
JOHN ABERCROMBIA (CHAIRPERSON)	210-368-1720



PURCHASE YOUR ADVANCE TICKETS BY MAY 26TH TO BE ELIGIBLE FOR DOOR PRIZES!

Package Price subject to increase on May 27th.

How To Purchase Your Tickets for the 28th Annual U.S.P.S. Family Fun Day

Each ticket includes Park Admission, a Parking Pass, and access to an All-You-Can-Eat Lunch during your selected Meal Time

- Step 1:** Go to www.sixflags.com/fiestatexas
- Step 2:** (Computer or Tablet): Enter Code **USPS** into the "Enter Promo" box in the top right corner of the page, then click "Go"
(Mobile): Click the Hamburger Icon on the top left and enter code **USPS** in the "Enter Promo Code" field at the bottom, then press "Go"
- Step 3:** Enter Your ticket quantity then click "Next"
- Step 4:** Select your Meal Time then click "Next"
- Step 5:** Click "Checkout" and continue through the remaining prompts to purchase you ticket(s)

You will only be able to select "Digital Tickets" as the delivery method for your tickets.
With this method, tickets can save digitally or printed. Be sure to take a screenshot of your tickets or save them to your electronic wallet on your phone. As a security feature, you must check and type in a name for each ticket you print. You will NOT have to show ID at the front gate.
Please Contact Your SAPESRC For More Information

General Membership Meeting

April 20, 2024
11:30 A.M.

Union Hall
13102 Lookout Run
Executive Board Meeting
10:30 A.M.

*****AGENDA*****

Financial Report
Officers Reports
Executive Board
Administering the Oath to
New Officers

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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Your cooperation is
appreciated.

