Celebrating Over 100 Years of Representing Postal Workers

DISPATCH

San Antonio Alamo Area Local #195

American Postal Workers Union, AFL-CIO

VOLUME 72 NO. 2 SAN ANTONIO ALAMO AREA LOCAL MARCH / APRIL 2026

PRESIDENT **ALEX ALEMAN**

TOXIC SUPERVISORS

Postal Management is harassing employees when they call out sick for one day. Managers and Supervisors are abusing their power when they are arbitrarily requiring the employee to provide medical documentation for a one-day absence.

The supervisor's action is intended as a punishment for employees' using their earned sick leave. Employees earn sick leave as insurance against loss of income due to illness.

"Management tactics are an attempt to discourage employees from calling out sick for one day. Request that the LWOP you were charged with be changed to Administrative Leave"

Request for sick leave must be made in writing, in duplicate, on PS Form 3971. The union recommends you complete PS Form 3971 upon your return from your one-day absence. Management must approve or disapprove the request for sick leave. When a request for sick leave is disapproved, the supervisor must check the "disapproved" block, state the reason(s), for disapproving the leave, and note any alternative type of leave granted on PS Form 3971.

Disapproval of your sick leave should prompt you to request to speak to your union steward to file a grievance on the matter. You need to write a statement and include that the supervisor is harassing, intimidating and bullying you.

The U.S Postal Service has a Zero Tolerance policy regarding bullying, intimidation and threatening behavior. Management tactics are an attempt to discourage employees from calling out sick for one day.

Request that the LWOP you were charged with be changed to Administrative Leave.

We should not be satisfied with just plain language that management abide by the contract after management has made it difficult for the employee to meet their financial obligations.

Article 10.5.D. states that for periods of absence of three (3) days or less, a supervisor may accept an employee's statement explaining the absence.

On page 309 of our current contract Re: Leave Policy, the parties have agreed that local attendance or leave instructions, guidelines, or procedures that directly relate to wages, hours, or working conditions of employees covered by this Agreement may not be inconsistent or in conflict with Article 10 or the Employee and Labor Relations Manual, Subchapter 510. Management's local policy of requiring employees to submit medical documentation for calling out sick for one day is inconsistent and in conflict with our contract and the ELM. Employees earn sick leave and have the right to use their sick leave accordingly.

The **employee has options** for leave charge adjustments. If sick leave is disapproved, but the absence is nevertheless warranted, the employee's supervisor may approve, **at the employee's option**, a change to annual leave or a change to LWOP Elm 513.63. If sick leave is approved, but the employee does not have sufficient sick leave to cover the absence, the difference is charged to annual leave or to LWOP **at the employee's option** Elm 513.61.

Notable excerpts from the JCIM Pursuant to ELM 513.361, when an employee requests sick leave for absences of three (3) days or less, "medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is only required when an employee is on restricted sick leave (see ELM 513.39) or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service work on need to care for a family member is only required when an

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ALAMO AREA LOCAL DISPATCH

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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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The origins of Rosie the Riveter stem from both real-life women who worked in industrial roles during World War II and artistic depictions that captured the spirit of the era. While there is no single "Real Rosie," several women have been associated with the image and legacy of Rosie the Riveter.

Mae Krier is one of the women recognized by the Department of Defense as an original Rosie the Riveter. Like many women of her generation, the North Dakota native worked in aviation factories, contributing to the production of warplanes. She and some friends got jobs at Boeing in the 1940s, where she said she fell in love with the B-17 bomber. Her role was to transport rivets for 93 cents an hour. "She fought Hitler by day and jitterbugged at night, working to win a war and prove women's worth along the way," is how The Philadelphia Inquirer summarized Krier's WWII role. (military.com)

VICE PRESIDENT DAVID Z. HERNANDEZ

Duty of Fair Representation

Hello Brothers and Sisters, the Big Winter has passed if one would call it that in San Antonio. Hopefully everyone is in the best of health. My prayers are always going out to everyone.

Well, it seems like Rumors about Job Abolishment's, the moving of machines and displacement, etc. is making its rounds and causing some members believe that the sky is falling. Some of the mentioned above may come to past, but as I have mentioned in the past that changes would be coming due to technology advancements. These changes are here to stay so let's not complain and state that the work now being issued to the clerk craft is NOT our job! As been stated by APWU Clerk Craft Division Director Lamont Brooks, "Everything is Clerk Work".

At our last Labor Relations meeting we learned about the armed security guards now being utilized at the plant which are the same guard that were used at the PSA North during the Peak holiday season. We have always needed security at the plant and hopefully they will be here for the long haul. From what we learned from APWU national is that they are NOT to monitor the employees on contract issues or get involved with employees unless it's an extreme emergency. I'm sure that this subject will draw different opinion's, however, one should not approach them unless it's an emergency, please see your supervisor if you have issues regarding them.

The USPS is still hiring PSEs for the plant and the stations to also include many Associate Offices. The staffing has always been a major issue, so don't make it easier for management and file a grievance if your work area is not fully staffed, especially in DBCS were some machines only have one clerk operating it.

Safety is everyone's job, so be award and file those PS Form 1767 safety forms and please maintain our blue copy and provide it to the main union office so we can maintain a database of these complaints and follow up with higher management and the safety office. When we met at the labor management meeting to discuss current safety issues only three (3) 1767s were filed at the plant.

Grievance / Stewards

Jeff Greenlee has sent out NewsFlashes and posted on the website and the SAAAL Vision explaining how to request to speak with your certified shop steward that is assigned to your craft. Yet some members are still going to a non-union certified official or co-workers to speak about their issues. Those individuals are using Artificial Intelligence (AI) which uses incorrect grammar of the contract and speaking about your private issues with others and then have the audacity to speak negative of their local steward saying they are not doing anything for them.

When requesting to see a shop steward to investigate your concerns keep in mind that both the steward and the member MUST be on authorized union business time. Many have the presumption that the steward is in the office for 8 hours a day. Keep in mind that your steward is also entitled to take breaks and lunches and may be in the office so please respect their time as they will do the same for you.

Clerk stewards can't stop and just leave their respective work areas at their own leisure and just work on grievance or relax in the office just because their supervisor is on the opposite side of the plant. Also, the office is NOT a "Walk in Appointment" opportunity so remember to properly request your steward who will gain time from their immediate supervisor to provide you their full and undivided attention to best representative you. The last thing you need is to place yourself in a situation with management for not having authorization to be released to speak with the certified steward from your perspective craft. So keep management accountable for all their violations of the contract.

> ***"Clerk stewards can't stop and leave their respective work areas at their own leisure and work on grievances or relax in the office just because their supervisor is on the opposite side of the Plant"***

Always make your proper moves on the badge reader to show management that you are on authorized time. This process is NOT immune for stewards who also must follow this task to support why they are not performing their job.

Remember you are the eyes and ears to help protect our jobs so always request to see your assigned certified craft steward. For a list of who your steward is you can go online at apwu195 and search under crafts. Or you can call the office and we can assist you. The clerk craft has been very successful in gaining huge monetary settlements for supervisors performing bargaining unit work.

Another issue is the crossing crafts violations at the stations by either letter carriers or rural carriers performing bargaining unit work of the clerk craft. This is only hurting the clerk craft since the work hours are not reflected as clerk work hours unless a proper operational move is made. The union needs those hours to file a grievance to help create new clerk jobs or to pay out for crossing crafts violations.

See you all at our next General Membership Meeting that will be on Saturday, March 28, 2026, so come and share your concerns that is impacting your perspective craft, and stay after the meeting to have lunch with your fellow union members. A Big shout out to those that helped sign up PSEs or nonmembers during the member drive campaign. The drawing will be conducted at the march meeting.

NIV Gensis 8:22 "As long as the earth endures, seed time and harvest, cold and heat, summer and winter, day and night will never cease"

In Solidarity, David Z Hernandez

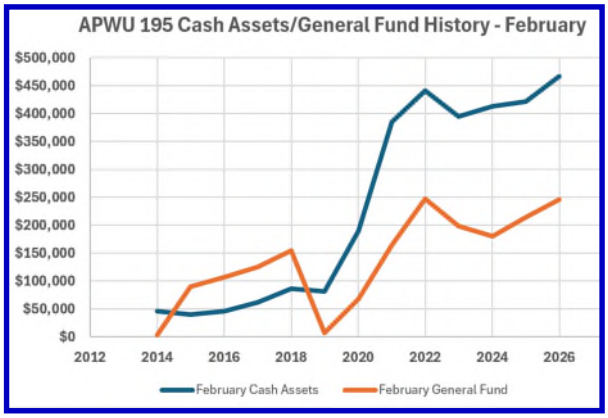
SECRETARY TREASURER JEFF GREENLEE

Postal Service and Public Unions Under Attack

First of all, I hope you and your families are staying nice and warm during this February cold snap… cold snap you say… it already feels like summer. Be safe as we start our outside activities.

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 February General Fund, which is our daily operating expenses, and Cash Assets totals, you can see that we are doing well. In fact we are at an all time high.



Now, let's not get all high and mighty and start spending like drunken sailors. 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 Educational Conference hosted here in San Antonio and the APWU National Convention in Los Angeles. These two expenditures will probably run the Local around $80,000. These expenses are anticipated, and we have put monies aside in preparation for the expenditure. But even with these large expenditures we are in sound financial shape.

As I have mentioned before, much of our Cash Assets are locked into our Funds Accounts. These funds are operating exactly as they should and are an important safeguard against over spending and spending that may impact the financial health of the Local. I would invite all members to participate in our General Membership Meetings where much more detail is presented in my Treasurers Report about the financial operation of your Union.

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. Transparency and accountability are the foundation of any organization, especially your Union, and as always do not hesitate to contact me if questions arise.

Website: 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 have wrote in previous editions of the Dispatch, Trump has stated that he wants to privatize the Post Office. Privatization basically refers to the process of transferring ownership or control of a property, business, or industry from the government to private entities.

Some dismissed my statements as nothing more than left-wing propaganda and that it could never happen. Back in February of last year President Aleman presented a more optimistic view than my own when 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."

Well, we all know by now that Trump does not respect the courts, 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

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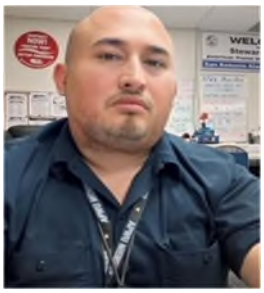
LEGISLATIVE DIRECTOR ROSS CAMACHO

Save Our Service



Congress is moving a bill that deserves your attention because it speaks directly about what we do every day: delivering reliable service.

One of the key pieces of legislation we're tracking is the Protect Postal Performance Act. This bill has been introduced in both the House and the Senate (H.R. 2103 and S. 3657) It's designed to push back on service cuts and lack of transparency that have hurt mail delivery & our jobs.

This bill requires stronger procedures around facility closures and consolidations, including giving affected communities meaningful opportunities to be heard before decisions move forward. It's about keeping reliable service alive for rural communities, senior citizens, small businesses, and all Americans who depend on us. This directly connects to protecting job security for every postal worker.

The bill also sends a clear message to Congress: USPS service standards matter. When delivery reliability drops, members of the public get frustrated & that's when privatization proposals start to creep back in as *"solutions."* APWU is pushing for strong service requirements, transparent reporting, and meaningful worker and community input before operational changes are made. Protecting our workers & in turn, whether the citizens realize it or not, protecting our standard of living and our way of life.

Jeff Greenlee, Continued from Previous Page

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.

And if you think that it cannot happen just look where Utah. Starting last July 1, unions serving Utah teachers, firefighters, police officers, transit workers and other public employees are banned from negotiating on their behalf for better wages and working conditions. Are we far behind.

Even as of this past week Trump and his cronies, according to the Associated Press article on February 27 states "Treasury Department terminates union contracts for IRS and Bureau of the Fiscal Service Workers". The article states "The Treasury Department has terminated its collective bargaining agreement with unionized workers employed at the Internal Revenue Service, the agency said Friday, in an escalation of President Donald Trump 's push to exert more control over the federal workforce."

What about Congress you may ask, certainly 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, in both the House and the Senate, while supporting unqualified, anti-union cabinet posts whose only prerequisite for the job was to be a megadonor, a billionaire a sycophants, or someone who shoots their dog and who pledge loyalty to Trump, and not the Constitution.

Trump is still trying to dismantle 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.

Trump placed the Postal Service under the Commerce Secretary. The Commerce Secretary is Howard Lutnick, yes the same Lutnick that said Epstein was a terrible person and then visited him on his island with his kids and nannys. Lutnick runs multiple manufacturing plants in Mexico (for their cheap labor) while claiming that he wants to bring jobs back to the US. Lutnick has discussed plans with Trump to dissolve USPS leadership and fold the agency into the Department of Commerce.

I could go on-and-on about Trump and his promises that he made for day one of his Presidency… Canada? Inflation? Panama Canal? Greenland? Price of eggs? Gas prices, now over $3 per gallon? Stock Market tanking and loss of US jobs. Ukraine starting the war with Russia? Gulf of America? The murders of protesters by masked Federal Agents. And now an act of war against Venezuela and Iran? **Unconstitutional tariffs** that you and I have paid for the last year estimated at $1,000 per person that we will never get back. and while we still wait on his full involvement with Epstein and the Epstein files. It is exhausting…

One thing to keep in mind is that the Postal Service 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 Reorganization Act of 2026 that they would defy him? The worms would squirm!

But now is the time for action. First, we cannot rely on the Postmaster, who is a political appointee, to fight for the Service. **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.

We as Americans have immense power if we choose to use it… it is called the Ballot Box. I know it is difficult here in Texas, and the Republicans are making it harder and harder to vote because voter suppression increases their chances of holding onto power… but we MUST VOTE!

EDITOR CARLOS BARRIOS

Don't Be Fooled Again

Let me help clarify some FALSE information being spread by the hot winds of false knowledge. Is there a remedy for being moved from your bid assignment by management to another section?

The first question one MUST ask is whether it is proper to move employees from their bid assignment when needed into another section? Quite frankly the answer is a Resounding **YES,** regardless what anyone else informs you. Don't be fooled by those who says that the stewards are not providing them with the correct information on this matter. For the correct information on this or any matter it can be obtained from the contract, current stewards or the union office.

(Page # 8 Mutual Agreement between USPS & APWU)

Day to Day Seniority has been in place for many years prior to those pseudo stewards giving you Fools Gold. There are those who don't like this contractual remedy yet won't have issues with other contract issues they agree on. So would it be fair to say that when one has a overtime contract issue the union say we don't agree? The answer is **NO**! All elements of the contract will be followed regardless if we like it or not. On February 2, 2016, a mutual agreement was made by the United States Postal Service A/ Manager Contract Administration Rickey R. Dean and American Postal Workers Union Lamont Brooks then Assistant Director of the Clerk Division. They met in Pre-Arbitration discussions regarding a dispute surrounding Interpretive issue of whether the use of light/limited duty employees in Mail Processing is an exception to the negotiated Day-to-Day Seniority for the assignment of Clerk Craft employees Outside their Principal Assignment Area.

It was Mutually agreed to resolve the dispute in accordance with the following: In Mail Processing, when management determines the need to Assign Employees **OUTSIDE** of their Primary Assignment Area, such assignment WILL BE BASED on Operational Needs and the employee's qualification, In Accordance with the May 9, 2022, MOU Re: Mail Processing Clerk Position. Day to Day Seniority WILL BE APPLIED AS FOLLOWS:

When management determines the need to assign an employee, or a number of employees Outside of their primary assignment area, the employees are **MOVED** by Juniority (except when a junior employee with a scheme assignment has NOT reached the current minimum 30 hours sortation during the accounting period). (See Article 37.3.F.10 and the 2012 JCIM, Article 37, page8 – Q&As 33 & 34).

Any employee not holding a bid duty assignment, within the principal assignment area, will be moved prior to moving any mail processing employee who holds a bid duty assignment.

> ***"When management determines the need to assign an employee, or a number of employees Outside of their primary assignment area, the employees are MOVED by Juniority .."***

Recently, False Contractual Information is being provided to the membership by some employees who work at the Plant and the Annex. Whenever management follows the Out of Section Settlement then **NO 50% additional pay occurs.** So avoid those who rely on emotions, or creative leaps of the contract rather than follow the contract.

Grievance

If you believe you may have a grievance or if you are unsure whether or not you have a grievance, please contact your supervisor to setup a meeting with your **Certified Union Steward from your own CRAFT.**

A Grievance is defined in Article 15:
"*Dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment*." This is a very broad definition, and you should never let a postal supervisor or manager tell you that you do not have grounds for a grievance. If you have questions about whether or not you have a grievance issue, you should request "union time" from your immediate supervisor so they can arrange for you to meet with your certified union steward that is currently in the clerk craft and in the Union Office. If you need more privacy please write down your concerns in the office to avoid your business being breached.

Steps of a Grievance

Step 1 - is where an individual meets and discusses the issue with their supervisor. If the issue is not resolved, it moves to the next step.

Step 2 - is where a union official meets with a Postal Service official if a resolution was not reached during Step-1.

Step 3 - is where an APWU National Representative meets with USPS official if resolution was not reached.

Step 4 - is when APWU and the USPS enter into a binding arbitration in front of a neutral arbitrator, selected jointly by the parties, to hear the grievance.

In order for a grievance to be considered "timely" it must be first discussed ("filed") at Step-1 within 14-days of when the employee or the union first learned, or may reasonably have been expected to learn, of the issue. Learn about how a grievance works and the procedure on what all is involved in resolving one. This process has been in place for many years. If you need to gain more understanding of this topic or any other contract issue visit our website APWU195.ORG.

Article 15 of the Collective Bargaining Agreement is the article which governs the steps involved in filing a grievance.

Avoid union busters who plan to foster a negative workplace culture. They only want to intimidate or manipulate co-workers with information and making threats. Using fear tactics to spread false information to counteract the union's efforts. The tactics by those pseudo activists are to divide and conquer and pit members against members.

MVS CRAFT DIRECTOR FARON HIERHOLZER

Technology In the MVS Craft

In the Motor Vehicle Craft (MVS), our main job requires mail moving in bulk quantities. Some may think moving the mail in bulk quantities doesn't require much. Well, I assure you there is a lot that goes into moving the mail in bulk. Just like everything else these days, we need to keep up with technology. Technology helps management tack the mail. This mail is tracked from the moment it is mail to its final delivery destination. This also benefits our customers when they use our service.
Let's face it, technology helps just about everyone and everything these days. Technology has been in the Motor Vehicle Craft for years now, and technology continues to advance what it seems like daily.

We have seen technological advances through the use of GPS, Scanners, and even Telematics. Over the years these devices have become further advanced through programming and updating. Although these devices are intelligent and complex, they seem to still have their problems occasionally. With that being said, along with this technology comes reports. These devices track themselves and offer many different reports. These reports offer so much information. These scanner reports along with the GPS on these vehicles should match. There is GPS on trailers, scanners, and located internally in the tractors and 11-Tons. Yes, management looks at these reports and see everything from your speed, braking, accelerating, and even when you clock in and out. Management has these electronics programmed as they see fit. For example, these electronics can be programmed to alert management on issues like possible speeding, hard braking, hard stops, when you clock in or out away from the facility, off route, and of course everything about early and late scans. These are to just name a few of reports that can generate a “red flag” type of alert. Just remember, you are always being tracked by the form of electronics. It is important that you enter and exit the turn-style to eliminate any confusion dealing with these reports.

> ***“Over the years these devices have become further advanced through programming and updating. Although these devices are intelligent and complex, they seem to still have their problems occasionally”***

This technology has continued to advance in the plant. We have seen it advance over the years. From clocking in at an Electronic Badge Reader (Time Clock) to clocking in with a scanner. Most of the MVS Drivers have automatic “swings”. Swings are known as lunches. Management has the majority of the drivers set up TACS for their swings to automatically clock out from lunch and clock in from lunch. This was done so management could focus on their jobs rather than clock ring errors.

The Lead Clerk is responsible for these duties now. Your lunches are automatically accounted for; however, you are responsible for making your BT and ET rings yourself. All Part Time Flexible Employees must make sure they clock in for their begin tour, clock out for lunch, clock in from lunch, and clock out to end your tour. If you are unaware of whether your automatic lunch rings, then request to speak to your steward.

Safety continues to be a big issue for us, and management should be more active rather than trying to find a way to make it somebody else’s problem or even trying to convince the author not to submit it. It seems management works harder attempting to abate the hazard by using language. Unfortunately, you have to stay on top of this and follow the process all the way through. Too many employees have grown frustrated, tired, lost hope, and even just lost faith in the PS Form-1767 process. What if I told you there is hope? What if I told you the system does work? Stick with me here for some great news and information on the process of the PS Form-1767. When submitting a PS Form-1767 to report a hazard, unsafe condition or practice, you should describe the hazard, unsafe condition or practice by explaining it in the section marked:

MVS is composed of APWU members who transport mail and maintain postal vehicles. It is and always has been the best organized craft in the APWU. Approximately two thirds of MVS members are drivers and one-fifth are mechanics. The Motor Vehicles Service Craft also includes Driver Safety Instructors who train and familiarize all employees with driving duties and MVS Clerks who work in Vehicle Maintenance Facilities and in Transportation Departments in mail processing plants. (*apwu.org)*

Employees’ Action

When submitting your issue print and sign the statement and provide the date and Tour that the issue is occurring on, and provide all the details. Turn this form into your supervisor, and your supervisor should be able to list the action needed to abate the hazard or the unsafe practice. and don’t forget to request the blue copy of the 1767. Now request to speak with your steward so that the union will follow the forms process.

With your assistance and reporting the union will hold management accountable. Let's start together and make a difference and be safe. Get on board and let's strive to be accident free. Help the Union Help You.

In Solidarity, Faron Hierholzer

Out Of Section Settlement

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

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

Dear Mr. Brooks:

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

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

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

1. When management determines the need to assign an employee, or a number of employees outside of their primary assignment area, the employees are moved by juniority (except when a junior employee with a scheme assignment has not reached the current minimum 30 hour sortation during the accounting period). (See Article 37.3.F.10 and the 2012 JCIM, Article 37, page 8 – Q&As 33 & 34)

2. Any employee not holding a bid duty assignment, within the principal assignment area, will be moved prior to moving any mail processing employee who holds a bid duty assignment.

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

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

Date: 2-2-2016

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

Date: 2-2-2016

SAAAL Organization Drive

Right now the SAAAL is having an Organization Drive and since it began in October we have signed up 46 new members. Most of these new members were PSEs that signed up during orientation, but others were career employees and some PSEs that were not signed up originally. These new members will be eligible for a cash drawing at the March General Membership Meeting.

Since March of last year (2025) we have signed up approximately 180 new members to our local while maintaining our membership at around 90%, even after a wave of retirements from those members who took advantage of the early retirement incentive. We are at the same pace for signing up new members as we have for the past couple of years. We have been remarkably consistent.

Below are some interesting statistics ….

SAAAL Overall

	Mbrs	NM	BU	Org%
PP4/24	1085	123	1208	89.8%
PP4/25	1118	132	1250	89.4%
PP4/26	1062	134	1196	88.8%

Craft PP4/24	Mbrs	NM	BU	Org%
Clerk/PSE	813	84	897	90.6%
MVS	141	20	161	87.6%
Maint	147	19	166	88.6%

Craft PP4/25	Mbrs	NM	BU	Org%
Clerk/PSE	809	92	901	89.8%
MVS	141	21	162	87.0%
Maint	147	19	166	88.6%

Craft PP4/26	Mbrs	NM	BU	Org%
Clerk/PSE	763	85	848	90.0%
MVS	132	25	157	84.1%
Maint	145	24	169	85.8%

NM-Non Members/BU- Bargain Unit

It is still not too late to sign up that non-member as the Organization Drive continues right up to the March General Membership Meeting on March 28th. Also please remember that you, as a member, are eligible for the $150 new member incentive that the Local offers. Please refer to the Non-Member List on Page XX and if you have any questions or concerns, please contact the Union Office at 210-271-0853.

Organizing Is Not Passive:

Why Union Building Means Reaching Out, Not Waiting Around

Anna Smith, Organization Director

When people think about union organizing, many might imagine a moment of inspiration, maybe a spark or some event that sets off a wave of collective action. But the truth is, organizing requires a lot of consistent and demanding work, and long-term commitments. Organizing requires setting goals and putting together needed steps to achieve those goals. Union organizing requires action, and if you are sitting around waiting for people to come to you, you are not organizing — you are hoping.

Don't get me wrong, there is nothing wrong with hoping the non-members will come to you and ask how to join. Hope has its place, but not when it comes to organizing our non-members. Organizing our non-members cannot be about wishful thinking, but about each one of us taking action to build worker power. Organizing is about talking to people and building relationships. It is about having hard conversations and asking others to stand with you. Most importantly, it is about taking the initiative to build our union and worker power in our installations and communities.

For those who make the decision to stand with us, we have made joining very easy with the ability to join online. Most often, our coworkers will join because someone they trust and relate to asked them to and they felt invited to be a part of something. They might join because someone listened to their concerns and then asked them to take a stand.

That someone must be you!

If you care about changes in your workplace, if you are tired of being disrespected by management, if you are tired of management violating our collective bargaining agreement every day, then you have to be reaching out to non-members. You must make the first move, because most non-members… they will not be coming to you.

We all must have conversations with the non-members and ask them to stand with us and be a part of something bigger. We need to stop letting our nonmember coworkers come to work and feel like they work in a non-union environment. We need to be persistent about standing with APWU and being bold about it.

Organizing is a skill, and like everything we do, it gets easier the more we do it. The core principles of organizing never change; it is about having conversations, building trust, giving our coworkers a sense of solidarity, and moving together in the same direction, with similar goals – I do not know of anyone who does not want to secure livable wages, reasonable work hours and better working conditions.

As an organizer, you will have setbacks, there will be some coworkers who, no matter how many times you ask them to stand with you, will refuse, but that does not mean you stop asking. Be brave enough to ask someone to stand with you — and strong enough to keep asking until they do. No matter what, do not let any setback discourage you, because as an organizer you will have victories too, and those victories, the ones who say "yes" to standing with you, will be empowering.

So do not wait for the perfect moment to ask that nonmember coworker to stand with you. Do not wait for them to come to you. Start organizing now. Talk to your coworkers. Ask questions, listen, build trust, and ask them if they are ready to stand with you. When we stand together, we win. ■

CLERK CRAFT DIRECTOR "A" KEVIN SPENCER

Times Are A-Changin

Salute Sisters and Brothers,
As spring begins to bloom, I trust you are keeping healthy and rested.

SA North/PSA

As many of you have continued to inquire, it bears repeating that the Union had a recent labor management meeting with the plant manager about the eventual (re)opening of the PSA/SA North. So far, the actual opening date remains uncertain, but the speculation continues to point to mid-summer, June/July. Among other preparations, the delay is mostly due to CPS scheduling for connecting the primary and secondary power requirements for this large facility. I realize there is a great deal of anxious anticipation of what's coming next. And to further this, there was extreme exaggeration at a recent stand-up talk concerning plans for the Priority Annex. I can only reiterate that change ***IS*** coming, but the specifics are unclear now, and it may be a while longer before we have concrete dates. And yes!! Clerk jobs will eventually be posted and identified for the new facility. Our bulletins and E-Flashes will descend like lightning when we have more news. The panic to bid out of certain sections might be very unwarranted, for the moment. In the meantime, please take the rumors for what they are.

> ***"Technological change, shifting trends in processing parcel mail, and a host of other variables will still march on, ARE YOU READY FOR IT?"***

Out-of-Section / Label Rooms / Myopia

I receive daily, constant, and ongoing questions about whether clerks can be moved out of their principal assignment area when asked to work in other sections at the GMF and/or Priority Annex. We've covered this before, but here's a simple premise for your consideration... In the clerk craft we are **ALL** mail processing clerks. As such we follow the mail! However, due to operational needs management may move you. But it must be done correctly. This means it should be done ***by juniority in your principal assignment area***. I continue to stress this repeatedly, but to help identify any inconsistencies with this by management it is imperative that you **make a move** to the section(s) you're being moved to. It's the only practical way for the Union to review and can request clock rings for the grievance process when it's applicable.

No Move, No Dice!! Further, I would like to express concern about those that refuse or are vocal about being moved to other sections. When you tell management ***or*** the Union "NO" to other sections, you are essentially refusing work where you are needed! For FTR's, yes, absolutely, you have a bid job in a specific principal assignment area, granted. But, why as a **mail processing clerk** in this fraught economic climate would you turn down work?!? I get it, the ***staffing*** at the Plant and the Annex ***still sucks***. Yet, by continuing this pattern and response it will seriously undervalue and cheapen our workforce in the clerk craft.

We really can't expect to just stay at the same job glued in our shoes for the duration of our postal career.
You are more than encouraged to try if that is a goal. Technological change, shifting trends in processing parcel mail, and a host of other variables will still march on, **ARE YOU READY FOR IT?** We must remain committed, relevant, and adaptable to these changes as a workforce. And yep, this includes juniors working outside their section. As ever, It's up to you... Just to be clear, I am NOT advocating for regulars to work outside of their bid job. Management *can* request it, but it has to be done right---*BY JUNIORITY*. Any doubts, speak with a steward. The sheer unchecked degrees of disinformation on the workroom floor are beyond ridiculous. Bear in mind, the commentary is mostly being excreted by a few of your coworkers that take great pride in stealing time and further exploiting your information. Leave the self-important magpies to their own devices. There's always the same aroma... So, take care not to get anything on you. **(See page # 8 for Settlement)**

More New Hires?

In other news, the Post Office is still hiring in our Region. Along with the stations and A/O's we've had additional new hires/PSE's here at the plant. This has been very positive, and we hope to continue having help in those sections still suffering from staffing problems for most of last year and beyond. Please continue to assist the new PSE's as they continue to get to know their sections.

Tetanus Rising

Well, the saga continues… There appears to be some relief from working out of gaylords in automation. There are more post cons than we've had in some time. Majority of the equipment appears to be damaged (no surprise there). You can even see several repair tags still hanging from the top shelves! Locks are not working and many have more busted wheels than I can remember in quite a while. ***We may have ultimately traded one safety problem for another***. There were some disasters averted recently and it was a very close call. Watch your latches when securing the shelf. The same with the chains! Equipment coming in is old, bent, and damaged–*it's like rust holding hands.* Wear gloves and use caution!

Educational Conference in SA

What an honor for our local will be hosting the TPWU Educational Conference this summer. Another opportunity to gain insights from our NBAs in classes that will discuss critical developments impacting our craft.

Steward Training is on the horizon to continue the learning process to better serve the rank and file. I'm also proud to announce that both Tour 1 & 3 will be gaining new stewards to provide continuous coverage for all tours.

Thanks to the Executive Board for your support and to all Stewards for their hard work. Salute for your commitment to serving the membership. As spring begins to bloom, I trust you are keeping healthy and rested.

ASSISTANT CLERK CRAFT DIRECTOR "B" ROBERT BUTKE

Avoid Managements Deception

Greetings Clerk Craft Brothers and Sisters, first, for all the Postal Service Employees (PSEs) that work at the stations, I would like to inform you that you are entitled to a scheduled day off each week, per Article 8.3 of the contract as of 2022

Article 8.3 reads as, "PSEs will be scheduled in accordance with Section 2, A and B, of this Article. All PSEs will be offered a minimum of one (1) nonscheduled day for each service week, except during the peak season exception period. Management will notify PSEs of their assigned nonscheduled day by the Wednesday preceding the service week." A few recent reports around the area indicate that PSEs were not being scheduled for their one day off during the work week. If this takes place in your station**, ASK TO SEE A STEWARD**.

> ***"A few members at the stations reported that management is circumventing and preventing the performance of TACS by the clerk craft by obtaining the password for the authorized clerk and making entries under the clerk's username and password. DO NOT SHARE PASSWORDS WITH ANYONE INCLUDING MANAGEMENT"***

In addition, the Union's position is PSEs are also covered by Article 8.4 of the LMOU when management changes the posted schedule of a PSE. Article 8.4 of the LMOU states, "The employer agrees to post all changes of work schedules not later than the **employees' scheduled** end tour of Wednesday preceding the scheduled work week." What this means is that if management changes your schedule after the schedule has been posted, they cannot change it. If they do, follow management's instructions, request to speak to a steward so a grievance can be filed. It is important that PSEs and for that matter, all clerks know what their rights are so management can be held accountable for their actions through the grievance process.

Union Membership

The latest non-member list recently came out, and I would like to encourage our members to engage our fellow non-member co-workers and ask them to join the Union, please refer to page 14. Remember, these employees enjoy the same benefits, job security and rights as our paying members. When you sign up for a new member, you will receive a $150.00 incentive. In addition, the new member will receive an APWU t-shirt and be entered in a drawing for three (3) $50.00 incentive giveaways that will be awarded at the next General Membership Meeting on March 28th.

Quick Topics of Importance

INCIDENTAL LEAVE – When requesting incidental leave, please ensure that you get your immediate supervisor to acknowledge receipt of the 3971. It's important to do this because if they are not giving a decision on the spot, we want to make sure that we have a copy to prove when the leave slip was submitted to the supervisor. This is the controlling document if the supervisor doesn't respond in time (by the end of your tour). If that becomes the case, your leave is considered approved.

CROSSING CRAFTS – Any other craft employees, such as maintenance craft employees and carrier craft employees (rural and city) should be annotated and reported to your Union Steward. Performance of clerk craft bargaining unit work by other crafts hurts you and the craft. Grievances are continuously filed on carriers and maintenance craft doing our work and payouts are properly distributed to the affected employees. Don't let your work and your money go flying out the window! Let's take back what is rightfully ours!

TACS – The violations on TACS have decreased but are still existent. Supervisors in certain offices are still heavily doing our TACS work even though a multitude of settlements have seemingly closed the issue, including the TACS settlement from 9/30/2025, that stated, "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." A few members at the stations reported that management is circumventing and preventing the performance of TACS by the clerk craft by obtaining the password for the authorized clerk and making entries under the clerk's username and password. DO NOT SHARE PASSWORDS WITH ANYONE INCLUDING MANAGEMENT!!! If you feel you are being coerced into giving your password to a supervisor, immediately request a steward. As stated earlier, clerks are to perform TACS entries and TACS allied duties. One of the tasks that the Lead Clerk or authorized clerk should be performing is entering supervisor-approved leave in eRMS. Management should not be entering the leave, but they are still performing the majority of this task. Grievances should be filed accordingly when they do so. The Union is still addressing the proper number of clerks that should have access to the training to make sure there is proper daily coverage at some of the various stations. Management is stalling because they don't want to give up the work.

Grievance Updates

Grievances are being initiated on consistent violations including 204-Bs, crossing crafts, TACS, and PSE usage on Overtime when eligible clerks are available at the Stations, Branches and AOs. Recent Step 3 settlements have been settled in the favor of the Union including discipline, improper placement of employees on the Deems Desirable list at Encino Park, crossing crafts (STMC), 204-B usage (Cedar Elm, Leon Valley, Laurel Heights, and Dobie) and PSE usage on Overtime (Encino Park) just in last the few weeks have resulted in over **$23,300**. Make sure to thank your stewards for their outstanding efforts at these stations.

If you have any questions or concerns, please feel free to contact me, Director Ruben Hernandez or your shop steward.

TOUR 2 CHIEF STEWARD ANNETTE MARTINEZ

Union Seeks Monetary Award

Whenever one receives a form of disciplinary action to include a Notice of Removal (NOR), or any discipline one needs to request to speak with their shop steward so the steward can initiate grievance. The NOR is a formal, written disciplinary notice informing the employee that they are being involuntarily separated from the Postal Service for "cause".

Recently, a union member was issued an NOR and at the Step 2 process, I (Annette Martinez) was successful in reducing this removal to a Last Chance Agreement (LCA). The LCA is formally negotiated contract between three parties, the APWU, the employee and the Postal Service as a Final opportunity to correct the issue discipline.

"APWU stewards are certified union representatives who defend member rights, investigate, and file grievances at Step 1,2 or 3. Article 17.2 of the Collective Bargaining Agreement (CBA) makes the stewards equal to management during representational functions, such as Investigations and Interviews"

Non-Compliance

Management Failed to uphold the settlement of the LCA, by not sending notification to the employee in a timely manner. Since the grievant had not returned to work I started to do an investigation and submitted a Request for Information (RFI) and filed an Article 15 Non-Compliance grievance for the member who had not been returned to work after the LCA settlement. For over twenty-five days of non-pay management caused a liability of having to pay the member over $5,000. Per Article 15, Section 3.A. of the National Agreement states:
The parties expect that good faith observance, by their respective representatives, of the principles and procedures set forth above will result in resolution of substantially all grievances initiated hereunder at the lowest possible step of the process the parties are required to jointly review the Joint Contract Administration Manual (JCAM)."

Stewards Representation

APWU stewards are certified union representatives who defend member rights, investigate, and file grievances at Step 1,2 or 3. Article 17.2 of the Collective Bargaining Agreement (CBA) makes the stewards equal to management during representational functions, such as Investigations and Interviews. Management can't retaliate for the union representing you. When you are provided with an opportunity to speak with a steward make certain to make a proper move to operation # 607. If management inquires why you want to speak with the steward, then inform them of your issue.

Request a Steward

San Antonio Alamo Area Local has a settlement dated 12/13/1995, when then Steward Alex Aleman filed a grievance, concerning the denial of a request to see a shop steward. The settlement states, "Upon request by the employee for a shop steward, the steward should be made available to the employee in a timely manner, or normally within 2 hours."
JCAM – Normally, 95% of the time, a union steward/ employee will be released within two (2) hours of his/her request. If this condition cannot be met, the supervisor will notify the steward/employee of the reasons for the delay. Normally the steward/employee is not released within that time frame, the steward/employee must be released immediately upon the beginning of his/her next tour of duty. It is important to follow the proper procedure when requesting to see the steward.

To request to see your steward, inform your supervisor that you are requesting to speak with your certified steward assigned to the section that you work in.

The supervisor is responsible for coordinating the meeting so that you may speak to your steward on the clock, during your work hours. Requesting to see your steward is a basic right you have.

Members DO NOT submit statements or documents relative to your grievance to members who are not certified as Stewards of your own craft. This will assist in the privacy of your business not being all over the workplace. Too many times members have received false information that has only caused issues and increase rumors on the workroom floor.

Follow the process and request to speak with your certified steward in the union's office to keep your concerns confidential and confined to the steward's office.

If you're concerned about the issue that you are addressing, then it's best to write out your concerns when your in the presence of your steward in the union office. This process will help secure the privacy of your personal matters. These days the privacy of one's issues are becoming an issue on the workroom floor. The confidentiality of information with a union steward or officer is protected under the Member/Steward privilege. These have been put in pace to shield confidential communication to ensure that members will be able to feel free to let the union steward know of the issues that are occurring. Help Stop the Rumor Mongers.

TOUR 3 CLERK STEWARD JESS ROONEY

Question the Source

Greetings Union Members,

Hopefully 2026 has been off to a great start for you all. The overtime continues for many of us, Desired List folks and non-OTDL alike. Perhaps the mail volume will go down a little to give all of us some rest and more opportunity of leisure, but I know there are some of us who say, “Keep the overtime coming!”

Hearsay

Rumors continue to spread, the hottest take I've heard in recent weeks has been something about APBS machines being dismantled and thrown in the scrapyard. I implore everyone to take this gossip with a grain of salt, if anything is a serious commitment to change then it will be announced and spread through the proper channels. It can be a thrill to think there's some insider knowledge that you've found out and can prepare for, but all it truly accomplishes is worried and borderline panic for some people, wondering if they're going to have their job reverted and their world turned upside down. Look forward to potential opportunities with the Postal Service Annex (PSA) coming back in the near future, and rest assured there will be news when the building is finally situated and set up.

> ***“It can be a thrill to think there's some insider knowledge that you've found out and can prepare for, but all it truly accomplishes is worried and borderline panic for some people…”***

Union Strong

With a new year brings a lot of new faces, it's been great to get to work alongside some of our new hires – it's been a stark reminder of how intricate and complex mail processing can be. There has been a lot of commentary over the years that this is one of the easiest jobs most folks have had, but it really does take a lot of time and repetition to master. A bonus is that the work keeps you active and moving. If you can think back to your first day or even your first few months with USPS, was there something about the environment or the work or the people that made you stay?

I hope we continue to bring in Postal Support Employees (PSEs) and show them the ropes and set them up for success no matter which section or tour. I've been fortunate to attend some of our orientations where the Union speaks to these new employees, and it rarely surprises me to hear that they are not familiar with unions. Texas isn't known for being a pro-union state.

The history of unions goes back centuries. Collective bargaining became legal in 1935; and our own union, the American Postal Workers Union, was formed in 1971 after the Post Office Department was dissolved and became the U.S. Postal Service. This opened the door to granting postal unions the right to negotiate with management regarding benefits, working conditions, and wages. This first contract secured a significant wage increase for the craft employees in the APWU, and we have been gaining strides in workers' rights with each contract since.

There is a lot of criticism out there about unions, but you wouldn't have an 8-hour day, 40-hour work week if it wasn't for unions; you wouldn't have overtime pay, let alone penalty overtime pay without unions; no health insurance, no sick leave, no annual leave, no pension; no progressive discipline, with the opportunity to appeal through the grievance process – without a union, there is no true job security, no promise that you go into work the next day and still have a job.

"What's the Union Going to Do?"

What I do as a steward is enforce the contract, the Collective Bargaining Agreement (CBA) that outlines our wages, hours, and conditions of employment. However – unfortunately – I cannot simply just tell management, “You can't do that.” Article 3 of the CBA states in layman's terms that management can do what it can to carry out its mission, to move the mail. An important line in the first sentence of this article, though, is that this right is “subject to the provisions of [the CBA] and consistent with applicable laws and regulations.” That is where the grievance process comes into play. It can be very frustrating to know (and tolerate) that what management is doing isn't right, but where we are at our level, we follow the instruction and then grieve. There are always exceptions, there are many types of grievances, every situation is unique; please never hesitate to request to see a steward.

Many thanks to President Alex Aleman, Vice President David Hernandez, Treasurer Jeff Greenlee, Dispatch Editor Carlos Barrios, Clerk Craft Director Kevin Spencer, and Asst. Craft Director Giovanna St. John for all they do for the members as well as stewards such as myself. Shout out to my fellow clerk stewards as well for fighting the good fight at my side. A Union is only as strong as its members. We each have a voice; lift one another up whenever you can.

In solidarity, Jess Rooney, Tour 3 Clerk Steward

Non-Member List 3/3/2026

The SAAAL Membership Enrollment Drive is ongoing and we 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 and remind them that the Union fights for the rights, benefits, and job security of every employee.

PL	LAST	FIRST	CRAFT
000	Belew	Seth	Clerk
000	Buvanyk	Stephan	Clerk
000	Escamilla	Kandace	Clerk
000	Gamble	Kendra	Clerk
000	Garcia	Jessica	Clerk
000	Luna Ortiz	Grissel	Clerk
000	Mendoza	Mercedes	Clerk
000	Morris	Michael	Clerk
000	Nguyen	Tracey	Clerk
000	Padilla	Daniel	Clerk
000	Quintero	Crystal	Clerk
000	Rios	Josue	Clerk
000	Rodriguez	Maison	Clerk
000	Salazar	Andrew	Clerk
001	Quintanilla	Jonathan	Clerk
134	Kirk	Lashawna	Clerk
135	Fuentes	Destiny	Clerk
135	Haley	Anthony	Clerk
141	Chavarria	Steven	Clerk
141	Rodriguez	Valente	Clerk
141	Styles	Roshelle	Clerk
200	Carrasco	Esther	Clerk
200	Fernandez	Daniel	Clerk
200	Moreno	Michelle	Clerk
209	Linton	Alfonso	Clerk
235	Mcclain	Gia	Clerk
240	Garcia	Richard	Clerk
240	Reyna	Gracie	Clerk
300	James	Zechariah	Clerk
300	Valdez	Diva	Clerk
309	Avila	Ruben	Clerk
309	Morales	Corinne	Clerk
334	Fitzgerald	Christina	Clerk
334	Griffin	Nora	Clerk
335	Adams	Dajane	Clerk
335	Gutierrez	Justin	Clerk
335	Kuzuk	Brayden	Clerk
335	Mayfield	Aubrey	Clerk
335	Mcfaddin	Rance	Clerk
335	Rabago	Danny	Clerk
335	Tilton	Kelvin	Clerk
340	Christian	Nevilson	Clerk
340	Haley	Deavon	Clerk
340	Novak	Christophe	Clerk
340	Weston	Mercedes	Clerk
500	Adame	Pedro	Clerk
500	Lozano	Enrique	Clerk
500	Pedraza	Alberto	Clerk
506	Wahl	Chad	Clerk
621	Alvarado	Jose	Clerk
631	Arriola	David	Clerk
631	Silva	Leila	Clerk
651	Preston	Ann	Clerk
701	Jader	Anthony	Clerk
701	Maldonado	Christopher	Clerk
705	Garza	Sandra	Clerk
732	Soto	Clemente	Clerk
000	Ortiz	Teodoro	Maint
000	Sabala	Chris	Maint
001	Perez	John	Maint
030	Carlos	Julian	Maint
032	Portugal	Paul	Maint
059	Jimenez	Shaine	Maint
711	Deluna	Mario	Maint
711	Hernandez	Porfirio	Maint
711	Quimbar	Ricardo	Maint
711	Randle	Christopher	Maint
711	Villarreal	Rogerio	Maint
712	Abdul Jabbar	Mohammed	Maint
712	Altwein	Clarence	Maint
712	Blackburn	Ana	Maint
712	Blackburn	Terry	Maint
712	Blanco	Elijah	Maint
712	Delgado	David	Maint
712	Franco	Larry	Maint
712	Funicelli	Anthony	Maint
712	Garza	Oscar	Maint
712	Garza	Oscar	Maint
712	Insall	Alex	Maint
713	Gallagher	Lance	Maint
732	Akana	Daniel	Maint
000	Lanus	Tyroy	MVS
000	Ortiz Marcano	Ruben	MVS
000	Stanchev	Georgi	MVS
707	Bohorquez	Jose	MVS
707	Gonzalez	Pierre	MVS
707	Vidro	Arcangel	MVS
708	Estrada	Jose	MVS
708	Gordon	Brandon	MVS
708	Hughes	Donald	MVS
708	Roberts	Everett	MVS
708	Turner	Daniel	MVS
709	Belmontes	David	MVS
709	Marquez	Florencio	MVS
709	Rodriguez	Robert	MVS
709	Sheer	William	MVS
709	Vargas	David	MVS
706	Guerra	Jesus	VMF
706	Hall	Eugene	VMF
706	Hernandez	Jesus	VMF
706	Ortega	Andres	VMF
706	Ramos	Isidoro	VMF
706	Riehle	Michael	VMF
706	Stremmel	Andrew	VMF
706	Whitehead	Brian	VMF
706	Charles	Joseph	VMF
000	Baker	Nadia	PSE
000	Carter	Jmarcus	PSE
000	Garza-cruz	Lisa	PSE
000	Ledesma	Andrew	PSE
000	Macias	Daniel	PSE
000	Maldonado	Karina	PSE
000	Martinez	Noelia	PSE
000	Milson	Elizabeth	PSE
000	Miquelerena	Trudy	PSE
000	Nieto	Jacob	PSE
000	Purcell	Willys	PSE
000	Ramos	Roberto	PSE
000	Salas	Edward	PSE
000	Tamayo	Jonathan	PSE
000	Wohltmann	Kenneth	PSE
000	Young	Christopher	PSE
018	Nguyen	Ha	PSE
020	Walker	Bryant	PSE
030	Nicholson	Joseph	PSE
045	Sosa	Megan	PSE
135	Scales	Megan	PSE
135	Williams	Tamia	PSE
205	Torres	Joshua G	PSE
335	Dean	Starette	PSE
999	Chowdhury	Sazzad	PSE
999	Mcallen	Jennifer	PSE
999	Roberts	Diana	PSE
999	Villasenor	Vanessa	PSE

Alex Aleman …
Continued from page 1

employee is on restricted sick leave (see ELM 513.39) or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service." A supervisor's determination that medical documentation or other acceptable evidence of incapacitation is desirable for the protection of the interest of the Postal Service must be made on a case-by-case basis and may not be arbitrary, capricious, or unreasonable.

Pursuant to the Employee and Labor Relations Manual (ELM) 513.332, employees must notify appropriate postal authorities of their illness or injury and expected duration of absence as soon as possible. Once an employee provides the expected duration of his or her absence, such employee is not required to call in again for the same absence. However, if the expected duration changes, the employee should notify management. When FMLA certification has already been provided, employees are only required to provide documentation for FMLA absences in excess of three (3) days, when they are requesting paid leave. When the request is for leave without pay, there is no requirement for additional documentation.

APWU Honors Women's History Month

The APWU honors the contributions of American women in shaping our nation in March, during Women's History Month. "Women have played a pivotal role in the advancement of social justice throughout history," said APWU President Jonathan Smith. "We encourage all members to get involved in recognizing women's participation in organized labor and the APWU." The APWU National Executive Board met February 23–24 and adopted a proclamation to honor the women of the APWU throughout March, Women's History Month, recognizing the "unique and powerful role" women have played in the APWU and in society.

PROCLAMATION:

"A Woman's Place Is in Her Union"

Whereas the great contributions of American women in shaping our nation are observed in March, during Women's History Month, the 2026 theme is ***"Leading the Change: Women Shaping a Sustainable Future."***

Whereas women of every race and ethnic background have been at the forefront of every major progressive movement for social change;
Whereas women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the civil rights movement, the peace movement, and other movements;
Whereas women have played and continue to play a critical role in the labor movement.
Whereas women have played a unique and powerful role in the American Postal Workers Union;
Whereas, despite these contributions, the membership of women in unions and in the American Postal Workers Union lags behind their representation in the workforce,

Whereas the APWU has conducted successful women's organizing campaigns,
Now, therefore, be it resolved that the American Postal Workers Union designates March, Women's History Month, to launch the next phase of its campaign to organize women postal workers to join the APWU, and be it,
Resolved: The APWU calls upon union officers, activists, and members to engage in appropriate programs, ceremonies, and activities to accomplish this great undertaking.

Adopted by the National Executive Board
February 23, 2026

2026 JONELL MACKAY MEMORIAL SCHOLARSHIP

SAN ANTONIO ALAMO AREA LOCAL

RULES AND APPLICATION

DUE NO LATER THAN APRIL 30, 2026

FOR ADDITIONAL INFORMATION CONTACT THE UNION OFFICE AT 210-271-0853

RULES AND REGULATIONS FOR THE 2026 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, 2026

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, 2026.

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 2025 tax return.*

UNITED STATES POSTAL SERVICE

MAINTENANCE CRAFT

IN-SERVICE REGISTER NOTICE

REGISTRATION PERIOD

March 1, 2026 through March 31, 2026

********* OPEN TO ALL CRAFTS ********

The Maintenance Craft In-Service Register is open for eligible employees wishing to apply and test for Maintenance positions.

EXAM 955 – Eligible Positions:

- Maintenance Mechanic (MM)
- Mail Processing Equipment Mechanic (MPE)
- Building Equipment Mechanic (BEM)
- Area Maintenance Mechanic (AMM)
- Electronic Technician (ET)

EXAM 715 – Eligible Position:

- Maintenance Supply Clerk (MSC)

APPLICATION INSTRUCTIONS:

Interested employees must:

- Applications/forms should be requested from the General Clerk's office.
- Complete and submit the form within the registration window.

⚠ IMPORTANT:

Forms must be date-stamped no later than March 31, 2026.
Late submissions will not be accepted.

For additional information, contact your supervisor or Maintenance Craft Director, Sherrie Pierre or Asst. Maintenance Craft Director Tia Lockett.

SAVE America Act Threatens Voting Rights for Working Americans

The Safeguard American Voter Eligibility Act (S.1383), also known as the SAVE America Act, does nothing to "save" America. In fact, this voter suppression bill would make it significantly harder for millions of Americans to register and vote in the upcoming midterm elections.

The SAVE America Act passed the House on February 11 and now the White House is pressing the Senate to pass it quickly.

This legislation would impose strict new ID requirements on anyone registering to vote, demanding documentary proof of citizenship such as a birth certificate or Social Security card. A REAL ID — the standard form of identification carried by most Americans — would not be sufficient. Only Americans who hold a valid passport would be able to satisfy the requirement without digging up additional paperwork.

The burdens don't stop at registration. The SAVE America Act would also require voters casting mail-in ballots to include a photocopy of a qualifying ID, and anyone who registers by mail would still be required to appear in person to show proof of citizenship. Even routine updates like a change of address would need to be handled in person under the bill's provisions.

The legislation also makes voter roll purges more likely — a particular concern for members who have had name changes, who could find themselves removed from the rolls and forced to re-register and prove citizenship all over again.

Working people already face enough barriers. This bill adds more — by design.

The Senate must reject this undemocratic power grab. Call your senators today at 844-402-1001 and tell them to vote NO on S. 1383, the SAVE America Act.

From APWU.org

Editors Note: It makes you wonder what the Republicans fear?

General Membership Meeting

March 28, 2026
11:30 A.M.

Union Hall
13102 Lookout Run
Executive Board Meeting
10:00 A.M.

************AGENDA************

Financial Report
Officers Reports
Executive Board Recommendations
Expenses for Educational Conference

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.

The Deadline for articles to appear in the

May & June Dispatch is

April 28

Your cooperation is appreciated.