

DISPATCH



Celebrating Over 100 Years
of Representing Postal Workers

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

VOLUME 72 NO. 4

SAN ANTONIO ALAMO AREA LOCAL



JULY / AUGUST 2026

PRESIDENT

ALEX ALEMAN

“WE ARE OUT OF CASH”



Postmaster General David Steiner recently testified before the Senate Committee of Governmental Affairs that “we are out of cash” and that we are borrowing money from retirement plans to fund current operations. The PMG testified that we have a broken business model, the postal service is

The changes will require the elimination and movement of mail processing equipment within the plant. The changes are scheduled to begin July 1 through Oct 2026. Because of the changes, there will be more manual handling/processing of the mail. We can expect more overtime in mail processing maintenance personnel and transportation.

It will December in July except that the penalty pay provisions will apply. The Plant Manager is expected to have meetings with the employees to inform them of the upcoming changes to mail processing and mail processing equipment at the Plant. Attend the July General Membership meeting for more information.

mandated by federal law to delivery to every address in the United States six (6) days a week. The PMG said the postal service can make a profit if they (congress) would remove the mandatory mandates such as six-day delivery, raising the debt ceiling, allowing the postal service to invest in more than just treasury bonds.

“Will Congress step up and remove the federal mandates and save the service model for the people? Or will congress do nothing and allow the PMG to make changes to the broken business model he claims and views it as such”

Having no cash and removing the federal mandates are two different issues. Currently the postal service has “no cash on hand”, removing the federal mandates would require congress to act. The Postmaster General (PMG) views the Postal Service as a broken business model and not as a service model. The Postal reorganization of 1970 transformed the postal service into a service model for the people. Viewing the Postal Service as a broken business model through the eyes of the current PMG would mean, reducing the workforce, closing post offices who are not making a profit, contract out work, reduce delivery days, pay to have your mail delivered, all those things would lead to privatization of the postal service. The PMG testified he has already implemented a hiring and spending freeze. Will Congress step up and remove the federal mandates and save the service model for the people? Or will congress do nothing and allow the PMG to make changes to the broken business model he claims and views it as such.

The San Antonio P&DC is now a Regional Processing & Distribution Center. There are changes scheduled for the San Antonio P&DC.

The Texas Postal Workers Union (TPWU) Educational Conference hosted by the San Antonio Alamo Area Local was a success. Union representatives from across Texas and National Officers attended the conference. I want to thank our local members and officers for

supporting the conference.

The TPWU Educational Conference hosted by the San Antonio Alamo Area Local was a success. Union representatives from across Texas and National Officers attended the conference. I want to thank our local members and officers for supporting the conference. Special thanks to Secretary Treasurer Jeff Greenlee, Vice-President David Hernandez and Vice-President, David Estrada for the local Retiree’s Chapter for making it a success. The local sent our officers and stewards to the educational conference. The classes and information provided were all very educational. Educating our officers and stewards is always constant. I want to thank our members for approving sending our officers and stewards to the educational conference. Our members expect and deserve that our stewards know how to assist them in their time of need for union representation.

I want to thank the APWU representatives and the Social & Recreation Committee for organizing the Postal Service Fun Day at Fiesta Texas, Albert “Red” Cardenas, Maintenance Craft, Faron Hierholzer, MVS Craft and Mary Skala, Clerk Craft. The event was a success and well attended. The APWU representatives in the Social & Recreation committee did a great job and they deserve to be recognized and commended for their efforts.

ALAMO AREA LOCAL DISPATCH

Carlos BarriosEditor
Alex Aleman Associate Editor

This is the Official Publication of the
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American Postal Workers Union, AFL-CIO
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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 displayed on the last page of the Dispatch.

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

STEWARDS OFFICE GMF (210) 967-4729

FAX (210) 653-1124



Why Workers Win
When They Fight Together

Across the U.S., recent labor victories show that solidarity,
persistence, and unity are the keys to winning better wages,
benefits, and working conditions.
Historic union wins

•Volkswagen Chattanooga: In February 2026, over 3,000
workers voted 96% to ratify their first union contract with the
UAW, securing a 20% wage increase, health care cost reduc-
tions, job security guarantees, and an enforceable grievance
process. The campaign included a strike authorization in
2025, proving that when workers stand united, they can force
management to negotiate in good faith www.wnylabortoday.com.

•JetBlue Air Dispatchers: Dispatchers in New York voted to
join the Transport Workers Union, rejecting "at-will" employ-
ment and demanding a first contract with better pay and con-
ditions. Their vote sent a clear message to management:
workers will not accept broken promises AFL-CIO.

•TRiiBE Newsroom: Editorial staff in Chicago formed "One
Triibe United" to unionize with The NewsGuild-CWA, aiming
to protect their values of equity, accountability, and respect in
a workplace that serves Black and abolitionist communi-
ties AFL-CIO.

•Wells Fargo: Frontline bank tellers in multiple states voted
to join the Communications Workers of America, overcoming
decades of anti-union resistance to demand fair pay, safe
work, and respect unionlabel.org.

•New Mexico Public Sector: AFSCME, CWA, and AFT New
Mexico workers successfully restored a 1% raise for state
employees after it was removed from the budget, showing
the power of coordinated advocacy AFL-CIO.

Why unity matters

Organizations like the AFL-CIO, SEIU, and UDW emphasize
that divided workers lose power. When workers organize to-
gether, they gain collective bargaining strength, legal protec-
tions, and public support. They can defend against anti-
worker laws, resist corporate retaliation, and secure benefits
that would be impossible as individuals act.seiu.org+1.

The takeaway

From auto plants to newsrooms, banks, and public service,
the common thread is standing together, refusing to be
divided, and holding the line until demands are met.
As Volkswagen workers put it, "When Workers fight together
— united and unafraid — we can beat the odds and
win" www.wnylabortoday.com.

VICE PRESIDENT

DAVID Z. HERNANDEZ

Let's Fight to Preserve Our Jobs...



Hello Brothers and Sisters, Hopefully, you and your family are doing great as we dive into the hot days of summer. Make certain to stay hydrated and watch those little ones if they are playing outside. May your days always be a blessed one.

Last month we hosted the Texas Postal Workers Education Conference here in San Antonio, TX and from our feedback everyone enjoyed their stay and was well pleased with the training provided by our National Business Agents, National Officers and TPWU Officers. The goal with our local is to provide our stewards with as much training as possible. At this conference our local stewards and officers attended training sessions to gain a deeper understanding of the contract to better serve the membership.

I want to thank Alex Aleman, Jeff Greenlee, David Estrada, Yolanda DeLeon and Letty Alejandro who organized such a successful conference. Your attention to detail made it both professional and engaging for all who attended. I want to thank National APWU President Jonathan Smith for his insights and for sharing his knowledge and inspiring the members.

Thanks to Clerk Division Director Lamont Brooks for enlightening and providing new perspectives on how to be stronger union stewards. Thanks also to all the sponsors who provided valuable insight for our members at their booths and for those sponsors who helped in supporting our hospitality.

Our next big event will be the National Convention in Los Angeles in August. This will be the first convention since 2013 that we will have a new National President leading our membership. President Smith will have a courageous, radical pledge to help protect the public Postal Service and the American Postal Workers Union, and with his guidance he will lead and take our APWU to the next level. If you missed our last general membership meeting, President Aleman mentioned that more modern and faster automation machines would be coming. Rumors are still being circulated about losing the APBS or SPBS machines and being replaced by the Parallel Induction Linear Sorter (PILS).

The PILS machine processes machinable packages and bundles. These packages are inducted on the system through a container unloader and a feed system. These packages are inducted on the system through a container unloader and a feed system. These packages are presented to four (4) operators who place the package on the system.

The packages are then introduced into a six-sided camera tunnel where the system collects the information needed to make a sortation decision. This system is designed to run at 7,000 packages an hour as compared to 3,500 of the older single-induction sorters.

Just for the record, the San Antonio APWU local leadership nor National Leadership gave away jurisdiction of a new machines. National APWU and NPMHU did a site visit to observe the operation of the PILS at the Dulles, VA Processing and Distribution Center (PDC). After reviewing the equipment operation, and carefully considered the input of the APWU and NPMHU, and applying the principles of RI-399, the Postal Service determined the primary craft operation of the PILS. The jurisdictional craft that is responsible for operation of the PILS machine is the National Postal Mail Handlers Union (NPMHU).

At the North PSA, Alex and myself witnessed that a PILS machine along with (2) two SIPS machines were being staged at this facility. There was no sign whether these

processing machines were in operation or just being staged? The union still have many questions to present to postal management concerning the operational use of these machines, whether they are at the Plant or the PSA. Hopefully, at our next Labor Mgmt./ Union meeting we can provide a clear picture and

"The goal with our local is to provide training for our stewards as much as possible. At this conference our local stewards and officers attended training sessions to gain a deeper understanding of the contract to better serve the membership"

update everyone.

If you call in on any given day, request a 3971 from your supervisor upon your return to work and fill one out. Don't, don't wait on them for a computer generated one. Management is not properly inputting your calls in eLRMS, especially if you call in LWOP. Mgmt. is deliberately changing the LWOP status to AWOL.. AWOL(s) can be used for discipline against you, so request your steward to get it corrected. Management definition of AWOL is "absences without leave" which is incorrect.

Plant, Stations, PSA, AO, issues

Contract violations by management will never cease. Don't take it lightly, it's your job to protect, "if you see a violation then say something" and request to see a steward and let them investigate it. If you don't stop them now, we won't have any jobs to protect. Our clerk director Lamon Brooks has always said it. **EVERYTHING IS CLERK WORK**". If not, then maybe you are in the wrong place of work, changes are coming so protect what you have.

Both safety and harassment were addressed at the conference and Lamont mentioned that members weren't reporting safety issues or using the 1767 safety forms. If you are being harassed by a co-worker provide a statement to your supervisor. It is the Postal Service responsibility to provide a "zero tolerance workplace." If management is the one that is harassing you, then please write a statement and provide it to this office.

Don't miss our next Union meeting on July 18th and join us for food and camaraderie, let's hear your voice and come see what its all about. Have a blessed day!

SECRETARY TREASURER

JEFF GREENLEE

TPWU Educational Conference a Success



Let me first start off by wishing you a Happy Summer, be safe and hydrate.

TPWU Education Conference

As you are probably aware the San Antonio Alamo Area Local hosted the Texas Postal Workers Union 2026 Educational Conference at

the Marriott Airport, and by all accounts it seems it was a success.

We had over 160 attendees from across the state. The SAAAL was the best represented Local with 30 Stewards and Officers in attendance. This reinforces the SAAAL commitment to training and providing the membership with well-educated Stewards.

All of the attendees seemed well satisfied with the accommodations although I did get a couple of complaints that I misspelled their names on their badge, but if that was the worse complaint I received, then I can live with that.

I especially want to give a shout-out to Yolanda Deleon and Leticia Alejandro who helped stuff the Conference Totes and worked on the Registration Table. The registration process went smoothly and I attribute that to their professionalism and willingness to help.

Another outstanding job was the Hospitality Suite. Holding a hospitality each night for 3 nights is no easy task. It takes planning and experience to pull it off. There is food and refreshments to consider plus picking up the supplies and transporting all the material to the hotel. I was fortunate to have David Hernandez, our VP, take over this responsibility and I left it in his capable hands, this was one less worry for me. He and David Estrada out did themselves with the planning and execution of the event and really presented the San Antonio Alamo Area Local as a professional organization in a class of their own. I want to thank both of them.

I do also want to thank Alex Aleman for his guidance and assistance when needed. He had a hands-off approach, he knew what our areas of responsibilities were, and was helpful and suggestive when needed.

Lastly, I want to thank Ruben Campos, TPWU President, for his leadership in setting up the classes and dealing with Hotel matters. The process he has in place takes much of the burden off the host Local and allows our efforts to be focused and specific.

All in all, I would consider this one of the more successful TPWU Conferences that I have been involved with.

Financially, the Local came out of this conference in pretty good shape, considering the amount of training that was received by the attendees. We had originally budgeted \$34,000 for this conference but after all was said and done, the actual expense was about \$16,000, well under our initial estimate. These savings was realized through the efforts of all involved.

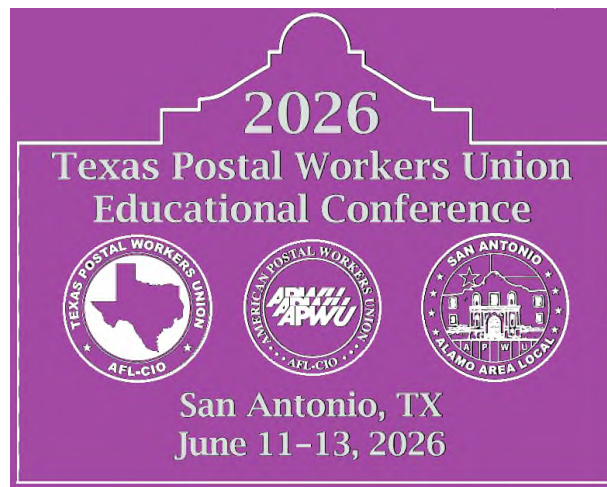
Thrift Savings Plan (TSP).....

As we enter the new year it is a good time to look at your present finances and your finances for the future. The decisions you make today could affect you, and your families, life in the future.

As the Unions Vice President and now as the Secretary/Treasurer I have on many occasions spoken to members who are looking at retiring under the Federal Employee Retirement System (FERS) program, and after discussion with them about their retirement they realized that by not contributing to the Thrift Savings Plan (TSP) their retirement funds are greatly reduced, which affects their quality of life in retirement.

Vice versa I have spoken to those who did contribute as much as they could and how much better off financially they are when it is time to retire.

It is important to remember that the FERS retirement system is like a 3 legged stool, one leg is your Postal Service annuity, one leg is Social Security and the other is the TSP. If you remove one of those legs than obviously it is going to affect your retirement.



Especially now, with the economy in so much disarray due to Trumps anti-trade and anti-Labor policies, and when we have so many new PSE's being converted to full-time, the importance of contributing to the TSP is of renewed importance. But, even if you are well into your career as a Postal Employee you should be taking advantage of the TSP Program and understand how it will affect you, and your families, retirement future.

Please remember the TSP is especially important for FERS employees. As a FERS employee, you can receive 2 types of agency contributions to your TSP account, which together can equal as much as 5 percent of your basic pay.

1. Agency Automatic (1%) Contributions. When you become eligible, the USPS automatically deposits into your TSP account an amount equal to 1% of your basic pay each pay period, even if you do not contribute your own money.

Continued on Next Page

Continued from Previous Page

2. Agency Matching Contributions. When you become eligible, your agency will match the first 3% of basic pay you contribute each pay period dollar for dollar. Each dollar of the next 2% of basic pay will be matched 50 cents on the dollar. You are immediately vested in the matching contributions.

Please also remember that if you contribute just 5% of your salary to the TSP, the Postal Service will match that 5%.... where else can you get a 100% return on your investment... that is as close to free money as you will ever get...

One last thing about your TSP Contributions. Although the Postal Service is going through some tough financial times right now it is important to understand that they are still making the employer contribution to the Thrift Saving Plan. Please do not stop your contribution under the false premise that the Postal Service is not contributing their portion. If you stop contributing then you may forget to restart it at some point and then when it is time to retire you suddenly realize the TSP shortfall in your retirement plans.

Please read the article below and if you have any questions please do not hesitate to call the Union Office.

TSP Investing - Why You Should Start Early

It doesn't matter how old you are, whether you just got a brand new job or if you are only just starting to get a paycheck that is actually decent. You might even just be getting used to paying bills and finally getting to afford certain items that you have always wanted to buy.

TSP investing for retirement might be the very last thing that is in your thoughts at the beginning of a brand new federal or military career; in fact, TSP investing might not even be on your mind at all yet. However, it is definitely recommended by experts to look into TSP investing, no matter how early you are in your personal career. If you begin to look into TSP investing from the very first day, there will be fewer chances of you ever missing the money that you set aside for it. This would mean that, if you're lucky enough to work for the federal government or military, to get on that bandwagon as soon as you can.

*There are many reasons to support TSP investing as early in your career as possible. **First of all, if you are fortunate enough to get matching contributions, they are something you shouldn't miss since they play a significant role to any benefit of retirement.** Second of all, if contributions remain inside your account for a longer amount of time, you will get to gain more wealth. Money within TSP investing appreciates through investment earnings, which then increases your TSP balance, and in turn goes on in repeating cycle. This would be called "**compounding mira-***

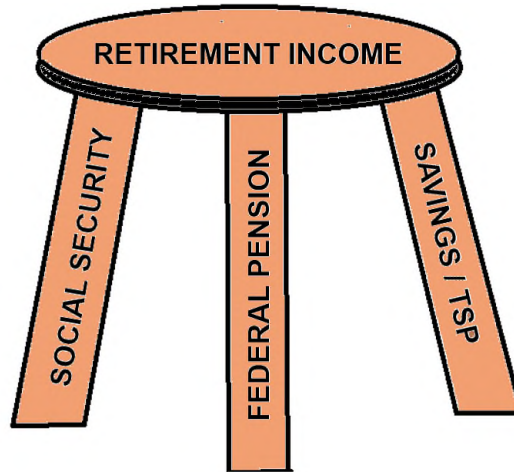
cles". While your money grows inside your account as more time goes by, the proportion that will result from your earnings will get bigger compared to any proportions that result from individual contributions.

The overall size of your TSP account balance will depend on the amount that you contribute, the amount that your agency contributes based on your contributions, and how your personal account ends up growing as an overall result of your earnings from these investments. To get a rough idea of what your personal retirement account can look like in the near or distant future, study this example: Let us pretend that you are currently an employee who is eligible to get agency contributions. Let us also pretend that you earn around \$28,000 every year without receiving any salary increases in the future. If you want to save 5% of your average pay every time you get paid, you will get a total of 5% from agency contributions. The projections of growth described below would be for an assumed yearly return rate of 7% on personal investments.

*Five years from now, your overall TSP investing account balance will stand at nearly \$17,000; ten years from now, your overall account balance will have gone up to \$40,000; twenty years from now, your contribution to your overall account balance will have reached \$122,000. It is clear that your overall balance will keep increasing as every year goes by. If you contribute for up to forty years (it's possible if you begin working at the age of 23 and don't retire until the age of 63), your overall account balance will stand at **\$615,000 - all merely from contributing an income of 5% from your very first day of working.***

If you look at these numbers, you won't be wondering why a lot of people look into TSP investing from an early age. You can do the same, too.

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Percent of Basic Pay Contributed to Your Account (FERS Employees Only)			
You Put In	USPS Puts In		Total Contribution
	Agency 1% Automatic	Agency Matching	
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

EDITOR

CARLOS BARRIOS

Together Everyone Achieves More



Let me first thank the San Antonio Alamo Area Local for allowing our stewards and officers to attend the Texas Postal Workers Educational Conference (TPWU) that was held here in San Antonio.

Training at the educational conference was provided by our National Officers and National Business Agents. It helped equip our stewards with the necessary strategies needed to strengthen their skills needed to protect our members.

The USPS's recent changes to automation which is part of its Delivering for America plan will definitely have a ripple effect across other crafts. Let me caution you not to listen to what chicken littles has to offer. It is nothing but inaccurate information concerning what is happening with current and future machines on the workroom floor. As soon as President Aleman meets with management the plans will be revealed. One thing that I have learned over the years was that postal plans change from day to day, and any plans that impact one craft will most certainly impact other crafts. One element that comes with changes is inaccurate information and fear. Don't allow fear to fill you with uncertainty, which is the major plan in management's playbook.

Since 1987, I have witnessed changes from manual processing of the mail to automation mail processing. These changes have taken several generations of machines which has impacted the clerk craft, maintenance and the motor vehicle craft. From the days of sorting mail by hand, filling trays, the cancelling machines, culling machines, facer canceller machines, Letter Sorter Machines (LSM), Optical character recognition (OCRs) to the modern automation machines and we have always survived.

Per our Clerk Division Director Lamont Brooks, who has insight to the current and future of the clerk craft than any postal employee reminded us of what is needed for our survival and how we must file to maintain our contract. The clerk craft gained a historic major settlement like reobtaining the Time and Attendance Collection System (TACS) work that we always had. Lamont also mentioned how the Lead Clerk roles were gained in the 2010-2015 CBA which handled non-supervisory and non-managerial duties.

We have weathered many challenges and will continue to do so through collective bargaining and when reassignment of machines being replaced our national leadership will work to maintain our core duties, wages and job security.

“As Volkswagen workers put it, “When Workers fight together, united and unafraid, we can beat the odds and win”

I have witnessed the clerk craft provided with new work assignments that we previously didn't have to include stronger contract protections and bargaining to face the demands of the modern postal service. Working together with all crafts of our union is needed for the survival of the postal service and the American Postal Workers Union (APWU). From auto plants to newsrooms, banks, and public service, the common thread is **standing together, refusing to be divided, and holding the line until demands are met**. As Volkswagen workers put it, “When Workers fight together — united and unafraid — we can beat the odwin” www.wnylabortoday.com.

What is Clerk Work?

Lamont Brooks stated very tenacious, that we need to STOP saying, “**that's not our work.**” He stated that writing is on the wall with constant decline of first-class mail that the USPS is first targeting mail processing. APWU stated that a key step

in protecting your rights, safeguarding timely benefits, and preserving compliance with our union contract, is to report to work.

Less automation machines equates to lesser clerks and most certainly less machine mechanics. The next target of the postal service will be to do away with Retail. With over 50 % of PO Boxes vacant the postal service continues to do insane practices like raising the rates for boxes which will keep down the traffic in our lobbies.

Keep in mind that If management or the clerk craft employee can do the work, then the presumption is, that work belongs to the clerk craft. On March 4, 2026, Arbitrator Margo Newman issued an interim national arbitration award in the APWU's Clerk Craft Jobs MOU Step 4 grievance (USPS Case No. 6X 18C-6X-C 19008442 / APWU No. HQTTC20180352). The grievance alleged that the U.S. Postal Service violated **Article 1.5.A** of the National Agreement and related work-preservation MOUs by assigning **non-managerial and non-supervisory work** outside the Clerk Craft bargaining unit

Outcome

The award **cleared the way** for the APWU to proceed to **national-level arbitration** on the merits of its claim. This means the grievance will now be heard and decided at the national level, with the potential for a binding resolution on the scope of work preservation provisions in the National Agreement American Postal Workers Union.

Arbitrator Margo Newman ruled that the APWU's grievance is a valid, arbitrable national dispute, not a local factual issue, and that the Postal Service had adequate notice, allowing the case to move forward to full arbitration. apwu.org

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Stress, Safety and Service



We have all encountered or witnessed acts while driving that require us to drive defensively and be highly alert. I have heard all kinds of stories about things you deal with when transporting mail in bulk on the roadways. Unfortunately, we have all seen a drunk or impaired driver on the roadways because they have turned to drugs and alcohol to cure their stress. As a Motor Vehicle and Tractor-Trailer Operator,

we are expected to mirror the drug and alcohol rules and regulations of the Federal Motor Carrier Safety Administration. Some of the main reasons why CDL operators turn to alcohol and drugs are:

1. Job-related stress and fatigue

Trucking is a physically and mentally taxing job. Drivers often work long hours, travel long distances, and face isolation. The American Trucking Association reports that trucks transport over 67% of U.S. surface trade, meaning drivers spend most of their time on the road [USA Mobile Drug Testing](#). Sleep deprivation, repetitive monotony, and the pressure to meet deadlines can lead to fatigue, which some drivers try to combat with substances, [USA Mobile Drug Testing+1](#).

2. Coping with loneliness and boredom

Many drivers are away from home for weeks or months. Solitude and lack of social interaction can contribute to depression and anxiety. Studies show that up to 44% of long-haul drivers report depressive symptoms in the past year, according to [American Addiction Centers](#). Some use alcohol or drugs to cope with these feelings, even though it increases the risk of accidents.

3. Substance use as a performance enhancer

Some drivers report using stimulants like amphetamines to stay awake longer and work more miles [American Addiction Centers](#). Others use opioids or marijuana to reduce sleepiness or ease discomfort from long drives, [USA Mobile Drug Testing](#). While these substances can temporarily improve alertness, they also impair judgment and reaction time, making them dangerous for safety-sensitive work.

4. Cultural and social factors

In some trucking communities, substance use is normalized or even expected. Peer influence, the stigma of seeking help for addiction, and the perception that "it's just a job" can discourage drivers from addressing problems early, according to [American Addiction Centers](#). Additionally, the legalization of marijuana in many states has increased its presence in the workforce, even though it remains a controlled substance under DOT rules. [USA Mobile Drug Testing](#).

5. Testing and enforcement

The FMCSA requires carriers to randomly test 10% of drivers for alcohol and 50% for drugs, [National Transportation Library](#).

However, testing is not 100% effective, and some drivers may use substances in ways that avoid detection.

Positive rates vary by year and carrier, but they remain a concern for safety, [Federal Motor Carrier Safety Administration](#).

Why it persists

The combination of **high-stress work conditions, isolation, mental health challenges, and social norms** makes substance use a persistent issue in the CDL population. Even with strict regulations, the job's demands can override the risks, leading some drivers to continue using alcohol and drugs despite the dangers.

Bottom line: Substance use among CDL drivers is driven by a mix of occupational stress, mental health needs, and cultural factors. Addressing it requires not only stronger enforcement

but also better mental health support, safer work environments, and stigma reduction in the trucking community. One time, a Postal driver reported a vehicle on the access road serving and almost hitting the barriers. The reported driver pulled into the fueling station next to the fuel pump. The Postal driver pulled into the fuel station

to fill up his Postal vehicle and noticed the reported driver sobbing uncontrollably. The reported driver got out of her car and asked the Postal driver for some advice. The reported driver had just lost her best friend to a self-inflicted wound. She told the Postal driver she had just talked to her because she was stressed out. It is crazy to think about how we can all tell when something is wrong with someone, and how we always seem to know when they need help, but not ourselves. We never check on ourselves. We never think about how stress affects us individually. We always seem to deny any help. Sisters and Brothers, as we continue to adapt to these times, the future and changes in our lives, EAP might be a great plan.

Employee Assistance Program

An **EAP is a workplace benefit designed to help employees manage personal or work-related challenges** that might impact productivity, health, or overall well-being.

Services typically include:

Short-term counseling for mental health concerns, stress, grief, or conflict resolution. Life coaching to enhance personal and professional growth. Legal and financial consultations for issues such as estate planning, debt management, taxes. Or identity theft protection. Work-life resources like referrals for childcare, eldercare, adoption support, or special needs assistance. Substance use and addiction support, including referrals to treatment programs. EAP provides confidential, free support for employees and their families to address personal, families to address personal, family, and work-related challenges, and you can access them through self-referral, supervisor referral, or organizational resources. Ask your friends, ask your co-workers, ask a family member, and get help. Don't be a victim of stress!

Credit to the USA Mobile, Drug and Testing, American Addiction Centers and the US Dept of Transportation for facts for this article.

"Peer influence, the stigma of seeking help for addiction, and the perception that it's just a job can discourage drivers from addressing problems early, according to American Addiction Centers"

CLERK CRAFT DIRECTOR "A"

KEVIN SPENCER

Metamorphosis Begins



Dear Sisters and Brothers, Here's hoping the Summer is going well for everyone. First, a huge thanks to **everyone** involved in organizing the **TPWU Educational Conference** here in San Antonio. It was a resounding success and yet another great learning opportunity for all the stewards.

My appreciation to Alex Aleman, David Hernandez, Jeff Greenlee,

David Estrada, Yolanda DeLeon and Letty Alejandro for making it happen. We're grateful for ALL your hard work and dedication to hosting this crucial training event.

I would also like to take this opportunity to also thank Advocate/Editor Carlos Barrios for keeping us aligned with the essential topics during the convention. Especially on matters concerning **Clerk Work!** Gratitude is also due to our National Business Agents (NBAs) **Carlton Williams,**

Diann Scurlark, and **Charles Tillman** for being so patient with the plethora of questions (and critique!) to help educate in this setting. As always, a **BIG shout-out** to our **National Clerk Craft Director Lamont Brooks** for keeping it real and for the unfiltered, *straight-talk* on the hard topics. These conferences continue to be a vital forum to teach, inform, and unite--*that's money well spent!* Lastly, Clerk Stewards would also like to give a high-five to **Anna Bostwick** our National Organization Director, for her very inspired organizing training. This too was a highlight of the many excellent training courses we attended and a unifying thread for the conference, **Always Union Strong!** Your clerk stewards and I were honored to represent our local at this event.

OK, now for the "earthquake" rippling through the GMF... As many of you will have already heard, the inevitable restructuring and changes coming to the Plant are now on the immediate horizon. These impacts should begin in early July, by the time you read this! As we move toward a fully formed Regional Processing & Distribution Center (RPDC) here in San Antonio, there will be some growing pains and a GREAT deal of movement between our work locations. Along with some new equipment, many of our work sections will be relocated throughout the facility. This will bring a new floorplan to most of the workroom space. The Union met with **Plant Manager Kim Calderon** recently with a broad overview of what we can expect over the next 3 months (and beyond). Soon there will be sectional town hall meetings to address many of your questions. The Union will be in attendance for these meetings on all tours.

"...now for the earthquake, rippling through the GMF... As many of you will have already heard, the inevitable restructuring and changes coming to the Plant are now on the immediate horizon"

Please begin and start to write down your questions prior to the meetings to highlight your concerns. Do bear in mind that a restructuring of this magnitude cannot be etched in stone, so things can and may inevitably change! As we have finally arrived at a transitional moment at the Plant, I hope we will bond together as a workforce during **ALOT** of disarray ahead. There is a high likelihood that heavy overtime could also be in cards during this reshuffle--well ahead of Peak Season. We will need to be patient and flexible during the upgrade to new equipment and assignment areas.

When speaking to many senior clerks this is obviously not the first-time major changes have happened at the San Antonio P&DC. This will be their second and third rodeo. However, the changes may happen in a shorter timeline

than anyone has seen before. As for the PSA, there are no updates and no power at this facility currently. So, it would appear (for the moment anyway) the Plant restructuring will take Priority, *for now.*

Amidst the goings-on on the plant side, the Union is energized to attend the APWU National Convention in Los Angeles in August. This too is a much anticipated, nationwide event that will bring together our Delegate Sisters and Brothers from neighboring States to continue hammering down resolutions and ongoing negotiations. Be sure that **Your Union** will be in the House! And just as a reminder, during the week of the National Convention your Clerk Stewards will remain available at the GMF and Priority Annex on all tours. Becoming an RPDC means your plant will be part of a major USPS network modernization, with likely changes in operations, work, and possibly location. The APWU will work to protect your rights under the CBA, provide support, and keep you informed throughout the transition. If you are affected, your local union is the first point of contact for updates and protection. When transitioning to RPDC comes many factors including streamlining mail processing and delivery. Slower mail runs which will impact delivery times, to also include job roles and locations shifts that will impact on daily tasks and reporting structure. Our National APWU has been in communication with higher postal management teams to ensure our rights are protected. APWU will also make certain that lines of communication to include changes, rights and new opportunities are addressed.

One thing that our members can be certain of is that the union will enforce the CBA and support grievances if rights are violated. President Aleman will stay in contact with our NBAs to address concerns and ensure compliance with the CBA. We will make certain that we are treated fairly, by addressing safety, scheduling and workload.

ASSISTANT CLERK CRAFT DIRECTOR "B"

ROBERT BUTKE

Fiddling While Rome Burns



Protecting Our Work, Protecting Our Future

Happy 250th Independence Day, fellow clerk craft sisters and brothers. I hope you are having a chance to soak up the summer vibes while staying safe from the inevitable tumultuous summer heat and humidity. The struggle never ends. The battle for our jobs never stops. The fight to pre-

serve a future for all of us, including future employees, goes on daily. The fight for the right to perform our own work cannot halt. The constant struggle to maintain our livelihood and way of life, brought to us by our past Union brothers and sisters, must continue.

Management continues to find ways to prevent us from exercising our contractual right to perform our work. They constantly assign other craft employees, carriers, rural carriers, maintenance craft employees, and even themselves to do our work to avoid the payment of overtime and penalty overtime. In attempting to avoid the Union filing grievances on crossing craft violations that hold them accountable by demanding monetary compensation for the countless hours of violations, management has resorted to inaccurate reporting and failing to properly account for hours. The Union fights for you by investigating these erroneous reports to prove when information is being misreported in a way that undermines the craft.

We all hold a responsibility to be vigilant in reporting contractual violations. This is important in ensuring the craft's survival. We must not be complicit in our own demise. Making the proper moves to the operation you are performing ensures that the hours are properly recorded and that our work remains visible, protected, and defensible.

That same responsibility becomes even more important when management looks for ways to reduce hours, revert positions, or eliminate work that belongs to the clerk craft. We need to realize that these are trying times not only for the Postal Service, but for ourselves as well. If the Postal Service is under fire and struggling to meet its financial obligations, the first thing management is going to do to ensure its survival is look to cut expenses. Usually, the first thing they decide to cut is bid duty assignments. While we enjoy many protections from the contract, management still has the right to manage the service, and one of the tools at their disposal is the attempt to revert vacant jobs.

"The fight for the right to perform our own work cannot halt. The constant struggle to maintain our livelihood and way of life, brought to us by our past Union brothers and sisters, must continue"

While management has the right to try, the Union has the grievance procedure at its disposal.

This is our opportunity, through investigation, to shine a light on management when they decide to eliminate a position without substantial proof of why that position should be eliminated. One place where these issues continue to show up is New Braunfels.

New Braunfels

The New Braunfels Post Office continues to be a station where serious contractual concerns persist under current local management. New Braunfels management continues to violate the contract, and too often these violations appear to continue without meaningful corrective action

on their part. The multitude of violations imposed by management range from crossing crafts, performance of bargaining unit work, failure to assign TACS training, improper use of PSEs for overtime in lieu of the Overtime Desired List, failure to compensate clerks for mileage when using their own vehicle, refusal to properly post a holi-

day poll, not paying out-of-schedule, failure to provide information to the Union, allowing the use of a PTF in an office above a Level 21, and many others. If you are a clerk who works in the New Braunfels installation, please help protect your job and your work. Report these violations and others by requesting a steward and submitting a statement. Do not leave money on the table. This is work that could have been done by the clerks.

New Braunfels is a prime example of why the Union continues to fight these violations. But the fight is only stronger when clerks report what they see, provide statements, and help document the work being taken from the craft. Protecting our work also means making sure the duties we fought for stay with the employees assigned to do them.

LEAD CLERKS PERFORMING TACS AND TACS ALLIED DUTIES

It is imperative that Lead Clerks perform their duties, which include TACS manual input of transactions. Unfortunately, the Union constantly hears how many clerks do not want to perform these duties, and too often management obliges by doing the work instead of the assigned clerks. As has been the theme of this article, we must protect the work that was fought so hard for us.

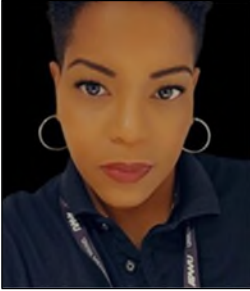
The reality is that there are plenty of duties that, understandably, we may not like or want to do. But in the end, we must do the work if we care to have a job going forward.

Continued on page 15

ASSISTANT MAINTENANCE CRAFT DIRECTOR

TIA LOCKETT

Stay Cool, Stay Safe: Article 14 and PS Form 1767



As summer temperatures rise, protecting employees from heat-related illnesses becomes increasingly important. Article 14 of the National Agreement recognizes the responsibility of both management and the union to provide safe and healthy working conditions for all employees.

Heat stress can lead to dehydration, exhaustion, dizziness, cramps and even heat stroke. Employees should drink water frequently, take breaks when needed, and immediately report any symptoms of heat-related illness.

Management is responsible for providing a safe work environment, including access to drinking water and addressing heat-related hazards. Employees also have the right to report unsafe conditions without the fear of retaliation.

If you observe heat-related hazards, excessive temperatures, lack of water, inadequate ventilation, or other unsafe conditions, complete a PS Form 1767, Report of Hazard, Unsafe Condition or Practice, and submit it to your immediate supervisor. These forms are located along the wall throughout the plant or you can get one from your supervisor or Union Steward. The supervisor is to respond with their corrective action, sign and date, and give you a copy. If the issue is not corrected within 14 days, file a grievance with your Union Steward. Reporting hazards helps protect not only yourself but your coworkers as well.

This Summer, look out for one another, stay hydrated, and take heat-related symptoms seriously. Working together, we can ensure everyone returns home safely at the end of each tour.

Stay Hydrated. Stay Alert. Stay Safe.

LEGISLATIVE DIRECTOR

ROSS CAMACHO

Fight For Your Right To Party



No, we're not talking about the Beastie Boys, we're talking about giving the U.S. Postal Service the right to compete on a level playing field.

The USPS Shipping Equity Act would finally end a Prohibition-era restriction that prevents USPS from shipping beer, wine, and spirits directly to consumers. Private carriers have been delivering these products for years.

So why does this matter to postal workers? More shipping opportunities mean more potential revenue, and more union jobs. The bill also includes common sense safeguards, such as requiring age verification at delivery and compliance with all federal, state, and local laws.

The APWU strongly supports the USPS Shipping Equity Act because it modernizes an outdated law and allows USPS to compete fairly in today's parcel delivery market. If private carriers can bring the party, why can't we?

The **USPS Shipping Equity Act** (H.R. 3011) is a proposed U.S. federal bill that would **remove the long-standing prohibition on the United States Postal Service (USPS) from shipping alcoholic beverages** such as beer, wine, and spirits directly from licensed producers and retailers to consumers. (nalc)

The USPS Shipping Equity Act would modernize postal law to allow alcohol shipments, aiming to bring USPS into a competitive, high-revenue market while expanding access to affordable delivery nationwide.

Want to help? Contact your representatives and ask them to support the USPS Shipping Equity Act. It's time to give America's most trusted delivery service the same opportunities as its competitors.

R Camacho

Special from APWU President Jonathan Smith

Talk Is Cheap: Safety Matters.



Let me start with something our contract makes crystal clear. Article 14 places the responsibility squarely on management to provide safe working conditions in every workplace. That is not a suggestion. That is not a goal. It is a requirement. But every single day, postal workers across this country

are going to work in conditions that fall short of what our contract demands.

On our livestream in February, we heard about workers in Nevada who were exposed to an airborne chemical substance that caused burning in their eyes and throats while working. The supervisor told them to keep running the machine. They ran it for 45 more minutes while the workers' pain increased and their vision got worse. By the time the union was called, workers had lost their sight entirely. And when they tried to call 911, there was a dispute about whether management would even allow emergency services inside. Three hours of chaos followed which should have been three minutes of emergency response.

In New Jersey, a coworker was struck by a tractor-trailer in an employee parking lot, losing her life. After that tragedy, it still took months of pressure to get temporary traffic lights installed at the crosswalks.

When I take stories like this to management, I ask them to tell me what price they are putting on a life. When they tell me they cannot afford to x a hazard, I want you to imagine it is your mother walking across that crosswalk. I want you to imagine it is your family that gets that phone call. Because that is what we are talking about. And the APWU will no longer accept excuses dressed up as reasons.

We are not asking anymore. We are demanding. The APWU has launched our Talk is Cheap: Safety Matters campaign, and it begins with you. Every member needs to download the safety checklist at: apwu.org/safety. Walk into your facility tomorrow with that checklist. Go through it item by item. When was the last time you had a re drill? Do you know where the emergency action plan is posted? Are PS Form 1767s accessible? These are requirements.

The PS Form 1767 is your most powerful tool, but only if you use it correctly and you put your name on it. Anonymous complaints do not create accountability. You have to be willing to stand up and be counted. I know that takes courage, especially when you fear retaliation. But let me say this plainly: retaliation for using a PS Form 1767 is prohibited.

The union will back you. We will be there when it gets difficult, because solidarity is our strength, and there are more of us than there are of them.

We are also holding management accountable through the contract mechanisms we already have. Article 14 grievances work. Joint labor-management safety committees work. In New York, six local presidents came together for quarterly district safety meetings, and those meetings grew from a handful of officers to rooms with 20 managers present, including district managers, plant managers, and more. That is what collective action looks like. That is what happens when you stop going through the door alone and start going through it together.

**ARTICLE 14 PLACES
THE RESPONSIBILITY SQUARELY ON MANAGEMENT
TO PROVIDE SAFE WORKING CONDITIONS
IN EVERY WORKPLACE.
THAT IS NOT A SUGGESTION.**

This is just the beginning. The union works with you, not for you. We are going to give you the tools, the education, and the backing you need, but you have to get involved. Download the checklist. Fill out the PS Form 1767. Stand up with your coworkers. Demand what you are owed under Article 14. Every postal worker deserves to go to work and come home in one piece. That is not a privilege. That is your right. And together we are going to hold management accountable to that right.

(from THE AMERICAN POSTAL WORKER

APWU

**TALK IS CHEAP:
SAFETY
MATTERS.**

APWU.ORG/SAFETY

CLERK CRAFT CHIEF STEWARD TOUR 2

ANNETTE MARTINEZ

Is Our Safety, Fact or Fiction?



APWU wants to know why annex SPSB machine # 4 has been down for about 3 weeks. Management only wants to run one machine to measure how fast clerks can work on just running one machine?

When management idles automation equipment to run a single machine and track how fast clerks can operate it, they are typically conducting an informal study. They

do this to push for higher throughput targets, eliminate overlapping positions because this tactic significantly alters the conditions of the workplace, the APWU

(American Postal Workers Union) strongly pushes back against these types of management evaluations for several critical reasons and a Class Action will be Filed.

No Unilateral Time Standards

Under Article 34 of the APWU-USPS Collective Bargaining Agreement, local management is not permitted to implement new work or time standards without strict, 15-day prior testing and 30-day notifications. "Blanket" goals cannot be used to arbitrarily discipline employees who fall short.

Safety and Ergonomic Hazards

Shifting the workload from multiple machines onto a single, overburdened machine often leads to hazardous ergonomic conditions—such as unnatural twisting, over-reaching, and unhealthy bending to keep up with the volume. The APWU frequently challenges these understaffing maneuvers through OSHA and labor safety committees.

Craft Jurisdiction

Leaving machines down for weeks and reassigning or eliminating traditional clerk duties can lead to crossing-craft violations (e.g., mail handlers being used to perform higher-level clerk duties).

Network Modernization Tactics

Across various USPS processing centers, local management may be testing how to operate facilities with fewer machines as part of the Postal Service's sweeping Regional Processing and Distribution Center (RPDC) consolidation plans. (apwu)

The union will Document Everything by gathering clock rings, mail volume reports, and the specific names of who performed the work. Then we will Build the Case by pinpointing which craft the duties normally belong to, and prove that management's exceptions (e.g., insufficient workload elsewhere) were invalid.

So, management has informed employees of changes that will be occurring. However, postal management at the Plant in years has not always manifested what they planned to do. It's best to wait and see what permanent changes they will be presenting. The fiasco they did in DBCS a few years back shows how they say one thing and do another.

The Remedy will be to have the wronged craft employees being paid for the hours that were improperly taken from them. Clerks should always follow the instructions of management first (unless it is unsafe or illegal), but "grieve later" to enforce the contract and protect craft jurisdiction. Reach out to your local APWU Union Representative to get your specific grievance file.

“Shifting the workload from multiple machines onto a single, overburdened machine often leads to hazardous ergonomic conditions—such as unnatural twisting, over-reaching, and unhealthy bending to keep up with the volume”

Crossing Craft Violations—When cross-craft assignments happen — that is, when an employee from one craft is assigned to work in another craft — the APWU's position is guided by **Article 7.2** of the National Agreement and related MOUs. Under Article 7.2, management may assign employees

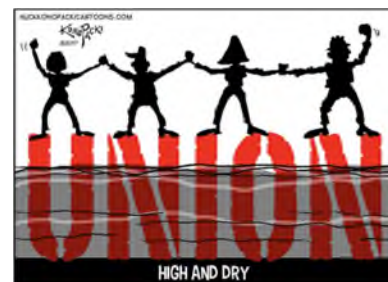
across crafts only in **specific, limited circumstances**.

If a violation occurs, the APWU files a grievance at Step 1, citing Article 7.2 and relevant arbitration awards. The APWU will not allow cross-craft assignments that bypass craft jurisdiction or reduce the number of jobs in a craft (APWU).

Article 7.2 **protects employees from being assigned outside their craft** except under narrowly defined conditions. Management must demonstrate either a light workload in one craft and heavy workload in another, or insufficient work in the employee's own assignment. Arbitration precedents reinforce that cross-craft assignments **cannot be used to circumvent pay rules or staffing agreements**.

Proper documentation and grievance procedures are essential for enforcing Article 7.2 rights. By understanding Article 7.2 and its interpretations, APWU members can ensure that cross-craft assignments are conducted fairly and that violations are remedied appropriately.

APWU only accepts cross-craft assignments when they meet the narrow exceptions in Article 7.2, and they actively monitor, document, and challenge any violations to protect their members' right to work in their craft.



Lack of Just Cause



Greetings Union Members, The summer heat is fierce and upon us! Stay hydrated, stay healthy, and enjoy the lighter mail volume while the calm lasts. It will be peak season again before we know it.

In mid June, we in the Union Cage and the stewards at the stations joined our elected officers at the

Texas Postal Workers Union Educational Conference here in San Antonio, and it was incredibly informative and encouraging to be among so many other stewards and officers. Something that was stressed again and again is

that the fight is never over: particularly for the Clerk Craft, we need to secure our jobs in any way we can, all work we do is clerk work!

An argument presented by our own Lamont Brooks, our National Clerk Division Director, was, paraphrased, **“Other than issuing discipline and**

approving leave, anything a supervisor does can be done by a clerk,” – and if that's the case, when a clerk does the work of a supervisor, shouldn't they be paid EAS Level 17 pay. His suggestion had us all murmuring amongst ourselves, *He has a point.* What do supervisors really do, that clerks really cannot? Not much!

The energy and tenacity Mr. Brooks brought to the table at the start of the conference was inspiring. I cannot say without some heavy sarcasm that being a Union steward

never has its rough days. It's not an easy task, and I personally have grown a much thicker skin while in this role, which I'm grateful for.

Gratitude to my coworkers that show me their own thanks by continuing to trust in me to file their grievances and seek out assistance or perspective. With this Educational Conference, I also walked away with a renewed appreciation for our shared struggle with discipline – as most of us know, it must be

corrective, not punitive – and it has to be progressive; yet as we are seeing here at the Plant, proper investigations are not being conducted by management and discipline is being issued for the smallest “problems,” like a few clicks early for their in-lunch punch or a couple of trays mis-swept on a DBCS machine. Never mind that clerks from other tours and sections are being moved around, it is a wonder without proper training that *more* issues do not happen.

Most discipline is being issued without something we refer to as Just Cause, which is frequently divide into six sub-questions:

“...at the Plant, proper investigations are not being conducted by management and discipline is being issued for the smallest problems...”

- * *“Is there a rule?”*
- * *Is the rule a reasonable rule?”*
- * *Is the rule consistently and equitably enforced?”*
- * *Was a thorough investigation completed?”*
- * *Was the severity of the discipline reasonably related to the infraction itself, and in line with that usually admin-*

istered, as well as to the seriousness of the employee's past record?”

- * *Was the disciplinary action taken in a timely manner?”*
- Discipline is not a tool for management to use to punish bargaining unit employees.*

In APWU contracts, just cause and due process protect members from unfair treatment and ensure that disciplinary actions are fair, consistent, and legally defensible.

In short: In the APWU, “just cause” means discipline or discharge can only happen if there is a fair, reasonable, and provable reason, supported by proper notice, investigation, and due process. (apwu.org)

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.

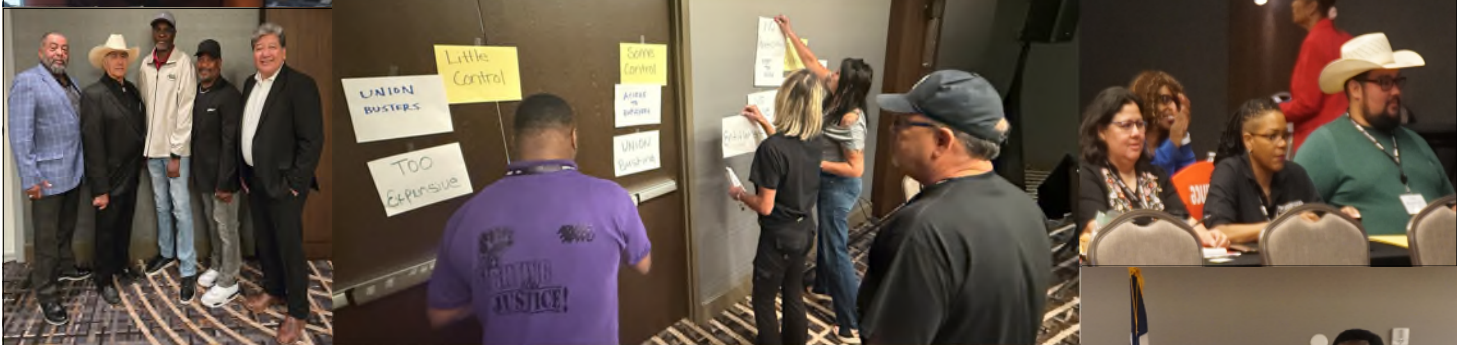
Shout out to my fellow clerk stewards as well for fighting the good fight at my side. A Union is only as strong as its members. We each have a voice; lift one another up whenever you can.

Union Strong, United we Stand, Divided we Beg.

In solidarity,
Jess Rooney
Tour 3 Clerk Steward



TPWU Educational Conference



ASSISTANT CLERK CRAFT DIRECTOR "A"

GIOVANNA ST JOHN

SPECIAL OF THE DAY: AWOL



Hello my dear Brothers and Sisters!!

I want to share some information that is very pertinent because it is currently happening here at the Plant/Annex to all employees and we want you to be made aware.

Absent Without Leave (AWOL) is one of the most serious attendance designations at USPS. It was created to address unauthorized absences - not to intimidate employees or punish them before the facts are known. Recently, many employees report being placed in AWOL status because they have no sufficient annual or sick leave, or even after they have provided medical documentation to management. Employees need to fill out a 3971 upon returning to work with their choice of leave, and have management sign approve or disapprove the form with a reason. AWOL should not be an automatic charge.

An AWOL charge can affect an employee's pay, attendance record, and discipline. Management must follow the National Contract, USPS handbook and manuals, and the law!! Every case should be administered equitably, considering the needs of the employer and the welfare of the individual employee. This is a violation of Article 10, 19, and the ELM 510.

When employees are improperly charged with AWOL: Keep copies of 3971 and medical documentation, Request to see a steward and management has 2 hours to get back to you and if not the same day, it should be the top of your tour next day. Huge appreciation for President Alex Aleman, Vice President David Hernandez, Treasurer Jeff Greenlee, and Editor Carlos Barrios for all hard work, dedication, and commitment to making us a greater union!

A huge shout out to Clerk Craft Director Kevin Spencer, Chief Steward Annette Martinez, Nick Sondhi, and Jess Rooney, and Steward Tyrone Meyers. You all work hard!!

Continued from Page 9

THE GRIEVANCE MACHINE

Your stewards continue to work for all by filing on the usual violations that management fails to cease and desist from, such as crossing crafts, 204-B usage, performance of TACS, PSE usage, and discipline. We are also seeing a few new trends, including displacement of clerks at the window by lower seniority employees and the reversion of vacant jobs.

The Union, and in this case Chief Steward Norma Impallari and I, have been aggressive in filing upon receipt of the 1260 reports at Level 18 offices including Jourdanton, Dilley, La Coste, Pearsall, and Center Point. When management performs more than 15 hours of bargaining unit work at a Level 18 office, the Union files a grievance seeking appropriate compensation. In essence, due to the TACS settlement of 09/30/2025, management is limited to only 14 hours of bargaining unit work since "TACS entries and TACS allied duties performed by the Postmaster in a Stand-Alone Level 18 office will be recorded and counted as one hour per service week towards the permissible 15 hours per week of bargaining unit work." Further investigation of these grievances has revealed that management, in some instances, exceeds its 15-hour cap even when reporting otherwise on the 1260 report. Clerks at these facilities should request a steward if they are aware of management circumventing the 15-hour rule. Document it. Report it. Request a steward. That is how we keep management accountable and how we keep our work protected.

Step 3 and pre-Arb settlements have been settled within the last month, totaling over \$43,600. These settlements include TACS in New Braunfels; displacement of a job bid duty assignment in Leon Valley; PSEs exceeding 8 hours in a service day in New Braunfels; changing of the posted schedule at Arsenal; 204-B usage in Dobie, Leon Valley, Tejada, Beeville, and Uvalde; discipline; overtime violations at Encino Park; performance of bargaining unit work at Thousand Oaks; and dignity and respect in Del Rio.

Thanks to all the stewards for their accomplishments in representing the craft proudly. If you have any questions or concerns, please feel free to contact me, Director Ruben Hernandez, or your shop steward.

SUMMER SAFETY

Lastly, protecting our work also means protecting ourselves while we are on the job.

As the summer progresses, so does the intensity of the heat. For most of us in the clerk craft at the stations, we don't endure the heat the way our fellow carriers do. But that does not reduce the fact that when the air conditioners at these facilities stop working, the consequences can be hard to deal with and sometimes dangerous. When the air conditioning at your facility goes out, and it will, management should be notified immediately using a PS Form 1767. All too often, employees verbally notify management about the lack of proper conditions when the system goes out. Telling management verbally may put them on notice, but it does not create the record we need. The proper way to do that is to submit a 1767 to address the safety concern. Creating a paper trail with PS Form 1767 provides proof and forces management to act and investigate the issue. If management fails to properly address the issue, request a steward to pursue a grievance. Protecting our work today is how we protect our future tomorrow. Whether it is crossing crafts, TACS duties, reversions, safety concerns, or improper use of employees, the answer remains the same: document it, report it, and request a steward.

General Membership Meeting

**JULY 18, 2026
11:30 A.M.**

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

Non-Profit Org
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San Antonio, TX

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

The Alamo Area Local Dispatch is
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*****AGENDA*****

**Financial Report
Officers Reports
Executive Board
Recommendations**



The Deadline for articles to appear in the
SEPT / OCTOBER Dispatch is
AUG 28
Your cooperation is appreciated.