

# DISPATCH

Celebrating Over 100 Years  
of Representing Postal Workers



SERVING THE GREATER SAN ANTONIO AREA  
American Postal Workers Union, AFL-CIO

VOLUME 71 NO. 2

SAN ANTONIO ALAMO AREA LOCAL

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## TO DEFEND THE PUBLIC POSTAL SERVICE APWU NATIONAL DAY OF ACTION



**Thursday, March 20  
8:00 AM in front of the  
San Antonio P&DC  
10410 Perrin Beitel Rd,  
San Antonio, Texas, 78233**

**The APWU is fighting back.**

On **March 20**, postal workers and allies across the country will take to the streets to stand together and say **Hands Off Our Public Postal Service!** The APWU's **Day of Action** will join postal workers and the public against these threats of privatization and political interference on the public Postal Service.

**Wear Your Union Colors in a  
show of Solidarity!**

**Together, we say: The U.S. Mail Is Not For Sale**

**ALAMO AREA LOCAL DISPATCH**

Carlos Barrios .....Editor  
Alex Aleman ..... Associate Editor

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

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

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Recording Secretary.....Yolanda De Leon

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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:

**SAAALDISPATCH195@yahoo.com**

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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](http://APWU195.ORG)**

**(Go to pages 14-15 for more information)**

### 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 this year's applicants is May 31, 2025.**



PRESIDENT

ALEX ALEMAN

# The State of the Plant



The current State of the Plant under the Leadership of Plant Manager Kim Calderon is unsatisfactory and the future of the Plant does not look promising. Under the Leadership of Plant Manager Kim Calderon, the state of the work environment is terrible and has not improved and for many employees it has become a nightmare just going to work. The condition of the mail processing facility is deteriorating and in poor condition.

San Antonio Processing Plant Manager Kim Calderon, Managers and Supervisors are not providing our members with a work environment of dignity and respect, something our members deserve and have a right to expect every time they report to work!

The San Antonio Processing and Distribution Center (P&DC) is too small, and it does not provide the square footage necessary to adequately process the mail, especially the parcels. Delayed mail is now the acceptable norm. Kim Calderon the Plant Manager for the San Antonio Processing and Distribution Center is not providing the service our customers expect and deserve. The parcels that are supposed to be processed at the San Antonio P&DC are now being transported by ground to the Houston Processing Facility because the San Antonio P&DC does not have adequate staffing, equipment and space to process the parcels in a timely manner. Because of the inadequacies and mismanagement at the San Antonio P&DC the stations and associate offices are not receiving their parcels to distribute in a timely manner as well.

The facility at 10410 Perrin-Beitel which opened in 1979, at that time had sufficient square footage to process the letter mail. We had the staffing to meet the delivery standards. Back then first-class letters originating in San Antonio would be expected to be delivered the next day, that is not the case any longer, delayed mail has become acceptable in today's work environment.

Now in 2025, we are not in a good situation at the Plant, we are processing more parcels than ever before. The mailers are mailing larger parcels, more manpower and equipment is needed to meet the high demand of processing non-machinable outside parcels (NMO), we are seeing more mail from DHS (tall boys) on the work room floor. At the San Antonio Mail Processing Center, we are understaffed, Mail Processing PSEs are not being hired to assist the regular full-time workforce. The Plant Manager is reducing mail processing duty assignments by reverting vacant duty assignments.

*“The San Antonio Processing and Distribution Center (P&DC) is too small, and it does not provide the square footage necessary to adequately process the mail, especially the parcels. Delayed mail is now the acceptable norm”*

The usage of overtime has increased, employees on the overtime desired list can expect to work up to 12 hours a day, employees not on the overtime desired list can expect to be mandated to work 10 hours a day. Working 10 to 12 hours a day has become the norm, and we can expect that to continue. Working excessive levels of overtime, particularly by non-volunteers, is not in the best interest of the postal service and its employees. This issue has been brought to the attention of Plant Manager Kim Calderon by the local American Postal Workers Union. Using excessive overtime and mandating overtime does not create a good

work environment and does not improve morale.

Plant Manager Kim Calderon has made bad decisions, she has agreed to process the mail from Corpus Christi, Texas and McAllen, Texas at the San Antonio Processing and Distribution Center without increasing our staffing and square footage.

We are so overcrowded at the San Antonio P&DC, we do not have enough restroom stalls to meet the need of the workers assigned there because some of the restroom facility toilets, sinks and urinals are always “out of order”. The men’s restroom by the employee main entrance was recently renovated, new sinks, new toilets, new urinals were installed, it looked great, one big problem, the underground pipes are too old and need to be replaced, the new toilets installed are currently “out of order”.

## 8-hour, 40-hour restrictions

Management must honor medical work restrictions of eight (8) -hours a day, 40-hours a week. That is considered a standard work restriction and does not automatically qualify as a light duty assignment. You should not be told to request light duty. The work restrictions are limitations placed on an employee by their doctor after an injury or illness. The Texas 3 District Nurse does not get involved in such work restrictions. In a USPS letter to Area Presidents dated March 19, 2012, from then Postmaster General Megan J. Brennan, said; not to work disabled employees outside their restrictions, nor to discipline them. Employees who feel harassed by their supervisor because of their restrictions should request to see their steward and file an EEO complaint. Supervisors should honor your restrictions and should never instruct you to violate your restrictions. Tell your supervisor you are not going to violate your restrictions. Working over eight (8) hours a day or more than forty (40) hours a week is not considered an essential part of your job.

*Continued on Page 11*

SECRETARY TREASURER

JEFF GREENLEE

# Postal Destruction Act of 2025?



First of all, I hope you and your families are staying nice and warm during this February cold snap. I would also say that, in case you did not know it, our Vice President David Hernandez is having some medical issues. I wish him a speedy recovery, the work is piling up for him, so we need him back soon and healthy.

## Your Union Finances

Right now, our finances are good and promising. When you look at our finances over the past 12 years (see chart) when comparing each Jan/Feb General Fund and Cash Assets totals, you can see that we are doing well. Now these figures should be taken with a grain of salt because we do have at least two large expenses coming up this year. One is the Texas Postal Workers Union Convention at a cost of approximately \$30,000 and the APWU Educational Conference at a rough estimate of \$50,000. These expenses were anticipated, and we have put monies aside in preparation for the expenditure. But even with these large expenditures we are in sound financial shape.

It is important to recognize that this could not have been accomplished without the fiscal responsibility that the Officers and members have displayed. All it takes is one ill conceived motion to throw our finances into disaster. As I have stated many times, to maintain financial health takes discipline and common sense which will allow this Local to continue to be financially strong.

The financial records of the Union are open for inspection, not fishing expeditions, by any member because it is important that transparency and accountability be the foundation of any organization, especially your Union, and as always do not hesitate to contact me if questions arise.

## Website: [apwu195.org](http://apwu195.org)

The Local puts much effort into maintaining an informative and Union based website. The information is as current as possible and special effort has been made to make it easily accessible. As the Webmaster I take pride in our website and I have fielded calls from other Locals enquiring as to how to set up the website, even asking me if I would set theirs up, I politely declined their offer,

but I would encourage all members to look at the website on a daily basis, especially the home page where the first section has **Website Updates and Current News**, as this is information and news that has just become available, and in many instances has a direct bearing on your jobs.

There are also many other areas to navigate with a lot of information. There is a **Stewards Resources** page, each **Craft** has its own page and also a **Links & Resources** page with general information, it also posts NewsFlashes, E-Flashes, the Dispatch and job postings. I would also invite any member who has any suggestions or just general questions about the website to contact me as I am not so vain as to think that the website cannot be improved. The website is an evolving tool for our members and as such it will continue to change.

## Political Winds

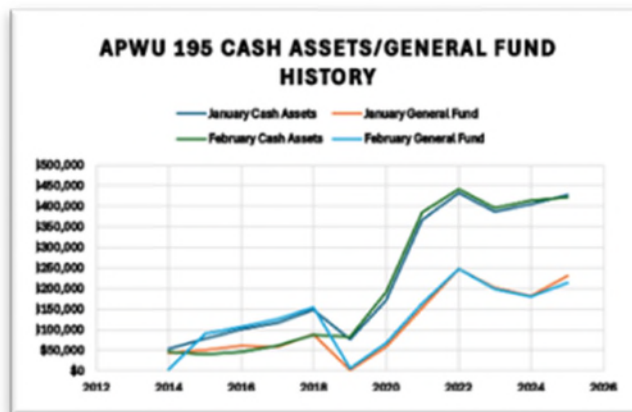
As I wrote in the last issue of the Dispatch, Trump stated that he wanted to privatize the Post Office. Privatization basically refers to the process of transferring ownership or control of a property, business, or industry from the government to private entities.

Some dismissed my statements as nothing more than left-wing propaganda and that it could never happen. At the February General Membership Meeting President Aleman presented a more optimistic view than my own and he stated "... his opinion that in our system we have checks and balance. The current president is reducing federal agencies; current president should follow court order. President Aleman hopes we don't get to the point where the court will be ignored, or the law not being

followed. Adverse decisions concerning the Post Office are being made. There are lots of questions. We still have a union. Every union has their own contract. We are stronger in strength than federal workers."

Trump does not respect the courts, as recently he has posted on social media a single sentence that appears to encapsulate his attitude as he tests the nation's legal and constitutional boundaries in the process of upending the federal government and punishing his perceived enemies.

"He who saves his Country does not violate any Law," Trump wrote, first on his social media platform Truth Social, then on social platform X. So I do not think the courts will be able to stop him. He is saying that as long as he frames it into a national security issue he can do anything he wants (King?) and the Supreme Court will not stop him. The quote is attributed to Napoleon, and we know how that turned out.



*Continued on Next Page*



## Continued from Previous Page

And if you think that it cannot happen just look where Utah's Republican governor signed a collective bargaining ban that experts are calling one of the most restrictive labor laws in the country, despite overwhelming opposition from union members.

Beginning July 1, unions serving Utah teachers, firefighters, police officers, transit workers and other public employees will be banned from negotiating on their behalf for better wages and working conditions. Are we far behind, especially while we are in negotiations for a new contract.

Furthermore, in another attack on Union workers as reported by Huffpost, the Trump Administration has ordered IRS workers back to the office, ignoring a Union Contract. Treasury employees are "furious" about a new return-to-office mandate that their union says clearly violates the collective bargaining agreement.

"Trump has said he hates the union contracts with such protections and intends to throw them out. In an earlier memo, the administration claimed union telework **agreements that conflict with its own plans are "unlawful and cannot be enforced."**

Trump obviously does not think that collective bargaining agreements are worth the paper they are written on, and what does this say about our prospects of a new collective bargaining agreement that we are currently negotiating?

What about Congress you may ask, Article 1 of the Constitution gives them the power to at least curb some of his appetite for destruction of the Government and molding it to his will? Well, Congress has already abdicated its responsibilities, especially in the Senate, with confirming unqualified, anti-union cabinet posts whose only prerequisite for the job was to be a megadonor, a Fox News (?) huckster, a billionaire and/or sycophants who pledge loyalty to Trump and not the Constitution.

National Public Radio recently reported that Trump is in the process of dismantling the NLRB (National Labor Relations Board), the NLRB is one of our main tools that we use to fight management as a union/labor organization.

Just this last week Trump signed an Executive Order claiming power over independent agencies, of which the Postal Service is one, and that he is firing the Postal Board of Governors and placing the Postal Service under the Commerce Secretary. The Commerce Secretary is Howard Lutnick, one of the authors of Project 2025 and a billionaire donor to Trump who runs multiple manufacturing plants in Mexico (for its cheap labor) while claiming that he wants to bring jobs back to the US. In December, Lutnick first discussed his plans with Trump

to dissolve USPS leadership and fold the agency into the Department of Commerce.

One thing to keep in mind is that the Postal is authorized by the Constitution and was created by an act of Congress. It's also unlikely that Trump would be able to privatize the agency without congressional approval. Please remember that our right to bargain in good faith was created with the Postal Reorganization Act of 1970 by an Act of Congress. If Congress created the current Post Office, do you think if Trump called on Congress to do a Postal Destruction Act of 2025 that they would defy him? The worms would squirm!

Mark Dimondstein, the President of the American Postal Workers Union, said in a statement any takeover attempt would be an "attack on the postal service." "The takeover would reduce service, especially to rural America, raise rates, close post offices and profit from what is property owned by the American people," "We ask all our customers to join us in the fight to maintain our vibrant, independent, and public United States Postal Service and to oppose these illegal acts."

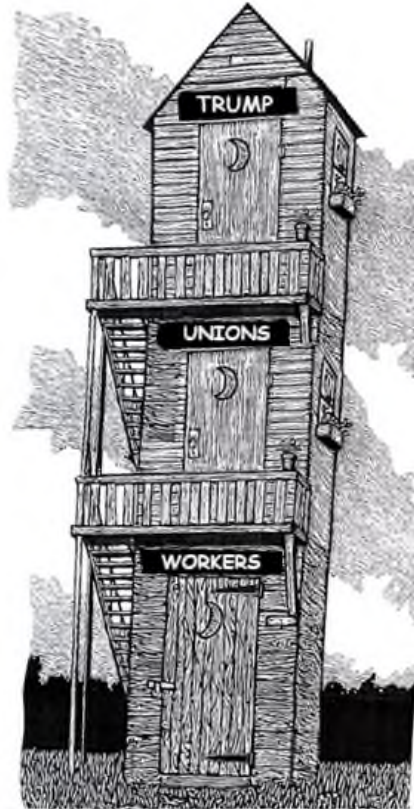
I could go on-and-on about Trump and his promises from day one... Canada? Inflation? Panama Canal? Price of eggs? Gas prices? Ukraine starting the war with Russia? Gulf of America? Greenland? Who the hell is Elon Musk and when was he elected? I know, I know ... it is all Biden's fault...by the way, how is your TSP looking after this last month?

Now because of Trump we have the US National Anthem being booed at sporting events, so much for bringing respect back to the US, and at the UN we now stand with Russia, North Korea, Belarus, Hungary and Nicaragua against Ukraine, even so

far as Trump, and his lapdog Vance, ganging up on the Ukrainian President in the Oval Office even as his nation is fighting against a Russian military invasion for more than three years, against an authoritarian dictator that Trump admires (BFF). Trump has, since that meeting, halted all aid to this struggling democracy and leaving it to defend itself against his buddy Putin. The question begs to be asked and answered... **When did America become one of the bad guys... January 20, 2025!**

But now is the time for action. First, we cannot rely on the Postmaster, who is on his way out, to fight for the Service. 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 for 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.

In this Dispatch and our website is an APWU Urgent Action flyer to call your senators at 844-402-1001 and urge them to block the takeover of the Postal Service by Trump and Elon, and ensure the Postal Service remains independent!



VICE PRESIDENT

DAVID Z. HERNANDEZ

# Incompetent Management



Hello brothers and Sisters, Hopefully by the time you are reading this, spring has arrived to welcome new beginnings. We all love our Texas winters which has two weeks of harsh cold weather and then we are back to hot weather.

## Confused Management

The chaos of management still using non-OTDL has not stopped due to their inability to follow the contract. The word mandated is being used as an overtime column. The Union never agreed to this action, yet it didn't stop some from stating that the union approved of this process. It is best that you don't follow the advice of those who are speaking on the floor of their opinion without having any validity. Those on the overtime list loved this action which provided hours and hours of overtime per pay period.

We knew this was going to be one of the worst

peak seasons from all of the other ones combined. Management continued to conduct their version of what constitutes an emergency. Yet Article 3, Management Rights under element states the following:

**F.** to take whatever actions may be necessary to carry out its mission in emergency situations. i.e., *an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature.*

According to Merriam Websters Dictionary, unforeseen not anticipated or expected : not foreseen : **UNEXPECTED**. Yet between Kim Calderon and her mediocre staff could not understand the simplicity of this word. Kim met with the Union in early October and made us aware of the projected volume in parcels we would be processing to exceed somewhere between 30-40% increase. So, still with the projected volumes that were provided to her and her staff they still couldn't make a plan to succeed. They did what they do best and that is to Violate the Contract and not meet with the Union and state they called an Emergency without establishing a meeting with the local President Alex Aleman. Now as we come to the end of February and enter March, some mandatory is still occurring.

Recently the Union was in a Labor Management meeting and for the record those who are providing their unvalued opinion on union matters were NOT in this meeting. One of the questions the union asked was if any more Postal Support Employees (PSEs) hirings would occur and Plant Manager Kim Calderon quickly stated **NO!!**

The union is aware of the short staffing and we ask our members to please hang in their and bear the mismanagement occurring by far the worst staff of management we have had at the San Antonio P&DC in the past 40 years.

## Health Alert

On another note: I was given a wake-up call, something nobody never wants to hear. I was admitted to the hospital with news that they had seen something on my L-2 spine. They told me that a mass had grown around number L-2 spine bone and that it was probably cancerous. Within 2 days of being admitted to the hospital, surgery was scheduled and I didn't even have time to fully process that heaviness of the news the doctor provided me.

Finally, by the third day, I was able to notify my family and friends and quickly the prayers started pouring in. I can say that I felt their prayers. After nine days in the

hospital and my surgery completed, we came home and prayed that my biopsy was going to be negative, I put my trust in God for his plan and not mine.

The on Thursday, February 26, 2025, the news came in, that afternoon after I answered the phone, all I heard was, Hello Mr. Hernandez , and my heart stopped for a moment. Then I heard, Mr. Hernandez I have some good news, I then repeated, good news "he said yes, your biopsy came in and you don't have cancer, again with joy I repeated "no cancer" yes it was benign. The first thing I said after receiving the news was yell out to my wife to come here the news.

I thank God right there, "**God is Good**". After we hung up, I started calling my family and friends to let them know the good news and thanking them for their strong prayers. I just want to take time to offer my thanks to the entire staff at Wilford Hospital and BAMC Hospital for taking excellent care of me.

Our next union meeting has been moved to March 22, 2025, hopefully I'll see you there. Come and visit your Union Hall and meet with your other brothers and sisters of this local.

Mark 11:24 NIV

"Therefore, I tell you whatever you ask in prayer, believe that you have received it, and it will be yours"

*"...mandated was being used as an overtime column. The Union never agreed to this action, yet it didn't stop some from stating that the union approved of this process. It is best that you don't follow the advice of those who are speaking on the floor of their opinion without having any validity"*

EDITOR

CARLOS BARRIOS

# Fighting for Respect, Dignity & Justice



With the constant violations by postal management its important the members from each station speak with their primary steward to see if violations for 204B usage, TACS and other abuses are being filed.

Every Station should have their assigned stewards filing grievances.

There is **NO REASON** that only the

Big stations should be getting paid for having contract violations.

Make certain that the grievance you file has the correct dates of the pay period. Any errors may impact whether the member is properly compensated.

The steward is the backbone of the Union. More than any other officer, he/she has the responsibility of interacting with the membership on a daily basis. It's through the steward that the lines of communications flow. He/she listens to complaints, accept criticism, solve problems, and enforce the Collective Bargaining Agreement (CBA). However, get little or no praise when a job is well done.

## Shop Steward

The steward has a special relationship to the rank-and-file member. Many members do not attend Union meetings and are not familiar with their local, state. Or national Union officers. The steward is the one person, who interacts with the member on a daily basis. Usually, if the member has a high opinion of the steward and feels that the steward represents the interests of the workers. He/she will feel the same way about the Union. Therefore, the steward has the responsibilities of : Enforcing the Collective Bargaining Agreement and Local Memorandum of Understanding; motivating the membership; organizing non-members; keeping members informed of APWU meetings, activities, and programs; referring members to the correct agencies for assistance, and encouraging political involvement. *(from APWU Shop Steward Training Manual)*

In order, to be able to maintain the elements mentioned above the steward needs to be present at work so that the communication link stays connected. If a steward is going to be absent for an extended period then the alternate shop steward steps in and assists for the absence of the primary steward. Therefore, it is very important that the steward of record contacts their chief steward, assistant clerk craft director and director so that a plan of action can be immediately employed.

## Duties of the Shop Steward

It is a mutual benefit for the Postal Service and the APWU to have shop stewards available, during working hours, to discuss problems and potential grievances with members of the bargaining unit. Such discussions are essential for resolving potential disputes in an amicable manner and to avoid escalating into a grievance.

The steward's primary duty is to understand and enforce the contract. He/she must have the knowledge, ability, and determination to file grievances, in a timely manner, for every contract violation. The steward serves as a:

**Enforcer**— The shop steward should ensure that the CBA is implemented and that Management follows its intent.

**Liaison** - The shop steward serves as a liaison between the Union officers, the Management officials, and the membership for the purpose

of handling problems and resolving grievances.

**Confidant** - The steward should always handle grievances in a professional manner and assure that information obtained during a grievance investigation is held in the strictest of confidence.

**Leader** - As a leader, it is important that shop stewards serve as role models and develop credibility among the membership to encourage participation in APWU programs.

**Educator** - Knowing the CBA, and Joint Contract Interpretation Manual (JCIM), and keeping abreast of the changes in the various handbooks and manuals will assist the shop steward in informing members of their rights under the terms of the contract.

**Communicator** - The steward should be ready to assist members with problems, which affect their welfare, both on and off the job. Notifying the member of available resources is a primary job of the shop steward. In addition, the steward should notify the membership of upcoming Union meetings, events, educational conferences, and seminars.

**Organizer** - Organizing is critical to the APWU. The steward should assist with membership drives and be familiar with internal and external organizing policies.

**Political Activist** - The shop steward works closely with the APWU's Legislative Department, Auxiliary, and Central Labor Councils to notify members of pending legislation which will affect postal jobs and benefits.

*(from APWU Shop Steward Training Manual)*

*“Every Station should have their assigned stewards filing grievances. There is **NO REASON** that only the Big stations should be getting paid for having contract violations ”*



MVS CRAFT DIRECTOR FARON HIERHOLZER

Injured on Duty? Understanding ECOMP



Have you had an accident? Have you been injured? Are you aware of your rights? Do you know what the process is? Where does one start? Why did I receive a medical bill? How do I get my claim number? These are a few questions you should ask if an injury occurs. Unfortunately, we have seen fellow employees injured at work. Have you experienced an injury yourself and want to know more about the process. You should be aware and understand what to do if an injury occurs. After an injury occurs, you should request to speak with your shop steward. A steward will answer your questions and offer guidance on the process. Once you have seen a contracted medical physician you will need to log into the Employees' Compensation Operations & Management Portal (ECOMP). This is where you will make a claim about your injury. ECOMP is a web-based application via the Department of Labor's public Internet site.

Through this portal, federal workers and their employers may:

- Electronically file workers compensation forms.
Track the exact status of any form or document submitted via ECOMP
Electronically upload and submit documents to existing DFEC case files

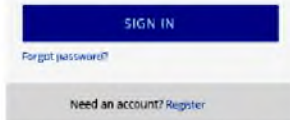
Start off by logging onto https://www.ecomp.dol.gov. After you log on make certain to register by creating an account. It is here where you will initiate your claim(s) by filing a CA-1 or CA-2. Once you have filed a CA-1 or CA-2 an Employee Case Number (ECN) will be generated for you. The primary difference between the CA-1 and CA-2 forms lies in the nature of the injury being reported. A CA-1 is used for traumatic injuries that happen during a single incident, while a CA-2 is for occupational diseases or conditions that develop over time. Make sure you annotate the case number assigned to you and keep it handy for possible future reference. Attached is the process and the steps to follow. You should follow up with your steward as well. (Curiosity of Injury compensation and medical services).

Filing Forms Using ECOMP

Getting Started

The Employees' Compensation Operations & Management Portal (ECOMP) allows Federal employees to file claims for benefits under the Federal Employees' Compensation Act (FECA) online. You will begin by registering with the ECOMP web site: https://www.ecomp.dol.gov

- 1. Click the registration link to register for an account.



- 2. Enter your personal information including your name, email address, your supervisor's email address (or use: HRMDistrictE0079@usps.gov), and choose your agency information. Select:

COLORADO/WYOMING PERFORMANCE CLUSTER -OFFICES

- 3. Once you have completed the registration information, click the Create Account button.



- 4. Go to your email and complete your registration by clicking the provided link to confirm your email.

Providing accurate information during registration is very important.

If you need help with the ECOMP interface, visit: https://www.ecomp.dol.gov/

Filing a New Workers Compensation Claim

After logging into your ECOMP account, follow the links to begin filing a new claim:



After you have filled out all required fields in your CA-1 or CA-2 and electronically submitted it to your supervisor, you will be notified of your form's progress in ECOMP every step of the way via email. The final email you receive will provide you with your OWCP case number.

You can also monitor your ECOMP forms via your claimant home page. Simply log in to your ECOMP account.

Additional help and training materials for filing claims in ECOMP can be found in the Help section of the ECOMP home page:

- USER GUIDES
INJURED WORKER
SUPERVISOR FORM REVIEW
AGENCY REVIEWER
DISABILITY MANAGEMENT INTERFACE
OSHA RECORD KEEPER
AGENCY MAINTENANCE HELP
UPLOADING DOCUMENTS TO FECA CASE FILES

Filing a Form CA-7 in ECOMP

ECOMP also allows Federal employee users to file CA-7 wage loss compensation claims via the portal. CA-7 forms may be filed for cases created in ECOMP and for cases created outside ECOMP.

For cases created in ECOMP, you log in to your ECOMP account and find the CA-1 or CA-2 form for which you want to file a CA-7. Note: you can only file a CA-7 if the form has been created as a case by OWCP.



Click the CA-7 link within the form's listing to begin the process.

For cases created outside of ECOMP, click the button at the top right hand side of the screen to locate an existing case and file your CA-7.



After you have filled out all required fields in your CA-7 and electronically submitted it to HRM, you will be notified of your form's progress every step of the way via email. You must change your supervisor's email address to: HRMDistrictE0079@usps.gov

Additional help and training materials for filing CA-7 claims in ECOMP can be found here:

https://www.ecomp.dol.gov/



CLERK CRAFT DIRECTOR "A"

KEVIN SPENCER

# Plant Clerk Craft Settlements \$100,000



## Greetings Sisters and Brothers!

With spring now in the air, the new year has certainly been speeding along. As always, I hope this finds you all doing well in good spirits. As previously discussed, excessive overtime continues at the plant. Although there have been new hires at our local stations and associate offices; however, this is not the

case with our function at the GMF.

All this has been a seriously rough adjustment for those non-OTDL employees. With the additional two (2) hours mandated near every workday, this has created stress on many as well as their families. In addition, those with restrictions are given ZERO exceptions for being excused from overtime! This has resulted in ridiculous amounts of discipline for those who are physically unable to stay for overtime.

In a recent Labor-Management meeting, these concerns were raised with the Plant Manager as well as the Senior MDO we are actively seeking a resolution to the discipline that is being egregiously issued by management. In NO WAY employees should be expected to violate their restrictions!

In other news, Clerk Craft has currently been able to secure approximately **\$44,700** in settlements for the Crossing Craft violations occurring during the Peak season. These violations were mostly witnessed at the RBUS at the GMF. We are pressing more settlements for these blatant infractions are forthcoming. This of course includes Article 1.6 grievances for Supervisors performing clerk work. So, YTD the total is over **\$100,000**.

Well...we all knew it was coming. By the time you read this, clerks working at the Priority Annex will have already received a letter concerning the change of starting times for their respective tour. Much like the time changes in DBCS/Automation last year, this move comes from management where incoming trucks and dispatch windows have been updated.

Along with new parcel separations, these will impact our role as a transfer hub along with ever-increasing parcel volume. Per our Local Memorandum of Understanding (LMOU) and the Collective Bargaining Agreement (CBA), management has the right to make changes to the Begin Tours within the one-and-a-half-hour (1 1/2) window, anything beyond would place all the jobs up for reposting citywide which is what the Union did not want to occur.

More discussions and stand-ups are forthcoming about the time you read this. ***This also includes out-of-schedule pay for those affected.*** Changes for Tour 2 RBUS clerks at the plant will see the changes that Plant Manager Kim Calderon will implement to help with the processing of the parcels at the Plant. While this will be a welcome change for some, it will again be a difficult adjustment for other clerks whose family dynamics will be affected.

Former Clerk Craft Director Carlos Barrios and In Plant Support Mauro Tapia both validated that the last changes to the Annex Manual Section for Tour 3 occurred in July 2021, months before the start of our current contract. Therefore don't fall for the **FALSE RHETORIC** being spread at the annex that the changes are wrong. Careful with the Incorrect false dialogue of those pseudo stewards.

Meanwhile, much debate and concerns over the fate of our contract and the Post Office is at large. As we have all been encouraged by National, too **PLEASE** call your Senators and email your

Legislators with your **DISMAY TOWARD ANY TALK OF PRIVATIZATION!**

Regardless of whatever political circles one stands in, this is the fate of our jobs and ultimately the Post Office. The Post Office belongs to **ALL** of the 167 million addresses so, Don't remain quiet while it falls into the hands of billionaire oligarchs!

Our APWU National President Mark Dimondstein said it well, and to paraphrase...***This hostile takeover is akin to having our pockets picked by big business if this plan goes through! Should we be worried? Damn right! As we move ahead with uncertainty let's remain ENERGIZED and UNIFIED!***

Back on the home front, we all wish a very speedy recovery to our local Vice President and Brother David Hernandez. Looking forward to seeing him back at the Union Hall in a hot minute!

Thanks, and gratitude to President Alex Aleman, Vice President David Hernandez, and Treasurer Jeff Greenlee. Thanks too for guidance and insight from Advocate/Dispatch Editor Carlos Barrios. My gratitude for the hard work endured by Assistant Craft Director Giovanna St. John, Chief Stewards Annette Martinez and Philip Doxie. Stewards Jess Rooney, Mary Skala, Nick Sondhi, and Laura Castillo. And welcome aboard our new Steward Shontil Green. We are all very pleased to have her onboard.

**Solidarity Forever!**

***"...Clerk Craft has currently been able to secure approximately \$44,700 in settlements for the Crossing Craft violations occurring during the Peak season. These violations were mostly witnessed at the RBUS at the GMF. We are pressing ahead that more settlements for these blatant infractions are forthcoming"***



# Postal Privatization Once Again Rearing Its Ugly Head!

The American Postal Worker - March/April 2025

PRESIDENT MARK DIMONDSTEIN

In 2018, then-President Trump openly called for completely breaking up the public Postal Service and selling it to private corporations. A massive fightback led by the APWU, in unity with the people of the country, temporarily derailed those dangerous plans.

Not surprisingly, Trump is once again calling for postal privatization. Many conservative politicians and right-wing media pundits are jumping on the bandwagon, including The Washington Post, which is owned by Amazon founder and billionaire Jeff Bezos.

Despite Trump's past record, a significant portion of our members voted for him.

Few, if any, workers would willingly vote to destroy their own jobs, union, rights, and benefits. It appears too many underestimate the dangers of privatization and believe we would keep our union and negotiated union contracts if the Postal Service is sold off to private corporations.

Consider the following:

## **Q: What is postal privatization?**

A: The USPS is owned by the people and exists to serve everyone with universal, affordable service; if privatized, it would exist to make maximum profit to enrich corporations, Wall Street, and billionaires.

## **Q: If the USPS is sold off to private corporations, what will happen to my job?**

A: We would no longer be working for the USPS. The new owners would decide how many employees it wants and who to hire. Fair hiring practices for disabled veterans and people from all walks of life would likely cease.

## **Q: What would happen to our union contract and its negotiated wages and benefits?**

A: Our contract is with the USPS. The APWU and our union contract cannot be automatically carried forward to private companies. Our wage rates, benefits, cost-of-living adjustments (COLAs), and financial and job security will be gone unless and until workers rebuild the union and win them back.

## **Q: What would happen to my retirement benefits?**

A: Our retirement is tied to our status as federal employees. If privatized, we would no longer be government employees. Those vested would have retirement benefits frozen and they would never increase. Not-yet-vested

and new workers would likely not be covered by any defined benefit retirement plan.

## **Q: What about our health insurance?**

A: Our health insurance is tied to the Federal Employee Health Benefits (FEHB) system and secured in our union contract. We would be at the mercy of private companies that would determine whether to provide health insurance and they would determine cost.

## **Q: Would I still have no-layoff protections?**

A: No. There are no private-sector workers, union or not, who have full protection from layoffs.

## **Q: Would I still have "just cause" protections against unjust discipline, including termination?**

A: No. This tremendous job security right would be eliminated.

## **Q: Would postal workers still maintain our strong leave and holiday benefits?**

A: No. Sick, vacation, and holiday leave would be at the whim of non-union companies.

## **Q: Would I still have the right to file grievances to resolve problems?**

A: Not unless it is a unionized private company with such negotiated provisions.

## **Q: Would I still maintain seniority for bidding jobs and other rights?**

A: No. Postal seniority and benefits that come with it would be lost.

## **Q: What would happen to postal services for the people of the country?**

A: No private company could be compelled to deliver everywhere, no matter who we are or where we live. Postal services would be based on profit and would likely cease for vast parts of the country. Our national treasure would be destroyed.

Privatization is bad for workers, bad for unions, and bad for the people. Prices go up and service goes down, while the bosses and billionaires like Elon Musk and Jeff Bezos laugh all the way to the bank. Let's be clear-eyed and ready for battle and declare ***"The U.S. Mail Is Not for Sale!"*** Onward!



Alex Aleman ...  
Continued from page 3

### 8-hour, 40-hour restrictions

Management must honor medical work restrictions of 8-hours a day, 40-hours a week. That is considered a standard work restriction and does not automatically qualify as a light duty assignment. You should not be told to request light duty. The work restrictions are limitations placed on an employee by their doctor after an injury or illness. The Texas 3 District Nurse does not get involved in such work restrictions. In a USPS letter to Area Presidents dated March 19, 2012, from then Postmaster General Megan J. Brennan, said; not to work disabled employees outside their restrictions, nor to discipline them. Employees who feel harassed by their supervisor because of their restrictions should request to see their steward and file an EEO complaint. Supervisors should honor your restrictions and should never instruct you to violate your restrictions. Tell your supervisor you are not going to violate your restrictions. Working over 8 hours a day or more than 40 hours a week is not considered an essential part of your job.

### 204b Usage

Not later than June 1, 2012, the Employer will eliminate the usage of 204(b)s except in the absence or vacancy of a supervisor for 14 days or more. The usage of a 204(b) in this exception is normally limited to no more than 90 days. Most of the 204b usage is occurring at the stations and associate offices, at the stations most of the 204bs are city carriers. Each 204b should have Form 1723 Assignment Order on file. The stewards should request PS Form 1723 for each 204

### Key points about PS Form 1723

#### Purpose

To document temporary assignments or "details" where an employee is placed in a different position, often at a higher level, for a specific period.

#### Information included

Employee details, the position they are being assigned to, the start and end dates of the assignment, and any other relevant information about the temporary duties.

#### Who uses it

USPS management utilizes this form to officially notify both the employee and the union about a temporary assignment. 204b's are justifying their own existence by performing bargaining unit work (clerk work). For the most part all management wants clerks to do at the stations and associate offices is to distribute mail and work the retail unit, all administrative duties the clerks should be performing are performed by 204b's and supervisors.

There must be a supervisor vacancy to justify the usage of 204b. Management must identify the supervisor absence to the union. 204b's may not be utilized during the first 14 days of the supervisor's absence and not more than 90 days of the supervisor's absence. Any time management utilizes a 204b for the first 14 days and more than 90 days, that work is considered bargaining unit work, and the clerks should be compensated accordingly. Members should report the usage of 204b's at their station or associate office to the union. Each station and associate office have their supervisor complement, management may not supplement their complement by arbitrarily assigning 204b's.

### DAY OF ACTION

Members are called to Action to support the [APWU National Day of Action on Thursday, March 20, 2025, at 0800 am](#) in front of the San Antonio Processing and Distribution Center, 10410 Perrin Beitel Rd. San Antonio, Texas 78233. The Postal Service is facing the threat of privatization and this time around the threat is more serious than ever before. The American Postal Workers Union is also facing the threat of losing job security for our members, union rights, pay and benefits. The privatization of the postal service and doing away with postal unions is occurring in actual real time. All our members should be concerned. The APWU is fighting back on Thursday, March 20, 2025. Our members need to take a stand and fight for our survival and against privatization of the postal service. The checks and balances of this government will be put to the test by the Trump administration. According to our current laws pertaining to the postal service, Congress retains control of the postal service and not an Executive Order signed from President Trump. Any Executive Order to privatize the postal service and remove our union rights will have to be fought in the courts.

The American Postal Workers Union (APWU) gained the right to negotiate with management in 1970 after the Great Postal Strike. The Postal Reorganization Act of 1970 gave postal workers the right to negotiate with management over wages, benefits, and working conditions. It also established a binding arbitration process to resolve contract disputes. The APWU first collective bargaining agreement was in 1971. Everything the American Postal Workers Union has fought for and negotiated for since 1971 is now in jeopardy.

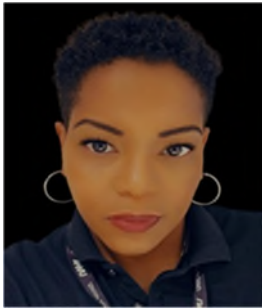
**Union Strong,  
All Day Long**

**APWU**  
American Postal Workers Union, AFL-CIO

ASSISTANT MAINTENANCE CRAFT DIRECTOR

TIA LOCKETT

## Cheers to New Beginnings



Hello APWU Members,

I am Tia Lockett, the newly appointed Maintenance Assistant Craft Director. I express my gratitude to outgoing Maintenance Craft Director Sherrie Pierre and the Maintenance Craft members for their confidence in selecting me. I am eager to collaborate with Sherrie and advocate for the well-being of our Maintenance members. A brief introduction: I relocated from Austin, Texas, and have been a dedicated Postal Service employee for 27 years, serving in various crafts and consistently upholding my commitment to the Unions. My tenure as a Union Steward began in Austin 2017 as Mail handler Chief Steward and continued upon my transfer to San Antonio, driven by a commitment to ensuring Management's adherence to the Collective Bargaining Agreement. I value the collaborative relationships with Clerk and Motor Vehicle Crafts; we are a united team.

My priority is to maintain the strength of our contract for all APWU members.

"Teamwork makes the Dream work." John C. Maxwell

Sincerely, Tia N. Lockett/ Maintenance Assistant Craft Director

LEGISLATIVE DIRECTOR

ROSS CAMACHO

## USPS on the Radar



Earlier this month President Trump announced plans to abolish the Board of Governors (BOG) and to place the post office under the Dept of Commerce. Let me provide a background on proper procedures of the BOG. The United States Postal Service (USPS) has a board that manages the daily operations of this agency, and one of its roles is to select the Postmaster General for the company.

The Board consists of nine governors who are appointed by the President of the United States of America and is confirmed by the Senate. To help maintain the balance of powers of this identity a provision has been established so that at no time can more than five governs at one time be from one political party. And with that the BOG has the authority to select and remove the Postmaster General. The PMG is also a member of the Board and contributes to the selection process of the Deputy Postmaster General with the other nine members of the Board.

The Dept of Commerce is operated by Billionaire Howard Lutnick who donated 10 million dollars to Trump's campaign but I'm certain that it had nothing to do with his appointment. LOL, one can only imagine how the calculated moves of placing Howard Lutnick as Secretary of Commerce and slaving the USPS under the watchful guidance of the Dept of Commerce as the beginning of the end of this great agency. He would oversee mail-in ballots and the control of the census. I'm sure that rest well with all of us, because if one can't trust a couple of New York Billionaires whose interest is to secure their portfolios then who can we trust?

The Department of Commerce is to promote job creation and economic growth by safeguarding fair and mutual trade, providing the information necessary to support commerce and constitutional democracy, and developing improvements by establishing benchmarks and piloting research and growth.

How would placing the USPS under its sanctions and daily operations aid in promoting and safeguarding our jobs and fortifying our future assistance make our service superior?

One example presented is that by placing the USPS under the Dept of Commerce would aid the USPS overseeing the census. Although it has been repeatedly stated that the Unions will never refuse any work, however, the claim that we need to be under the Dept of Commerce to accomplish that task is FALSE. The USPS has helped the government in the collection of census data. We have the duty to deliver to every household in the nation, so assisting to count everyone who lives is an expected undertaking we can and have performed.

The reason for these moves is to get us out in the open so they can take the kill shot. With prime real estate in cities throughout the country and hundreds of billions in revenue yearly the USPS is the country's golden goose that has Corporate America lined up ready to slice it open. The BOGs have vowed to take this administration to court if they indeed try to disperse them, but with four (4) vacant board seats set to be filled by Trump it's not looking good for them.

You're going to be fed a lot of lies over the coming weeks and months but make no mistake if the USPS goes away then so does the APWU to include all our benefits. We must stand together like never before. #TogetherWeStand!!!



# Non-Member List 3/8/2025



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

**Remind them that the Union protects the rights and benefits that we have achieved over the past 54 years. It is especially important to show solidarity as pressure to privatize increases and as we negotiate a new contract.**

**If you sign-up a non-member, you will receive \$150.00 New Member Incentive.**

PL	LAST	FIRST	MI	CRAFT	PL	LAST	FIRST	MI	CRAFT	PL	LAST	FIRST	MI	CRAFT
000	Belew	Seth	K.	Clerk	335	Adams	Dajane	M.	Clerk	000	Ortiz	Teodoro		Maint.
000	Buvanyk	Stephan		Clerk	335	Fuentes	Destiny	N.	Clerk	000	Sabala	Chris		Maint.
000	Custodio	Lydia	V.	Clerk	335	Gutierrez	Justin	J.	Clerk	032	Liserio	Robert	A.	Maint.
000	Escamilla	Kandace	R.	Clerk	335	Mayfield	Aubrey	J.	Clerk	300	Winans	Jeremy	A.	Maint.
000	Lucas	Devyn		Clerk	337	Kuzuk	Brayden	W.	Clerk	712	Carlson	Steven	R.	Maint.
000	Mendoza	Mercedes		Clerk	340	Christian	Neilson		Clerk	712	Delgado	David	I.	Maint.
000	Ozuna	Tawnya	R.	Clerk	340	Novak	Christopher	M.	Clerk	712	Funicelli	Anthony	T.	Maint.
000	Gamble	Kendra	L.	Clerk	340	Rabago	Danny		Clerk	712	Garza	Oscar	L.	Maint.
000	Nguyen	Tracey		Clerk	406	Soto	Clemente	G.	Clerk	713	Gallagher	Lance		Maint.
000	Padilla	Daniel		Clerk	506	Wahl	Chad		Clerk	732	Akana	Daniel	K.	Maint.
000	Salazar	Andrew	J.	Clerk	621	Alvarado	Jose	M.	Clerk	711	Deluna	Mario	A.	Maint.
001	Quintanilla	Jonathan	M.	Clerk	631	Arriola	David		Clerk	711	Garza	Oscar	L.	Maint.
016	Kirk	Lashawna		Clerk	631	Silva	Leila	A.	Clerk	711	Hernandez	Porfirio		Maint.
041	Mara	Miriam		Clerk	651	Preston	Ann	R.	Clerk	711	Lopez	George		Maint.
084	Nabers	Lolly		Clerk	651	Rios	Josue		Clerk	711	Quimbar	Ricardo		Maint.
134	Fitzgerald	Christina	L.	Clerk	701	Jader	Anthony	A.	Clerk	711	Randle	Christopher	M.	Maint.
141	Baum	Connor	E.	Clerk	701	Maldonado	Christopher		Clerk	711	Villarreal	Rogelio	G.	Maint.
141	Chavarria	Steven		Clerk	705	Garza	Sandra	D.	Clerk	712	Abdul Jabbar	Mohammed	R.	Maint.
141	Edwards	Kintaye		Clerk	802	Robles	Norma	L.	Clerk	712	Altwein	Clarence	R.	Maint.
141	Haley	Anthony		Clerk	811	Adame	Pedro	G.	Clerk	000	Campos	Maritza		PSE
141	Haley	Deavon		Clerk	811	Pedraza	Alberto		Clerk	000	Defrance	Marculus		PSE
141	Rodriguez	Valente	G.	Clerk	813	Lozano	Enrique		Clerk	000	Frazier	Cameron		PSE
141	Styles	Roshelle	D.	Clerk	707	Bohorquez	Jose		MVS	000	Garza-cruz	Lisa	A.	PSE
200	Bonilla Albizu	Juan	G.	Clerk	708	Estrada	Jose	R.	MVS	000	Ledesma	Andrew	D.	PSE
200	Carrasco	Esther	E.	Clerk	708	Gonzalez	Pierre	R.	MVS	000	Macias	Daniel		PSE
200	Fernandez	Daniel		Clerk	708	Palacios	George		MVS	000	Maleika	Daniel	W.	PSE
200	Moreno	Michelle	R.	Clerk	709	Pacheco	Ricardo	M.	MVS	000	Martinez	Noelia	B.	PSE
209	Blanco	Elijah	D.	Clerk	709	Sheer	William	A.	MVS	000	Mckechnie	Valerie		PSE
235	Mcclain	Gia	D.	Clerk	709	Vargas	David		MVS	000	Milson	Elizabeth	M.	PSE
235	Quintero	Crystal	S.	Clerk	706	Charles	Joseph	A.	VMF	000	Soto	Cynthia	J.	PSE
240	Garcia	Richard	F.	Clerk	706	Guerra	Jesus		VMF	000	Tamayo	Jonathan	E.	PSE
240	Reyna	Gracie		Clerk	706	Hall	Eugene		VMF	018	Nguyen	Ha	H.	PSE
240	Weston	Mercedes	A.	Clerk	706	Hernandez	Jesus	H.	VMF	020	Walker	Bryant	D.	PSE
300	Hoermann	Jerry	W.	Clerk	706	Ortega	Andres		VMF	023	Rhine	Kevin	W.	PSE
300	James	Zechariah		Clerk	706	Riehle	Michael	R.	VMF	030	Nicholson	Joseph	Z.	PSE
300	Rosales	Melissa		Clerk	706	Stremmel	Andrew	J.	VMF	037	Blakes	Bryant	W.	PSE
300	Valdez	Diva	M.	Clerk	706	Whitehead	Brian	E.	VMF	045	Sosa	Megan	V.	PSE
309	Avila	Ruben	M.	Clerk	000	Waters	Christopher		MVS	059	Gonzales	Michael	A.	PSE
309	Morales	Corinne	J.	Clerk	708	Fernandez	Luis	J.	MVS	059	Rodriguez	Maison	A.	PSE
334	Herrera	Ruby		Clerk	708	Gordon	Brandon		MVS	329	Flores	Matthew		PSE
334	Mcfaddin	Rance	M.	Clerk	708	Rodriguez	Robert	A.	MVS	335	Jones	Kenneth	L.	PSE
334	Tilton	Kelvin	L.	Clerk	708	Vidro	Arcangel		MVS	335	Ma	Qui	D.	PSE
										335	Zacko	Nikki	L.	PSE



## RULES AND REGULATIONS FOR THE 2025 JONELL MACKAY MEMORIAL SCHOLARSHIP SAN ANTONIO ALAMO AREA LOCAL AFL-CIO SCHOLARSHIPS

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

**Note: Round-daters will not be considered an official postmark**

Completed application forms must be mailed to:

Scholarship Committee  
San Antonio Alamo Area Local  
13102 Lookout Run  
San Antonio, Texas 78233

5. All applicants must take the Scholastic Aptitude Test of the American College test and scores must be submitted with the application.
6. **SEALED** High School transcripts, S.A.T. or A.C.T. scores must be submitted with application.
7. A 500 word essay **MUST** be written and submitted by the applicant on goals he/she would like to pursue and achieve.
8. Scholarship must be used towards pursuing undergraduate degree.
9. If awardee fails to attend college in the award year, the award will go to an alternate.
10. Winners will be judged on the basis of their secondary school records, personal qualifications, and result of Scholastic Aptitude Test or American College Test.
11. Three (3) \$1,000.00 Scholarships will be awarded.
12. The scholarship Selection Panel will consist of qualified persons in the Education field.

**No person connected with the San Antonio Alamo Area Local will be on the panel.**

**PLEASE NOTE: The Decision of the selection panel will be final.**

**Applications may be hand carried to the APWU Office in a sealed envelope not later than close of business (1600 Hrs) APRIL 30, 2025.**

**Any questions please contact David Hernandez, Vice President, Scholarship Chairman at 210-271-0853.**

\* **Qualifying Dependent:** The student lived with you all year as a member of your household and was claimed as a 'Dependent' with the Internal Revenue Service on your 2024 tax return.





# General Membership Meeting

March 22, 2025  
11:30 A.M.

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

Non-Profit Org  
US POSTAGE  
PAID  
Permit #301  
San Antonio, TX

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

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

## \*\*\*\*\*AGENDA\*\*\*\*\*

- ◆ Financial Report
  - ◆ Officers Reports
  - ◆ Executive Board Recommendations
- Agenda Items:

Expense Allocation for Arbitration School  
Expense Allocation for Human Relations Conference



The Deadline for articles to appear in the  
MAY / JUNE Dispatch is

**APRIL 25**

Your cooperation is appreciated.

