



VOLUME 71 NO. 1

SAN ANTONIO ALAMO AREA LOCAL



JANUARY / FEBRUARY 2025

PRESIDENT ALEX ALEMAN

Peak Season Ends in Disaster



I want to thank the craft members, clerks, maintenance, and motor vehicle service, for doing a great job during the Christmas Season despite the chaos created by Plant Manager Kim Calderon. Can you believe that management planned a whole year for

As local president, I submitted various Unfair Labor Charges against Plant Manager Kim Calderon for her union-busting tactics. The local filed a Labor Charge against Plant Manager Kim Calderon for not providing the information requested by the union, not bargaining in good faith with the union, denying our members their right to representation, and denying stewards their right to represent our members. Throughout my years as local president, I have never witnessed such chaos and mismanagement of the collective bargaining agreement. The Plant Manager placed more emphasis on numbers rather than the collective bargaining agreement and postal workers.

the chaos we witnessed at the Plant.

The Plant Manager's Christmas plan included hiring 10 PSEs, No SIPS, which means no automated equipment to process parcels, operate the SPBS and RBUS 20 hours a day, process parcels manually and exhaust the overtime desired list. The Plant Manager's plan did not go accordingly because of the high volume of parcels, which one can expect during the Christmas Season. There were delayed parcels coupled with the high volume of parcels, the Plant Manager resorted to violating the collective bargaining agreement.

“Every steward and officer will have to become more active in the grievance procedure. Stewards need to become more active in the grievance procedure. Management violates the contract every day and everywhere”

The union requested to meet with the Plant Manager to discuss her decision to violate the collective bargaining agreement by utilizing employees from other crafts and EAS personnel to perform clerk work. The Plant Manager ignored the union's request for a meeting. Plant Manager Kim Calderon took it further and denied postal workers their right to speak with the steward to report contract violations. Stewards were denied union time to speak to the members and process grievances.

On December 11, 2024, I sent Plant Manager Kim Calderon an email and, in the email, I informed her that “The lack of clerk staffing, lack of PSEs, and lack of equipment to process mail is not considered an Emergency. An Emergency is an unforeseen situation. The situation at the Plant should have been declared a “Disaster”!

Plant Manager Kim Calderon needs to be removed from her position for planning and creating a Disaster at the San Antonio Processing and Distribution Center. The year 2025 will bring many challenges to the union and its members, and we will have to be more active in the grievance procedure. When members witness management violating our collective bargaining agreement, request to speak to the steward and file a statement on the violation you witness. The union will never succumb to management's actions of violating our contract. Every steward and officer will have to become more active in the grievance procedure. Stewards need to become more active in the grievance procedure. Management violates the contract every day and everywhere.

Plant Manager Kim Calderon was not forthright with the union, she never informed the union of crossing craft assignments and EAS personnel performing clerk work. The Plant Managers' blatant violation of our contract created a strain on our workforce.

As our National Clerk Craft Director said, we need to become a grievance machine. The union needs members to become union stewards. If anyone is interested, contact your craft director or call the union office. The union will provide the training and compensate you for the day of training.

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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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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FAX (210) 224- 6221

STEWARDS OFFICE GMF (210) 967-4729

FAX (210) 653-1124



2025 Scholarships Now Available Now is the time to start preparing



San Antonio Alamo Area Local Jonell MacKay Memorial Scholarship

Three (3) \$1000.00 Scholarships Awarded
Applications must be Son/Daughter/Qualifying Dependent* of an active member of the San Antonio Alamo Area Local, AFL-CIO.
Applicant must be a senior attending high school or other corresponding Secondary school.
Scholarship recipients must attend an accredited college of his/her choice. Applicant must make own application to the college.
Applications for scholarships must be made on an official application form and postmarked by the USPS no later than April 30, 2025.

Visit the San Antonio Alamo Area Local Website at apwu195.org

American Postal Workers Union

The E.C. Hallbeck Memorial Scholarship will award \$8000 (\$2000 annually) to ten recipients (one male and one female from each of the five postal regions) to apply towards their four-year college tuition.

Vocational Scholarship winners will receive up to \$3,000 for specialized training in such fields as culinary arts, medical or dental assistant, electrician, real estate, auto mechanic, certified IT/computer education, cosmetology, or massage therapy, etc. Eligible programs can be of a nine-month to three-year duration.

Best Essay Award—One "Best Essay" winner is selected from the applicant pool to receive a one-time \$2,000 award towards his or her four-year college tuition.

Applicants must be a child, grandchild, stepchild, or legally adopted child of a current, retired, or deceased APWU member. Proof of membership required for deceased members.

The scholarship deadline for next year's applicants is May 31, 2025.

For complete information go to apwu.org/scholarship-programs

2025 Texas AFL-CIO Scholarship Program

Who May Apply: Members or children of members of local unions or children whose legal guardians are members of local unions that are affiliated with the Texas AFL-CIO and the local Central Labor Council.

Applicants must be high school seniors who are planning to attend a university, college or technical institute in the summer or fall term. Scholarships are one-time grants of \$1,500.

Application forms are available at texasaflcio.org/scholarship, from your Central Labor Council, or from the Texas AFL-CIO Education Department - P. O. Box 12727, Austin, Texas 78711.

Application deadline: January 31, 2025

Union Plus Scholarships - Scholarship for union families

Eligibility criteria: Current and retired members of unions participating in any Union Plus program, their spouses and their dependent children (as defined by IRS regulations) are eligible. Grandchildren are not eligible unless a legal dependent (as defined by IRS regulations).

At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31, 2026.

The applicant must be accepted into a U.S. accredited college, university, community college, technical or trade school at the time awards are issued. Awards must be used for the 2025 - 2026 school year.

Undergraduate and graduate students are eligible to apply.

Application deadline: Friday January 31, 2025

VICE PRESIDENT

DAVID Z. HERNANDEZ

Another Year of Pandemonium



HAPPY NEW YEAR 2025

Brothers and Sisters, Hopefully everyone had a blessed and prosperous year, thanks to our Lord and Savior for giving us another year, our prayers go out to our loved ones and friends we lost in 2024.

Chaos Peak facility (Warehouse)

The Christmas rush came and went, and as promised it was chaos, a lot of you were working plenty of overtime hours and even the non-overtime desired list (OTDL) clerks were being drafted.

Typically those employees on the OTDL elect to get off the overtime list to avoid having to work many hours. However, many of them still volunteered to work many hours of overtime.

The new temporary holiday building looked almost as big as our former Postal Support Annex (PSA) warehouse from last year, but it also had it's shared of issues.

The continual echoes heard was "What was the Union doing about the chaos, and why we allowed such a mess". The question that should have been asked is why is upper management allowing for the post office to fail with the hiring of only 10 PSE's for our Peak season.

Our local leadership had mentioned to our rank and file at previous union meetings leading up to the peak season and with NewsFlashes what horrible decision making Postal Leadership was prepared to do.

For some insane reason, we have employees passing a vicious cycle of lies that our local Union agreed with the changes. One just has to read President Alex Aleman's article to read on the charges he filed against our local management for the chaos they created. The Union has NEVER had the Power on how many employees to hire or keep!!!

The hiring is done by the USPS when announcements are posted on USPS.com. Anyone interested in working for the postal service Must create a profile and then apply.

Excess Overtime

Bottom line I know the OTDL members were happy when they saw a little extra on their Christmas check from all working many hours of overtime. The union witnessed many types of violations from the performing of clerk craft work by supervisors, MVS drivers, maintenance custodians, etc.

Clerk Craft Director "A" Kevin Spencer and his team of stewards have been filing class action grievances for these violations despite rumors from those who claimed that the union is not doing anything about these actions.

President Alex has been very pro-active concerning these types of violations. He has scheduled multiple attempts to have meetings with Plant Manager Calderon although she has elected not to respond to her mess.

Prior to the peak season the Union met at the Labor Management Meeting to address concerns to avoid the chaos from previous holiday seasons. Several locations on the site of the peak warehouse was found months in advance and Kim Calderon was in Houston, TX working on issues for their plant when she should have been more active in our Plant.

"The continual echoes heard was "What was the Union doing about the chaos, and why we allowed such a mess". The question that should have been asked is why is upper management allowing for the post office to fail with the hiring of only 10 PSE's for our Peak season."

Union Meetings

As we start our new year, I hope to see more members attending our monthly meetings. We love to see more of the first timers join our camaraderie, this is your

Union Hall, so let your voice be heard. This administration will always put the members first, as musketeers saying goes "All for one, and one for all".

Plans/Contract

De Joy's ten-year (10) plan of destruction is still in place with changes still coming down the road without any changes to returning our delivering standards back to normal. As far as our contract is concerned, please visit the APWU.org website for more information. Once again let's all start this year, fighting for our rights and jobs, as our National Officers always tell us "All work is clerk work". Hopefully we can get a great contract .

Health Insurance change

I'm sure by now everyone was aware about the changes in your healthcare insurances going from FEHBP and now we fall under the Post Service PSHP, we did have some issues, and I'm glad the APWU National got involved to assist those with selecting the health insurance best for them and obtaining an extension to selection one. Hopefully everyone was able to take care of it.

Members, you are our eyes and ears, if you see a violation or think it's a violation please request to see your steward. Our office also can be contacted in case, and we will make sure to pass it along.

Jeremiah 29:11 For I know the plans I have for you. "Declares the LORD," plans to prosper you and not to harm you, plans to give you hope and a future.

SECRETARY TREASURER

JEFF GREENLEE

USPS Privatization – A New and Real Threat



First of all, I hope that you and your families had a Safe and Joyous Holiday Season.

I know that local management did everything it could to delay the mail and bring morale down during this season, even to the point of declaring an “emergency” to process the mail. The “emergency” was that management did not plan, was unable to plan, and did not have the management skills to plan, the holiday surge in mail, especially packages. It even went so far as to make its managers and other crafts join in the distribution of the mail.

The SAAAL is dealing with this issue in the grievance process, but I would like to quote Alex Aleman, SAAAL President, when he stated that management should have “instead of declaring an emergency, they should have declared a disaster”, and the disaster is the Postal Service management in San Antonio.

...but soon it will be back to normal... that is, local management will do everything it can to delay the mail and bring morale down, and the management disaster will continue.

...but soon it will be back to normal... that is, local management will do everything it can to delay the mail and bring morale down, and the management disaster will continue.

Privatization

I want to discuss a very serious issue that has been brought forward with the U.S. National elections that occurred in November. This article is not meant to **question** or judge anybody's vote, voting is a personal matter and people vote for many reasons, but as I have stated on many occasions “elections have consequences”.

As we all know the Electoral College elected Donald Trump as the next President. Contrary to what is stated in some media, it was not a mandate, as he has stated, as the final count had more Americans voting against him, he had less than 50% of the vote, but that is the system that we use to elect our President so be it.

So, Trump has decided that he wants to privatize the Post Office. Privatization basically refers to the process of transferring ownership or control of a property, business, or industry from the government to private entities.

This idea of privatizing the Post Office is nothing new, I remember when I first started at the Post Office in 1982 there was talk of privatization, but it was NEVER stated by a President while standing behind a podium bearing the Great Seal of United States.

As reported by Forbes Business, *Trump at a December 16 news conference “Privatizing USPS is “not the worst idea I’ve ever heard,” Trump told reporters... saying his team was “looking at it,” after the Post reported Trump had discussed privatizing the agency with Commerce Secretary nominee Howard Lutnick.”*

Members of Trump’s “Department of Government Efficiency” run by billionaires Elon Musk and Vivek Ramaswamy had also held “preliminary conversations about major changes” to USPS, the Post reported, and Musk seemingly endorsed privatization on X, formerly known as Twitter, on Monday, responding “yes” to a post that called for privatizing the agency and letting Americans opt out of receiving physical mail.”



Postmaster General DeJoy (Trump appointee) Covers his ears amid criticism from lawmaker at a December 9 Congressional Oversight Hearing

Trump also went on to say, “There is a lot of talk about the Postal Service being taken private,”. “It’s a lot different today, between Amazon and UPS and FedEx and all the things that you didn’t have. But there is talk about that. It’s an idea that a lot of people have liked for a long time.”

While Trump referred to private companies like FedEx and UPS, they do not face the same obligation to deliver to all areas that are not profitable as does the Postal Service. The founding principle of the USPS is “Universal Service”. That means that whether you live in Alaska, Guam, Puerto Rico or the Virgin Islands, as well as all points in the continental U.S. you

get your mail service at a set price, that being considered, the USPS price for a first-class stamp is less than that of the next lowest Japan, while Japan is roughly the size of Montana alone.

I do NOT believe that the Postal Service was intended to be a money-making process, although, due to acts of Congress and mismanagement, it has been burdened with debt. The mission of the United States Postal Service (USPS) is to serve the American people and bind the nation together by maintaining and operating a unique, vital, and resilient infrastructure. The USPS provides reliable, affordable, and universal mail service, handling personal, educational, literary, and business correspondence. Nowhere in the mission statement does it state that it is to make a profit.

So, yes, a lot of people have liked the idea of privatizing the Postal Service for a long time, but for the wrong reasons, unless you are a Wall Street Tycoon.

There is an excellent article from Forbes Magazine about [the 7 Reasons Why Privatizing The Postal System Is Ridiculous And Foolish](#). I would suggest that you Google the

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Privatization Continued from Previous Page

article and take 10 minutes to read it, the information is quite compelling as the author touches on the many reasons that privatizing the Postal Service is a bad idea that includes:

- Political Reasons-
- Congresses hindering of the Postal Service-
- Postal Workers are largely unionized and that the unions tend to lean Democratic-
- Efficiency in corporate hands-
- Constitutional Issues-
- The ability of others to handle the sheer volume of mail the USPS handles-
- Public Mandate-
- Consumer interests-
- Income inequality-
- Public property giveaway
- Privacy Issues
- Set things right, don't sell them off-

So what can we do now as proud Postal Service employees?

First of all, we cannot rely on the Postmaster, who is a Trump appointee, to fight for the Service. He gives himself an "A" on his administration of the Postal Service and when criticized and questioned by a Senator he covered his ears like a five-year-old with a temper tantrum and didn't want to hear it.

So, we must take the lead in preserving the Postal Service. Contact your congressmen, both the House and the Senate and let them know that the impact on the country would be devastating, especially to those who live in rural communities where the daily mail service would almost surely be lost and a major form of communication for the private and business community could be lost forever.

The Postal Service is a large organization, and as such it has problems, but the emphasis should be on repairing those problems, not allowing unelected billionaires to decide what is good for the country by selling off the Postal Service like a garage sale and throwing up your arms in despair and burning it all down. Be Active!

Union Finances

Well the year is finally over and I am glad to report that the state of your Union finances is good and promising.

For the year we had \$611,000 in Total Income, an increase of almost \$46,000 from last year with the majority of that additional income in our Per Capita, that is the dues monies that you, as members pay toward the operation and representation that the Union affords. There was a dues increase in November '23, but also the Local has been active in signing up new members, some old, some new, while maintaining over 90% organized. All officers and members should be commended for signing up those non-members. But the work is not done as we

have over 120 non-members out there. Please remember that we offer a \$150 incentive to any member who signs up a non-member.

As far as our total expenses are concerned at \$586,000, it is not surprising that the largest expenditure that we have is the compensation of Officers and members in the form of salary and other compensation. This expense covers a wide range. It ranges from officer salaries to compensation for training, grievance processing, time for the good of the union, educational conferences, conventions, different avenues of communication with the members, and the list goes on. This is an expense that has a positive return in better trained steward/officers, better informed members, and in turn represents the members of the San Antonio Alamo Area Local.

Of course another major expense category was for Conventions and Seminars. Last year we hosted the Texas Postal Workers Union Educational Conference, and we also sent your elected Delegates to the APWU National Convention.

The expense for these events was over \$77,000 but it was budgeted and the impact on our bottom line, although significant, did not create a financial issue. We continue to plan for, and budget for, the events in 2025 to include the Texas Postal Workers Union Convention and the APWU Educational Conference.

Of special note is that we did all of this while still maintaining our two full-time officer structure. We are one of the few Locals our size in the country that is able to do this.

One thing I want to touch on is that, through the initiative of President Alex Aleman, and the cooperation of the Craft Officers and Stewards, we have moved to the Electronic Grievance System (EGS) where grievances are filed and processed electronically instead of through the mail. This is reflected in our savings of postage at almost \$9,000, a 40% decrease in postage from 2023 to 2024.

Many of the large expenditures that the Local has are budgeted and planned for with our Special Funds. These funds are funds set up for specific reasons so that when the expense arises there is money already put aside for that purpose. By maintaining these funds, the resulting impact, although it may be large, does not affect our normal operating account for the day-to-day operation of the Local. Maintaining these accounts is vital for the fiscal health of the Local.

Of special note is that we did all of this while still maintaining our two full-time officer structure. We are one of the few Locals our size in the country that is able to do this. This allows members full access to the Union Hall and the ability to contact their elected officials easily and with confidence.

I am personally proud to report that the quarterly audits of your finances in 2024 with the SAAAL Trustees did not find any major issues with the bookkeeping/record keeping and what small issues were raised were easily rectified. I want to thank the Trustees, and Chairperson Daphne Belton, for their commitment in ensuring that your Union monies are spent according to the Constitution and Labor Law.

With all the expenses, both positives and negatives, at the end of the year I am proud to report that the Local had a revenue surplus of almost \$26,000. We achieved this through sound fiscal management and decision making of the members and officers.

EDITOR

CARLOS BARRIOS

Becoming a Grievance Machine



New Year

Welcome to 2025, and as we embark on a new year, American Postal Workers Union (APWU) will be diligent to filing grievances like a grievance machine!!!

In the words of our Clerk Division Director Lamont Brooks, "We need to become a Grievance Filing Machine".

If you are wondering why certain offices or are getting compensated for contractual violations that are appearing at your facility, then reach out to your steward of record. There is no reason certain offices are getting paid for 204B usage, TACS violations, and other issues. Your local Steward representative should be filing grievances, however, to do so they need to be present at work at least 85 to 90% of the time to have a firm grasp of what is occurring at the offices.

Every pay period TACS and 204B grievances should be filed automatically by your steward. Reach out to your craft director and local President and request the status of grievances for your office. Don't allow for one or two offices to become cash cows.

Per the words of our Clerk Division Director, Lamont Brooks, "**We need to become a grievance filing machine.**" If Lamont Brooks takes time to file grievances and convey his thoughts in articles for the members to read, there's no reason why we can't do the same for you.

Pseudo Stewards

Don't be fooled by those employees who claim to know the contract or spend time speaking negatively about the stewards that have stepped up to the challenge. It is time that we continue to ask to see a steward and see firsthand the work of grievances being filed than rely on the opinion of a union buster. Rumors are carried by Haters, spread by Fools, and accepted by Idiots.

EGS

Electronic Grievance System (EGS) is a web-based grievance software system to help improve the efficiency and security of our grievances. It uses "cloud" technology, to allow the stewards to fill in grievance forms, save them to file and add documentation at each step of the grievance procedure. EGS is only an APWU platform, and no USPS Supervisor has access unless a steward compromised their credentials by giving it to them.

Don't place much stock in someone who spouts rumors without having any validity to their source of knowledge of information. That type of unsupportive source is as valuable as the same source that was given to the navigator of the Titanic before it slammed into the iceberg.

I reached out to our National APWU Leadership concerning EAS having access to our EGS and they immediately stated that was UNTRUE!!!! The only way that can happen if a steward forfeited their integrity and provided management their credentials to EGS.

Clerk Leadership

I would like to thank our National APWU Clerk Division Leadership of Director Lamont Brooks, Assistant Directors Sam Lisenbe and Lynn Pallas-Barber. They work diligently and continue to fight to secure the rights and benefits of our APWU Clerk Craft. They are very busy in their everyday business which includes handling issues of the Clerk Division which is the largest division of the APWU.

"Every pay period grievance should be filed automatically by your steward. Reach out to your craft director and local President and request the status of grievances for your office. Don't allow for one or two offices to become cash cows"

They proudly represent approximately 150,000 postal clerks in post offices large and small across the country. Representing clerks that perform work at retail windows, mail processing, call centers, bulk mail entry, sales retention, and administrative office environments to name the most common. They still make time to file grievances and submit articles for the clerk craft division.

Nobody in the clerk craft division from any city has more on their plate than this trio of our division. This should be the barometer that we should use to measure our progress. They have set the standard for all of us to follow. No Director, Assistant Director, Chief Steward, or Steward should ever say that they are too busy not to file grievances.

Imagine if the Clerk Division Leaders came to work only 50% of the time and spoke rumors about union activities or took time to criticize other stewards, and not file any grievances or support the craft? It would be as chaotic as our postal leadership that has no idea what they are doing from day to day.

Meeting

Please make an effort to attend a union meeting. Ask your Director for an Article 10 letter to attend the meeting. You can inform your supervisor that you can work the hours leading up to the meeting and then take LWOP or leave or one can come in later after the meeting especially since the meeting doesn't begin to 11:30am. See you at the meeting and have a great 2025.

In Solidarity, Carlos Barrios

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Kim Calderon Mistreated VMF Employees



Happy New Year. The Motor Vehicle Craft (MVS) continues to work long hours making sure the mail gets delivered to every customer.

The union thanks everyone for their your dedication and hard work. We have a lot in front of us going into 2025. National continues to fight for union members for a fair contract. MVS Craft Director Mike Foster

continues to fight for us union members and will make sure you stay updated with information when we get notified.

What Opportunities for VMF

In the plant many Employees noticed many EAS Employees performing bargaining unit work in the clerk craft for many hours. Postal Employees from other crafts even had the opportunity to perform clerk work.

Management seemed to have an answer to justify why so many violations occurred. I was very disappointed when I witnessed so many Employees in different crafts performing clerk craft work at the overtime rate while Employees in the Vehicle Maintenance Facility were only working two hours or less a pay period. Plant Management never attempted to contact management at the VMF for overtime opportunities in the clerk craft. Allegedly postal management informed the union verbally "this is an emergency". I stated, "if this is a true emergency you would have all hands on deck and included the VMF Employees". It seems like the VMF employees are always left out and the last to know about anything. I have reached out to Plant management to include the VMF Employees. I know many of the employees have volunteered to work two hours, four hours, and even their sixth day.

The VMF Employees were treated unfairly by Plant Manager Kim Calderon for not affording them the opportunity to work overtime by performing clerk work. Management should have used all craft employees prior to using any EAS. The VMF continue to work hard keeping the Postal Service Vehicles on the road and operating safely, and without the vehicles they wouldn't be moving any mail.

Vehicle Repairs

Many MVS employees have made the union aware of the trouble they go through for vehicle repairs. One union member stated "it used to be so easy back in the day.

We used to pull up to the shop and you guys would fix our tags and other complaints as long as it was a quick fix". There is a process in place for reporting vehicle repairs. It starts by correctly filling out a Vehicle Repair Tag (PS Form-4565) and handing it to your supervisor. At this point your supervisor will input the Vehicle Repair Tag PS Form -4546 in RADAR. This notifies the VMF of your issue/complaint. It is important you itemize your issues as we are instructed to only repair the issues you have indicated on your Vehicle Repair Tag. You also should indicate if the issue was not corrected on the first tag/PS Form-4546.

I usually write second request on the repair tag. When you get your vehicle back and the issue is still not repaired

request to speak with your steward and fill out a PS Form-1767 and indicate your issues/complaints. It is the Employers responsibility to provide a safe working environment. You have a right to work in a safe environment. Safety is also everyone's responsibility. Don't rely on someone else to report unsafe conditions

"The VMF Employees were treated unfairly by Plant Manger Kim Calderon for not affording them the opportunity to work overtime by performing clerk work. Management should have used all craft employees prior to using any EAS"

and/or practices.

Practice What You Preach!

Everyday only Tour two Employees clock in and listen to VMF management give safety talks. These safety talks usually end up where the supervisor attempts to relate to his personal life. The union has expressed the difficulties, and the effectiveness of these safety talks as soon as they clock. Though all the "rights" and the "life stories" we must listen to, somehow, we get by. We are told through talk after talking about working safely and reporting unsafe practices and equipment. The employees do just that. The VMF had an exhaust fan that wasn't working. It was red tagged (PS Form-4707) in April Of 2024. It was not until the union got involved and had to act just for a simple repair to be made.

Maintenance was able to come over and install a belt on the motor. This occurred in November. All VMF management did was write up work orders. Management wants a safe working environment just like the employees. VMF Management must do more. It is easy to just talk, but action speaks louder than words. Management could get involved by attending the Labor Management Meetings, and meeting with Plant Management. The union has filed grievances just to get shop equipment repaired. What is management doing?

Hope to see you at our next General Membership Meeting, January 18, 2025. And looking forward to great and rewarding representation to the MVS craft. If you are interested in becoming a union steward please reach out to myself or President Aleman so we can get your trained.

CLERK CRAFT DIRECTOR "A" KEVIN SPENCER

Stay Clear of the Flying Circus



Greetings Sisters and Brothers, Very much hoping your Holidays were filled with many good things. I know it has been rough at the plant...another Peak avalanche with long hours and seemingly endless mandated overtime, yes, even on Christmas Day.

Quite a shocking and exhausting month of December with Mail handlers? Custodians? Maintenance personnel? MVS? and, you saw it too, Supervisors??? ----ALL performing clerk work.

If you're hearing this dreck on the workroom floor steer clear and seek shelter as garbage might be flying your way. This has been an extremely trying peak season. For those that sought the extra overtime I hope that it had a positive financial impact for your families. Anyone that might be truly interested, grievances at the plant continue as we are filing class actions for the ongoing violations. And yes, we are actively seeking compensation for everyone affected. Even nonmembers who operate in union busters' tactics are included.... Enough said, for now. When you see a contract violation, please request to see a steward! We also rely on YOUR eyes to assist the stewards to investigate grievances.

We have never seen such blatant and excessive Crossing craft violations to this magnitude EVER before. At the time of writing this article these violations continue. And still, many concerning questions remain... Many people on the floor are distressed and there's no easy answer. Hiring caps, sure. Unpredictable mail volume, yeah. Lack of planning, ok. YET, HOW DID IT GET SO OUT OF HAND?

"...for anybody to point the finger, spreading gossip, and insinuating that our local agreed to conditions for management to violate the CBA is preposterous at best"

There had been continued attempts requesting meetings with Plant Manager Kim Calderon yet no meetings were scheduled, and those requests went unanswered. In most cases, we all saw the violations as they happened---all were already underway as the union became aware of the problem. We may never know if the plan was to merely violate the Collective Bargaining Agreement all along, but that's very much what it seemed like.

Mail volume hasn't leveled out yet for the moment and still not enough hands to meet the demand... For now, I tip my hat to all crafts that continue to work effectively despite these infractions. They too are following the instructions of their supervisor and continue performing Clerk work.

Management has described this year's Peak crisis as an emergency. By all accounts, the numbers were on the wall--well in advance!! There was fair warning of the IMPENDING CATAclysm. Gridlock and no advance planning yielded devastating results. Our customers are still asking for tracking status at certain hubs. A Christmas to remember, for sure.

I hesitate to utilize this space to respond to rumor mongering. But, for anybody to point the finger, spreading gossip, and insinuating that our local agreed to conditions for management to violate the CBA is preposterous at best.

In other news, congratulations to nine (9) more Postal Support Employees (PSEs) converted to Full Time Regulars (FTRs) this December! Their effective date is 12/28/2024. And in the new year, vacancy postings will be up on 1/10/2025.

As we look ahead to an exciting 2025, I would like to continue encouraging everyone to stay tuned to our local and national website for updates on negotiations with our new contract. Please show Solidarity, especially during this crucial time!

Wishing you a prosperous and hopeful New Year.

My gratitude to Assistant Clerk Craft Director Giovanna St. John, Chief Stewards Annette Martinez and Phillip Doxie, Stewards Nick Sondhi, Mary Skala, Jess Rooney, and Laura Castillo for all their hard work and long hours which does not go unnoticed! And again thanks to President Alex Aleman, Vice-President David Hernandez and Secretary/ Treasurer Jeff Greenlee for their outstanding and encouraging leadership. Despite of all the obstacles that we face as a union you continue to keep us steered in the right direction. I would like to also thank our National Business Agents Charles Tillman, Diann Scurlark and Carlton Williams.



MAINTENANCE CRAFT DIRECTOR

TOM VAN METER

USPS Mirrors a Prison



On panopticons and round tables, A Panopticon is a facility often part of a prison, with a central tower surrounded by cells; a single guard in the tower has a 360' view of everyone and everything inside. A Round Table is a headless table there is no position of power, privileged or authority. A free and equal place to collaborate, share ideas and grow. Panopticons and round tables are fundamentally different; in one scenario power and knowledge are concentrated to a single isolated lonely point, the other is an egalitarian field to share knowledge, hear and see each other as equals working for the common good. The guard whom watches the prisoners of the panopticon is a lonely isolated disengaged point of power and influence; a hoarder of knowledge and a thief of progress.

The prisoners are isolated and paranoid, worried and ignorant of any happening outside of their cell and the guard tower. Those whom have chosen to sit at a round table find themselves seeing all others whom sit at the table, hearing them and sharing knowledge openly. When seated in a way to see the humanity and knowledge in each other we raise our awareness together and can move in the best ways towards a common goal that benefits all. We must always work to see each other, develop common understandings and learn from everyone.

We Must always guard against being the single point of information, authority and power; in this our collective pursuit. By everyone having a voice and being heard we add more depth; reach more individuals, as no one will ever be a direct match to any other person. These other quiet often marginalized voices must be heard, we must work to understand them and bring them into our communal pursuit. Recognizing that One's personal way may align with some portions of others and not at the same-time with the same person; evermore knowing that one may find themselves directly opposite of another fellow in this pursuit, yet by compassion and camaraderie in this our collective we accept these differences and disagreements. These differences and disagreements are where the greatest learning can be accomplished the greatest conversations can be had in exploring each others positions. Stay curious, open minded and compassionate when dealing with others. This is why it is important as when there are more of us from different backgrounds and with different ways we start to better represent everyone.

The USPS mirrors the above mentioned above.



AFL-CIO President on the 2024 Election Results

Presidential administrations change, but the labor movement's values do not. We stand for the freedom to organize and for the right to collectively bargain. We stand for solidarity-the kind that is built when working people stand together to take on the biggest, richest bosses and the most powerful extremist politicians. Most importantly, we know how to fight back when anyone comes after our freedoms.

This result is a blow for every worker who depends on our elected leaders to fight for our jobs, our unions and our contracts. We organized for months to produce a nearly 17-point advantage for Vice President Kamala Harris with union members. But it is clear that the economic struggle working-class people are facing is causing real pain and neither party has sufficiently addressed it.

Now we are faced with the reality of a second Donald Trump term. The Project 2025 agenda promises to dismantle labor unions because we are a pillar of democracy and a check on power. We've seen assaults on our fundamental rights before. In the days, months, and years ahead, labor's task will be to defend working people when it happens again. The labor movement gives voice and clarity to the struggles of working people-that's what we do, and what we've always done.

Every workplace we organize is a victory for democracy. Every contract we bargain for is a step toward a fairer economy. Every strike is a lesson for rich bosses that they can't keep the working class down. No one, not Donald Trump or JD Vance, nor any one CEO-can stop solidarity.

Organized labor is the path forward. In unions, people have power to build a stable foundation for themselves and their families. To say, "It's Better in a Union," is not simply a slogan-it's the way to level the playing field and create a path to economic security for every working person. The nearly 13 million union members of the AFL-CIO won't be divided and we won't back down. We will be there for each other and we will fight every step of the way for every



Retirement Seminar

If you want to retire easily, confidently and stress free, RSVP today.

We will cover:

- FERS Retirement
- FERS Supplement
- FEGLI
- TSP
- Retirement Booklet
- and Q & A



Space is Limited

RSVP to
Vivian Kolenda
(512) 791-1019

Vivian has worked in the financial industry for over 41 years, is an APWU Auxiliary member and has given several retirement workshops at the APWU State Convention & Education Conference.

Date: Saturday, February 1, 2025

**Time: 10:00 - Noon and
1:00 - 3:00**

**APWU Union Hall
13102 Lookout Run
San Antonio, TX 78233**

Kick Off the New Year with A Plan for Retirement



By Vivian Kolenda
Federal Benefits Specialist
American Benefits Exchange
(512) 791-1019

Kick Off the New Year with a Plan for Retirement of motivation to set goals and make positive changes. Even though you might be focused on other areas of your life, there's one area that deserves your attention: preparing for retirement. Whether you're just starting your career or nearing the end of it, taking steps now can lead to a more comfortable and secure future. Here are some tips to get you started.

1. Review Your Current Financial Picture

Start by taking stock of your finances. How much have you already saved for retirement? Are you contributing to your TSP? If you're married, is your spouse saving into their retirement plan? Do you have savings outside of your TSP? Understanding where you stand today will help you plan where you need to go. Don't forget to check for old accounts from previous jobs—you might have more saved than you think!

2. Set Clear Retirement Goals

When do you want to retire, and what does your ideal retirement look like? Perhaps you dream of traveling the world, starting a hobby, or simply spending more time with family. Having a clear vision can help you estimate how much money you'll need to make those dreams a reality.

3. Increase Your Contributions

The beginning of the year is a great time to adjust your retirement contributions. If your budget allows, consider upping your contributions to your TSP. Even a small percentage increase can make a big difference over time thanks to compound growth. Plus, it could lower your taxable income.

4. Revisit Your Investment Strategy

Is your investment portfolio aligned with your retirement timeline and risk tolerance? Younger savers may want to focus on growth-oriented investments, while those closer to retirement might prioritize preserving capital.

5. Meet with Vivian

Schedule a free personalized benefit review with me to assess your retirement goals, estimate your pension, review your FEGLI coverage, and analyze your anticipated expenses. Together, we'll create a tailored plan to ensure you can retire with confidence and peace of mind. Understanding your unique retirement picture equips you to make informed decisions and feel prepared for the future. Together, we can create a personalized plan to help you retire stress-free and confidently. Call or text 512-791-1019 to set up your free, personalized benefit review today!

6. Involve Your Loved Ones

Retirement planning doesn't have to be a solo endeavor. Discuss your goals with your partner or family members. Being on the same page can help you work toward shared dreams and avoid surprises down the road.

8. Celebrate Small Wins

Retirement planning is a marathon, not a sprint. Celebrate milestones along the way, whether it's hitting a savings target, paying off a debt, or learning something new about finances. These wins will keep you motivated for the long haul.

This year make your retirement preparation a priority. Your future self will thank you for the effort you put in today.

Statement by APWU President Mark Dimondstein on the 2024 Election



Mark Dimondstein
President APWU

Dear APWU Family:

As expected, the presidential election was close and came down to a handful of “battleground” states. Donald Trump has prevailed, riding voters’ deep concerns over the high cost of living and lack of economic opportunity, but also garnering millions of votes by running a divisive campaign based on fear, bigotry, resentment and revenge. In addition the outcome, particularly the lower voter turnout, reflect a frustration and disillusionment with both mainstream political parties.

Kamala Harris, who received a strong majority of union member votes throughout the country, graciously conceded the race -- in stark contrast to Donald Trump when he lost in 2020 and responded by inciting a violent coup attempt to stay in power. I and the national leadership, fully respect that our members hold many varying political beliefs and applaud all those involved in the political process. Members worked for various candidates, participated in the APWU “Labor 2024” program, registered people to vote, talked to co-workers, family and friends, put up yard signs, made phone calls, knocked on doors, worked the polls – and voted! The election is over, but the negative and deep ramifications for postal workers, the labor movement and all workers as indicated by Project 2025, the right wing “blueprint” for a Trump administration, is just beginning.

Donald Trump, in his first term, openly promoted postal privatization, calling for the Postal Service to be broken up and sold off to private corporations for private profit. Had he succeeded, our union would have been broken, our postal livelihoods erased, and our national treasure – the public Postal Service – destroyed. The APWU led the charge, uniting with the people of the country, in defense of the Postal Service, our jobs, and the essential service we proudly provide every day. We defeated the privatization scheme and secured the political support needed to win long-overdue postal reform legislation. So, while we should expect many difficult challenges to come – in the postal world and beyond - we should never forget that working people have the power to prevail. The struggle indeed continues. We will keep our eye on the prize as we work to build our union, strengthen the working-class movement, and based on our common interests, solidarity and unity, prepare for the tough fights ahead.

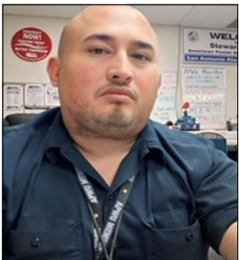
Regardless of who sits in the White House, the APWU remains committed to our goals of fairness and justice for working people – good wages, benefits and retirements, respect for all workers, safe workplaces, workers,’ civil and women’s rights, and rejecting any march toward dictatorship and authoritarian rule. We will continue to work on a non-partisan basis with all those, including elected representatives regardless of party, who share these goals. Our future lies in our hands!

On another note:

Regardless of which candidates you supported, APWU members from all crafts should be extremely proud of our role in enhancing the public’s most precious democratic right – the right to vote. With extra hours, attention, effort and priority, postal workers shined by moving “heaven and earth” to make sure that over 40 million mail ballots were processed, arrived on time and were counted. APWU locals stepped up to ensure the job was done well and any problems were addressed. Once again, we have shown how essential we and the public Postal Service are to the people of the country.

LEGISLATIVE DIRECTOR

ROSS CAMACHO



Sometimes good things happen to good people. December 21st the senate passed the Social Security Fairness Act with a vote of 76 to 20. The bill now awaits President Biden’s signature. This new law would be life changing for retired schoolteachers, firefighters, law enforcement officers and other govt employees. For decades the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) have robbed these millions of retirees of thousands of dollars of their hard-earned money every year.

Detractors of the bill claim it would add \$195 Billion to the national debt over the next 10 years.

Of course, they’re fine with adding billions to the national debt when it comes to giving themselves raises or funding their pet projects. Not to mention this is not some kind of gift. This is money that already belongs to these people and the govt has been taking from them for the past 4 decades.

Below is a list of every senator that voted against it. Remember, this law would benefit govt employees, meaning the senators below couldn’t even be loyal to their own people. The people they work side by side with every day. The same people ran to for protection on January 6.

Chuck Grassley (R-IA), Cynthia Lummis (R-WY), John Barrasso (R-WY), John Thune (R-SD), John Thune (R-SD), Joni Ernst (R-IA), Katie Britt (R-AL), Mike Crapo (R-ID), Mike Lee (R-UT), Ron Johnson (R-WI), Steve Daines (R-MT), Thom Tillis (R-NC), Todd Young (R-IN), Tommy Tuberville (R-AL), Ted Budd (R-NC), Mike Rounds (R-SD), Mitch McConnell (R-KY), Steve Daines (R-MT), Mitt Romney (R-UT), Rand Paul (R-KY), Roger Wicker (R-MS) and Ted Cruz (R-TX).



San Antonio Alamo Area Local #195 2025

JANUARY

	S	M	T	W	T	F	S
PP2				1	2	3	4
	5	6	7	8	9	10	11
PP3	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
PP4	26	27	28	29	30	31	

FEBRUARY

	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
PP5	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
PP6	23	24	25	26	27	28	

MARCH

	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
PP7	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
PP8	23	24	25	26	27	28	29
	30	31					

APRIL

	S	M	T	W	T	F	S
			1	2	3	4	5
PP9	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
PP10	20	21	22	23	24	25	26
	27	28	29	30			

MAY

	S	M	T	W	T	F	S
					1	2	3
PP11	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
PP12	18	19	20	21	22	23	24
	25	26	27	28	29	30	31

JUNE

	S	M	T	W	T	F	S
PP13	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
PP14	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
PP15	29	30					

JULY

	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
PP16	13	14	15	16	17	18	19
	20	21	22	23	24	25	26
PP17	27	28	29	30	31		
	31						

AUGUST

	S	M	T	W	T	F	S
						1	2
	3	4	5	6	7	8	9
PP18	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
PP19	24	25	26	27	28	29	30

SEPTEMBER

	S	M	T	W	T	F	S
		1	2	3	4	5	6
PP20	7	8	9	10	11	12	13
	14	15	16	17	18	19	20
PP21	21	22	23	24	25	26	27
	28	29	30				

OCTOBER

	S	M	T	W	T	F	S
				1	2	3	4
PP22	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
PP23	19	20	21	22	23	24	25
	26	27	28	29	30	31	

NOVEMBER

	S	M	T	W	T	F	S
							1
PP24	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
PP25	16	17	18	19	20	21	22
	23	24	25	26	27	28	29
PP26	30						

DECEMBER

	S	M	T	W	T	F	S
PP26		1	2	3	4	5	6
	7	8	9	10	11	12	13
PP1	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
PP2	28	29	30	31	1	2	

- Holiday
- Payday
- SAAAL Scheduled Union Meeting
- APWU All Craft Conference Oct. 6-8
- TPWU Convention June 25-28

HOLIDAYS

- Jan 01 New Year's Day
- Jan 20 M L King Day
- Feb 17 Presidents' Day
- May 26 Memorial Day
- June 19 Juneteenth
- July 4 Independence Day
- Sep 01 Labor Day
- Oct 13 Columbus Day
- Nov 11 Veterans Day
- Nov 27 Thanksgiving Day
- Dec 25 Christmas

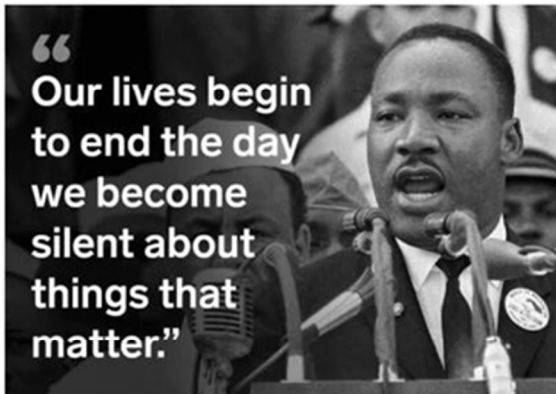


Martin Luther King Jr. Day Holiday

Monday, January 20

Postal Holiday Scheduling;

January 20 is Martin Luther King Jr. Holiday; it is the second (2) holiday of eleven (11) paid holidays for full-time regulars. It is NOT a holiday for Postal Support Employee's (PSEs).



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

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

Article 11, Section 2. Eligibility

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

Section 3. Payment


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

Section 6.C. Schedule

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

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

NOTE: The Holiday Schedule must be posted on Tuesday, January 14, 2025. If you have any questions as to whether the holiday is being properly scheduled ask to see your steward as soon as possible or call the Union Office at 210-271-0853.



APWU

San Antonio Alamo Area Local #195
American Postal Workers Union, AFL-CIO
13102 Lookout Run
San Antonio, Texas 78233

Office: 210.271.0853
Fax: 210.224.6221
Email: apwusaaa0195@gmail.com

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Representing Postal Workers
for Over 100 Years

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

Martin Luther March, San Antonio 2025

The 38th Martin Luther King, Jr. March and Celebration will take place in person on Monday, January 20, 2025, at 10 a.m.

The 2025 celebration will begin with the in-person march kickoff at 10 a.m. at the Dr. Martin Luther King, Jr. Academy, followed by the park celebration at Pittman-Sullivan Park.

Starting Point

**Martin Luther King Jr. Academy
3501 Martin Luther King Dr
San Antonio, TX, 78203**

Ending Point

**Pittman-Sullivan Park
1101 Iowa St
San Antonio, TX, 78203**

Bus Service to the March

Passengers may access bus free service to the march from 8 to 11 a.m. at the following locations:

Freeman Coliseum

**3201 E. Houston St. (Lot 1)
San Antonio, TX 78219**

St. Philip's College

**1801 Martin Luther King Dr. (Lot 22)
San Antonio, TX 78203**

The drop-off point for service to the march will be on MLK Drive, west of Upland Drive.

Return Bus Service from the March

Buses will return passengers to the original pick-up locations from 12 to 3 p.m. Participants may access return service at Pittman-Sullivan Park.



General Membership Meeting

January 18, 2025
11:30 A.M.

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

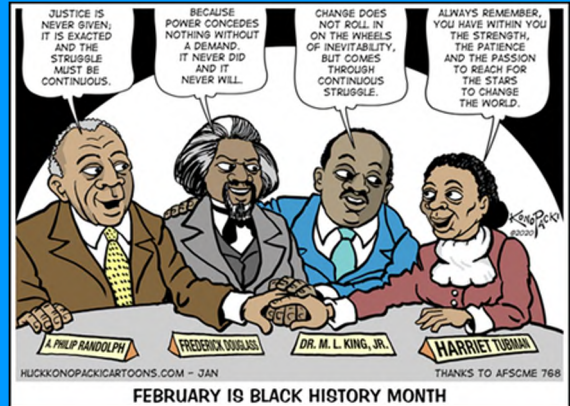
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US POSTAGE
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San Antonio, TX

American Postal Workers Union AFL-CIO
13102 Lookout Run
San Antonio, TX 78233

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*****AGENDA*****

Financial Report
Officers Reports
Executive Board
Recommendations
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The Deadline for
articles to appear
in the
MARCH / APRIL
Dispatch is
FEB 28

Your cooperation is
appreciated.

