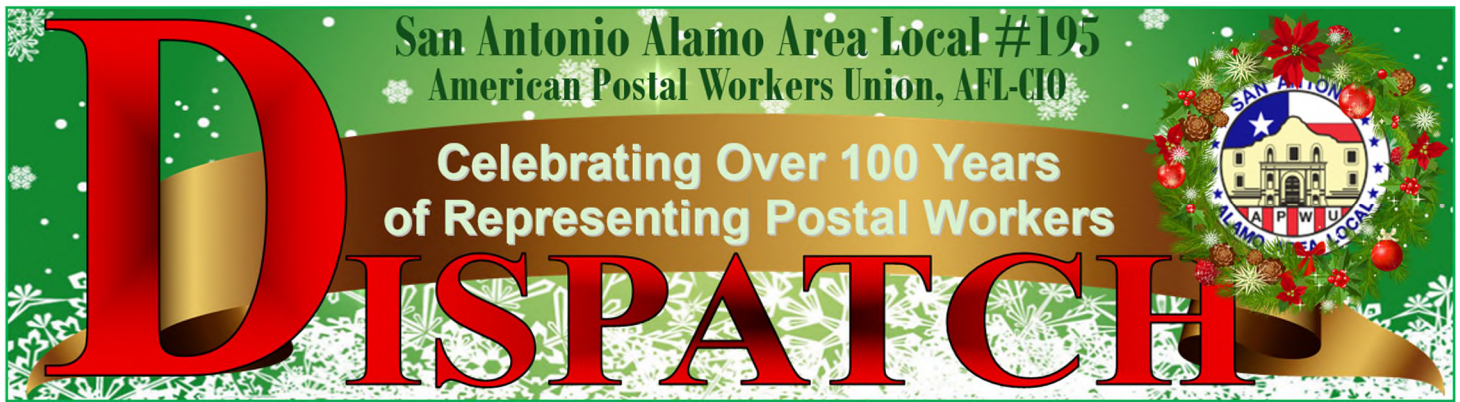




VOLUME 71 NO. 6

SAN ANTONIO ALAMO AREA LOCAL

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NOVEMBER / DECEMBER 2025

PRESIDENT

ALEX ALEMAN

Historic All-Craft Conference



I want to thank the members for allowing the officers and stewards to attend the All-Craft Conference. The All-Craft Conference provides an opportunity to educate our stewards and officers on issues related to their respective crafts. The local sent 13 union representatives from this local, in addition, 2 representatives

from our local attended the conference at the expense of the Texas Postal Workers Union.

At the conference, I attended the APWU Private Sector Organizing of Amazon workers. Amazon workers in certain parts of the country are actively fighting to form a union with the assistance of the APWU. Our APWU constitution and bylaws mandate the APWU to organize the private sector. We heard from an Amazon worker/organizer concerning their fight to form a union. It is in the best interest of the union and postal workers to organize the unorganized in the private sector mailing industry.

Most of the talk and information centered around the Historic Settlement reached in TACS duties. The union has been fighting management for Lead Clerks to perform TACS duties since 2012. It has been a continuous struggle for the union. That fight alone in the grievance procedure has cost the postal service millions and millions of dollars. Clerk Division Director Lamont Brooks reached an agreement that includes TACS entries and TACS allied duties as clerk craft bargaining unit work. That means if you are a Lead Clerk, you are expected to perform TACS duties. Lead Clerks do not have an option to say they do not want to perform TACS duties. I am currently in the process of meeting with management to determine and ensure all TACS duties are performed by a Lead Clerk and, most importantly, to provide every Lead Clerk with the necessary training and access to TACS to perform their duties.

"At the conference, I attended the APWU Private Sector Organizing of Amazon workers. Amazon workers in certain parts of the country are actively fighting to form a union with the assistance of the APWU"

According to the TACS Settlement Agreement, the lump sum payment of **\$4,241,000** will be distributed to Lead Clerks.

The San Antonio Processing and Distribution Center on Perrin Beitel does not appear to be ready to process the high volume of parcels expected during the upcoming holiday season. According to the Postal Service, they will soon open a building in San Antonio. The date has not been determined. Our members should expect to work much overtime during the peak season. Once again, a minimal hiring of PSEs for San Antonio has occurred, and with the current outdated building we don't have the ability to process the abundance of parcels. A larger building is needed to evolve us into using modern automated parcel processing equipment to process parcels efficiently and safer.

When your supervisor violates your contractual rights requests to see your certified steward. The postal service has agreed for the grievant and the certified steward on the clock to discuss your problem. Do not delay in requesting to see your certified steward. It has been brought to my attention that some members are seeking the advice of members who are not certified stewards. I do not recommend you do that.

You could receive wrong information, thus making matters worse for yourself.

At the All-Craft Conference officers and stewards were trained to address Line H to properly address management through meetings and through the grievance process. Maintenance Craft Director, Sherrie Pierre, has a group of stewards to address Line H. The local is working on \$250K for Line H. The union will make certain that all eligible custodians receive proper payment they are due. A big Thanks to all our officers and stewards for their dedication to representing the members 24/7. We strive to ensure all our members are represented. So, follow the process when requesting to speak to your steward.

Make plans to attend the November General Membership meeting at our Union Hall on November 15, 2025. The meeting begins at 11:30 am. The local will give away \$500.00 to a member in attendance. In addition, after the meeting, we will take part in a Thanksgiving meal.

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
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Opinions expressed in this publication are those of the individual writer and not necessarily those of the Editor or the Executive Board. Articles submitted for publication must not contain negative or derogatory comments about members or the union in articles or letters to the editor. Deadline for articles to appear in the upcoming issue of the Dispatch will be advertised in the Dispatch.

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

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FAX (210) 653-1124



There is no time more fitting to say

"Thank You"

and to wish you a

Happy Holiday Season

From the Executive Board of the

San Antonio Alamo Area

Local #195

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VICE PRESIDENT

DAVID Z. HERNANDEZ

In Union there is Strength & Survival



Hello Brothers and Sisters, this year went by too fast; I am sure some of you are feeling the same way. Be ready for the time zones to change back to standard time, as you will be gaining 1 hour of sleep, by turning your clock 1 hour back on November 2, 2025.

The All Craft Conference in Las Vegas, was very informative. The focus was TACS & Allied duties for the clerks. A historic settlement of TACS was settlement and signed on Sept. 30, 2025, by Lamont Brooks in the amount of over \$4 million dollars.

The Maintenance and MVS crafts also had their breakout session to speak on their perspective crafts. Lamont is all about saving clerk jobs and looking into what other services from the government that can be performed by our USPS clerks. Again we cannot emphasize how much Lamont and his administration continues to repeat that "ALL WORK IS CLERK WORK".

"Clerk Division Director Lamont Brooks addressed a question to those clerks with less than five (5) years in the postal service, that the future of the clerk craft and the survival of the Union is in their hands"

New technology is coming, and changes are going to occur in the future. If you were here back in the Letter Sorting Machine (LSM) era it took at least 14 clerks to process mail on those huge run dinosaur machines, now move forward to the DBCS machines which staffs only 2 clerks. The DBCS, Flats, OCR machines etc. are now being run with less than the normal staffing, grievances need to be filed for more job positions to be created, we should never accept it as the norm. The more the Post Offices open new regional (mega) building and they start moving employees into them, then more stations will mostly likely close when their lease expires.

Clerk Division Director Lamont Brooks addressed a question to those clerks with less than five (5) years in the postal service, that the future of the clerk craft and the survival of the Union is in their hands. For now, the fight is maintained what we currently are performing to process the mail and keep our jobs. So, keep an eye on who is performing clerk work whether its management or another craft. Maintenance, MVS and yes, you (PSEs) we are all part of the big picture and the future of the Union.

National Officers Elections

Thanks to you all that took the time to vote in this APWU National election, the outcome was not what we wanted, but the members have spoken, so we move on and support and work with our National Officers. One variable that has been constant is the low turnout for voting which is an issue nationwide. Remember your vote is your voice.

Congratulations to Johnathan Smith who will succeed Mark Dimondstein as our National President. Congratulations to all the officers in their new positions and thanks to all who vacated positions due to retirements or loss their election.

On October 16, 2025, we had our monthly Labor Mgmt. meeting, and to no surprise our Plant Management Team has NOT secured a warehouse for the peak season. President Aleman mentioned this past union meeting to expect to work an abundance of hours. The OTDL employees will welcome the hours with open arms while non-OTDL will not be as cheerful to know they will also be included in working many hours. Mgmt. is slowly hiring new PSEs, but the turn around is too great. You might ask yourself what is Plan B?

Vacation Choice

Be ready with your vacation choices, and do not be by-pass, the percentage is 13.7 % allowable to be off, please see the LMOU under Article 10 for more information or visit our website APWU195.ORG. Vacation polling selection should start by November 8 and complete by

December 15, 2025, otherwise ask to speak with your union steward. As always, if you have any doubt or think you might have a grievance please request to see your steward from your immediate supervisor. And if you are interested in becoming a Union steward don't hesitate to contact the

Craft Directors or the Union Office.

Health Insurance

Be ready in November to select what is needed for your family, hopefully the APWU Health Insurance works for you.

Non-members

Our non-member list has grown, we all need to talk to them in joining us, I challenge each union brothers and sisters to talk to at least one nonmember as to why it is so important to be part of our local union. Every 3 years our Contract negotiations come up and for as long as I worked, our benefits or rights were never taken away, our contracts were always negotiated better for the members. We need everyone to help in reaching our goals and to keep the fight going. Nothing is free, our union members' dues keeps us strong and united. With the holidays just around the corner; I want to wish you and your family a Merry Christmas and a very prosperous and healthy 2026 New Year.

Stewards / Officers

Another very informative and productive year for this administration, in winning grievances from disciplines, overtimes, crossing crafts, line-H, bargaining unit work, for all crafts and especially on TACS duties. Congratulations on an awesome job to all stewards. Do not listen to people that say the union is not doing anything about it, stay away from negative people. We are all one team one dream and the fight for our jobs continues. See you all at our November 18 Thanksgiving celebration union meeting.

NIV Romans 15:13 "May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit".

SECRETARY TREASURER

JEFF GREENLEE

The Business of the Local/The Local AS a Business



First and foremost, I hope and wish you, and your families, are well during these trying times. I also wish you a very Happy and Safe Holiday season. Please be safe, protect yourselves and your families and although there are forces attempting to divide us, remember that we are stronger together than apart.

I also want to assure you that YOUR Union is working hard to protect you in these difficult times, and your health and welfare is always in our thoughts and prayers.

The Business of the Local

The business of Labor unions is to protect the rights of workers in specific industries. A union works like a democracy in that it holds elections for its members that seek to appoint officers who are charged with the duty of making decisions for union participants.

A union is structured as a locally based group of employees who obtain a charter from the National APWU.

Dues are paid by the employees to the national union, and in return, the labor union acts as an advocate on the employee's behalf.

The Local AS a Business

It is important to understand that although the "Business" of the local is representation, and all that entails, the Local must also be run as a business to remain financially viable and enable the officers to represent the members to their fullest ability.

Let me first state, and be perfectly clear, that every Check, Electronic Funds Transfer (EFT), ePay, deposit, bill, invoice, charge to the Local's Debit Card, has a paper trail with a voucher or authorization attached and is charged to the appropriate expense account.

The expense accounts are used for bookkeeping purposes and reports to the Department of Labor and IRS. NO expenditure is made without such authorization. The authorization comes from the President, Vice President, or the members.

Every expenditure is detailed and reported to the membership at the General Membership Meeting for discussion. 90% of the expenditures on the financial report is on each report every month, just as you have many of the same monthly bills at home, so does the Union. These bills include such items as officers' salaries, labor organization dues, deposits to funds, payroll and other

taxes, phone bills, electric bills, water bills, office equipment leases, building security, etc., and the amounts may vary slightly but only by small amounts, and some of those do not change at all.

Finances - Disciplined with Common Sense

Every check the Local writes, every deposit, every electronic transfer to cover these expenses is reported at the General Membership Meeting where each expenditure is open to discussion.

The financial records of the Union are inspected each month by our accountant, and once each quarter by your elected Trustees, three from the Clerk Craft and one each from Maintenance and MVS.

Your Trustees certify each transaction looking for proper paper trail, authorizations and check management. The Trustees work closely with me to identify any discrepancies and how to better resolve issues that may arise. I am proud to report that since I became the Secretary-Treasurer the

Trustees have not found any major discrepancies in my bookkeeping process.

And finally, the Department of Labor and the IRS also scrutinize our records to ensure that we are following Labor Law.

Needless to say, to properly maintain the financial records of the Union takes time and that is where the local pays the Secretary/Treasurer to maintain the

financial records of the local and serve the members.

The financial records of the Union are open for inspection by any member because it is important that transparency and accountability be the foundation of any organization, especially your Union.

As I have reported, the Local's finances, and outlook, are positive and promising. But, in order to maintain that financial health it takes discipline and common sense which will allow this Local to continue to be financially strong. A financially sound Union enables your leaders to be strong advocates for your contractual rights. We as members and officers have a responsibility to maintain fiscal responsibility in the allocation of Union funds and ensure that such allocations are in the best interest of ALL members.

We are in good financial shape but we must remain vigilant and control spending if we are to remain solvent. Please remember that ALL members have a responsibility to ensure that our hard-earned dues monies are used wisely, in accordance with law, Local Constitution, and the will of the members!

As I have reported in the past, all financial reports should be looked at with a grain of salt. We still have many commitments coming up in the future and much of our cash assets

"We as members and officers have a responsibility to maintain fiscal responsibility, avoid frivolous or unnecessary expenditures, avoid the temptation to spend money just because at this time we are in good financial health. It was not in the too distant past (2018) when uncontrolled spending took us to the brink of bankruptcy."

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are earmarked for specific expenditures. We must remember that in our special funds' amounts are committed. These include Scholarship, Retiree Chapter, Stewards Rebate, Building Maintenance, Leave Fund, Convention Fund and many others, we have even prefunded the 2027 SAAAL Elections. These funds are not part of the day-to-day operating monies and should not be looked at as a reservoir of ready cash.

Please remember that all it would take is a couple of irresponsible actions to quickly deplete our cash reserves.

I have been criticized as being repetitive in my articles, but the understanding and importance of what I have stated above cannot be overemphasized. The ramifications of not fully understanding the nature of your cash assets could have devastating results on the ability of the San Antonio Alamo Area Local to properly represent the members.

We as members and officers have a responsibility to maintain fiscal responsibility, avoid frivolous or unnecessary expenditures, avoid the temptation to spend money just because at this time we are in good financial health. It was not in the too distant past (2018) when uncontrolled spending took us to the brink of bankruptcy. There was even a motion made at one of our General Membership Meetings to sell the Union Hall. We must exercise constraint in the allocating of Union funds and ensure that such allocations are proper, essential, and in the **best interest of ALL members**.

All-in-all the SAAAL finances are being well controlled, and fiscally responsible, by the officers and members...

Organization Drive

As I write this article the Local is 88.8% organized with 1090 members and 137 non-members

The Craft breakdown is:

MVS Craft 82.2% organized (29 non-members)

Maintenance Craft 85.4% organized (25 non-members)

Clerk Craft (excluding the PSEs) 92% organized (52 non-members)

PSEs at 71.9% organized (32 non-members)

While the Local takes pride in its organized membership there is obviously areas of improvement. We realize there are those non-members out there who will never join the Union for whatever reasons, mostly excuses on why not to join, but there are many non-members who just need to be asked and reminded that the Union negotiates for them to improve wages and working conditions.

Especially disheartening is the non-member percentage of PSEs, and both Clerk and MVS PTFs. As you can see by the figures above the PSEs are only about 2/3 organized. These employees have the most to gain from a strong, organized Union since they are just starting out their postal career and the Union is out there fighting each day for their rights and benefits.

With this in mind the members at the October General Membership Meeting voted to have an Enrollment Drive and provide an APWU T-shirt to each new member that signs up. They will also be eligible for a drawing for three (3) \$50.00 incentive giveaways to be awarded at the March 2026 General Membership Meeting.

The Local will also be doing mail-outs to the non-members with an invitation to join and also set up an Enrollment Drive table in the GMF Swing room with added incentives.

Members, please review the non-member list on page 13 and if you see a co-worker on the list, please invite them to join our Union. Remind them that the Union fights for the rights, benefits, and job security of every employee. Remind them of the successful contract negotiations the Union just did on their behalf.

Please remember that if, as a member, you sign-up a non-member, you will receive a \$150.00 New Member Incentive.

The Local appreciates any suggestions that you may have to make this Enrollment Drive a success.

For additional information and copies of the non-membership list please visit apwu.org or our local website at apwu195.org.

APWU

LET'S MAKE OUR
UNION STRONGER

WE ALL HAVE A ROLE TO PLAY!

BUILDING UNION POWER MAKES US ALL STRONGER, AND EVERY NEW MEMBER OF THE APWU IS AN ADDITIONAL POSTAL WORKER'S VOICE SPEAKING UP FOR GOOD JOBS AT THE USPS.

OUR STRENGTH IS IN OUR NUMBERS. THAT IS HOW WE WIN BETTER PAY, BETTER BENEFITS, AND STAND UP FOR OUR RIGHTS IN THE WORKPLACE.

BY STEPPING UP AND COMMITTING TO ORGANIZING FOR A STRONG APWU, YOU ARE HELPING BUILD A BETTER TOMORROW FOR US ALL.

BUILDING UNION POWER, WHAT CAN YOU DO TO BUILD OUR UNION?

- ☒ TALK TO YOUR COWORKERS ABOUT WHY THEY SHOULD JOIN THE UNION, AND SIGN THEM UP!
- ☒ ATTEND A UNION MEETING OR OTHER UNION EVENTS AND ASK YOUR COWORKERS TO JOIN YOU.
- ☒ JOIN A COMMITTEE WITHIN YOUR LOCAL OR CONSIDER BECOMING A SHOP STEWARD



JOIN APWU

EDITOR

CARLOS BARRIOS

Grievances Are Confidential



For the want of a Nail the Kingdom was lost. This old proverb emphasizes the chain reaction of events that can occur due to neglecting minor details. Rumors from some individuals can have large consequences when they exclude minor details.

False Stewards

Some former stewards who are no longer certified stewards are still providing false claims and casting lies about stewards not filing grievances. Yet we have an excellent system in place that logs grievances that the local President and Directors can review to see if grievances are being filed. That system is the Electronic Grievance System (EGS).

If anyone hears of any steward providing information from EGS to non-stewards please report that individual immediately so proper actions can be taken. It is important that stewards understand they must maintain confidentiality and adhere to the rules of the APWU when using the EGS system.

Only authorized union officials and certified stewards have access to EGS for processing and viewing grievances. Sharing passwords, information, or grievance details with anyone outside this authorized group is strictly prohibited even if you are related to a steward. Grievance information in EGS is confidential and protected, and access to EGS is limited to authorized union officials and certified stewards.

The improper use of EGS information for self-serving or political purposes is prohibited and will result in loss of certification. Stewards who have been provided time to file grievance should not be afraid to show their immediate supervisor what grievances they are working on. Because if proper time had been provided on the clock to the steward by their immediate supervisor then they will be receiving it anyway. There is NO reason a steward should be on steward time for hours at a time and have no grievances in EGS to reflect that especially for months and months at a time.

Stewards who are filing grievances should be provided substantial time to work on grievances over those who are not filing. What a shame those employees are spreading rumors that stewards are not filing, yet that employee spreading the lies is getting paid from grievances the steward has filed for them. And the next insane narrative is why are certain stewards always in the union office filing grievances. First they are upset stewards are not filing and they are spending too much time filing.

Information disclosed in the plant's union office to stewards should be kept confidential without fear of having sensitive information spilled all over the floor by a rumor.

Rumors are carried by haters, spread by fools, and accepted by idiots. The only people that spread rumors with the intention of decreasing a steward's value are ones who are so intimidated by one. They must speak badly about you with the hope that other people won't find you so appealing. How sad for those individuals. People can ruin your image, spread rumors and criticize you, however, they can never erase the good deeds you perform. Those who truly know you will always see and admire the real you.

Stewards if you are **NOT** filing grievances there is no need to continue as a steward. The Union Office and the Craft Directors need to monitor stewards on EGS to see what they are filing or not filing. Having spoken with National officers about the apathy of stewards not filing grievances and they unanimously stated that there is no longer a need for those types of stewards. We are in a survival mode and are not just sitting in

the office and watching videos and performing non-union activity or hiding from work assignments. Or filing NLRB charges for family member or friends. Especially with the use of USPS property.

Fire Insurance Policy

Some members believe that the union offers automatic immunity from consequences

that they caused. Some members have personally reached out to me stating that they were told that they received information from a current steward not from the clerk craft steward that their grievance had not been filed and to advise them to file a labor charge. How quickly that member realized they were sold Fools Gold when not only it was filed but settled. And the Labor Charge filed with recommendation from that rumor monger was dismissed since it had no merit or validity to the charges being filed. Don't be one who gets advice from a former steward who in their short time as a steward did NOT yield any positive results as an APWU steward.

Filing labor charges against the union should NOT be your first impulse. The NLRB has investigated many charges against our local and have found NO unfair practices by the union except for one against the Maintenance Craft. Our Collective Bargaining Agreement (CBA) provides protections, such as requirement for Just Cause for the issuance of disciplinary action. If the member has not violated company rules, and have not been charged misconduct after following a fair and proper process then they have no worries. Our members can rest assure that our CBA provides a grievance procedure, allowing members to appeal against any disciplinary actions issued that they believe were considered unfair.

Lead Clerks

Some lead clerks are contacting the office when rumors of grievance payout is on the horizon yet they don't want to perform TACS duties or did it as a 204B. Lead Clerk If you refuse to perform TACS duties you will be given a Direct Order from management. Failure to comply may lead to the issuance of Disciplinary Action for Failing to Follow Instructions. Don't provide your credentials for accessing TACS to anyone especially management. You have been put on notice. Don't say you didn't know.

"Only authorized union officials and certified stewards have access to EGS for processing and viewing grievances. Sharing passwords, information, or grievance details with anyone outside this authorized group is strictly prohibited even if you are related to a steward"

MVS CRAFT DIRECTOR

FARON HIERHOLZER

MVS 47th Director's Conference



I would like to thank you for the opportunity to continue representing the craft and continuing to fight for your rights and jobs. I had the honor and privilege to attend the All-Craft Conference in Las Vegas.

The All-Craft Conference was filled with information, education, and training from all the National Business Agents sharing their arbitration rulings.

Some may not know who our national leaders are for the Motor Vehicle Craft. Mike Foster - MVS Director, Garrett Langley - Assistant Director, and Dyrike Shaw - National Business Agent for our area.

I would like to thank the America Postal Workers Union for taking time to educate this union, and for all the hard work and dedication they have done. Our goal has become to join forces with others in the process to "Keep MVS Strong."

The purpose of the Union is to find work for its members. This Union is committed to protecting job security, advocating fair working conditions, and ensuring that our members have consistent work opportunities. Some highlights of the 2024 - 2027 new contract involve: Retention of the Highway Contract Limitation, Changes to Article 39.2.A.11 giving the Part-time Flexibles better promotion opportunities, preventing 204-B Conversions, Maintaining MVS Training Initiatives Committee MOW, Transfer Seniority - stronger, better language, and more. The conference brought together directors from across the region to discuss current initiatives, exchange ideas, and highlight ongoing challenges within the Motor Vehicle Service.

Key topics included workforce development, operational efficiency, and maintaining high standards of safety and service.

Collaborative discussions emphasized the importance of continuous improvement and the vital role of effective communication among all team members. These are just a few changes made, and I will be addressing them all in future dispatches.

According to records in APWU's Headquarter database, MVS was the only craft to grow from August 2013-August 2025. MVS grew by 41%. This is solid proof of exercising your rights and speaking up helps the craft and yourself.

I would personally like to thank everyone who has exercised their rights and spoken up. Our annual bid occurred in October 21, 2025, and October 22, 2025. I have heard and been questioned about "jumping" during the annual bid. There is NO jumping during the annual bid. This was also confirmed during the conference, and it is listed in the JCIM:

During the Annual Bidding pursuant to Article 39.2.A.6, can Motor Vehicle Operator (MVO) and Tractor Trailer Operator (TTO) bid on the other position designation? (i.e., MVO to TTO or TTO to MVO)

Response: Article 39.2.A.8 provides that employees bidding pursuant to Article 39.2.A.6 may bid only on those duty assignments that have the same position designation.

Vehicle Maintenance Facility

Mike Foster has stated during the conference "One of our main goals is focusing on training for the VMF employees". Training is a must for all VMF employees, and training should

not be taken for granite. Foster has sent a Request for Information to Headquarters regarding training for the Ford E-Transit (Next Generation Delivery Vehicle, NGDV).

He is also requesting information regarding the bench test 941, and the VMF comparative cost for subcontracting. RFI's have also been

submitted requesting information on the Fleet Management Information System (FMIS). Management has stated the fire and safety inspections are not being used in lieu of Preventive Maintenance Inspections (PMI's).

They are being used in addition to the PMIs. Another issue is the Estimate Repair Times in FMIS. This is currently being addressed, and Mr. Foster is working on these issues and many more. As you see, we have a lot to address and work on in MVS and the VMF. Again, this can only be done with you and your steward. We will keep rolling, we will continue to be strong, and we will keep trucking.

Union Strong - All day Long. It is employees like you who continue to keep the Postal Service going and this union strong. God bless each and every one.

"The conference brought together directors from across the region to discuss current initiatives, exchange ideas, and highlight ongoing challenges within the Motor Vehicle Service"



CLERK CRAFT DIRECTOR "A"

KEVIN SPENCER

Conference Revitalizes Unity



Greetings Sisters and Brothers,

As the fall weather is finally starting to appear, I trust this finds each of you doing well. I'm writing this on my return from the **APWU All-Craft Conference** that took place in Las Vegas during the second week of October. And I must say, the morale amongst our **APWU** family resonated high in the classrooms and

throughout the convention spaces.

Along with the elections taking place during our stay for our **APWU National Officers**, I had the pleasure to have numerous exchanges with other locals, officers, and stewards that share almost identical concerns that we also face daily here at the GMF and Priority Annex in San Antonio.

This dialogue is really what makes the convention a vital part of our network. There were

many fiery talking points... Such as hammering down on the contractual enforcement/remedies we continue seeking and how this must also be paired with the day-to-day realities that each facility and our members struggle with on a regular basis.

All Craft Conference

Our **National Clerk Craft Director Lamont Brooks** was in top form (as always!) covering the **hot topics**, reinforcing **CLERK** work, including TACS and Lead Clerk responsibilities as it pertained to the **massive** settlement that was just signed on September 30th, 2025. Again, this was an incredible time to connect with everyone at the convention and to realize that it is always an ongoing learning process. I am grateful for the chance to attend, and I know all the stewards benefited greatly from the experience. Special thanks to **National Business Agents Carlton Williams** and **Sandra Hernandez** for being so generous with their time and help with answering the complicated questions. Watch this space as there are more developments on **Clerk Work!**

Peak Season

Yes, that time of year is upon us, **Peak Season** is nearing the door... The problem, however, is that it's unclear where the **door** is?! At the time of writing we have no clear indication that we will have a Peak Facility for the tsunami of parcels heading our way. As incredible as it sounds, this appears to be the case. While we do have the benefit of many new hires to assist with the heavy workload ahead, we may be very strained for space and staging areas for all the logistics and processing. There are discussions that we may be utilizing our on-site warehouse space across from the Priority Annex. Once again, another year and challenges abound.

No Penalty OT

The **exclusion period** for Penalty Overtime this year is from November 29, 2025, through December 26, 2025. Will have more updates on our bulletin board and of course on our award-winning website as we get closer to **critical mass**.

Discipline on the Rise

I'm sorry to report, but there has been a huge amount of discipline again recently, including several removals... I realize this process is painful for those awaiting adjudication for their grievances. In some cases, this process can take many, many months--even years on removals, in some cases! The union can only utilize the grievance process up to and including Step 3 to attempt to get those employees back that are out on removals. We have no special allowances and there really is no such thing as a "last chance" scenario, nor a "get out of jail free" card. Please, if you receive a discipline letter, do ask to see a steward **immediately** so we can

get a grievance filed for your case. And while we had previously resolved the practice of discipline being mailed, do be aware that **discipline letters are currently being mailed again!** This will be a topic revisited at our next Labor-Management meeting.

Hours & Hours

With mandated overtime and long days forthcoming for peak season, please work safely and remain conscientious of your fellow clerks and new hires. Be prepared to be sent out of your section during the heavy weeks. And, when it happens make sure to make an Operational Move (**MV**) at the clock. Yes, I've repeated this many times before, but it's crucial to keep track as to where everyone is bounced around and any potential grievances that may follow. The moves at the clock will be one of the main ways to follow the chaos. It's going to get **ugly** this year and a lot of disarray you can be damn sure. But, as in years past, the dedicated and hard-working Plant and Annex employees have met similar challenges head-on. And the clerks in all sections have met this demand with **grace** under pressure. Remain allied in our purpose and let's get those packages and gifts to the kids and families like our own that rely on us to **deliver the goods!**

Many thanks to all of you! And my appreciation to President Alex Aleman, Vice President David Hernandez, Treasurer Jeff Greenlee, Dispatch Editor Carlos Barrios, Asst. Craft Director Giovanna St. John, Chief Steward Phillip Doxie, Chief Steward Annette Martinez as well as Stewards Mary Skala, Nick Sondhi, and Jess Rooney.

Wishing everyone a safe and Happy Thanksgiving, Merry Christmas and a Happy New Year

"There were many fiery talking points... Such as hammering down on the contractual enforcement/remedies we continue seeking and how this must also be paired with the day-to-day realities that each facility and our members struggle with on a regular basis"

TOUR 3 STEWARD

JESS ROONEY

Fighting for the Clerk Craft



Greetings Union Members, my name is Jess Rooney and at the time of writing this, I am approaching one year as a Clerk Craft Tour 3 Steward here at the Plant. It has been a long 12 months of learning, growing, and powering on through the ups and downs of Postal life as a full-time regular clerk.

You'll find me on Tour 3 in automation, often doing overtime. We got a taste of a "break" from overtime in the summer, but it picked up again as soon as we got through Labor Day. As far as a "break" in overtime went, the same cannot be said for Annex clerks; I was told there was a brief respite from a 6-day mandate for a few weeks in August, otherwise those "Peak Season" hours continued through most of 2025. Other sections at the Plant, like RBUS and AFSM and APBS 1, saw consistent overtime throughout the year as well.

"It is your right as a postal employee to request a steward if you need it. And always on the clock; if management violated anything related to hours, wages, or conditions of employment, we make them pay for that not only with grievance but also with you stepping away from the workroom floor"

There were even violations of medical restrictions for some clerks, and even questions about the validity of said restrictions! Needless headaches for all clerks involved in this scrutiny. I implore each one of you, ensure you keep copies of your medicals and that you turn them in ASAP. FMLA is a huge protection in ensuring that you don't have to worry about potentially losing your job; if you use your FMLA how your doctor indicated on your paperwork, you have 480hrs (12 weeks) you can utilize Sick, Annual, or LWOP for. Keep in mind this is over a 12-month period, and ideally you will not fall below the 1280 hours worked that are required to be eligible for FMLA over the next 12-month period.

Also, if you aren't feeling well, you are allowed to call out for 3 days in a row before documentation is required. Please do so! Put it in for 24 hours, just in case you need that rest. You can come back to work sooner if you're feeling better! Fill out a PS Form 3971 for the correct leave (Annual or Sick) you'd like to use if you had to put in for LWOP, too.

Discipline grievances are also something I have had a lot of experience dealing with, especially in recent months. As it was described to me by a supervisor, "there's always a flavor of the month." In August and September, a good number of us were scrutinized for attendance, but also a lot of us faced discipline for going so much as *one click* past 12 hours, (One click).

Management's "solution" to avoiding this happening again has been sending us home at 3.5 hours of overtime. I have juggled quite a few overtime grievances about mandates: if PSEs and non-Overtime Desired List (OTDL) clerks must work overtime, everyone on the OTDL that day should work four (4) hours.

If you are brought in for a Pre-Disciplinary Investigation (PDI) and the nature of it is not something management has discussed with you before, mention it in the interview! At the end, the interviewing supervisor should ask a variation of, "Is there anything you would like to add?" You say something like, "Yes, I had no discussion of any kind related to this matter before this interview." It helps your stewards later if management decides to issue the discipline: there is a procedure for everything with the Postal Service, and an Official Discussion is an important precursor to management's decision to discipline you for anything.

Speaking of procedure, as many of our Union Officers have addressed in recent Dispatch issues: it is so incredibly important to *request* to see a steward **on the clock**. I have personally been asked many times by fellow clerks what a 'good time' would be for me to see someone. I always ask them, "Did you request a steward?"

Our supervisors must be aware of the request and must give approval for us to be off the workroom floor. Stewards cannot ask for you.

It's proper procedure for management to be aware that **you** need a steward. If you're worried about "causing trouble," you aren't! It is your right as a postal employee to request a steward if you need it. And *always* on the clock; if management violated anything related to hours, wages, or conditions of employment, we make them pay for that not only with grievance but also with you stepping away from the workroom floor. You write your statement and discuss the grievance with a steward **on the clock**. If management doesn't violate the contract, then we have nothing to grieve, simple as that. If you have other questions, even if it isn't related to a grievance, you can ask to speak with a Union steward – topics like holiday/annual leave exchange, FMLA, retirement, health insurance, TSP, etc., please don't hesitate to ask for a steward if you have questions!

I have filed almost 100 grievances this year as of writing this article, most of which have concerned discipline but also overtime violations and working alone on DBCS machines. I won't hold my breath for 2026 to see many changes in this regard, but maybe if more folks do grieve contract violations, we can send a louder message to management that these violations are unacceptable. Sometimes it's as simple as Cease and Desist, sometimes it is monetary; no matter the grievance remedy, we can hold management accountable together.

A big thank you to Clerk Craft Director Kevin Spencer and Assistant Clerk Craft Director Giovanna St. John for always answering my many questions and hypotheticals to grasp contract language and issues out on the workroom floor. Every day is a learning opportunity. I stand alongside a handful of excellent stewards as well on Tours 1 and 2 and am lucky when I get a moment to ask for their insight too. A Union is only as strong as its members. We each have a voice; lift one another up whenever you can!



San Antonio Alamo Area Local 2026 Clerk Craft Job Bid Schedule

2026 CLERK CRAFT JOB POSTING SCHEDULE			
VACANCY POSTING	VACANCY WITHDRAWN	AWARD POSTING	EFFECTIVE DATE
1/9/2026	1/18/2026	1/27/2026	2/7/2026
2/13/2026	2/22/2026	3/3/2026	3/7/2026
3/20/2026	3/29/2026	4/7/2026	4/18/2026
4/24/2026	5/3/2026	5/12/2026	5/16/2026
5/29/2026	6/7/2026	6/16/2026	6/27/2026
7/3/2026	7/12/2026	7/21/2026	7/25/2026
8/7/2026	8/16/2026	8/25/2026	9/5/2026
9/11/2026	9/20/2026	9/29/2026	10/3/2026
10/16/2026	10/25/2026	11/3/2026	11/14/2026

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

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

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

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

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

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

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

2026 Vacation Polling



November 8 – December 15, 2025

- Vacations shall be granted on the basis of seniority within each section.
- The Employer shall publicize on bulletin boards by November 1, the beginning date of the new leave year. Sign up and application for choice vacation periods

shall commence by **November 8 on PS Form 3971**, and shall be **completed by December 15.**

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

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

HISTORIC TACS AGREEMENT

SETTLEMENT AGREEMENT BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

Re: Time and Attendance Collection Systems (TACS) Duties

1. **TACS entries and TACS allied duties (as established for Lead Clerks) are clerk craft bargaining unit work in all Postal facilities/installations Level 18 and above, where clerks are employed.**
2. Exception: TACS entries and TACS allied duties performed by the Postmaster in a Stand-Alone Level 18 office will be recorded and counted as one hour per service week towards the permissible 15 hours per week of bargaining unit work (Postmaster performance of bargaining unit work is normally limited to window transactions and distribution tasks, in accordance with the Das national arbitration award).
3. Supervisors in facilities/installations Level 20 and above are prohibited from performing these duties except as provided in Article 1.6 of the CBA and the following circumstance: In the unlikely event on the last day of a pay period there is no TACS trained clerk anywhere in the facility/installation, solely to ensure the employees will be properly paid, the supervisor may enter the work and leave hours into TACS.
4. **Each facility/installation head or designee will ensure there are a sufficient number of clerks trained in the Online Course — Time and Attendance Collection Systems (TACS) Lead Clerk Training, to cover the performance of these duties on a daily basis. Where applicable, Section 2.d — 2.g of the 9/5/18 Lead Clerk and TACS Settlement Agreement (QI 5C4Q-C 18000314) will apply.**
5. In facilities/installations where Lead Clerks are authorized, TACS duties are Level 7 work. A clerk replacing a Lead Clerk pursuant to Article 25 will receive Level 7 pay. In Customer Care Centers, these duties will be performed by Tier 2, Level 7 Customer Care Agents. In facilities/installations where Lead Clerks are not authorized, TACS duties are Level 6 work.
6. The Postal Service will have 120 days from the date of this agreement to take the necessary steps in non-Lead Clerk facilities to provide clerks with access to TACS and eRMS and to provide all TACS clerks and Lead Clerks with limited access to OTAdmin and RMSS in order to perform TACS entries and TACS allied duties.
7. **District Labor Relations Managers or designee(s) and Local/State APWU Presidents or designee(s) will engage in a cooperative effort to ensure that clerks are trained and when trained and granted access to TACS and eRMS that these duties are transitioned to clerks.**
8. This agreement serves to administratively close the following National level cases: 21 C-6X-C 24183940; 21 c-6X-c 24184006; 21 c-6X-c 24332739; 21 c-6X-c 24334700; 21 C-6Q-C 22507313; 8C-6Q-C 21112448; and all grievances held pending the outcome of these cases. Grievances filed over a supervisor's performance of TACS duties in facilities that did not qualify for a Lead Clerk will also be administratively closed, without prejudice. In addition, **in settlement of the pending grievances involving a supervisor performing TACS entry/allied duties in place of a Lead Clerk, the cases will be resolved with a lump sum payment of \$4,241,000 to be distributed to Lead Clerks as determined by the union.** This settlement resolves all grievances on this issue as of the date of this agreement (September 30, 2025). The parties agree to hold 10% (\$424,100) from the initial payouts and will be paid to employees, identified by the APWU, no sooner than six (6) months from the date of the initial payouts. This resolve does not apply to a case the parties have arbitrated on the merits and the arbitration award has not been issued; or a case in which the parties have received an arbitration award on the merits with a remedy to be adjudicated (including non-compliance with a settlement or arbitration award on this issue); or a case in which the parties have reached a settlement agreement regarding the merits but the remedy has yet to be determined or is in dispute.
9. While this agreement resolves all TACS/Lead Clerk related issues, should any grievance(s) also include a non-TACS/Lead Clerk issue, that part of the grievances is not resolved by this agreement.
10. The terms of this agreement are not intended to change existing settlements between the parties regarding TACS duties, unless explicitly stated herein.


Michael Mlakar
Headquarters Labor Relations
United States Postal Service

9/30/25
Date


Lamont Brooks
Director, Clerk Craft
American Postal Workers
Union, AFL-CIO

9/30/25
Date

Non-Member Membership Drive

Non-Member List 10/24/2025

The members at the October General Membership Meeting voted to have a Membership Enrollment Drive and provide an APWU t-shirt to each new member that signs up. They will also be eligible for a drawing for three (3) \$50.00 incentive giveaways to be awarded at the March 2026 General Membership Meeting.



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

Remind them that the Union fights for the rights, benefits, and job security of every employee. Remind them of the successful contract negotiations the Union just did on their behalf.

P/L	LAST	FIRST	MI	CRAFT	P/L	LAST	FIRST	MI	CRAFT	P/L	LAST	FIRST	MI	CRAFT
000	Gamble	Kendra	L.	Clerk	651	Preston	Ann	R.	Clerk	712	Blackburn	Ana	C.	Maint.
000	Luna Ortiz	Grissel		Clerk	701	Jader	Anthony	A.	Clerk	712	Blackburn	Terry	R.	Maint.
000	Mcfaddin	Rance	M.	Clerk	701	Maldonado	Christopher		Clerk	712	Blanco	Elijah	D.	Maint.
000	Nguyen	Tracey		Clerk	705	Garza	Sandra	D.	Clerk	712	Delgado	David	I.	Maint.
000	Padilla	Daniel		Clerk	732	Soto	Clemente	G.	Clerk	712	Funicelli	Anthony	T.	Maint.
000	Quintero	Crystal	S.	Clerk	000	Belew	Seth	K.	Clerk	712	Garza	Oscar	L.	Maint.
000	Rodriguez	Maison	A.	Clerk	000	Buvanyk	Stephan		Clerk	712	Garza	Oscar	L.	Maint.
000	Salazar	Andrew	J.	Clerk	000	Escamilla	Kandace	R.	Clerk	712	Insall	Alex	J.	Maint.
001	Quintanilla	Jonathan	M.	Clerk	000	Garcia	Jessica		Clerk	712	Peralta	Roque		Maint.
134	Fitzgerald	Christina	L.	Clerk	000	Mendoza	Mercedes		Clerk	713	Carlos	Julian		Maint.
134	Kirk	Lashawna		Clerk	000	Ozuna	Tawnya	R.	Clerk	713	Franco	Larry	L.	Maint.
135	Fuentes	Destiny	N.	Clerk	000	Rios	Josue		Clerk	713	Gallagher	Lance		Maint.
135	Haley	Deavon		Clerk	707	Bohorquez	Jose		MVS	732	Akana	Daniel	K.	Maint.
141	Chavarria	Steven		Clerk	708	Estrada	Jose	R.	MVS	000	Carter	Jmarcus	R.	PSE
141	Rodriguez	Valente	G.	Clerk	708	Gonzalez	Pierre	R.	MVS	000	Cuevas	Ashley	M.	PSE
141	Styles	Roshelle	D.	Clerk	708	Marquez	Florencio		MVS	000	Dean	Starette	M.	PSE
200	Carrasco	Esther	E.	Clerk	709	Hughes	Donald	G.	MVS	000	Garza	Juan	A.	PSE
200	Fernandez	Daniel		Clerk	709	Pacheco	Ricardo	M.	MVS	000	Garza-cruz	Lisa	A.	PSE
200	Moreno	Michelle	R.	Clerk	709	Sheer	William	A.	MVS	000	Gautier	Richard	A.	PSE
209	Linton	Alfonso	E.	Clerk	709	Vargas	David		MVS	000	Johnson	Venise	A.	PSE
234	Sanchez	Kailey	N.	Clerk	000	Ortiz Marcano	Ruben		MVS	000	Ledesma	Andrew	D.	PSE
235	Mcclain	Gia	D.	Clerk	000	Waters	Christopher		MVS	000	Macias	Daniel		PSE
240	Garcia	Richard	F.	Clerk	708	Gordon	Brandon		MVS	000	Martinez	Noelia	B.	PSE
240	Reyna	Gracie		Clerk	708	Rodriguez	Robert	A.	MVS	000	Milson	Elizabeth	M.	PSE
300	James	Zechariah		Clerk	708	Turner	Daniel	E.	MVS	000	Miquelerena	Trudy		PSE
300	Valdez	Diva	M.	Clerk	708	Vidro	Arcangel		MVS	000	Rodriguez	Ismael		PSE
309	Avila	Ruben	M.	Clerk	706	Charles	Joseph	A.	VMF	000	Scales	Megan	R.	PSE
309	Morales	Corinne	J.	Clerk	706	Guerra	Jesus		VMF	000	Smith	Shandy		PSE
334	Tilton	Kelvin	L.	Clerk	706	Hall	Eugene		VMF	000	Soto	Cynthia	J.	PSE
335	Adams	Dajane	M.	Clerk	706	Hernandez	Jesus	H.	VMF	000	Tamayo	Jonathan	E.	PSE
335	Gutierrez	Justin	J.	Clerk	706	Ortega	Andres		VMF	000	Vega	Michelle	S.	PSE
335	Haley	Anthony		Clerk	706	Riehle	Michael	R.	VMF	000	Williams	Tamia	L.	PSE
335	Mayfield	Aubrey	J.	Clerk	706	Stremmel	Andrew	J.	VMF	018	Nguyen	Ha	H.	PSE
335	Rabago	Danny		Clerk	706	Whitehead	Brian	E.	VMF	020	Walker	Bryant	D.	PSE
337	Kuzuk	Brayden	W.	Clerk	000	Ortiz	Teodoro		Maint.	030	Nicholson	Joseph	Z.	PSE
340	Baez	Richard		Clerk	000	Sabala	Chris		Maint.	045	Sosa	Lauryn	K.	PSE
340	Christian	Nevilson		Clerk	001	Perez	John	C.	Maint.	045	Sosa	Megan	V.	PSE
340	Novak	Christopher	M.	Clerk	032	Portugal	Paul	I.	Maint.	234	Garcia	Daniel		PSE
340	Weston	Mercedes	A.	Clerk	300	Winans	Jeremy	A.	Maint.	234	Gonzalez	Mabel		PSE
500	Adame	Pedro	G.	Clerk	711	Deluna	Mario	A.	Maint.	234	Johnson	Shakynia	D.	PSE
500	Lozano	Enrique		Clerk	711	Hernandez	Porfirio		Maint.	234	Wallace	Roy		PSE
500	Pedraza	Alberto		Clerk	711	Quimbar	Ricardo		Maint.	334	Flores	Matthew		PSE
506	Wahl	Chad		Clerk	711	Randle	Christopher	M.	Maint.	335	Norwood	Jhamad	A.	PSE
621	Alvarado	Jose	M.	Clerk	711	Villareal	Rogelio	G.	Maint.	999	Alvarado	Amanda	R.	PSE
631	Arriola	David		Clerk	712	Abdul Jabbar	Mohammed	R.	Maint.	999	Flores	Cecilia	A.	PSE
631	Silva	Leila	A.	Clerk	712	Altwein	Clarence	R.	Maint.	999	Turman	Lynnette	C.	PSE

All Craft Conference



American Postal Workers Union had a historic and eventful time in Las Vegas, NV from October 6-8, 2025. Saying thanks to APWU President Mark Dimondstein for all his years of service. All the Craft Divisions led by the Clerk Craft, Motor Vehicle Service, Maintenance and Support Services were well represented with delegates, National Business Agents, Regional Coordinators and many others.

The San Antonio Alamo Area was well represented with their delegation attending all their scheduled meetings and networking to attain significant information needed to help represent their craft members. Some of the delegates who attended would like to share a few words on how the All Craft Conference impacted them.

Clerk Steward Jen Pham, Attending the APWU All-Craft 2025 conference has been an incredible learning experience. I've gained a deeper understanding of contract enforcement, grievance handling, and the rights and responsibilities we uphold as postal workers. The workshops and discussions provided practical tools and real-world insights that I'll carry back to my local to better represent our members.

Clerk Steward Angel Jimenez, I would like to express my sincere gratitude for the opportunity to attend the All-Craft Conference. It was an honor to be included, and I truly appreciated the chance to learn and grow alongside fellow clerks from across the organization. In particular, I was able to gain valuable insights on handling reversions and abolishment, which will be especially useful as the USPS continues to change and reduce our workforce. The discussions deepened my understanding and equipped me with practical approaches to continue defending our members and CBA. I look forward to applying what I learned and continuing to serve with dedication. Thank you again for this meaningful experience.

Maintenance Steward Tony Ramon Jr, "I want to take a moment to thank the members of our local for allowing us to attend the 2025 APWU Las Vegas All Craft Convention. This convention was very enlightening, highlighting the issues we are facing across the nation and what we need to do to protect ourselves locally.

Legislative Director Ross Camacho, "...learned a lot about the history of the labor movement and learned about the importance of organizing to grow and strengthen the union."

MVS Steward Jeffrey Jones, ... this conference represented my first formal training outside of on-the-job training. Ultimately, I found myself in a class with over two hundred participants from diverse ages, racial backgrounds, and locations across America. These classes dove straight into the issues facing our union, and I gained valuable knowledge on the challenges drivers encounter on a daily basis. I not only learned from the union officers but also my fellow stewards who are striving to support their members back home. After three short days, I established connections with other stewards from Cleveland, Ohio, to Phoenix, Arizona, and I plan on utilizing those resources in the future. Although three days passed quickly, I absorbed a significant amount of information, and I am confident that it will have a lasting impact. I am truly honored to have experienced this convention and forged meaningful connections with fellow attendees. I would like to express my gratitude to all the members for allowing me to attend and assure them that it was a worthwhile investment. The union has emerged stronger from this convention, armed with the knowledge, experience, and resources shared. Thank you again, members!

Maintenance Steward Argelia Aviles, I want to express my gratitude to all the members for their support in making it possible for me to attend the All Craft Conference. The training provided by Maintenance National Business Agents was very helpful and informative. Topics covered span from Article 32 subcontracting, Line H and Eagle Clean. As the USPS faces unprecedented times, it is imperative that stewards are well informed and educated to assist our members.



What happens in Vegas does NOT stay in Vegas this time. Once again thanks again to our members and officers of our local.



More Photos from the All Craft Conference



Ross Camacho



Lynn Pallas-Barber Asst. Dir. Clerk



Debby Szeredy—Executive V.P.

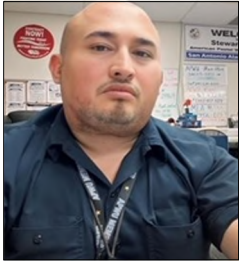


San Antonio Alamo Area Local, Faron Hierholzer, Jeffrey Jones, David Hernandez, Carlos Barrios. Tony Ramon Jr, Alex Aleman, David Hernandez, Phil Doxie, Kevin Spencer, Giovanna St John, Norma Impalari, Angel Jimenez, Jen Pham and Patricia Jones

LEGISLATIVE DIRECTOR

ROSS CAMACHO

Right-to-Work: Texas' Dark Legacy



Few threats to labor have been as insidious and destructive as so-called "right-to-work" laws. Don't be fooled by the name; these aren't about protecting your right to a job. They're about undermining unions, dividing workers, and keeping power firmly in the hands of bosses and corporations. Let me take you through the troubling history of these laws, including their ugly racist origins, and explain why they're a raw deal for all of us.

The story of "right-to-work" begins in the Jim Crow South of the 1940s, a time when segregationists were desperate to maintain racial hierarchies. These laws emerged from a fear that strong unions would unite Black and white workers, challenging the status quo of exploitation and division. At the heart of this movement was Vance Muse, a Dallas oil lobbyist and founder of the Christian American Association (a front group funded by Texas oil barons). Muse was an avowed racist and anti-Semite who openly opposed racial integration and unions that might force white workers to mix with Black ones. He lobbied tirelessly for laws that would kill closed shops where union membership could be required, arguing that unions promoted "race mixing" and communism.

Muse's efforts paid off in 1947 with the passing of the Taft-Hartley Act, a federal law that allowed states to outlaw union security agreements. Texas' Right to Work laws were the template the rest of the nation followed. The language, the racist scare tactics. All of it born right here in Texas. Southern states like Arkansas, Florida, and Georgia quickly adopted right-to-work statutes, using them as tools to suppress labor organizing in industries where black workers were prominent, such as agriculture and manufacturing. By weakening unions, these laws preserved low-wage economies built on racial exploitation, ensuring that workers remained pitted against each other rather than standing together against unfair employers. Fast forward to today, and the harm of right-to-work is clear. These laws create a "free-rider" problem. Workers who enjoy the benefits of union-negotiated contracts, such as higher pay, health care, and pensions without paying dues to support the union. This starves unions of resources, making it harder to bargain effectively or represent members. As a result, wages in right-to-work states are 3% lower on average, and workers are less likely to have employer-provided health insurance or retirement plans. Safety also takes a hit. Work related deaths are 51% higher in these states because weaker unions mean less pushback against dangerous working conditions.

Right-to-work doesn't boost jobs or the economy as proponents claim; studies show no significant impact on employment growth. Instead, it shifts power to corporations, leading to greater income inequality and reduced worker mobility. When unions are strong, everyone wins: better contracts lift standards across industries. Right-to-work erodes that solidarity, turning workplaces into every man for himself battlegrounds. This racist relic is a divide-and-conquer strategy that weakens our workforce and in turn weakens our nation. (Open A.I., 2025)

MVS CHIEF STEWARD

TONY RAMON JR.

All Craft Conference Highlights



Brothers & Sisters,
My name is Tony Ramón Jr. and I'm the Chief Maintenance Steward for Tour 2 and AO's. I want to take a moment to thank the members of our local for allowing us to attend the 2025 APWU Las Vegas All Craft Convention. This convention was very enlightening, highlighting the issues we are facing across the nation and what we need to do to protect ourselves locally.

In Maintenance we are made aware of the new programs that the Post Office is implementing. Some of the programs are called RADAR, Eagle Clean, pMARS, etc. Each of these will affect our hours and staffing, in some form. It is important to input the time accurately as possible and to only charge the time per task that you're doing, the times are estimated and not the standard. The other concern because of these new programs, is going to affect the Maintenance Support Clerks jobs. Management is doing craft

work, closing and verifying the hours that are being imputed by the maintenance employees. Although we are going paperless, it doesn't mean that the Maintenance Support Clerks job gets bypassed.

Grievances are not against the members, they're against Management. Anytime you see that Management is in violation of the contract, by doing craft work or instructing employees to violate the contract "for the good of the service", it is our duty as members to protect our jobs and occupational groups. We must stay united as members and hold Management accountable! It is a never-ending battle, and we must never give up!



OPM Announces 2025 Open Season – November 10 through December 8

October 10, 2025 by [21cpw](#)

OPM News Release – October 9, 2025

Washington, DC – Today, the Office of Personnel Management (OPM) announced the [2025 Federal Benefits Open Season](#) will be held from **November 10 through December 8, 2025** and the [2026 plans and premiums](#) for Federal Employees Health Benefits (FEHB) Program, Postal Service Health Benefits (PSHB) Program, and Federal Employees Dental and Vision Insurance Program ([FEDVIP](#)) are now available for review

This is the opportunity for eligible federal and postal employees and annuitants to enroll or make changes to their health, dental, and vision coverage for the upcoming year.

“During Open Season, we want to give enrollees the opportunity to review their coverage, compare coverage options, and make the choice that is right for them,” **Associate Director for Healthcare and Insurance Shane Stevens said.** “I strongly encourage all employees to reassess their current coverage and choose the plans that best meet their family’s needs.”

FEHB and PSHB Programs provide enrolled and eligible people with competitive options. For 2026, the FEHB Program has 47 participating carriers offering a total of 132 plan options. The PSHB Program has 17 participating carriers offering a total of 75 plan options. FEDVIP will have 11 dental carriers offering 21 plan options and five vision carriers offering 10 plan options.

In 2026, six FEHB plans, one PSHB plan, and one FEDVIP plan will no longer be available. Enrollees in these plans should choose another plan this Open Season.

Source: [OPM](#)

USPS will offer a virtual fair throughout open season

Get ready for Open Season

November 10 - December 8



Postal Service employees may participate in a virtual benefits fair throughout this year's open season, which runs from Monday, Nov. 10, through Monday, Dec. 8.

The fair will offer information about the Postal Service Health Benefits Program, Federal Employees Dental and Vision Insurance Program, flexible spending accounts and other topics.

During open season, employees can go to the fair website 24/7 to visit virtual booths, watch instructional videos and participate in educational seminars and games.

Employees can also participate in live chats, live Q&A sessions with benefits specialists and "Open Season 101" webinars during designated days:

- , Nov. 2, 1 to 3 p.m. Eastern: "Open Season 101" webinar
- , Nov. 4, 11 a.m. to 3 p.m. Eastern: Live virtual day
- Saturday, Nov. 15, 1 to 3 p.m. Eastern: "Open Season 101" webinar
- , Nov. 20, 9 a.m. to 1 p.m. Eastern: Live virtual day
- , Dec. 3, 8 a.m. to 6 p.m. Eastern: Live virtual day
- Monday, Dec. 8, 11 a.m. to 1 p.m. and 3 to 5 p.m. Eastern: Live Q&A sessions with benefits specialists

Participation is voluntary and must be off the clock or during authorized breaks. Employees can register on the [fair website](https://2025uspsopenseasonbenefits.vfairs.com) by going to the MyHR site's [open season page](#).

Employees with questions can visit the fair website the USPS benefits and Wellness team.

Fair website: <https://2025uspsopenseasonbenefits.vfairs.com>

Source: USPS



2026 BENEFITS & PREMIUMS

★ CONSUMER DRIVEN OPTION ★

What's new for 2026

- ★ Up to \$200 for custom orthotics from any podiatrist
- ★ \$25 wellness incentive for a colonoscopy or Cologuard
- ★ 100% in-network coverage for male sterilization, after deductible is met

Your cost (in-network)

- No upfront deductible, coinsurance or copay until you exhaust your PCA
- Receive a discount on prescriptions when you use OptumRx® Home Delivery

★ HIGH OPTION ★

What's new for 2026

- ★ Up to \$200 for custom orthotics from any podiatrist
- ★ 100% coverage for male sterilization

Your cost (in-network)

- \$10 for a virtual visit (\$0 for first 2 visits)
- \$25 for office visits, including specialists
- \$30 for urgent care
- \$10 for retail non-specialty Tier 1 drugs

CONSUMER DRIVEN OPTION

Monthly rates

Self
PSHB enrollment code 23D
\$197.39

Self Plus One
PSHB enrollment code 23F
\$429.01

Self & Family
PSHB enrollment code 23E
\$468.02

★ Special biweekly rates for career APWU bargaining unit employees enrolled in PSHB for more than one year ★

Self
PSHB enrollment code 23D

Less than 1 year & PSE	★★★★★ More than 1 year
\$91.10	\$18.22

Self Plus One
PSHB enrollment code 23F

Less than 1 year & PSE	★★★★★ More than 1 year
\$198.00	\$39.60

Self & Family
PSHB enrollment code 23E

Less than 1 year & PSE	★★★★★ More than 1 year
\$216.01	\$43.20

HIGH OPTION

Self
PSHB enrollment code 23A

Biweekly	Monthly/Retiree
\$107.15	\$232.16

Self Plus One
PSHB enrollment code 23C

Biweekly	Monthly/Retiree
\$216.18	\$468.38

Self & Family
PSHB enrollment code 23B

Biweekly	Monthly/Retiree
\$275.94	\$597.87

Medicare Advantage

- \$0 copays for covered services
- \$60 quarterly over-the-counter item allowance
- \$100 monthly Part B premium subsidy
- Vision eyewear allowance benefit

General Membership Meeting

**November 15, 2025
11:30 A.M.**

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

*****AGENDA*****

**Financial Report
Officers Reports
Executive Board Recommendations
\$500 Give-Away -Nov. meeting
Send Alex to NPC
Thanksgiving Meal**

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

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

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**Your cooperation
is appreciated.**

