

VOLUME 72 NO. 3

SAN ANTONIO ALAMO AREA LOCAL



MAY / JUNE 2026

PRESIDENT

ALEX ALEMAN

USPS Suspends Retirement Contributions



Will my retirement be effective? Is my retirement safe? The most asked questions since the Postmaster announced the postal service is suspending employer contributions to FERS. So according to the APWU and the USPS the answer is that your retirement is safe and will not be effective. Employee contributions to

The laws need to be updated to reflect the current situation of the postal service. Congressional representatives are the only ones that can pass laws to change the postal service. The 2026 mid-term elections are huge for postal workers and the postal service. For the mid-term elections in November postal workers need to vote to save the postal service and to save postal jobs. Do not get caught up on the wedge issues which are used politically to separate/divide our country. Vote for Job Security! How will the postal service running out of cash affect the employees on the workroom floor. Management will start by reducing overtime, increase discipline, especially "not regular in attendance" discipline. We can expect management to make

decisions that will violate the contract all in the name of trying to save money.

FERS and TSP are not affected. Management will continue the automatic and match contributions to TSP. The USPS has a legal responsibility to send your FERS contribution to the Office of Personnel Management (OPM). OPM manages the FERS trust fund, not the postal service. Your retirement pension is provided by OPM. Suspending payments to the FERS retirement system is not new, the postal service suspended payments to the retirement fund in 2011. The FERS retirement fund is well funded.

"The laws need to be updated to reflect the current situation of the postal service. Congressional Representatives are the only ones that can pass laws to change the postal service"

According to the USPS, suspending retirement contributions will save the postal service \$2.5 billion for fiscal year 2026. The fiscal year ends September 30, 2026. The postal service claims they made that decision because they need cash on hand to meet payroll and other operational costs. The postal service was created to provide universal postal service to all Americans. It was not created to make a profit. The postal service delivers to over 168 million addresses, six days a week. Congress mandated the postal service to provide mail delivery to every address in the United States six days a week.

The current postal service financial situation has to be taken seriously. That is one issue a grievance will not resolve. We cannot grieve our way out of a financial situation. It is going to take Congress to help the postal service. The APWU supports raising the borrowing limits from \$15 billion to \$40 billion, changing how pension funds can be invested and accounting corrections to pension obligations.

October 01, 2018, through September 30, 2019, contact the union office at (210) 271-0853. The names are needed to finalize the settlement agreement.

Maintenance Settlement Agreement

If you worked as a custodian at the San Antonio Post Office Stations from PP21-2018 through PP21-2019, actual dates of

Tardiness

Employees who report late to work must fill out PS Form 3971. Request to extend your tour to make up for the tardiness. Check "Late" for type of request. Revise your schedule, write the date, write the begin work time to include duration of your tardiness and end work time to reflect 8 hours of work. It is important to notify your supervisor when you are going to be late. Postal management is citing tardies to discipline employees, protect yourself and request to make up the time for your protection. In the event the supervisor disapproves your request to revise your schedule the supervisor needs to annotate the reason for denying your request to revise your schedule on PS Form 3971.

Anytime your supervisor disapproves of what you requested on PS Form 3971 the best practice is to request to speak to your union steward. If your supervisor ever approaches you with a stack of PS Forms 3971 to sign, do not sign them, request to speak with your steward. Management may not make you sign any document.

ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
Alex Aleman Associate Editor

This is the Official Publication of the
San Antonio Alamo Area Local,
American Postal Workers Union, AFL-CIO
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American Postal Workers Union, AFL-CIO
Texas Postal Workers Union, AFL-CIO
San Antonio AFL-CIO Council
Public Employees Council, AFL-CIO
APWU Postal Press Association
Texas Postal Press Association
Post Office Women for Equal Rights

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Opinions expressed in this publication are those
of the individual writer and not necessarily those
of the Editor or the Executive Board.

Articles submitted for publication must not contain
negative or derogatory comments about members or the
union in articles or letters to the editor.

Deadline for articles to appear on upcoming publication
of the Dispatch will be displayed on the last page.

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

SAAALDISPATCH@GMAIL.COM

PHONE NUMBERS

UNION OFFICE (210) 271-0853

FAX (210) 224- 6221



Standing Together in 2026: Our Strength is Each Other

(This article appeared in the March/April 2026 issue of The American Postal Worker magazine)



Here we are, a few months into 2026, and a new calendar has not brought new challenges. In fact, the issues that we face today are the same ones we were working through last year and the year before. What has changed is our opportunity to respond together, more intentionally and more united than ever.

APWU membership is not just about filing grievances and having a contract.

While both are critically important, so are the connections that we build with each other. Talking with coworkers, listening to their experiences, and sharing knowledge about rights and protections strengthen our workroom floors and our communities. Knowledge is power, and it gives people the confidence to stand up for themselves and each other. Every conversation you have reminds others that the union is made up of real people looking out for one another. That is organizing.

No action is too small in organizing. A steward who takes time to explain a provision. A member who invites a non-member to a meeting. A coworker who asks a non-member to stand with them. These moments build trust. Trust builds participation. Participation builds power. If we want a stronger contract, stronger enforcement, and more respect on the workroom floor, we need more of our coworkers to be dues-paying members and not just standing on the sidelines.

Your Call to Action

In 2026, our strength is not just in our numbers. It is in our willingness to reach out and have conversations with our coworkers. Do not assume someone else will do it. Each of us has a responsibility and a role in growing this union. Commit to talk to one non-member this week. Share why you joined. Ask them to stand with you.

Organizing also means visibility. Wear your union gear, attend meetings, and participate in events. When our coworkers see active members, it sends a message that APWU members are not some outside group. We are right there on the workroom floor. The more visible and united we are, the harder it is for management to ignore concerns or divide us.

Gearing Up for the 2026 Organizing Drive

The 2026 APWU organizing drive is tentatively scheduled to run from June 1 through to the National Convention. While we are still working out the final details, locals can begin preparing now. That includes developing a plan of action, identifying a lead organizer, reviewing budgets, confirming resources, and making sure that access to non-member lists is ready and available. Strong local leadership and early planning set the stage for a smooth, coordinated effort to help strengthen our union nationwide.

See Page # 15 for the online member registration form.

Special from APWU National Postal Press Association

Obtain Permission to Reprint

Based on our experience, most mainstream newspapers and other sources (such as websites) require a written request for permission to reprint. Based on the information they require, we prepared a form letter to request permission to reprint. (See Reprint Permission Letter below.)

Some commercial sources may grant oral permission to reprint. To expedite the process, before requesting written permission, call to see whether they will grant oral permission. **If oral permission is granted, you should send a letter to the editor/publisher confirming what you agreed upon to protect you if any questions arise later.**

Commercial sources take copyright very seriously, even though, as a labor organization, we are a nonprofit. Some require payment of a "permission" or "royalty" fee for use of the material.

Another area to be aware of regarding copyright is reprinting articles from commercial sources that have been reprinted in union publications. This permission does not extend to your publication. To obtain permission for your publication, you must contact them directly and request it.

The same applies to mainstream newspaper articles that are reprinted in APWU local and state publications. To legally reprint these articles in your publication, you must obtain permission from the source.

This information on reprinting from commercial publications should not be confused with reprinting original material from national, state, local publications or the AFL-CIO. It is perfectly acceptable and does not require prior permission. (See PPA Reprint Policy).

The purpose of providing this information to you about copyright is to make you aware of the copyright law. It is not meant to frighten anyone or restrict the sources of material for your publication. At the same time, we do not want to see any editor become a defendant in a copyright infringement suit that could prove very disturbing and costly.

From the PPA@apwupostalpress.org website, the members' resource section. Original excerpts include <http://actahistorica.nl/recensies/jim-larki-the-great-dublin-lockout-of-1913-john-newsinger/>

Note: Use this letter to request reprint permission from a commercial source by filling in the blanks.

Request for Reprint Permission

I am the editor of (name of paper), a publication of the (name of local or state organization),
American Postal Workers Union, AFL-CIO.

We are a non-profit organization and publish the above-named paper for the
(number of members) of our organization.

I am hereby requesting permission to reprint the following from (name of
Newspaper, magazine, book, or website) for the information of the members of
(name of local or state organization).

(Title of article, description of photograph or cartoon) published on (date or
Month and year) by (name of author or photographer).

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Material from page(s) is granted. The credit line and copyright notice that you desire will
accompany the use of this material.

Your immediate response to this request would be appreciated. Thank you.

Sincerely,

(name, title, address, phone number)

SECRETARY TREASURER

JEFF GREENLEE

Did We Learn Nothing in 2018?



First of all, I hope you and your families are safe as summer approaches and stay safe during your summer activities.

Your Union Finances

My article of last issue focused on how our local has been spending your hard earned union dues in a wise and thoughtful manner. We

have been controlling expenses through sound judgment and responsible leadership.

I wrote that *"...right now, our finances are good and promising. When you look at our finances over the past 12 years 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.*

... 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."

Well... unfortunately, that has changed! The NEW estimated cost for the two functions mentioned above is at about \$110,000.

The members at the April General Membership Meeting voted to spend \$75,000.00 of your dues monies to send 13 Delegates to the APWU National Convention.

The Executive Board brought forth a recommendation to send your Craft Officers to the Craft Conferences, two days prior to the convention, and then the Delegates to the Convention.

A motion was raised from the floor to send ALL delegates, not only the Craft Officers but also the delegates, to the Craft Conference. This is not common practice since the Craft Officers will be in attendance to present the SAAAL position on resolutions and Constitutional Amendments.

The members at the April General Membership Meeting have spoken, but what is disheartening is that there were only 29 members there. We have 1100 members, so that means only 2.6% of our members decided to spend 16% of our total cash assets, and over 50% of our Convention Fund for this Convention.

There has been much effort to build up our Convention/ Seminar Fund to create a buffer in case an unforeseen event should take place, unfortunately that buffer is now in serious jeopardy.

This is all being done in the shadow of upcoming Local elections. Right now we are fortunate in that our two full-time officers are retired from the Postal Service, therefore we do not have to pay their benefits. We do not know what is going to happen in the upcoming elections and if two full-time officers are elected that are still postal employees then the Local would be liable for their benefits payment, I have calculated that as around \$100,000/year.

I have a good memory when it comes to 2018, how my reports were ignored by the very leaders who were elected to protect the Local from fiscal collapse. They ignored my warnings about the fiscal cliff the Local was fast approaching.

Numbers do not lie, but I was called a liar and my estimates were deemed exaggerated, even by the Chairman of the Trustees, my warnings were not heeded and the Local almost went bankrupt. Did we not learn anything from the past? Are we destined to repeat the fiscal irresponsibility of 2018?

"Numbers do not lie, but I was called a liar and my estimates were deemed exaggerated, even by the Chairman of the Trustees, my warnings were not heeded and the Local almost went bankrupt. Did we not learn anything from the past? Are we destined to repeat the fiscal irresponsibility of 2018?"

IT MAY HAVE ALREADY STARTED

As I mentioned in my last article, *"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."*

Luckily, and with much foresight, the Local currently has the funds in the Convention Fund to fully fund these allowances. but with our current rate of deposit to the Convention Fund (\$3,000 per pay period) the fund will slowly drain to a point where it will no longer be able to fund allocated expenses. Therefore, under the direction of President Aleman, I will start depositing \$4,000 per pay period to the Convention Fund so that it will be fully funded for future conventions and seminars.

This will create an additional drain on our General Fund, but if we return to sound financial practices we can bare the expense.

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.

EDITOR

CARLOS BARRIOS

Urgent Action Needed to Survive



History has a sense of repeating itself and we must learn from our past challenges so we can inspire those around us to gain victory. Our country suffered through some difficult challenges in the American Revolutionary era. The citizens believed in a common goal to gain independence by inspiring each other with unity and commitment to win.

Just like the early citizens of our country we employees need to rally to help defeat the enemy who is trying to dismantle the USPS. This requires all its members to work together. APWU has survived many fights over the years and now we are against the biggest challenge. When we are victorious you will remember the days we fought in the trenches to defeat the enemy. APWU has survived the 1970 Postal Strike, Preventing Privatization by STOPPING STAPLES, Protection of our Benefits by fighting against congressional attacks to cut our federal benefits and attempt to raise the FERS contribution rate. Many

Legislative Victories for Workers over the years, the Postal Service Reform Act of 2022, the Post Plan Staffing Victory and many more. And now we can leave our footprints in the sand to show where we stood and fought.

Postal Workers Push Back Against Efforts to Minimize and Delegitimize Voting by Mail, Launch Ad in Ohio

The American Postal Workers Union (APWU) has launched a nationwide campaign to defend and expand voting by mail, underscoring the essential role postal workers play in supporting the democratic process. The initiative includes the rollout of a new television advertisement and the release of bipartisan polling data showing strong public support for mail-in voting.

The campaign begins with the debut of a 30-second television commercial featuring a diverse group of voters sharing their reasons for choosing to vote by mail. The ad concludes with a clear message: "Vote by mail — keep it, protect it, expand it." Initially airing in Ohio markets, the advertisement is part of a broader effort that will expand to additional states in the coming weeks.

As part of the campaign launch, APWU is also releasing results from a national poll conducted jointly by leading Democratic and Republican research firms, Hart Research and North Star Opinion Research. The findings highlight widespread bipartisan support for voting by mail, reinforcing its status as a trusted and valued option for millions of Americans.

APWU URGENT ACTION

Call our Legislative Hotline at 844-402-1001 to be Connected to Your Representative and Urge them to **Raise USPS's Borrowing Limit!**



YES, the call can be made on USPS property during non-working hours, such as before or after work and during your breaktime or lunch hour.

YES, non-postal workers can make the call. Ask your family, friends, and neighbors to call!

Judy Beard, APWU Legislative & Political Director

The Postmaster General says USPS could run out of money within a year. An immediate step Congress can take is to raise the Postal Service's borrowing limit.

This limit has been stuck at \$15 billion since 1992. Adjusted for inflation, the borrowing limit should be between \$35-40 billion. Unlike private companies, USPS cannot access traditional lines of credit. Instead, it can only borrow from the U.S. Treasury.

Call the APWU Legislative Hotline at 844-402-1001 and tell your Congressional representative to **raise the Postal Service's borrowing limit from \$15 billion to \$35-40 billion.**

Voting by mail has a long and well-established history in the United States, dating back to the Civil War, when soldiers cast ballots from the battlefield. Today, it remains a vital component of the nation's election infrastructure. In the 2024 general election, approximately one in three voters nationwide used a mail ballot. All states currently offer some form of absentee or mail-in voting, with several states conducting elections almost entirely by mail. The option is particularly popular among older voters and those seeking a convenient and accessible way to participate in elections.

Despite its proven track record of security and reliability, voting by mail has faced increasing scrutiny in recent years. The APWU's campaign aims to counter efforts that seek to undermine public confidence in the system and to advocate for policies that ensure continued access to this critical voting method. Through this campaign, postal workers are reaffirming their commitment to delivering not only the nation's mail, but also the ballots that help sustain American democracy. Apwu.org

CALL 844-402-1001 TO BE CONNECTED TO YOUR REPRESENTATIVE TODAY!

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Oxymoron: Management's Integrity



What is Integrity?

Integrity is the quality of being honest and having strong moral principles and moral uprightness. Therefore, be one who has quality of being honest with an upright character. Napoleon Hill said, **'when you are able to maintain your own highest standards of integrity - regardless of what others may do - you are destined for greatness'**.

I have heard from many union members over the past few months why my concern was so extreme, and why does it require that grievances be filed to resolve issues? The common denominator comes down to management not applying integrity to their work ethics. Why does management ignore integrity, which results in huge financial payouts. What can one do? There are many steps you can take to protect yourself and hold management accountable.

“Management in the Motor Vehicle Craft (MVS) would help bridge the gap between labor and management if they would practice some integrity”

One of the biggest things we can do as union members is to encourage non-members to join the union. The union will always fight for what's right, especially your rights. Joining the union shows management solidarity and strength. Getting involved with union activities will help you learn your rights and helps you develop a kinship with other members who have been uniting together to support their contractual rights. We should also educate ourselves on how and when to file labor charges and EEO's against management. These are very important avenues when done properly with the proper guidance of your certified steward or union officers to correct the deficiencies of managements.

Management shouldn't be telling you things like "It can't be fixed, I don't know how or you don't have a grievance". The union is the only entity that can inform you whether the member has a grievance and not management. Issues can get corrected if they are addressed to your shop steward from your craft and it gets filed. Yet management requires integrity from the grievant and the steward, but they don't practice what they preach.

Management in the Motor Vehicle Craft (MVS) would help bridge the gap between labor and management if they would practice some integrity. Union members should not be hearing, "I wasn't your supervisor at the time of your accident or Ask somebody else". These are all responses somebody without integrity would say. It seems they only want to "pass the buck" and not take any responsibility when helping the employees. Why does it have to be so complicated? Do what's right and be honest management! Talk is Cheap!

TACS

As everyone knows now, Lead clerks are inputting our time in TACS for MVS. They enter our times when a change/correction is needed and/or occurs. When the Lead Clerks started entering our times and changes in TACS, MVS was experiencing some pay issues. The union addressed these issues with the supervisors immediately, and questions went unanswered. We immediately held a meeting with the Manager and some of the Lead Clerks to address these issues. The union found that certain documents were not getting to the correct supervisors. This is one example of the union's integrity and strong moral principles.

Thanks

Mr. Ron Manor has officially resigned from his position as the assistant craft director and craft delegate. He will step aside so someone else can provide the membership with 100% support. I personally would like to thank him for his outstanding contribution and accomplishments for the MVS craft. He was instrumental in obtaining water supply for the craft when we were experiencing some out-

rageously high temperatures. At the April General Membership Meeting I nominated Ruben Solis was voted for as our new Assistant Craft Director and will be taking over the great work that Ron provided. Ruben will be representing Tour 2, and he is excited to represent the craft. Let's give a warm welcome to Mr. Solis. He brings experience from his time as a TTO driver on Tour 1 and now with the specific issues on Tour 2.

Pay issues

Many union employees are experiencing LWOP and AWOL in their paychecks, even when management is notified by phone or online. You should look online, view your virtual clock rings, and request you speak with your steward immediately if the virtual clock rings don't match your requests. You have the right to see your steward to correct this issue. You earned the pay. Don't get shortchanged.

Another issue the union will address is the training and duties of the spotter. In MVS, we have experienced a high volume of accidents that involve the use of the spotter. Over the next several weeks, the union will be reaching out to many drivers to get their concerns about the spotter. We also encourage you to share your unpleasant experiences and any tips you may have. We will attempt to find ways to make this position safer and even more pleasurable.

We still have a long road ahead of us. I encourage you to continue to speak up by requesting in writing to speak with your steward if you feel your rights have been violated. Continue to submit those PS Form-1767's and then request to speak with your steward. Be active and Remember TALK IS CHEAP!!!

CLERK CRAFT DIRECTOR "A"

KEVIN SPENCER

Financial Crisis of the USPS



Salute Sisters and Brothers! As always, I hope this finds you well and in good spirits. Let's jump in with some of the latest hoops and hurdles:

AWOL, LWOP, and other Four-Letter Terms

I've received an incredible number of calls and questions about the recent use of AWOL for call-ins here at the Plant. First, let's address, what exact-

ly is AWOL? In simple terms: it's a "no call/no show." If you fail to call in **or** your whereabouts are unknown while on the clock, management can effectively AWOL you. Emergencies arise, so it's best to make every effort to call in when you can't make it to work, or keep your supervisor informed if you need to leave early. However, recently AWOL is now being applied to **ALL** call-ins for employees with **no remaining annual or sick leave**. According to management, LWOP will no longer be an option once sick leave and annual leave has been exhausted. Protected leave such as FMLA and Wounded Warrior remain unaffected and are the only exceptions for applying LWOP. All this is a radical shake-up of leave policies that have been long established by the **JCIM, Article 10**, and the **ELM** are now being heavily disregarded. If you are **AWOL** due to not having sufficient leave hours for a call-in, please request to see a steward. We are actively filing grievances to address this current practice. And I know this sounds like a broken record, but please fill out Form 3971 for the day(s) in question and give it to your supervisor with the appropriate leave request checked. Further, keep an eye on your **virtual timecard** in Liteblue for any discrepancies with your time, leave, and clock-rings.

PSA and the Realm of Uncertainty

The Union attended a Labor-Management meeting just a few days ago. We spoke with plant manager Kim Calderon to address questions about the eventual installation of new equipment, staffing complements, and **when** we can expect the opening of the **PSA/San Antonio North** facility.

Bottom line: **Management doesn't know**. I realize there's still a lot of rumors and people scrambling to bid on other tours and sections, but *nothing* (yet) is concrete. As I've said before, there's ALOT of moving parts with power requirements, structural modifications, and exactly what new equipment will be utilized. There does appear to be more activity at the PSA since the meeting, so we're all expecting a solid update before heading into summer.

No Thanks, Buster!

Meanwhile, yes, you've heard it, the Post Office has reported to be running out of money. FERS suspensions and fuel surcharges might only be the beginning to keep the big wheels rolling. Efforts to reduce or eliminate overtime can be expected. And reduced staffing may further complicate these cost savings measures.

How will a smaller workforce reduce overtime? And there's even talk about cutting delivery days? I won't even speculate how to navigate these waters or re-define **SERVICE** in our namesake... Still, collective bargaining remains in the news: a major computer company that makes \$1200 cell phones, a coffee company that sells \$8.00 specialty Frappuccino drinks, and even an online retailer that delivers honey by drones. Unionization efforts by workers of these businesses remain a highwire act with **zero** safety net. Union busting is alive and well. *Bless* the rank and file for staying the course.

The Movement Endures

I hesitate to address the recent allegations about the past founder of the **United Farm Workers**. Many have asked my thoughts, and I will attempt to respond here... No doubt, these are crushing revelations that have come to light. And personally, I feel great sorrow for the original co-founders and victims of the alleged abuses. In this era of our history, street signs will be renamed, statues removed, and names may well be erased.

And then what...? What can we do? Such heroes of politics, civil rights, art, and roles that carry the torch will inevitably inspire, but what of their misdeeds? Perhaps the real appraisal is to look back to the conditions that motivated a need for **change**. It's the movement that speaks to our spirit. We may or may not acknowledge who lit the fire, but it will absolutely be up to us as to how to sustain it! These individuals are not necessarily the movement, nor are they the movement itself. No, it's only us, **WE** are the movement! Platitude or Reality?!? It's up to you... If your job, your pay, or your benefits ever meant anything to you--Lift your arm, your voice, your spirit! **UNITE AND FIGHT**. Show solidarity and resolve with YOUR UNION. Keep your eyes on the prize and keep the **MOVEMENT** on the horizon.

Safety Dance

Please continue to **work safely**. And don't hesitate to fill out Form 1767 when you find unsafe conditions in the workspace. This includes spills, lighting, and broken/damaged equipment. Use caution while we're still short on rolling stock. It's a constant improvisation to work with the daily fluctuations and condition of the equipment on hand.

Sadly, it's always very difficult to report that at the time of writing there are a few of your co-workers that are suffering from job related injuries. It's a complicated and arduous process to navigate an on-the-job injury. This is something you will want to avoid! .

Huge Thanks

President Alex Aleman, Vice President David Hernandez, Treasurer Jeff Greenlee, and Editor Carlos Barrios for their constant commitment and hard work.

Gratitude to Assistant Craft Director Giovanna St John, Chief Steward Annette Martinez, Chief Steward Nick Sondhi, Chief Steward Jess Rooney, Steward Tyrone Myers and Steward John Sandoval.

If you are AWOL due to not having sufficient leave hours for a call-in, please request to see a steward. We are actively filing grievances to address this current practice"

TOUR 2 CHIEF STEWARD

ANNETTE MARTINEZ

Avoid Abusive Behavior



Come to work, do your job. Respect others in the workplace. Respect can mean multiple things. Treating co-workers with dignity and respect Postal Policy, (article sighted at the bottom) two wrongs don't make it right when employees start to gossip. It impacts everybody, making the union job more difficult and more time-consuming.

Reporting Rumors and Harassment Incidents

If a colleague witnesses incidents of rumors or harassment, it is crucial that they notify their supervisor immediately, refraining from engaging in coworker discussions that may exacerbate the situation. The following guidelines apply:

a. Political Affiliation

Discrimination based on political affiliation is strictly forbidden.

b. Individual Status

All individuals are protected from status-based discrimination. The organization prioritizes unity in addressing workplace hostility, focusing on eliminating rumors, bullying, and harassment. Members are encouraged to document incidents. The organization has consistently worked to eradicate detrimental rumors and abusive behavior throughout its history.

Key APWU Policies and Positions

- * **Zero Tolerance:** the APWU advocates for strict enforcement of policies against harassment and bullying, noting that such behavior violates both union standards and USPS policy.
- * **Solidarity as Defense:** Members are urged to stand together and not treat harassment as "not my problem," as abusers often target employees indiscriminately.
- * **Safety Matters Campaign:** The union uses this campaign to combat toxic work environments and promote dignity and respect at work.
- * **EEO Complaints:** For harassment based on race, color, religion, sex, national origin, age, or disability, employees can file an EEO complaint within 45 days of the incident.

Workplace Bully's The APWU refers to persistent workplace bullies as "monsters" advising that they "hate light" and must be exposed through documentation and union actions.

If you are being harassed or affected by malicious rumors, it is highly recommended to reach out to your local APWU representative to begin the documentation process. apwu.org

666 Prohibited Personnel Practices

666.1 Restrictions

666.11 Applicability of Restrictions

The following restrictions apply to any Postal Service employee who has authority to take, direct others to take, recommend, or approve any personnel action with respect to any employee, eligible, or applicant.

666.12 Prohibited Discrimination

The following provisions apply:

a. **Political Affiliation.** No discrimination may be exercised, threatened, or promised by any person or in favor of any employee, eligible, or applicant because of political affiliation except

as may be authorized or required by law.

b. **Individual Status.** No person may be discriminated against because of:

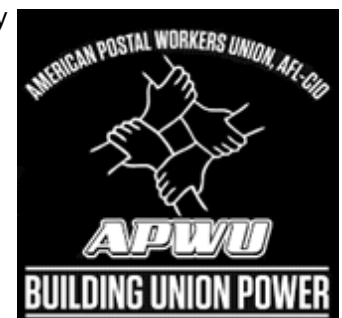
1. Race, color, sex (including pregnancy, sexual orientation, or gender identity, including transgender status), national origin, religion, age (40 or over), genetic information, disability, or retaliation for engaging in EEO-protected activity as provided by law; or
2. Other non-meritorious factors, such as political affiliation, marital status; status as a parent; and past, present, or future military service in connection with examination, appointment, reappointment, reinstatement, reemployment, promotion, transfer, demotion, removal, or retirement.

Conduct That Does Not Adversely Impact Performance.

No person may be discriminated against on the basis of conduct that does not adversely impact that person's performance or the performance of others. In determining suitability or fitness of that person, any conviction for any crime under the laws of any state, the District of Columbia, or of the United States may be taken into account. The role of a steward isn't easy—it takes time, energy and personal sacrifice.

Thanks to all the stewards for your commitment to fairness and solidarity. Thanks for all you do.

"APWU has always stated to stand together in solidarity efforts to help smash the spread of harmful rumors and abusive behavior on the workroom floor"



TOUR 3 CLERK STEWARD

JESS ROONEY

Question the Source



Greetings Union Members,
With summer around the corner,
I hope leisure and rest find you as
the days grow warmer.

We have a Postal Workers Union
Educational Conference coming up in
June here in San Antonio, which I
have not yet experienced -- I'm look-

ing forward to the opportunity to learn more about the issues we face and tackle, not only in the Clerk Craft but overall, as postal employees. I know tensions have been a little higher recently with the hype around running out of funding this year but stay positive that support from the public and hopefully Congress will yield some security that we can remain a public service and retain our careers.

Over the decades, the U.S. Postal Service has adapted and adjusted not only about the changes to mail volume brought on by technology, but the way technology has shaped the way we process mail. There has been a lot of pressure, not only on the USPS but on other government agencies and the private sector as well, to embrace the aid of artificial intelligence and utilize it to increase productivity – unfortunately, this may come with a steep price...

Be mindful of the strides that are taken in the use of AI, and how heavily we may not want to be leaning on it to offload labor and lighten the workload: I don't know about you, but I've been tired of AI since I had to start navigating a robot menu when I needed to speak to a real person. Even in letter automation where I work, the machines make mistakes, and letters get sorted to the wrong bin and go to the wrong carrier or zip code. Technology is convenient, don't get me wrong; efficiency makes everybody's life a little easier, no doubt. However, if we get complacent, we may find communication grows more difficult and the time saved becomes more moot when corrections need to be made by a human being instead of a computer.

Technology has a lot of advantages, though, of course – one huge positive is being able to see our virtual timecard via Lite Blue (liteblue.usps.gov). Recently, a lot of our coworkers at the plant have been seeing their call outs be changed to AWOL: Absent Without Leave.

**Per the Employee Labor Manual (ELM), 665.42
Absence Without Permission:**

Employees who fail to report for duty on scheduled days, including Saturdays, Sundays, and holidays, are considered absent without leave except in cases where actual emergencies prevent them from obtaining permission in advance. In emergencies, the supervisor or proper official must be notified of the inability to report as soon as possible. Satisfactory evidence of the emergency must be furnished later. An employee who is absent without permission or who fails to provide satisfactory evidence that an actual emergency existed will be placed in a nonpay status for the period of such absence. The absence may be the basis for disciplinary action.

There has been a lot of pressure, not only on the USPS but on other government agencies and the private sector as well, to embrace the aid of artificial intelligence and utilize it to increase productivity – unfortunately, this may come with a steep price...

However, once the employee provides management with notice of the need for leave in accordance with Family Medical Leave Act (FMLA)–required time frames, and the absence is determined to be FMLA protected, the employer must change the AWOL to

approved FMLA–LWOP, and delete the AWOL status from the record.

Supervisors changing your requested leave to AWOL without communicating this with you is unacceptable, please request a steward and initiate the grievance process to ensure your leave is corrected if your supervisor does not accept a PS Form 3971 to change the AWOL. Keep an eye on your virtual timecard via Lite Blue!

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 me. Shout out to my fellow clerk stewards as well for fighting the good fight at my side, including two new stewards on Tour 1 and Tour 3. A Union is only as strong as its members. We each have a voice; lift one another up whenever you can.

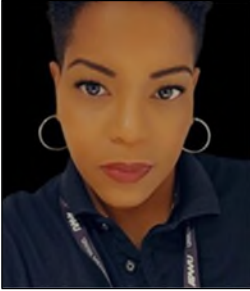
In solidarity,

Jess Rooney
Tour 3 Clerk Steward

ASSISTANT MAINTENANCE CRAFT DIRECTOR

TIA LOCKETT

Know Your Weingarten Rights



When management calls you into the office, the tone and shift quickly- from a simple conversation to something that could lead to discipline. In those moments, every member of APWU has powerful protection: Weingarten Rights. These rights come from the landmark Supreme Court decision NLRB v. J. Weingarten, Inc. and ensure the employees are not left to face investigatory questioning alone when their job may be on the line..

What This Means for You

If you are asked questions by management and you reasonably believe the discussion could lead to discipline, you have the right to request union representation before answering.

Backed by the Contract:

Your rights are not just legal, they are reinforced by the National Agreement

***Article 17- Guarantees the right to union representation.**

***Article 16- Requires “just cause” for discipline.**

***ELM 665.3- Recognizes employee rights during investigations.**

Together, these provisions ensure fairness, accountability, and due process on the workroom floor.

You Must Speak Up!

Always request union representation. If management says it's not necessary, request one anyways. Once you invoke your rights, management must stop questioning until a steward is present or end the interview altogether. With a steward present the process changes. The questions can be clarified. Contract violations can be identified immediately. You have a witness that can and will advocate for you. This is not about avoiding accountability- it's about ensuring fair treatment.

Protect Yourself-And Each Other! Weingarten Rights are one of the strongest protections union members have, but they only work if they are used. When one employee stands up and exercises their rights, it reinforces those protections for everyone.

LEGISLATIVE DIRECTOR

ROSS CAMACHO

Show Me The Money \$\$\$\$



The United States Postal Service is in a crisis once again because Congress continues to treat a public service like it's a struggling department store chain. Let us be clear, this is not a “business failure.” It's a POLICY failure.

Right now, the Postmaster General David Steiner is saying we could run out of cash as early as February 2027. We have already hit our \$15 billion borrowing cap, and we need to raise it in order to keep operating. While waiting for Congress to act, we've been forced to take the drastic step of suspending billions in pension contributions. Why? Because USPS is forced to operate like a business without the free reign a business has, and we're being forced to act like a govt agency without the funding of a govt agency.

Mail volume has been cut in half, wiping out tens of billions in revenue, but we're still legally required to deliver to every address six days a week. That's not a business. That's a public service. So, here's the question we need to ask. Why is the Postal Service in a “financial crisis” but agencies like the Department of Defense are not? The Postal Service is expected to fund itself through stamps and fees. Meanwhile, other federal agencies are funded because they provide essential services. Nobody expects the military to “turn a profit.” Nobody demands that highways, fire departments, or public schools break even. So why are we holding the Postal Service to that standard? This is a service, a right guaranteed by the constitution. It was created to unite the nation. To corporations & small businesses like this it's an important trade partner. To those living out in the country, it's a lifeline. Treating it like a corporation misses the entire point. This is a manufacturing crisis.

Congress needs to step up and fix the real issue.

-Raise the USPS borrowing limit so it can operate without artificial caps

-Provide direct public funding for universal service obligations

The Postal Service doesn't need to be “profitable.” It needs to be funded.

Pick up the phone. Call your representatives.

Tell them: **“Show us the money. Raise the borrowing ceiling. Protect our Postal Service.”**

Statement from President Jonathan Smith on Anti-Voter Executive Order

APWU President, Legislation



On March 31, the White House issued Executive Order 14399, titled “Ensuring Citizenship Verification and Integrity in Federal Elections.” This executive order would require the United States Postal Service (USPS) to regulate who can receive ballots based on state-specific mail-in voter lists, created by the Department of Homeland Security.

The order contradicts the fundamental purpose of the USPS and its workforce – to provide universal service to all. The Postal Service serves all Americans; it cannot be used as a tool to disenfranchise voters.

Americans have voted by mail since the Civil War, which enabled military service members to vote, even while deployed. Since then, in each election, millions of voters in almost every state cast their ballot through the Postal Service. Voting by mail is a tradition that all Americans can be proud of. Changes to how people vote should not happen by manipulating the Postal Service.

When Congress established today’s public Postal Service in 1970, it purposely made the USPS an independent agency, free from the influence or control of politicians. Congress was explicit that the Postal Service’s purpose is to “bind the Nation together” by providing “prompt, reliable, and efficient services” to all communities. Every day, thousands of postal workers make sure that mission is fulfilled. Yesterday’s executive order threatens that independence and is an unacceptable attempt to politicize the post office.

Our public Postal Service does not block mailers from sending letters or refuse to deliver letters because of those who mailed them. Postal workers take the sanctity of the mail seriously, and every process and policy of the Postal Service ensures that mail is accepted, processed, and delivered, no matter who sent it or where it is going.

The American public, especially voters who cast their ballots through the U.S. Mail, should know that postal workers follow what we call “extraordinary measures” to ensure that ballots reach their destination promptly and securely. Any change to those measures or to the fundamental purpose of the Postal Service threatens this critical service provided to every person in the United States, guaranteed by law and the Constitution.

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 Feb. 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. 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*.

The logo for the American Postal Workers Union (APWU) is displayed in large, bold, white letters on a blue background.

American Postal Workers Union, AFL-CIO

VOTE NO on the SAVE America Act.
Call your senators today at 844-402-1001
and tell them to vote NO on S. 1383, the
SAVE America Act.

Retaliation Is Illegal

Retaliation against an employee who raises a harassment claim or provides evidence in an investigation is illegal. Management employees who fail to fulfill their obligation under Postal Service policy regarding harassment claims may also be found to have retaliated against an employee because of the adverse effect of their willful indifference.

What You Must Do to Prevent Workplace Harassment

Role and Responsibility of the Manager, Postmaster, and Supervisor

It is your role to listen, inquire, and try to resolve a harassment complaint. If you do not have the authority to conduct an inquiry, you must take it to a manager, postmaster, or supervisor who does.

Educate Yourself and Others

- Educate yourself on the topic of workplace harassment. Make sure your staff is aware that harassment is illegal, and also ensure that your staff is aware of the Postal Service policy against harassment.
- Identify for employees some of the possible consequences of engaging in improper behavior, whether or not it meets the definition of illegal workplace harassment. In addition, express strong disapproval of harassment in any form.
- Educate your employees and supervisors in identifying harassment, the remedies available, and how to stop inappropriate behavior.
- Inform your employees of their right to report inappropriate conduct without fear of retaliation. Make sure they know that complaints will be kept confidential during the investigation (to the extent possible). Ask Human Resources professionals in your local district or area office for help as necessary, and keep your Manager, Human Resources (for HQ and HQ field units, the next-higher-level manager) informed as you resolve complaints that may arise in your unit.
- Document employee training on harassment.

Enforce Policies

- Take every incident or complaint seriously. Do not ignore harassing or improper behavior or believe it to be only a personal matter between the alleged harasser and alleging harassee.
- Conduct harassment inquiries promptly and, where necessary, take inquiries to the next appropriate level.
- Stop all inappropriate behavior.
- Confer with and inform the Manager, Human Resources, in your local district or area office (for HQ and HQ field units, the next-higher-level manager) of any harassment allegations and inquiries. If Human Resources personnel or others conduct an inquiry or investigation, stay informed of their progress. It is your responsibility to ensure that any inquiry or investigation is brought to appropriate closure.



Non-Member List 5/1/2026

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 represents the rights and benefits that we all expect and deserve.

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

PL	LAST	FIRST	CRAFT	PL	LAST	FIRST	CRAFT	PL	LAST	FIRST	CRAFT
000	Belew	Seth	Clerk	340	Novak	Christopher	Clerk	000	Lanus	Tyroy	MVS
000	Buvanyk	Stephan	Clerk	340	Peralta	Alan	Clerk	000	Ortiz	Ruben	MVS
000	Escamilla	Kandace	Clerk	340	Reyna	Gracie	Clerk	707	Bohorquez	Jose	MVS
000	Gamble	Kendra	Clerk	340	Weston	Mercedes	Clerk	707	Gonzalez	Pierre	MVS
000	Garcia	Jessica	Clerk	406	Puente	Jamie	Clerk	707	Vidro	Arcangel	MVS
000	Luna Ortiz	Grissel	Clerk	500	Adame	Pedro	Clerk	708	Estrada	Jose	MVS
000	Mendoza	Mercedes	Clerk	500	Lozano	Enrique	Clerk	708	Hughes	Donald	MVS
000	Nguyen	Tracey	Clerk	500	Pedraza	Alberto	Clerk	709	Belmontes	David	MVS
000	Padilla	Daniel	Clerk	506	Wahl	Chad	Clerk	709	Marquez	Florencio	MVS
000	Quintero	Crystal	Clerk	621	Alvarado	Jose	Clerk	709	Rodriguez	Robert	MVS
000	Rios	Josue	Clerk	631	Arriola	David	Clerk	709	Sheer	William	MVS
000	Rodriguez	Maison	Clerk	631	Silva	Leila	Clerk	709	Vargas	David	MVS
000	Salazar	Andrew	Clerk	651	Preston	Ann	Clerk	706	Charles	Joseph	VMF
000	Soto	Clemente	Clerk	701	Jader	Anthony	Clerk	706	Guerra	Jesus	VMF
001	Quintanilla	Jonathan	Clerk	701	Maldonado	Christopher	Clerk	706	Hall	Eugene	VMF
045	Sosa	Lauryn	Clerk	705	Garza	Sandra	Clerk	706	Hernandez	Jesus	VMF
045	Sosa	Megan	Clerk	000	Ortiz	Teodoro	Maint.	706	Ortega	Andres	VMF
134	Kirk	Lashawna	Clerk	000	Sabala	Chris	Maint.	706	Riehle	Michael	VMF
135	Fuentes	Destiny	Clerk	001	Perez	John	Maint.	706	Stremmel	Andrew	VMF
141	Chavarria	Steven	Clerk	030	Carlos	Julian	Maint.	706	Whitehead	Brian	VMF
141	Rodriguez	Valente	Clerk	032	Portugal	Paul	Maint.	000	Croughen	Jimmy	PSE
141	Styles	Roshelle	Clerk	059	Jimenez	Shaine	Maint.	000	Cuevas	Ashley	PSE
200	Carrasco	Esther	Clerk	711	Deluna	Mario	Maint.	000	Ellison	Damen	PSE
200	Fernandez	Daniel	Clerk	711	Hernandez	Porfirio	Maint.	000	Embry	Kaven	PSE
200	Moreno	Michelle	Clerk	711	Jimenez I	Adrian	Maint.	000	Garza-cruz	Lisa	PSE
209	Linton	Alfonso	Clerk	711	Quimbar	Ricardo	Maint.	000	Gray	Isaac	PSE
235	Mcclain	Gia	Clerk	711	Randle	Christopher	Maint.	000	Latorre	Adiels	PSE
240	Garcia	Richard	Clerk	711	Villarreal	Rogelio	Maint.	000	Ledesma	Andrew	PSE
300	James	Zechariah	Clerk	712	Abdul	Mohammed	Maint.	000	Macias	Daniel	PSE
300	Valdez	Diva	Clerk	712	Altwein	Clarence	Maint.	000	Maldonado	Karina	PSE
309	Avila	Ruben	Clerk	712	Blackburn	Ana	Maint.	000	Martinez	Noelia	PSE
309	Morales	Corinne	Clerk	712	Blackburn	Terry	Maint.	000	Milson	Elizabeth	PSE
334	Fitzgerald	Christina	Clerk	712	Blanco	Elijah	Maint.	000	Miquelerena	Trudy	PSE
334	Griffin	Nora	Clerk	712	Delgado	David	Maint.	000	Nieto	Jacob	PSE
335	Adams	Dajane	Clerk	712	Franco	Larry	Maint.	000	Note	Darrel	PSE
335	Kuzuk	Brayden	Clerk	712	Funicelli	Anthony	Maint.	000	Tamayo	Jonathan	PSE
335	Mayfield	Aubrey	Clerk	712	Garza	Oscar	Maint.	000	Wohltmann	Kenneth	PSE
335	Mcfaddin	Rance	Clerk	712	Garza	Oscar	Maint.	000	Young	Christopher	PSE
335	Rabago	Danny	Clerk	712	Insall	Alex	Maint.	018	Nguyen	Ha	PSE
335	Tilton	Kelvin	Clerk	712	Peralta	Armando	Maint.	020	Walker	Bryant	PSE
337	Gutierrez	Justin	Clerk	712	Thomas	Kirsten	Maint.	030	Nicholson	Joseph	PSE
340	Christian	Nevilson	Clerk	713	Gallagher	Lance	Maint.	135	Scales	Megan	PSE
340	Haley	Anthony	Clerk	732	Akana	Daniel	Maint.	135	Williams	Tamia	PSE
340	Haley	Deavon	Clerk					205	Torres	Joshua G	PSE
								335	Dean	Starette	PSE

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.

CHECK OUT OUR ONLINE JOIN PROCESS:

OUR ONLINE TOOL HAS MADE JOINING THE APWU EASY FOR BOTH NON-MEMBERS WHO WANT TO JOIN THE UNION, AND FOR MEMBERS LOOKING TO SIGN UP THEIR COWORKERS.

THE ENTIRE PROCESS TAKES JUST MINUTES TO COMPLETE. SCAN THE QR CODE WITH YOUR PHONE'S CAMERA TO JOIN ONLINE, AND SAVE A PICTURE OF THE CODE TO YOUR PHONE TO SHOW YOUR COWORKERS WHO WANT TO JOIN.

MAKE THE COMMITMENT TODAY AND ASK AT LEAST ONE NON-MEMBER COWORKER TO STAND WITH YOU.



JOIN APWU

General Membership Meeting

May 16, 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

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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Promoting Unity
Within, and Among,
our APWU Family



HUMAN RELATIONS DIRECTOR DALEO FREEMAN



The Deadline for
articles to appear
in the

July/August
Dispatch is

JUNE 26

Your cooperation is
appreciated.

