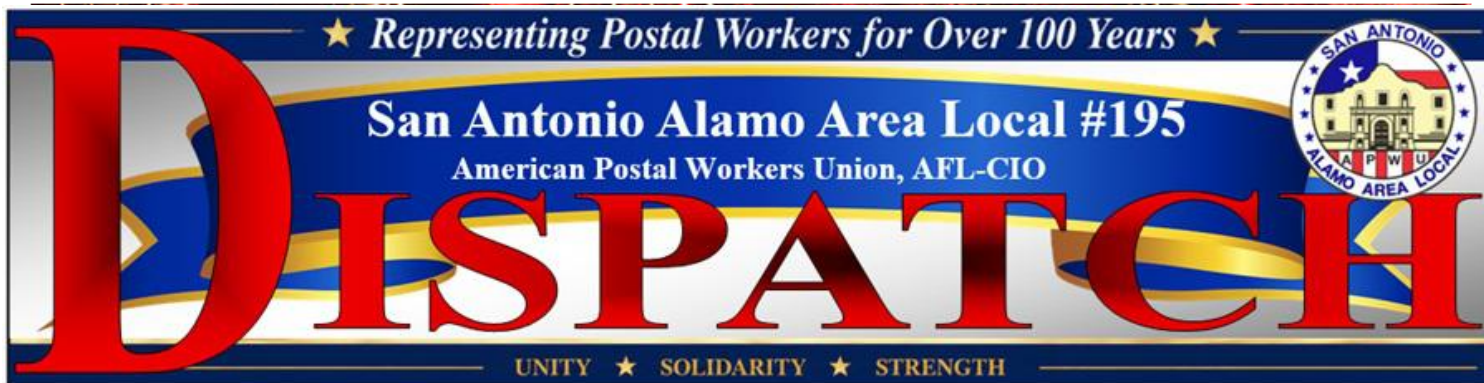




VOLUME 72 NO. 1

SAN ANTONIO ALAMO AREA LOCAL

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JANUARY / FEBRUARY 2026

PRESIDENT

ALEX ALEMAN

San Antonio's New Package Sorting Machine



The San Antonio Processing and Distribution Center has a new mail processing facility, its named San Antonio North PSA (Package Sorting Annex), it is located in Selma, Texas. I have visited the facility numerous times and have had discussions with the Plant Manager at the North PSA about the plans for the facility and staffing. According to management sources the

Postal Service signed a five (5) year lease. The San Antonio North PSA began processing mail on December 1, 2025, and according to management sources the last day of mail processing at the SA North PSA is scheduled for January 16, 2025. After that, the mail will be processed at the San Antonio P&DC on 10410 Perrin Beitel Rd. The SA North PSA will undergo more work for long-term operations. The PSA has two (2) Single Induction Package Sorter

(SIPS) machines, the throughput for each SIPS machine is 4,000 packages an hour. The impact of the Package Sorting Annex is being felt at the Plant more specifically at the RBUS and SPBS/APBS operations.

The SA North PSA has security guards; a security guard is stationed at the employee's main entrance. The security guard checks for badges and the name of the employee to verify the employee is assigned to the San Antonio Processing and Distribution Center. There is only one employee entrance into the facility.

The APWU will discuss with the Plant Manager about creating jobs at the new facility. APWU jobs will be needed for mail processing clerks, expeditors, maintenance personnel, custodians, and Lead Clerks. The new facility will create more runs for Motor Vehicle Service. Custodian jobs have been created for the PSA; those jobs have been posted in Maintenance Craft. Under the National TACS Settlement Agreement dated 9/30/2025, lead clerks and backups should be trained to perform TACS entries and TACS allied duties. Supervisors in level 20 and above offices are prohibited from performing those duties.

This includes all facilities in the San Antonio Post Office. Management has till 1/30/2025 to be in full compliance with the TACS Settlement Agreement. If you are aware of Supervisors currently performing TACS duties, contact your union representative and call the union office on 210-271-0853.

A Class Action grievance was filed to create eighteen (18) Lead Clerk positions in Customer Service, Function 4. The grievance was filed because management is utilizing 204s to supplement the clerk craft. Management is utilizing 204bs to cover for Supervisors who are on a management detail and for Supervisors who are exhausting their sick leave before retirement. Those are not bona fide reasons to utilize a 204b. Any craft employee on detail for a 204b assignment is considered a supervisor, they are not considered a craft employee during the duration of the 204b detail assignment. This grievance is currently at Step 3 of the grievance-arbitration procedure. Clerks are encouraged to report 204b usage at the stations/offices/facilities.

Class Action grievances were filed concerning clerks processing passports and performing digital fingerprinting in the San Antonio Post Office.

The grievance stems from APWU National Disputes contending Level 6 Clerks processing passports and performing digital fingerprinting be compensated higher level and a new standard position description be created for processing passports and performing digital fingerprinting. The grievances were placed in obedience and are now awaiting the outcome of the National Disputes.

PS Form 1767, Report of Hazard, Unsafe, Condition or Practice, was filed concerning the usage of Gaylords in the DBCS work area. A grievance was filed at Step 2 of the grievance procedure. The union is contending management purchase/provide pallet tilters s creates a safety hazard. Management is responsible for providing a workplace free from recognized hazards. Management has placed more emphasis on processing the mail than on the safety of the employees. PS Form 1767 has been also filed for not having heat at the Priority Annex Warehouse and the SA North PSA. Management eventually did provide heat at the Priority Annex Warehouse but not at the PSA.

"The APWU will discuss with the Plant Manager about creating jobs at the new facility. APWU jobs will be needed for mail processing clerks, expeditors, maintenance personnel, custodians, and Lead Clerks"

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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 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 in the upcoming issue of the Dispatch will be advertised in the Dispatch.

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

saaaldispach195@yahoo.com

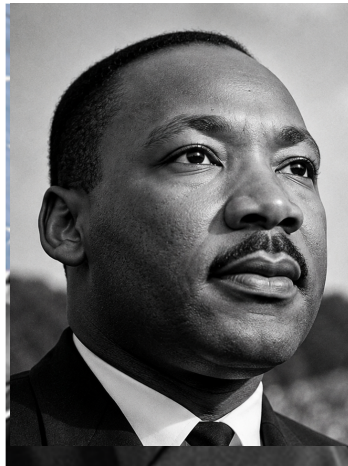
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REMEMBERING DR. MARTIN LUTHER KING JR.

The 39th Dr. Martin Luther King, Jr. March and Celebration will take place in person on **Monday, January 19, 2026, at 10 a.m.**

Martin Luther King Jr. was a Civil Rights Activists who played a crucial role in the civil rights movement from the mid 1950's until his assassination in 1968. He strongly advocated peaceful demonstrations. His stance erupted into many strong resistances from those opposed to his platforms such as the Montgomery Bus Boycott. He delivered the 'I Have a Dream' speech in Washington that later earned him the Nobel Peace Prize in 1964. His legacy continues to be celebrated as one of the greatest leaders in American History.

NOTE: March lineup begins as early as 7:30 a.m.

The 2026 celebration will begin with the in-person march kickoff at **10 a.m. at the Dr. Martin Luther King, Jr. Academy**, followed by the park celebration at Pittman-Sullivan Park. The park celebration will include:

- * a main stage with multicultural performances
- * a health and wellness area
- * a youth area
- * food and merchandise vendors
- * information booths

Starting Point

Martin Luther King Jr. Academy
3501 Martin Luther King Dr
San Antonio, TX, 78203

Ending Point

Pittman-Sullivan Park
1101 Iowa St
San Antonio, TX 78203



VICE PRESIDENT

DAVID Z. HERNANDEZ

Union Working to Secure More Jobs



Hello Brothers and Sisters, I hope you all had a very wonderful and blessed Christmas and Happy New Year Celebration. I want to thank our Lord and Savior for blessings to see another year. Also praying for those who lost loved ones this past year.

Our union had a banner year in 2025, so let's keep working together despite differences we may have. We will disagree on issues, and agree on some, but we must move forward and unite as one to be stronger. Let's make the union great again!

San Antonio North PSA (Christmas warehouse) was open as promise on Dec 1, 2025. Local management informed the Union that USPS HQ signed the PSA building to a 5-year commitment. The building still needs some major upgrades; however, it was made ready to get us through the peak season. The building will be closing on Friday, January 16, 2026, so that upgrades will assist getting the PSA ready to process the majority of the parcels in San Antonio.

The Union and Management will establish meetings in the upcoming future to secure more APWU jobs for our members to bid on at the PSA. As of today, two Single Induction Package Sorter (SIPS) machines and two Linear Spider machines with only one Linear Spider operable were installed. The processing of parcels at the PSA was processed in a timely effective manner. Mail volume at the Plant and the Annex did see a significant reduction due to the PSAs SIPS machine.

Chaos at the Annex Warehouse included no heat, no organized setups, and power outlets that caused issues with circuit breakers. After many emails going back and forth, management finally provided generators to include warm drinks for the annex employees. We do not know the longevity use of the annex warehouse, but that building was only to be used for storage purposes and not day-to-day processing of the mail. The 2026 clerk craft job posting schedule is up on the website (apwu195.org), with the first vacancy posting to be on Jan 9, 2026. For the Maintenance and MVS please check with your directors, and they can provide the website editor Jeff Greenlee with information to be placed on their perspective craft section.

Stewards' representation

If you are still having issues with management, not allowing you to speak with a steward in a timely matter, please provide this office with the name and workplace of the supervisor or management official so that we can follow up. There is a process for being released to have representation, please see our website under Newsflash #21-50 for more information, but it all starts with the member requesting to speak with your steward from your immediate supervisor, and not from co-workers.

This administration is always looking for new stewards, if you are interested or want to try it as an alternative, please see any steward for more information. We will be conducting a new stewards training so if you are interested contact your Director.

Union meeting

I hope to see more of you this year at our union meetings, so that you can see how the business of the union operates. Meetings are needed to show how crucial our meetings are for fostering democracy. Member engagement to include effective decision-making. Do not forget about our New Members drive contest, any new member that signs up will be eligible for the drawing in March union meeting there will be 3 winners. Also, if any member signs up a non-member you will also get \$150.00, please see our website for the non-members list at APWU195.org

Stations

I am sure issues are going on at your workplace too, from discipline, overtime, bargaining unit work, etc. do not let management perform or abolish your jobs, again please request to see your steward from your immediate supervisor, do not call your steward directly.

Seniority

Section 2.C and 2.D.1 34. Article 37 pg. 202 What does day-to-day seniority mean for this application (full-time Mail

"The Union and Management will establish meetings in the upcoming future to secure more APWU jobs for our members to bid on at the PSA"

Processing Clerks)?

Response: It means that when the Employer determines a need to assign an employee or a number of employees outside their principal assignment area, the employees are moved by juniority (except when a junior employee with a scheme assignment has not reached the current minimum 30-hour sortation during the accounting period).

JCAM pg. 77

29. Is the overtime desired list used for holiday scheduling? RESPONSE: The OTDL is not used when preparing the prescribed holiday schedule posting for holiday coverage, unless such is negotiated into the pecking order of the Local Memorandum of Understanding. If the need for additional full-time coverage is determined subsequent to the holiday schedule posting, then recourse to the OTDL would be appropriate.

JCIM pg. 58 Article 8

23. When an employee is called in to work overtime on their nonscheduled day, is the employee contractually guaranteed to work his/her bid position?

Response: No, such an employee only has a work hour guarantee.

In Solidarity, David Hernandez

NIV Psalm 65:11 "you crown the year with your bounty, and your carts overflow with abundance"

SECRETARY TREASURER

JEFF GREENLEE

Your 2025 Financial Report



First of all, I hope that you and your families had a Safe and Joyous Holiday Season and welcome to the New Year!

I know that local management did everything it could to delay the mail and bring morale down during this Holiday Season. Management did not plan, was unable to plan, and did not have the management skills

to plan, the holiday surge in mail, especially packages. The SAAAL is dealing with these issues in the grievance process.

...but soon it will be back to normal... that is, local management will do everything it can to delay the mail and bring morale down, and the management disaster will continue.

Union Finances

Well the year is finally over and I am glad to report that the state of your Union finances is good and promising although there were a few speed bumps along the way.

For the year we had \$554,000 in Total Per Capita Income, a decrease of approximately \$41,000 from last year, that is the dues monies that you, as members pay toward the operation and representation that the Union affords. Most, if not all, was due to the early retirement incentive, the reluctance of PSEs to join our Union, and the Post Office is not hiring to replace those that retire. We must make a better effort to sign up the Non-member and the PSEs at orientation.

Our total expenses for the year were approximately \$515,000, which means we had a net income of approximately \$39,000. From my perspective as your Secretary-Treasurer, that is outstanding as it shows the Local's commitment to financial responsibility.

It is not surprising that the largest expenditure that we have is the compensation of Officers and members in the form of salary and other compensation. This expense covers a wide range of activities from officer salaries to compensation for training, grievance processing, time for the good of the union, educational conferences, conventions, different avenues of communication with the members, and the list goes on-and-on. This is an expense that has a positive return in better trained steward/officers, better informed members, and in turn better represents the members of the San Antonio Alamo Area Local.

Of course another major expense category was for Conventions and Seminars. Last year we sent your Delegates to the TPWU State Convention in Corpus and also sent many of your Officers and Steward to the APWU

Educational Conference. The expense for these events was over \$82,000 but it was budgeted and the impact on our bottom line, although significant, did not create a financial issue. We continue to plan for, and budget for, the events in 2026 to include the APWU National Convention and the TPWU Educational Conference that we will host here in San Antonio.

Many of the large expenditures that the Local has, are budgeted and planned for with our Special Funds. These funds are funds set up for specific reasons so that when the expense arises there is money already put aside for that purpose. By maintaining these funds, the resulting impact, although it may be large, does not affect our normal operating account for the day-to-day operation of the Local. Maintaining these accounts is vital for the fiscal health of the Local.

Of special note is that we did all of this while still maintaining

"Of special note is that we did all of this while still maintaining our two full-time officer structure. We are one of the few Locals our size in the country that is able to do this. This allows members full access to the Union Hall and the ability to contact their elected officials easily and with confidence."

our two full-time officer structure. We are one of the few Locals our size in the country that is able to do this. This allows members full access to the Union Hall and the ability to contact their elected officials easily and with confidence.

With all the expenses, both positives and negatives, at the end of the year I am proud to report that the Local had a revenue surplus of almost

\$39,000. We achieved this through sound fiscal management and decision making of the members and officers.

I am personally proud to report that the quarterly audits of your finances in 2025 with the SAAAL Trustees did not find any major issues with the bookkeeping/record keeping and what small issues were raised were easily rectified. I want to thank the Trustees, and Chairperson Daphne Belton, for their commitment in ensuring that your Union monies are spent according to the Constitution and Labor Law.

As far as organizing is concerned, don't get me wrong, the Local has been active in signing up new members, some old, some new, while maintaining close to 90% organized. All officers and members should be commended for signing up those non-members. But the work is not done as we have over 120 non-members out there. Please remember that we offer a \$150 incentive to any member who signs up a non-member and the new member will be entered into a drawing at the March General Membership Meeting for cash rewards. Please refer to the non-member list on page 11 and if you see a non-member in your PL don't hesitate to talk to them and stress the importance of being a Union member.

As has always been the case, if you have any legitimate questions or concerns about our finances, please do not hesitate to contact me, our books are open for review, not fishing expeditions.

Continued on next page

Continued from Previous Page

Savings Plan (TSP).....

As we enter the new year it is a good time to look at your present finances and 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.

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.

Agency Matching Contributions. When you become eligible, the USPS 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...

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 miracles"**. 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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Agency Matching Program (FERS)		
Employee	Match	Total
0%	1%	1%
1%	2%	3%
2%	3%	5%
3%	4%	7%
4%	4.5%	8.5%
5%	5%	10%

*"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.**"*

EDITOR

CARLOS BARRIOS

Stewards In the Political Arena



Great thanks to the many activist and stewards that we have in our American Postal Workers Union (APWU).

I was approached by a member stating that APWU should NOT participate in any political involvement. I stated to that individual that serving in APWU as a steward or officer does involve significant political involvement since we help protect postal workers rights, benefits,

and the working conditions per the Collective Bargaining Agreement (CBA) and laws passed by Congress and local government.

I informed the member that as stewards/officers we are here to educate the membership and encourage engagement with elected officials and legislative efforts, even while adhering to the Hatch Act's restrictions of non partisan activity.

Since sharing these reasons they understood that APWU steward/officers have a direct influence in participation with political affairs and for that reason they could NOT participate due to their religious outright prohibitions since they don't vote, lobby, or run for office, yet they did respect the laws of the land for which they lived in. For that reason we both had a mutual understanding for each others stands and respect for each other.

Stewards duties connect to politics in a legislative impact which benefits our issues like our safety, health and retirement and other rights formed by legislation. Our political call to action is important for APWU stewards/officers to forge ahead and fight for what we have earned and what we will continue to win. Therefore, filing a grievance is a basic principle of political involvement in assisting the membership.

Motivating our members to attend rally's to help protect our rights is highlighted in APWU training materials. The APWU Committee On Political Action (COPA) helps with the raising of funds outside our union dues to support candidates who favor postal workers, making political involvement a core function of union stewards/officers.

Passports

Each office in San Antonio that processes passports should have more than one clerk to assist our customers. Management plays a crucial role in the USPS's passport processing operations. They are responsible to insuring that all application documents are correct and submitted to the State Department, and assist our customer with a satisfy experience.

As a passport agent at the General Mail Facility for the past several months we have been assisting customers who have had multiple scheduled appointments at the Encino Park Station that were cancelled due to lack of a passport agent. Encino only has one passport agent processing passports, and it becomes difficult to maintain great customer service to our customers when the only passport qualified clerk is either scheduled off or doesn't report to work.

A former passport agent that was assigned to the GMF windows bid out to Encino months ago and as of Decembre 2025, had not been placed as an acceptance agent for this office. The apathy approach taken by this station manager at Encino Park only shows how unimportant it is for serving our customers.

"Stewards duties connect to politics in a legislative impact which benefits our issues like our safety, health and retirement and other rights formed by legislation"

The USPS has stated that it believes in serving our communities with providing excellent service to include passport services yet the aim to offer prompt, efficient, and convenient customer service doesn't exist at Encino Station.

The USPS serves as a passport acceptance agent on behalf of the U.S. Department of State to help generate revenue and built a solid customer relationship. In San Antonio postal management has increased the number of offices that can process passport applications yet if nobody in higher management is taking notice that we need sufficient passport agents to serve our customers then we are not providing excellent assistance

If the USPS continue to have Managers/Supervisors who don't provide prompt, professional service to our customers at the window then our customers will only grow frustrated which leads to customer complaints and a potential loss of business creating a damage to our USPS brand. This only leads to an increased strain on the retail associate who has to deal with upset customers due to lack of urgency by postal management.

Also supervisors from other offices are passing the buck at the retail window to our customers and have them report to the GMF to have someone go to the plant operation side to retrieve a parcel or letter just to get them out of their hair is unprofessional action of the supervisor. And for the record there is absolutely no means to search for any parcel or letter among the thousands at the plant. Poor management skills and service is failing the fundamental USPS goal of helping our customers. We need to help built a positive interaction to build loyalty, even if management focuses on other metrics. In essence, poor service creates a negative cycle which hurts the customers of the USPS and creates a negative image of public service to our greatest assets, **OUR CUSTOMERS!!!!**

MVS CRAFT DIRECTOR

FARON HIERHOLZER

MVS Gains Additional Runs



I hope you and your families are doing well and enjoyed the holidays. Thank you again for making these Holidays run smooth, and most of course getting the mail out on time. The Postal Service opened the Peak Season Annex as of December 1, 2025.

Management approached the union seeking contractual language by creating additional runs. The union met with management and both parties agreed on adding an additional nine (9) runs to the Motor Vehicle Craft. These additional runs will be split up on all three tours. The union wanted to make sure all three tours were covered. The union also requested management to hold an In-House Bid before January 1, 2026.

The union's main goal is to make sure these runs take effect as soon as possible. These additional nine (9) runs will be effective as of January 10, 2026, which is on Pay Period 2026-03-01. Adding nine (9) runs to the Motor Vehicle Craft will make changes that will benefit the craft in many different ways. These additional runs will increase the number of employees able to be off for annual leave.

Article 8.7 of our Local Memorandum of Understanding states: The employer agrees that 13.7% of the authorized workforce at sign up time will be authorized annual leave each week from January to November 30 of the leave year. The leave percentage also applies to incidental leave requests.

Request to speak with your steward for any and all denied leave requests. Your request denied could be management's error. This also increases the number of Tractor Trailer Operators, Level 8 positions which could result in more vehicles for the Postal Service. This union intends to keep the ball rolling as we go into year 2026.

Starting in 2026 these additional nine runs are huge for our craft. We enter 2026 full throttle; therefore, our members will need to do the same by making sure we scan everything! I cannot say this loud enough. One of the main things managements will be looking at is our scans and our locations on our vehicles.

Our runs, our routes, our stops, our trips, and everywhere we go depends on our scans. Our jobs depend on our scans. It is also very important to scan those non-scannable items.

There is a place in those scanners to add those non scannable items. For any questions or issues on scanning, you should ask your supervisor and let your steward know. Again, management will be adjusting our runs, and they will be monitoring our scans. Management has informed the union it will be a top priority.

We can grow our craft even more when we scan the mail and even those non scannable items. Remember, scanning helps not only you but our craft as a whole. Some members have also addressed issues with our scanners when management added a feature for a Notice 76-T checklist. It is important when performing these inspections prior to leaving the office for your route. PS Form 4533 allows enough time for the Department of Transportation pre-trip and post-trip inspections. This time should also reflect on your scanner. The 4533s have been utilized in PVS operations for many years. These are specific operating instructions for the schedule to be performed by the operator on the assignment. You should follow the PS Form-4533.

“The union met with management and both parties agreed on adding an additional nine (9) runs to the Motor Vehicle Craft. These additional runs will be split up on all three tours”

Management should be giving you enough time to load and unload at every stop. You have the right to request your supervisor to ride with you if you feel your times, routes, and stops are conflicting or present a problem. You must request this in writing to your supervisor.

As we are already heading into the new year one of our union's goals this year is to be stronger. We do this by fighting together. We fight we win. The union is here to make sure your rights are not violated. I hear day in and day out “I wish I would have known that”, “How come I didn't know about that”, and things like “I don't want to cause a scene or want to deal with it”. If you have heard or even said things like these odds, you might have missed out on a monetary award.

A grievance starts with your written statement. Your statement should be facts should include who, what, when, where, how and why factors. Providing details will simplify the process and even speed up the award in some cases. I have seen many cases where supervisors will sit on a monetary award until you file a grievance. Again, we fight and we win. I challenge you today to join this fight and speak up.

Encourage nonmembers to join our union. Take a step in the right direction and stay Union Strong All Day Long. I will see you at the meeting in January, thank you for your hard work and dedication.

CLERK CRAFT DIRECTOR PLANT

KEVIN SPENCER

Another Disorganized Peak Season



Greetings Sisters and Brothers, I hope the New Year will bring good tidings for you all... **Thanks** to everyone for their hard work while we managed to soldier through another Peak Season. And aside from the somewhat predictable and unpredictable hiccups, it appeared to race by rather uneventfully here at the Plant.

Unlike the mayhem of overflowing containers and brimming OTRs here during peak 2024, it was certainly a *very different scene* at the GMF for December 2025. Everyone kept asking, **"Where's the mail?"** Indeed, it could mostly be found blazing through the SIPS machines at the new PSA along with the new hires/ PSEs rolling out much of the parcel traffic.

Further, the Priority Annex manual section was relocated down the ramp to Warehouse "A" to give greater staging space for our city cuts. All this while the linear spider was moved to the new PSA, now called **"San Antonio North."**

SA North is now home to two (2) SIPS (Single Induction Package Sorter) machines (*and there is discussion of possibly adding a 3rd*). And I must say after seeing these machines in action, **San Antonio** will gradually become as modern as other major processing hubs for handling much greater parcel volumes. There are many factors involved and many moving parts in making this a reality. With the early transitions and new equipment now in use, there have been several obstacles in these locations.

First, there were heating issues for the manual section at Warehouse "A", which took some days to pump up the mercury. Hats off to everyone working the manual section shivering through some very chilly evenings while this was getting resolved. The heaters were on site, but power requirements NOT. Same is the case for the PSA/SA North... There is much work to do getting everything up to specs functionally and electrically for future use. Still, the utilization of space, staging, and signage is incredibly well configured there. And just about everyone that has worked at the new facility has commented on how much they enjoy the new environment.

SO, *What's Next?* There's plenty of talk, rumors, and speculation on the workroom floor and I'm hopeful to have some answers (or feedback) at our upcoming Labor-Management meeting. Newly created job bids at the new facility are possible and probable in the new year, once the new space is brought up for "regular" use, instead of a Peak Warehouse *shell*. Thanks to the new PSEs that have done an amazing job during this peak run. The many new hires are a solid group and will surely be a valuable part of our clerk craft as we continue to expand.

Although parcel mail remains the current emphasis, overtime was and is still in abundance on Tour 3.

Equally, Auto letters and Auto flats were in overdrive during December with 6th-day mandates during the last weeks of the year. And what we continue to see and hear almost every year are those that **Don't** want overtime getting hammered and those that **Do** not obtaining as much as certain sections in previous years. Much of this imbalance is attributed to the Tour turnovers on given days of the week, your SDO's, and of course the **ongoing staffing dilemmas**.

According to the USPS recent stats the total mail volume in 2024 was **112.5 Billion pieces**. That seems astronomical, since first class mail figures continue to decline and our package numbers continue to increase. With new facilities comes new challenges and proper enforcements of our RI-399 inventory to include San Antonio.

While touring the new PSA/ SA North, President Alex Aleman, VP David Hernandez, Advocate Carlos

Barrios, and I discussed with Plant Manager Kim Calderon the specifics of Clerk distribution on these newly installed machines. While we certainly respect the work of The Mail Handlers Union, Clerk Work is clearly defined in our RI-399 inventory and must absolutely be maintained to guarantee and gain work for the **CLERK CRAFT**. There's much on the horizon for 2026 (*say goodbye to the penny*). Many possibilities abound as the implementation of an additional new facility takes shape.

It's an amazing time to be here with you to see it all happen. I'm looking forward to introducing two (2) new stewards in the next month. Again, with the goal is to have continuous coverage on all tours to address your concerns and grievances. Let's remain **unified** as we work toward our **future**. **Let's NEVER take our job for granted.**

Remain diligent that every scan and every operational move matters. If you are instructed to perform work that is generally associated with the mail handler craft other than operating pit equipment and provided its safety, then we are to perform the work.

If you're asked to **work out-of-section, go willingly** and make certain to make the proper moves on the clock and verify if these moves are done by juniority! **We must continue to rally for Clerk Work**. In simple terms, if you value your job then be part of a like-minded Workforce, Work Smart, Work Safe, and Remember what matters! Very best to you and your families.

And Great thanks to your craft representatives at the Plant. Assistant Clerk Craft Director Giovanna St. John, Chief Stewards Phillip Doxie and Annette Martinez and Stewards Nick Sondhi, and Jess Rooney.

"If you are instructed to perform work that is generally associated with the mail handler craft other than operating pit equipment and provided its safety, then we are to perform the work"

Alex Aleman ...

Continued from page 1

Upon returning from your absence, especially unscheduled or emergency, I recommend you fill out your own PS Form 3971, Request for Notification of Absence to document your absence and for proper pay/leave accounting. Employees should complete their own PS Form 3971, and have it signed by your supervisor, keep a copy, verify the details as management can sometimes mis enter and change what you requested. By completing your own PS Form 3971 you are creating a paper trail for your own protection.

513.365 Failure to Furnish Required Documentation – If acceptable substantiation of incapacitation is not furnished, the absence may be charge to annual leave, LWOP, or AWOL.

Note: Management may not place the employee off the clock for failure to submit the required documentation.

ELM 513.6 Leave Charge Adjustments

513.61 Insufficient Sick Leave – If sick leave is approved, but the employee does not have sufficient sick leave to cover the absence, the difference is charge to annual leave or LWOP at the employee's option.

513.62 Insufficient Sick and Annual Leave – If sick leave is approved for employees who have no annual or sick leave to their credit, the absence may be charged as LWOP.

513.63 Disapproved Sick Leave – If sick leave is disapproved, but the absence is nevertheless warranted, the employee's supervisor may approve, at the employee's option, a charge to annual leave or a charge to LWOP.

FMLA - ELM

515.42 Leave Type

Absences that qualify as FMLA leave may be charged as annual leave, sick leave, continuation of pay, or leave without pay, or a combination of these. Leave is charged consistent with current leave policies and applicable collective bargaining agreements.

FMLA - APWU Q&A

SECTION 3 - HOW AN ABSENCE IS COVERED

20. Q. How do I apply for leave under the FMLA?

A. Submit a form PS 3971, Request for or Notification of Absence, with the supporting documentation. Leave under the FMLA is not a separate category or type of leave. You may request annual leave, sick leave or LWOP for your absence under the FMLA. Just as in the past, in an emergency situation a phone call, telegram, etc. will suffice until it is possible for you to submit the necessary paperwork. Source: 825.302, 825.303, ELM 510

21. Q. Do I have to mention the Family Medical Leave Act when I request time off for a covered condition?

A. No. However, an employee must explain the reasons for the absence and give enough information to allow the employer to determine that the leave qualifies for FMLA protection. If the employee fails to explain the reasons, the leave may not be protected under the FMLA. Source: 825.208, 825.302, 825.303

22. Q. Do I have to use all of my annual leave balance before I can take LWOP for a condition covered under the FMLA?

A. No, you need not exhaust annual leave and/or sick leave before requesting leave without pay. The use of leave, paid or unpaid, is subject to management's approval consistent with the handbooks, manuals, the National Agreement and the FMLA. Source: 825.207, ELM, NATIONAL AGREEMENT

23. Q. Can I take more than 12 workweeks of leave during a Postal leave year?

A. Twelve workweeks is the maximum amount of protected leave which must be granted for the covered conditions under the FMLA. After being off for 12 workweeks, you may request leave under current leave policies, but that time would not be protected under the FMLA. Approval will be subject to the terms and conditions of current policies. Source: 825.200, ELM 510

2026 Scholarships Now Available Now is the time to start preparing

San Antonio Alamo Area Local Jonell MacKay Memorial Scholarship



Three (3) \$1000.00 Scholarships Awarded

Applications must be Son/Daughter/Qualifying Dependent* of an active member of the San Antonio Alamo Area Local, AFL-CIO.

Applicant must be a senior attending high school or other corresponding Secondary school.

Scholarship recipients must attend an accredited college of his/her choice.

Applicant must make own application to the college.

Applications for scholarships must be made on an official application form and postmarked by the USPS no later than **April 30, 2026**.

Visit the San Antonio Alamo Area Local Website at apwu195.org

American Postal Workers Union

The E.C. Hallbeck Memorial Scholarship will award \$8000 (\$2000 annually) to ten recipients (one male and one female from each of the five postal regions) to apply towards their four-year college tuition.

Vocational Scholarship winners will receive up to \$3,000 for specialized training in such fields as culinary arts, medical or dental assistant, electrician, real estate, auto mechanic, certified IT/computer education, cosmetology, or massage therapy, etc. Eligible programs can be of a nine-month to three-year duration.

Best Essay Award

One "Best Essay" winner is selected from the applicant pool to receive a one-time \$2,000 award towards his or her four-year college tuition.

- The scholarship deadline for this year's applicants is **May 31, 2026**.
 - The scholarships are open only to high school seniors. Applicants may apply for **either** Hallbeck or Vocational, **not both**.
- For complete information go to apwu.org/scholarship-programs

2026 Texas AFL-CIO Scholarship Program

Members or children of members of local unions or children whose legal guardians are members of local unions that are affiliated with the Texas AFL-CIO and the local Central Labor Council. Applicants must be high school seniors who are planning to attend a university, college, or technical institute in the summer or fall term. Scholarships are one-time grants of **\$1,500**.

HOW TO APPLY

Applications are available from your Central Labor Council, or from the Texas AFL-CIO Education Department at P. O. Box 12727, Austin, TX 78711. THE POSTMARK DEADLINE FOR APPLYING IS SATURDAY, JAN. 31, 2026.

TO ENSURE PROPER PROCESSING: Please be sure to list the Central Labor Council with which your parent's or legal guardian's local union is affiliated. Make sure the application is signed by a union officer and a parent or legal guardian. Include an official school transcript and if applicable, proof of legal guardianship. If you are unsure that your local union is affiliated with your local Central Labor Council, please contact one of your local union officers.

PLEASE MAIL APPLICATIONS TO: TEXAS AFL-CIO EDUCATION DEPARTMENT, P. O. BOX 12727, AUSTIN, TX 78711

For further information, contact your local union officer, Central Labor Council or the Texas AFL-CIO at (512) 477-6195 or scholarship@texasaflcio.org.

Union Plus Scholarships - Scholarship for Union Families

Eligibility criteria: Current and retired members of unions participating in any Union Plus program, their spouses and their dependent children (as defined by IRS regulations) are eligible. Grandchildren are not eligible unless a legal dependent (as defined by IRS regulations). For application information go to www.Unionplus.org

At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one year membership minimum must be satisfied by May 31, 2026. The applicant must be accepted into a U.S. accredited college, University, community college, technical or trade school at the time awards are issued. Awards must be used for the 2026 - 2027 school year. Undergraduate and graduate students are eligible to apply.

Application deadline: **Saturday, January 31, 2026.**

Non-Member Membership Drive

Non-Member List 1/4/2026

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



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

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

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

PL	LAST	FIRST	M	CRAF	PL	LAST	FIRST	M	CRAF	PL	LAST	FIRST	MI	CRAF
000	Belew	Seth	K.	Clerk	340	Weston	Mercedes	A.	Clerk	708	Hughes	Donald	G.	MVS
000	Buvanyk	Stephan		Clerk	500	Adame	Pedro	G	Clerk	708	Pacheco	Ricardo	M.	MVS
000	Escamilla	Kandace	R.	Clerk	500	Lozano	Enrique		Clerk	708	Palacios	George		MVS
000	Gamble	Kendra	L.	Clerk	500	Pedraza	Alberto		Clerk	708	Roberts	Everett	L.	MVS
000	Garcia	Jessica		Clerk	506	Wahl	Chad		Clerk	708	Rodriguez	Robert	A.	MVS
000	Kuzuk	Brayden	W.	Clerk	621	Alvarado	Jose	M	Clerk	708	Turner	Daniel	E.	MVS
000	Luna Ortiz	Grissel		Clerk	631	Arriola	David		Clerk	708	Vargas	David		MVS
000	Mcfaddin	Rance	M.	Clerk	631	Silva	Leila	A.	Clerk	708	Vidro	Arcangel		MVS
000	Mendoza	Mercedes		Clerk	651	Preston	Ann	R.	Clerk	709	Marquez	Florenci		MVS
000	Nguyen	Tracey		Clerk	701	Jader	Anthony	A.	Clerk	709	Sheer	William	A.	MVS
000	Padilla	Daniel		Clerk	701	Maldonado	Christopher		Clerk	706	Charles	Joseph	A.	VMF
000	Quintero	Crystal	S.	Clerk	705	Garza	Sandra	D.	Clerk	706	Guerra	Jesus		VMF
000	Rios	Josue		Clerk	732	Soto	Clemente	G	Clerk	706	Hall	Eugene		VMF
000	Rodriguez	Maison	A.	Clerk	000	Ortiz	Teodoro		Maint	706	Hernande	Jesus	H.	VMF
000	Salazar	Andrew	J.	Clerk	000	Sabala	Chris		Maint	706	Ortega	Andres		VMF
001	Quintanill	Jonathan	M.	Clerk	001	Perez	John	C.	Maint	706	Riehle	Michael	R.	VMF
134	Kirk	Lashawna		Clerk	032	Portugal	Paul	I.	Maint	706	Stremmel	Andrew	J.	VMF
135	Fuentes	Destiny	N.	Clerk	059	Jimenez	Shaine		Maint	706	Whitehea	Brian	E.	VMF
135	Gonzales	Morgan	A.	Clerk	711	Deluna	Mario	A.	Maint	000	Baker	Nadia		PSE
135	Haley	Deavon		Clerk	711	Hernandez	Porfirio		Maint	000	Carter	Jmarcus	R.	PSE
141	Chavarria	Steven		Clerk	711	Quimbar	Ricardo		Maint	000	Cuevas	Ashley	M.	PSE
141	Rodriguez	Valente	G.	Clerk	711	Randle	Christopher	M	Maint	000	Dean	Starette	M.	PSE
141	Styles	Roshelle	D.	Clerk	711	Villarreal	Rogerio	G	Maint	000	Garza-	Lisa	A.	PSE
200	Carrasco	Esther	E.	Clerk	712	Abdul	Mohamme	R.	Maint	000	Ledesma	Andrew	D.	PSE
200	Fernandez	Daniel		Clerk	712	Altwein	Clarence	R.	Maint	000	Macias	Daniel		PSE
200	Moreno	Michelle	R.	Clerk	712	Blackburn	Ana	C.	Maint	000	Martinez	Noelia	B.	PSE
209	Linton	Alfonso	E.	Clerk	712	Blackburn	Terry	R.	Maint	000	Milson	Elizabet	M.	PSE
235	Moclain	Gia	D.	Clerk	712	Blanco	Elijah	D.	Maint	000	Miquelere	Trudy		PSE
240	Garcia	Richard	F.	Clerk	712	Delgado	David	I.	Maint	000	Myers	Arshawn	C.	PSE
240	Reyna	Gracie		Clerk	712	Funicelli	Anthony	T.	Maint	000	Olivarez	Steven	D.	PSE
300	James	Zechariah		Clerk	712	Garza	Oscar	L.	Maint	000	Scales	Megan	R.	PSE
300	Valdez	Diva	M.	Clerk	712	Garza	Oscar	L.	Maint	000	Smith	Shandy		PSE
309	Avila	Ruben	M.	Clerk	712	Insall	Alex	J.	Maint	000	Soto	Cynthia	J.	PSE
309	Morales	Corinne	J.	Clerk	713	Carlos	Julian		Maint	000	Tamayo	Jonatha	E.	PSE
334	Fitzgerald	Christina	L.	Clerk	713	Franco	Larry	L.	Maint	000	Williams	Tamia	L.	PSE
334	Griffin	Nora	C.	Clerk	713	Gallagher	Lance		Maint	018	Nguyen	Ha	H.	PSE
334	Tilton	Kelvin	L.	Clerk	732	Akana	Daniel	K.	Maint	020	Walker	Bryant	D.	PSE
335	Adams	Dajane	M.	Clerk	000	Lanus	Tyroy	J.	MVS	030	Nicholson	Joseph	Z.	PSE
335	Gutierrez	Justin	J.	Clerk	000	Ortiz	Ruben		MVS	045	Sosa	Lauryn	K.	PSE
335	Haley	Anthony		Clerk	000	Stanchev	Georgi	E.	MVS	045	Sosa	Megan	V.	PSE
335	Mayfield	Aubrey	J.	Clerk	707	Bohorquez	Jose		MVS	234	Gonzalez	Mabel		PSE
335	Rabago	Danny		Clerk	707	Gonzalez	Pierre	R.	MVS	234	Roberts	Keith	D.	PSE
340	Christian	Nevilson		Clerk	708	Estrada	Jose	R.	MVS	234	Wallace	Roy		PSE
340	Novak	Christopher M.		Clerk	708	Gordon	Brandon		MVS	335	Trevino	Hugo	A.	PSE

General Membership Meeting

January 17, 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

\$50.00 Door Prize
\$25 Sign-In Door Prize

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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*Happy
Valentine's
Day*



The Deadline for
articles to appear in
the
March & April
Edition
Dispatch is

FEB 28

Your cooperation is
appreciated.

