

DISPATCH

Celebrating Over 100 Years
of Representing Postal Workers

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



VOLUME 70 NO. 7

SAN ANTONIO ALAMO AREA LOCAL



NOVEMBER / DECEMBER 2024

PRESIDENT

ALEX ALEMAN

Peak Season Madness Begins



The busiest time of the year for the postal service is here. Management recently leased a building for the Christmas Mailing Season, the new facility is called the "Peak Facility", it is located on 118 Interpark Blvd, Building 5, San Antonio, Texas 78216.

There will be five (5) holidays coming up, November will have Veterans and Thanksgiving, December, Christmas and January will consist of New Years and Martin Luther King (MLK) holiday. According to our collective bargaining agreement, full-time employees who work on Christmas Day are entitled to holiday pay plus one and a half time their base hourly rate for each hour worked, up to eight hours. The holidays will allow our members opportunities to earn more money or bank annual leave.

It is off 281 and Wurzbach Freeway. The Peak facility will be utilized as a hub for dispatches, all inbound trucks will be routed to the Peak facility. The Peak facility will also be utilized for manual processing of parcels. There will be no automated equipment to process parcels at the Peak facility. The entire manual parcel operation at the Priority Annex will be moved temporarily to the Peak facility. The Peak facility is scheduled to be operational Saturday, November 16, 2024. For this Christmas mailing season, the plant was authorized to hire ten (10) PSE's. The newly hired PSEs are expected to work Tour 3 and Tour 1 hours at the Peak facility. The number of PSEs being hired for the Christmas Mailing Season this year has drastically been reduced compared to other years.

"The Peak facility will be utilized as a hub for dispatches, all inbound trucks will be routed to the Peak facility. The Peak facility will also be utilized for manual processing of parcels"

I want to thank all our Veterans for their service. The Wounded Warriors Leave Act of 2015 allows veteran employees who meet the eligibility requirements to take wounded warrior leave. This is a specific type of leave, which provides veteran employees with no loss in pay for undergoing medical treatment for a service-related disability rated at 30% or more. For more information on Veterans Rights and Benefits go to our local website, apwu195.org, Links and Resources, click on Veterans Information.

When you believe you have been aggrieved, you may request to speak to your steward. A steward is a union member the union trained to investigate and file grievances. Your supervisor does not determine whether you have a grievance. The union is the only party that determines whether you have a grievance or not. According to Article 17.4. The employer will authorize payment to the aggrieved and the steward for time actually spent in the grievance procedure. When you are authorized by your supervisor to leave your section and go speak to your steward, make sure you make a move to the correct operation to 065 meeting time.

I want to encourage the members to attend the November General Membership Meeting, Saturday, November 16, 2024. This is the last meeting of the year. The door prize of \$500.00 will be given to a member in attendance. There will be (20) - \$50.00 gift cards given away to the members in attendance. I hope to see you there and thank you for your union membership.

When there is heavy volume, employees on the overtime desired list can expect to work 12 hours a service day. Before employees not on the overtime desired list are worked overtime the employees on the overtime desired list need to be maximized, 12 hours. Those employees who are on the overtime desired list for 10 hours and not for 12 hours are still fair game for 12 hours of overtime if needed. The overtime rules still apply in the month of December. The "Penalty Overtime Exclusion" period for calendar year 2024 will begin November 30, 2024, and end December 27, 2024. There will be no penalty overtime during this period.

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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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

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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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There is no time more fitting to say

"Thank You"

and to wish you a

Happy Holiday Season

From the Executive Board of the

San Antonio Alamo Area

Local #195

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VICE PRESIDENT

DAVID Z. HERNANDEZ

Thanks for Another Great Year



Hello, Brothers and Sisters, once again we have come to the end of another year of serving the membership. I pray that the new year brings you and your family a prosperous and healthy new year. I want to extend my sincere condolences to anyone who lost a family member or friend.

Website (apwu195.org)

Please visit your website at apwu195.org and see that our website administrator Jeff Greelee has done a great job of keeping the website updated with the most current news. If you would like to receive information via your email, please go to our website and click on the Newsflash Archives tab and scroll down to the bottom of the page and click on Join our mailing list sign up button.

Regional Plants

There has been no mention of any mega plant for San Antonio, however, plant management did discuss with the union the opening of the peak season warehouse scheduled to open on November 16, 2024. This year postal headquarters has only authorized the hiring of ten (10) postal support employees (PSEs) to help with the vast increase in parcels. In previous years the postal service hired over a hundred (100) PSEs and yet with the increase in parcels our so-called leadership at HQ is strapping the load for the current complement of employees to do all the work.

Those on the overtime list can expect to be working many hours. So a general contract provision to keep in mind is that prior to being moved to another section to work overtime that section **MUST** already have their overtime employees fully utilize up to 12 hours prior to someone from another section working overtime. Please keep in mind that management can only work you up to 12 hours a day. If you elect to stay more than 12 hours, please keep a general rule to yourself and get plenty of rest. We don't need anyone falling asleep going home or getting injured at work.

President Alex Aleman mention, that with only 10 PSEs hired for the peak season it was only going to create chaos, and possibilities delay of mail. Last year some employees of the Maintenance craft were impacted when management moved them from their work assignments and had them perform work assignments in the clerk craft which is a grievance of being moved out of their section. If that example occurs to you then speak with a shop steward and file a grievance.

Management announced to the union that the processing of parcels will increase by 30%. Most of the Tours to include our stations will be working many overtime hours to accomplish the tasks of processing the mail.

Flexible Spending

The Postal Service is switching to a new vendor to administer the Flexible Spending Accounts (FSA) program. For the upcoming year 2025, Inspira Financial will be replacing FSAFEDS as the administrator. If you are currently in the FSA program then you must use all your FSA Healthcare, Limited Expense Healthcare, and Dependent care funds for the 2024 benefit year before December 31, 2024.

Health Benefits

During the open season, a login.gov account will be required to access the new Postal Service Health Benefits System (PSHB). The PSHB is the system that employees must now use to make changes or enroll in a health benefits plan under the new Postal Service Health Benefits program. Login.gov is a secure sign-in service. So, visit login.gov to create an account which can be done in a few steps. Open season begins November 11, 2024, so don't hesitate to create your login.gov account.

Stewards

I want to thank clerks Jess Rooney, Laura Castillo, and John Salinas, for all stepping up to become shop stewards. They will all be covering Tour 3 and representing clerks from the Plant & Annex. "It takes a special type of person to be a good shop steward and with a little patience and a lot of practice you can become one of the very best. Although it may be a great responsibility, you will soon find it is filled with personal rewards and satisfaction. As APWU Research & Education Director Joyce Robinson says, We welcome you aboard. See you all our next meeting November 16, 2024. May you and your families have a wonderful, blessed Holidays and God Bless! Without you there is no Union, let's keep it going for the future of all Union members, it takes all of us to be as one.

KJV

Psalm 96:11. Let the heavens rejoice and the earth be glad; let the sea resound, and all that is in it.

"Please keep in mind that management can only work you up to 12 hours a day. If you elect to stay more than 12 hours, please keep a general rule to yourself and get plenty of rest. We don't need anyone falling asleep going home or getting injured at work"

SECRETARY TREASURER

JEFF GREENLEE

The Importance of YOUR Union Meetings



First of all, I wish you and your families a most joyous and safe Holiday Season.

I would like to discuss our Union Meetings.

The Local's General Membership Meeting is the heart of the democratic Union, and its decisions are the pulse of the organization. The General Membership Meetings est-

ablishes that the union, as an organization, exists and has structure. And, as with any democracy, it allows the members to attend and participate...or not to attend and participate if they so choose.

The General Membership Meeting is a valuable asset to the Union and its members, and its importance cannot be understated.

The General Membership Meeting is where direction, goals and purpose are discussed.

The General Membership Meeting gives direction to your Local leaders.

The General Membership Meetings are a sign of a vibrant, democratic and organized union. The union meeting has many purposes and should be used as a forum to:

- * Meet as a group and inform the membership (and learn from the membership) about what is happening, what might be happening, and why.
- * Conduct union business by allowing the membership to discuss issues, exchange ideas, debate and make decisions on implementing the local's policies and programs.
- * Allow members to make proposals and have input while getting updates on events and business that affects them.
- * Build unity and solidarity within the local while meeting with your leaders.
- * Provide a platform for members to question their leadership on any and all issues from contractual matters to financial allocations.

The meetings are not a platform to personally attack officers, stewards, or members. Disagreements will happen, and respectful discussion is encouraged, but regardless of the passion of the issue, no member, or officer, should be attacked for their position and under no circumstances should disrespectful language or raising your voice or interrupting a speaker be tolerated.

All members should realize that the first step to receiving an answer is being brave enough to ask a question, they

must also be brave enough to listen to the answer, even though it may not be the answer they wanted or agree with.

Our Union meetings are planned in advance, and we have a published agenda that allows for the free flow of information but is not limited to just those items.

Our meetings should always be kept as positive as possible. Participation should be encouraged, and the meetings should be short and to the point. Unfortunately, our General Membership Meetings are attended by less than 5% of the membership.

There are many reasons why someone cannot, or will not, attend but much has to do with the fact that Postal Workers work 24/7 and no time is the best time for all members, but it

is still an unfortunate fact that less than 5% make decisions for 100% of the members.

Our Union meetings were at one point lasting two or more hours, with much of that time being used for personal matters that could be best resolved privately

or through other processes. But that has changed. If you have attended a Union meeting in the last few months you will have noticed a difference in the tone of the meetings and that they are being held to about an hour or so. The members attending do the business of the Local and leave the personal issues outside or use a different forum to air their grievances. The meetings must stay focused, orderly, efficient and to the point. I commend those that do attend and the Local is willing to discuss any ideas that may improve the attendance.

I sincerely invite all members to the November 16 General Membership Meeting, become active, get involved and make your opinions known on the direction of YOUR Local. Also you will have a chance to win the \$500 door prize or a Turkey Gift Card (\$50) just for attending.

Union Finances

While I will not go into much detail about your finances at this time, I will say that the Union finances are well controlled, efficient, and with continued good and sound financial decisions will remain so.

While we have had some very large expenditures in the last 6 months I do want to bring to your attention that we still maintain two full time officers at the Union Hall and our per-capita income has continued to rise due to the signing up of non-members and PSEs at orientation.

The Trustees have reviewed the books and I am proud to report they have found no irregularities or discrepancies, and all is in order.

I will give a much more detailed report of the 2024 finances in the January issue of the Dispatch and at the January General Membership Meeting.

"If you have attended a Union meeting in the last few months you will have noticed a difference in the tone of the meetings and that they are being held to about an hour or so."

EDITOR

CARLOS BARRIOS

APWU Facing New Challenges



Greetings APWU Family, this year we experienced many new challenges and we stood together to keep marching forward from victory to victory. As our National negotiating team is working on establishing a great contract we must continue to show management our unity by displaying our solidarity by wearing our union apparel. For the first time in many years the representatives for the clerk craft at the plant are young with experience. Yet kudos to those who have stepped up to help represent the clerk craft. They have faced challenges face to face and have not run away from the issues that face them on a daily basis. Let's be patient and grow with them. Speaking negative comments is only playing into the hands of the other Union Busters and Management. Union Strong All Day Long.

As far, as day to day seniority on moving entire sections is explained below from a major settlement.

Day-to-Day Seniority Mail Processing Clerks Step 4 Settlement

In Mail Processing, when management determines the need to assign employees outside of their primary assignment area, such assignment will be based on operational needs and the employee's qualification, in accordance with the May 9, 2002, MOU Re: Mail Processing Clerk Position. Day to day seniority will be applied as follows:

1. When management determines the need to assign an employee, or a number of employees outside of their primary assignment area, the employees are moved by juniority (except when a junior employee with a scheme assignment has not reached the current minimum 30-hour sortation during the accounting period). (See Article 37.3.F.10 and the 2012 JCIM, Article 37, page 8- Q&As 33 & 34) **Example: Moving Manual Section to Christmas/Peak Season Annex**
2. Any employee not holding a bid duty assignment, within the principal assignment area, will be moved prior to moving any mail processing employee who holds a bid duty assignment.

Historical Reference

I have attached the Day to Day seniority mail processing settlement referenced above located on [page # 15](#) for your reading pleasure. Also, in accordance with the May 9, 2022, mentioned above the establishment of the Mail Processing Clerk came into being when **Mail Processor, Distribution Clerk and the Optical Character Reader Operator** all level PS-05 were combined with Level 5 Mail Processing and Distribution positions' duties and responsibilities to establish one position description entitled Mail Processing Clerk.

Safety (From apwu.org)

Union family, there is never a bad time to make sure you are working in a safe environment. Look around your workspaces – do you see anything unsafe? If so, find the nearest PS Form 1767, Report of Hazard, Unsafe Condition or Practice. Fill it out and give it to your supervisor. That way, management will have documentation that there is a safety issue that needs to get fixed.

This form is used to report hazards, unsafe conditions, work practices and, in the opinion of the APWU, hostile work environments. You should use this form to report anything that you think could jeopardize your health, such as dirty conditions, pests, mold, and 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.

Section 814.1 of the Employee Labor Relations Manual (ELM) states:

“Employees have the right to: Become actively involved in the Postal Service's safety and health program and be provided a safe and healthful work environment. Report unsafe and unhealthy working conditions using PS Form 1767, *Report of Hazard, Unsafe Condition, or Practice*.

Section 824.632 of the ELM states:

“The immediate supervisor must promptly (within the tour of duty):

1. Investigate the alleged condition.
2. Initiate immediate corrective action or make appropriate recommendations.
3. Record actions or recommendations on PS Form 1767.
4. Forward the original 1767 and one copy to the next appropriate level of management (approving official).
5. Give the employee a copy signed by the supervisor as a receipt.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Union Strong All Day Long



Some will say 2024 was a good year, and others might have a different opinion, yet anyway you slice it Motor vehicle Craft (MVS) ended well.

As we are wrapping up 2024, MVS is currently working overtime like never before. The employees on the Overtime Desired List (OTDL) are presently working 10- and 12-hour days to include their sixth day.

The San Antonio Alamo Area Local (SAAAL) started 2024 by assessing the biggest issues impacting the MVS craft and we gathered information needed to be prosperous in 2024.

Settled Issues

The union started off by meeting with management to discuss goals, accidents, safety, and many other matters. Soon into the new year, MVS craft encountered a roll away that struck two vehicles at the Vehicle Maintenance Facility. Management determined this warranted a seven-day (7) suspension. The union was fast at work in representing the grievant and was successful in having management agree to expunging all the disciplinary action related to this case.

Over the next several months MVS continued to experience an excessive number of accidents, and the union continued to fight to represent the members per their rights in the contract. The union was successful again through the grievance process as management issued various degrees of disciplinary actions to include Letter of Warnings (LOWs), and 7-day suspensions.

Another main issue the union confronted was the issuance of overtime. Management continued to work the same employees' overtime as they failed in not rotating overtime by seniority. Thus, the union was able to settle these grievances and those impacted were compensated financially.

Light Duty

The denial of Light duty was another factor that the union had to file against management when they would flat out deny all request without properly reviewing the paperwork submitted. MVS stewards were again successful in getting those impacted with back pay for almost three months.

MVS had to represent several members involved in a physical and verbal altercations which led to discipline. The union investigated and filed grievances for the punitive and not corrective actions issued by management. Once again, your MVS stewards prevailed against the improper issuance of retributive discipline issued. Management attempted to address attendance issues with several union members, and during the investigation it was discovered that some in management attendance records were far worse than those member who were being issued disciplinary action. Those attendance grievances were expunged.

The union prevailed again when management failed to follow the process for temporary reassignment. The union filed a grievance, and management paid the grievant for the time they should have been reassigned. These are just a few highlights of 2024. The union prevails and works for you to protect your rights. As I continue to say, we will fight to protect your rights, Union Strong All Day Long.

“Management attempted to address attendance issues with several union members, and during the investigation it was discovered that some in management attendance records were far worse than those member who were being issued disciplinary action”

Lastly, I would like to thank

Mr. Odom and Mr. Gallegos for a happy retirement. Mr. Gallegos was a Tractor Trailer Operator, and he operated as the spotter for years. Mr. Odom was a Motor Vehicle operator, and he worked the same run for years on end. He was also a Chief Steward in the Motor Vehicle Craft for Tour 2. Both Gallegos and Odom will be missed and their experience at both the USPS and the APWU will be hard to replace. I wish the both of you the best and long and happy retirement.

Thanks Dennis

I want to take this time to offer my thanks for all the support that Dennis Barboza offered as the MVS Assistant Craft Director to the membership. Dennis was very instrumental and supportive in representing the craft with holding mgmt. accountable to the Collective Bargaining Agreement. Thanks for your Leadership & Vision. With that Dennis was a truly great leader which is hard to find and difficult to part with and Impossible to replace. We pray that you and your family are blessed and stay strong. I would like to announce to the MVS craft that Ron Maner is now the new Assistant Craft Director. Ron brings enthusiastic and lots of energy to the craft. His commitment to the craft in day to day issues will be a testament to his hard work and dedication.

Please enjoy Thanksgiving, Christmas and New Years and be safe. I will see you again in 2025.

CLERK CRAFT DIRECTOR "A"

KEVIN SPENCER

The Calm Before The Storm



Greetings Sisters and Brothers,

I trust this finds you well and in good spirits! As we embark on another peak season, it looks like there are plenty of scrambles, per usual.

Heavy Volume

However, if the early predictions are accurate, we could be in store for extremely high package volume--even

more than we've seen in recent years! It's nothing new with the emphasis on parcels during the Holidays, but it could be incredibly difficult with the current staffing problem we've been seeing. At this point, there have been very few newly hired Postal Support Employees (PSEs) for the peak warehouse--in fact only ten (10) new hires have been confirmed!! All this could result in serious bottlenecks in holiday mail, severe delays, and impossible service guarantees. In a recent Labor Management meeting with Plant Manager Kim Calderon, confirmed that the San Antonio Installation is currently the third highest of parcel volume in the nation. I encourage everyone to work safely and be mindful of those working out of sections to assist with the maelstrom. Heavy weeks are on the horizon!

"Plant Manager Kim Calderon, confirmed that the San Antonio Installation is currently the third highest of parcel volume in the nation. I encourage everyone to work safely and be mindful of those working out of sections to assist with the maelstrom. Heavy weeks are on the horizon"

Election

The APWU has been collaborating closely with management nationwide and locally to safely get your ballots to their destination in time for the election. It's been all hands-on deck and nearly constant overtime with the election mail in DBCS. And at the time of writing, there has been a tremendous push at the plant to diligently sweep and clear any misdirected ballots and get them over to express to meet the deadlines. There have been several detailed protocols and exceptional measures put in place to secure the vote! And to ensure that every vote is sacred!

Conversions

I'd like to congratulate the six (6) recent PSE conversions at the plant! And the five (5) additional conversions at the stations! There should be more by year's end. The last bid cycle for the year was on October 16, 2024, with an effective date of November 16, 2024. This will take us through to the end of 2024, with one last PSE opting which will hold you in that position until next year. The next vacancies will open in the new year on January 10, 2025.

Open Season

The Open Season Benefit Fare is scheduled at the plant on November 15th in the GMF training room and I hope to see many of you there. There will be representatives on hand to assist with many of the lingering questions about all the changes as we move toward the new PSHB Postal Service Health Benefits Plan (PSHB).

New Stewards

As I mentioned in our last meeting, I'd like to welcome three new stewards. Tour 3 will have Stewards Jess Rooney and John Salinas. While Tour 1 Steward Laura Castillo will bring her assistance to the craft to the Priority Annex. These new additions should definitely help broaden a round-the-clock, 24-hour availability of stewards to research and file your grievances, going forward. More new stewards will be added shortly. If you are interested in becoming a steward don't hesitate to notify me or Giovanna.

Request Steward Time

When requesting to see a shop steward it is NOT between the member and the Lead Clerk. Per the USPS/APWU Joint Contract Application, Questions & Answers on October 3, 2001 reads as follows.

Union Representation

How should the situation be handled when an employee asks to see a steward or a steward requests time to process or continue processing a grievance and the steward is needed on his/her work assignment?

Response: Normally, 95% of the time, a union steward/employee will be released within two (2) hours of his/her request. If this condition cannot be met, the supervisor will notify the steward/employee of the reasons for the delay. Normally the steward/employee will be released before the end of the tour. However, if the steward/employee is not released within that time frame, the steward/employee must be released immediately upon the beginning of his/her next tour of duty. In the event a steward or employee is delayed until their next tour, the steward/employee should notify the supervisor of the prior request.

Thanks

My gratitude to Assistant Craft Director Giovanna St. John for the long hours and tireless dedication to the membership. And my extended thanks to Chief Stewards Annette Martinez, Phillip Doxie and Stewards Mary Skala, and Nicholas Sondhi. Also, thanks to President Alex Aleman and Vice President David Hernandez, Secretary Treasurer Jeff Greenlee, Recording Secretary Yolanda De Leon, Craft Director "B" Ruben Hernandez and Assistant Clerk Craft Director "B" Robert Butke for their continual support whenever assistance to the clerk craft was needed. Remember, if you have any questions or concerns, please request to see a steward!

Do not rely on rumors or misinformation on the workroom floor. Otherwise, such ridiculous remarks out there may involve you! Let's brick the useless gossip where it starts. I'd like to take this opportunity to wish you and your loved one's happy holidays. Amidst all the chaos, let's not forget there is much to be grateful for. And I thank each of you as we plow through the peak mayhem shoulder-to-shoulder, together.

Hoping your New Year is filled with many good things.

ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

Protecting Our Members & Jobs



Happy Holidays clerk craft brothers and sisters. Thanks to all those that worked extra hard doing their due diligence on getting out all the political mail and election ballots this past election. The stations were all scrutinized heavily during the past few weeks to ensure time-liness and there were some issues even to the extent of a clerk getting wrongfully walked out. While this

political season has come to an end, in the future, many other elections can be expected to be conducted by the Postal Service in a similar manner. We need to learn to protect

ourselves by reporting any delays or inconsistencies with management dealing with political and election mail. Management is responsible for ensuring political mail is distributed and delivered without delays. When they fail to do that, management will give instructions to the clerk craft that might seem

questionable to cover themselves. In other words, they will result in shady tactics. They have no qualms about making sure someone else takes the fall for their lack of poor planning. I once again implore all the clerks at the stations to please be on alert to this. As I have stated before, management will be the first to throw you under the bus, so report any discrepancies to your steward as soon as possible. Something to be mindful of when the next election comes.

Stand Up For Our Work!

Recent reports of crossing craft and bargaining unit work violations brings our feelings of frustration as some members have taken the approach of letting these violations go in favor of "receiving help to get the work done". This type of mentality has me worried about the future of our rights and the Union. If we fail to enact and stand up for our rights & jobs and allow managements incompetent leadership for not filling jobs or retaliation tactics then you have contributed to the demise of your jobs.

Allowing management to violate the contract and not hold them accountable, makes them emboldened. They will only be showcasing their lack of skills and farm out our work to other crafts. Being frustrated for lack of staffing Clerks have every right to feel frustrated that they don't have the proper staffing to properly get the amount of mail they receive daily done at a certain time. But we must realize that the solution is to not allow them to do our work. These violations need to be reported to ensure that management is held accountable to follow the contract and get the clerk craft paid when they perform our work. When these violations are being ignored to "get the work done", you are not helping yourself or the clerk craft. You are helping management. Sure, in the short term, the work was able to get done but all that is being done is the skewing of reports.

The scanning of the Distribution Up Time (DUT) will reflect the work was done on or before the posted time. That means, according to management, there are no issues with getting the work done on time and the lack of staffing at the stations is a non-issue. Management will not properly move those work hours to the proper craft or proper operation to reflect what is occurring., history will show us the opposite. Management will eventually make the claim they are over-staffed based on their own reports of "earned hours" and seek to abolish and revert jobs. We must assert ourselves and our rights for the future of the clerk craft.

Holiday Season

During the holiday season penalty overtime exclusion period is November 3rd – December 27, 2024.

Penalty overtime will not be applicable during this period. However, overtime provisions still apply when the need arises.

If there are any questions or concerns please request to a shop steward. In addition to the penalty exclusion period, vacation

polling should have commenced on November 8th and shall be completed by December 15th. Please remember that each employee will be allowed twenty-four (24) hours to select their vacation choice. Do not let this lapse. If a choice is not made within the allotted time, you will be bypassed. If this occurs, you need to make sure that you are given another opportunity after all the other employees have selected their preference. Do not let management dictate that you no longer receive a vacation choice. Request a steward if management does not adhere to the contract.

Steward Training

Last month, we held our first Quarterly Steward training for the clerk craft. Training went well, and an abundance of information was shared by President Alex Aleman, Vice-President David Hernandez, Clerk Craft Director Ruben Hernandez, Chief Steward's Angel Jimenez and Norma Impallari, and Union Advocate Carlos Barrios. We look to improve on this initial training by eventually inviting our National Business Agents (NBAs) to provide additional knowledge on various issues. Among topics shared in the training were on 204-B usage, small office issues, basic filing of grievance issues, and navigating through EGS. We are committed to our membership by providing our stewards with the utmost knowledge to represent to the fullest of our ability and we look forward to always improving that in the future.

204-Bs

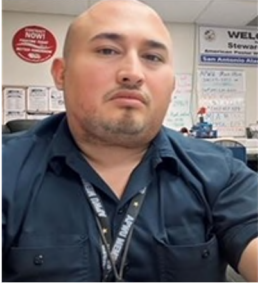
204-Bs seems to be one of the biggest issues at the stations. If you are at a station where there is no physical steward present and you see someone on the desk that is possibly a 204-B, please request a steward immediately so we can investigate.

"Allowing management to violate the contract and not hold them accountable, makes them emboldened. They will only be showcasing their lack of skills and farming out our work to other crafts."

LEGISLATIVE DIRECTOR

ROSS CAMACHO

All for One, One for All



This open season we're all being forced to switch over to Postal Service Health Benefits (PSHB) plan. If you've had a chance to look over these plans, you'll see this change is not for the better. Insurance premiums will be going up for everyone. This may be a good time to once again bring up single payer insurance. Switching to a single payer could end a lot of our headaches.

Government already provides a form of universal health insurance to approximately 40% of the population, low-income adults, children, pregnant women, the elderly, the disabled. We wouldn't be implementing anything completely new but rather expanding it to include the other 60%.

There are several benefits to single payer insurance. It could guarantee coverage for everyone regardless of employment status. No one would be denied proper healthcare because they lost their job. It would end medical bankruptcy. No one would lose their home anymore due to outrageously high medical bills. It would improve the health of our citizens. Folks would no longer wait till the last minute to get help and end up in a much worse situation. All these things together end up saving us money.

A 2022 study found that having single payer insurance would've saved the United States over 100 billion dollars during the pandemic. That's on top of the estimated 400 billion yearly the United States would save. It is true that the government tends to wreck everything it touches but govt does get it right sometimes as well. We know there's a chance single payer may not work as intended, but we also know that the system we currently have 100% isn't working. Folks claim we can't afford to implement single payer insurance, but the reality is we can no longer afford not to.



The APWU stands with the Labor Campaign for Single Payer. As you endure choices during this Open Season, consider the APWU health plans that covers postal workers and retirees eligible for the new PSHB program. Visit openseason.apwuhp.com and see what plan is best for you and your family. Enroll in your new health plan during Open Season, November 11 – December 9, 2024. You can join the fight here www.laborforsinglepayer.org

We have more than 220,000 USPS employees and retirees, and nearly 2,000 private-sector mail workers. Depending on their occupation, APWU members belong to the Clerk, Maintenance, Motor Vehicle, or Support Services divisions.

Our union is a democratic organization comprised of dues-paying members who belong to more than 1,000 state and local unions and retiree chapters in every state and territory. APWU officers are directly elected by union members.

APWU membership is open to any USPS employee, regardless of race, color, creed, sex, sexual orientation, nationality, disability, political affiliation, age or religion. Those in supervisory or management positions can join only to receive APWU's Health Plan.

For more membership information, contact Organization Department Director Anna Smith, 1300 L St. NW, Washington, DC 20005. The phone number is (202) 842-4227.

Workers who wish to join the APWU must complete an Authorization for Deduction of Dues application (Form 1187 for Postal Workers).

You may either JOIN ONLINE or complete and return Form 1187.

New members completing a hard copy form may mail or e-mail the form to:
 American Postal Workers Union
 Attn: Organization Department
 1300 L Street, NW
 Washington, DC 20005
organization@apwu.org





San Antonio Alamo Area Local 2025 Clerk Craft Job Bid Schedule

VACANCY POSTING	VACANCY WITHDRAWN	AWARD POSTING	EFFECTIVE DATE
1/10/2025	1/19/2025	1/28/2025	2/8/2025
2/14/2025	2/23/2025	3/4/2025	3/8/2025
3/21/2025	3/30/2025	4/8/2025	4/19/2025
4/25/2025	5/4/2025	5/13/2025	5/17/2025
5/30/2025	6/8/2025	6/17/2025	6/28/2025
7/3/2025	7/12/2025	7/21/2025	7/26/2025
8/8/2025	8/17/2025	8/26/2025	9/6/2025
9/12/2025	9/21/2025	9/30/2025	10/4/2025
10/17/2025	10/26/2025	11/4/2025	11/15/2025

Article 37.2.D. Application of Seniority 1. Seniority determines the relative standing among full-time employees. It begins on the date of entry into the Clerk Craft in an installation and continues to accrue as long as service is uninterrupted in the Clerk Craft and in the same installation.

Article 37.3.A.5. In instances where more than one (1) duty assignment is posted, clerks may indicate preferences on the bid form or in the telephone or computerized bidding process.

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

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

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

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

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

San Antonio Alamo Area Local #195
American Postal Workers Union, AFL-CIO
12103 Central Exp.
San Antonio, Texas 78223
Office: 210.271.8963
Fax: 210.228.9221
Email: apwu195@gmail.com

HOME GENERAL OFFICERS CRAFTS EMPLOYMENT NEWS STEERING RESOURCES LINKS & RESOURCES
CONTACT SEARCH



**For the latest NewsFlashes, E-Flashes and
APWU News and updates visit YOUR
San Antonio Alamo Area Local.
Website at apwu195.org**

2024 Penalty Overtime Exclusion Period

2024 PENALTY OVERTIME EXCLUSION PERIOD

NOVEMBER 30
-
DECEMBER 27

In accordance with Article 8, Sections 4 and 5 of the [APWU Collective Bargaining Agreement](#), penalty overtime rules are not applicable for a consecutive four-week period each year during December.

The "Penalty Overtime Exclusion" period for calendar year 2024 will begin Pay Period 26-2024, Week 1 (November 30, 2024) and end Pay Period 01-2025, Week 2 (December 27, 2024).

**Penalty Overtime Exclusion Period
November 30 - December 27, 2024**

USPS Switches to New Vendor FSA 2025

As a matter of general interest, the Postal Service is switching to a new vendor to administer the Flexible Spending Accounts (FSA) program. Inspira Financial has been chosen to replace FSAFEDS.

USE YOUR FSA NOW OR RISK FORFEITING YOUR MONEY!



 Plan now to use your FSA funds!

Employees will be able to elect an FSA account under Inspira Financial during the 2024 Open Season. Additionally, employees will be reintroduced to the use of a debit card for quick payment of eligible FSA expenses.

Due to this transition, employees will be encouraged to use all FSA funds before December 31, 2024.

A postcard that will be mailed to employees regarding this matter.

As additional information becomes available, please visit the SAAAL website at apwu195.org or if you have additional questions or concerns please contact the Union Hall at 210-271-0853.

Upcoming 2024 Holiday Scheduling Thanksgiving Holiday November 28



Postal Holiday Scheduling;

November 28 is the Thanksgiving Day Holiday; it is the tenth (10) holiday of eleven (11) paid holidays for full-time regulars. It is a paid holiday for Postal Support Employee's (PSEs).

NOTE: The Holiday Schedule must be posted on Tuesday, November 19, 2024.

Christmas Holiday December 25



Postal Holiday Scheduling;

December 25 is Christmas Day Holiday; it is the eleventh (11) holiday of eleven (11) paid holidays for full-time regulars. It is a paid holiday for Postal Support Employee's (PSEs).

NOTE: The Holiday Schedule must be posted on Tuesday, December 17, 2024.

New Years Holiday January 1, 2025



Postal Holiday Scheduling;

January 1 is the New Years Day Holiday; it is the first (1) holiday of eleven (11) paid holidays for full-time regulars. It is a paid holiday for Postal Support Employee's (PSEs).

NOTE: The Holiday Schedule must be posted on Tuesday, December 24, 2024.

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

2025 Vacation Polling



November 8 – December 15, 2024

- Vacations shall be granted on the basis of seniority within each section.
- The Employer shall publicize on bulletin boards by November 1, the beginning date of the new leave year. Sign up and application for choice vacation periods shall commence by **November 8 on PS Form 3971**, and shall be **completed by December 15**.
- Employees' will be allowed twenty-four (24) hours to state a vacation preference from the time of initial contact with the unit supervisor. If the employee fails to notify the unit supervisor within the allotted time stated above, the employee shall be bypassed.
- **All career employees** will select either 5, 10, or 15 successive working days as appropriate for his/her leave choice during each of their two choice vacation selections.
- **All career employees** will be given two (2), vacation periods within the choice vacation period, with the following exception: No employee will be allowed two choice vacation periods during the months of March, April, June, July and August until all employees in the section have been polled and afforded an opportunity for choice vacation period within these five (5) months.
- **Postal Support Employees (PSEs)** will select 5, 10 successive working days for his/her leave choice. PSE's will be polled after all career employees have completed their vacation choices in the section they are assigned
- **Annual leave for either birthday or wedding anniversary** will be applied for at the time of choice period sign up. Application of this leave will be submitted on PS Form 3971 with suitable documentation, excluding December 1 through December 25.

If you have any questions or concerns about the Vacation Scheduling or Leave in general please contact the Union Office at 210-271-0853



Representing Postal Workers for Over 100 Years

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

PLEASE POST

NEWSFLASH

Volume 20 Number 46
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alexalemanapwu195@yahoo.com

(O) 210-271-0853 (F) 210-224-6221
Jeff Greenlee – NewsFlash Editor
apwusaal195@gmail.com

November 1, 2024
David Z. Hernandez - Vice President
dhern79@yahoo.com

OPEN SEASON BENEFIT FAIR



FRIDAY

NOVEMBER 15, 2024

6:30 AM to 7:00 PM

USPS GMF TRAINING ROOM

OPEN SEASON BEGINS NOVEMBER 11 – DECEMBER 9, 2024

POSTAL SERVICE HEALTH BENEFIT (No longer FEHB)



APWU/SAAAL Health Plan Representative David Estrada will be present to answer any questions or concerns about the APWU Health Plan.

David is also the San Antonio Alamo Area Local Retiree 1 Chapter Vice President.

Please look for additional information on the SAAAL Website (apwu195.org) Links and Resources/APWU Health Plan link.

For other questions or concerns please contact the Union Hall at 210-271-0853.

APWU Health Plan Premium Comparison Chart

Plan	Option	Enrollment Code	Enrollment Type	2025 Biweekly Empl. Pays	2025 Monthly Empl. Pays	Biweekly APWU Rate
APWU Health Plan	High Option	23A	Self	109.86	238.03	
APWU Health Plan	High Option	23B	Self & Family	277.28	600.77	
APWU Health Plan	High Option	23C	Self Plus One	213.05	461.61	
APWU Health Plan	Consumer Driven Option	23D	Self	80.62	174.68	16.12
APWU Health Plan	Consumer Driven Option	23E	Self & Family	191.16	414.17	38.23
APWU Health Plan	Consumer Driven Option	23F	Self Plus One	175.23	379.66	35.05

Out Of Section Settlement

Mr. Lamont Brooks
Assistant Director
Clerk Craft Division
American Postal Workers Union, AFL-CIO
1300 L Street, NW
Washington, DC 20005-4128

Re: USPS #Q00C-4Q-C05160653
APWU #HQTC20052

Dear Mr. Brooks:

Recently we met in pre-arbitration discussions regarding the above referenced dispute. The interpretive issue in this dispute is whether the use of light/limited duty employees in Mail Processing is an exception to the negotiated day-to-day seniority for the assignment of Clerk Craft employees outside their principal assignment area.

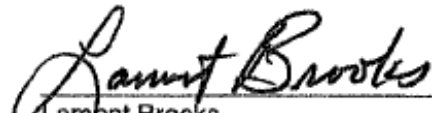
After further review and discussion, it is mutually agreed to resolve this dispute in accordance with the following:

In Mail Processing, when management determines the need to assign employees outside of their primary assignment area, such assignment will be based on operational needs and the employee's qualification, in accordance with the May 9, 2002 MOU Re: *Mail Processing Clerk Position*. Day to day seniority will be applied as follows:

1. When management determines the need to assign an employee, or a number of employees outside of their primary assignment area, the employees are moved by juniority (except when a junior employee with a scheme assignment has not reached the current minimum 30 hour sortation during the accounting period). (See Article 37.3.F.10 and the 2012 JCIM, Article 37, page 8 – Q&As 33 & 34)
2. Any employee not holding a bid duty assignment, within the principal assignment area, will be moved prior to moving any mail processing employee who holds a bid duty assignment.

Accordingly, the parties agree that any case held pending this national dispute will be resolved in accordance with this agreement and local fact circumstances. If the parties are unable to resolve the cases held in accordance with this settlement agreement because they contain issues not covered by this agreement, they may continue through the Article 15 grievance/arbitration process.


Rickey R. Dean
A/Manager Contract Administration
United States Postal Service


Lamont Brooks
Assistant Director Clerk Division
American Postal Workers Union
(AFL-CIO)

Date: 2-2-2016

Date: 2-2-2016

General Membership Meeting

November 16, 2024
11:30 A.M.

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

*****AGENDA*****

Financial Report
Officers Reports
Executive Board
Recommendations
20 - \$50 gift cards
\$500 Door Prize

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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The Deadline for
articles to appear
in the
January / February
Dispatch is

Dec 20

Your cooperation is
appreciated.

