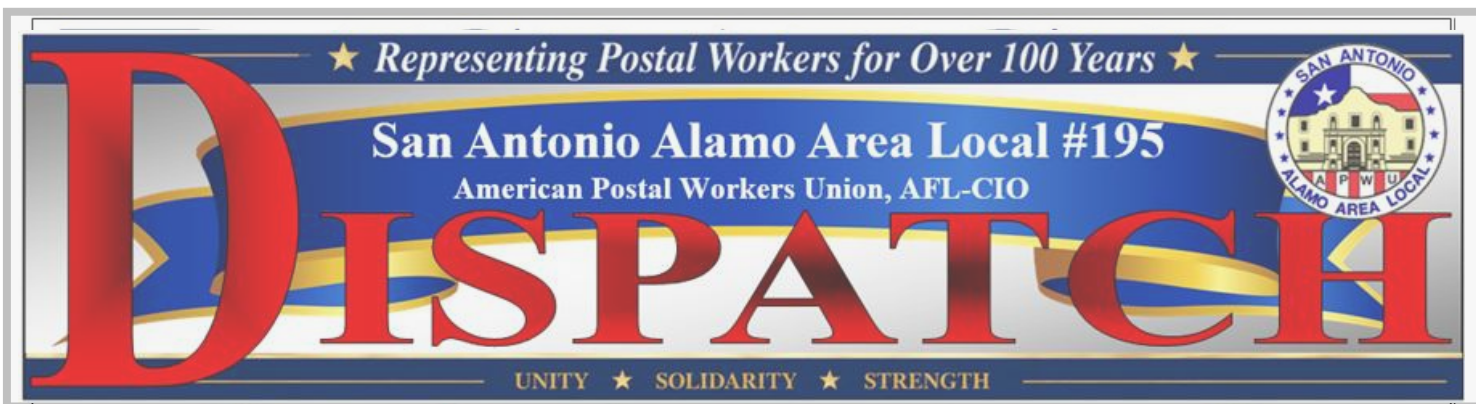




VOLUME 71 NO. 5

SAN ANTONIO ALAMO AREA LOCAL



SEPTEMBER / OCTOBER 2025

PRESIDENT

ALEX ALEMAN

Your Vote Defines the Future



The APWU 2025 elections are currently underway, the ballots will be mailed Septembers 10-15, 2025. I encourage our members to vote in the elections. Make your vote count, your vote is your voice. This election, APWU members will be electing a new President. The last new President elected in the APWU was in 2013 when Mark Dimonstein de-

feated the incumbent President, Cliff Guffey in 2013. The total vote was Cliff Guffey 21,007, Mark Dimonstein 26,965. The election of 2013 set up Mark Dimonstein to get re-elected in 2016, 2019 and 2022. Mark has served as President for a total of 12 years. We could be electing a President for the next 9-12 years. The opportunity to elect a new President with no incumbent does not happen frequent. The last new President elected with no incumbent was Cliff Guffey in 2010.

President Cliff Guffey only served one term as President because he negotiated a two-wage tier. A two-wage tier is where senior employees and new hires are paid different wages. Bill Burrus was elected with no incumbent as a new President in 2001. Bill Burrus served as APWU President from 2001-2010. That is why this election is very important, You are voting for the present and the future. When you receive your ballot do not place your ballot on the side for another day. Make every effort to vote in this election, place an importance and priority to vote and return your ballot as soon as possible.

Communications

I am very proud to report to the members the methods of communication with our local members have been recognized and awards presented. Our publication the "Dispatch" was awarded The Best Overall Excellence Award "Honorable Mention" for the category of Best Non-Professional. This means that our Editor Carlos Barrios does all the work that you see in the Dispatch, he formats the entire Dispatch. Congratulations to our Editor Carlos Barrios.

The Dispatch is recognized by members throughout the United States. Our local Website(apwu195.org) was awarded the Best Website in 2025 by the Postal Press Association. Secretary-Treasurer Jeff Greenlee is the web master and keeps our website updated with information for our members. Jeff makes certain the website is constantly updated and full of information for our members and stewards to utilize. Our local website is viewed by union members throughout the United States. It is a great source for our members to get educated on their rights. Our stewards and officers visit the website to gain knowledge to defend our members. Thank you, Jeff, for the great job you do for our members.

The "NEWSFLASH" recently was recognized by the Texas AFL-CIO as the best. The Newsflash is disseminated to our members in-between Dispatch issues to fill the gap for information to our members. The Newsflash is also mailed out to the union bulletins boards throughout the San Antonio Alamo Area Local stations and associate offices. We mail the newsflash to about 70 facilities for placement on the union bulletin board. Secretary-Treasurer Jeff Greenlee is responsible for context of the newsflashes.

The different methods of communicating allows the union to educate our members on their rights. Postal management will not educate our members on their contractual rights. When you do something wrong on the outside, you are read the Miranda Rights, at the postal service it is the opposite. Management does not make you Aware of your rights, you must know your rights to request union representation. Management is not obliged to make you aware of your rights. I encourage the members to read the Dispatch, read the union bulletin boards, read your emails, stay informed and educate yourself on your rights.

Thanks to our members for voting to ratify the contract negotiated. Our wage package and job protections are the core of our contract. At a time when federal unions and the postal service were under attack APWU was able to negotiate a fair contract for the members. The "stopgap" has been determined, so that means our members will receive the retroactive payments from November 16, 2024, to August 22, 2025, on paychecks dated April 10, 2026.

"When you receive your ballot do not place your ballot on the side for another day. Make every effort to vote in this election, place an importance and priority to vote and return your ballot as soon as possible"

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
AFFILIATIONS

American Postal Workers Union, AFL-CIO
Texas Postal Workers Union, AFL-CIO
San Antonio AFL-CIO Council
Public Employees Council, AFL-CIO
APWU Postal Press Association
Texas Postal Press Association
Post Office Women for Equal Rights

GENERAL OFFICERS

President..... Alex Aleman
Vice-President..... David Hernandez
Secretary Treasurer..... Jeff Greenlee
Recording Secretary.....Yolanda De Leon

CRAFT OFFICERS

Clerk Craft Director "A"..... Kevin Spencer
Asst. Clerk Craft Dir. "A"..... Giovana St John
Clerk Craft Director "B"..... Ruben Hernandez
Asst. Clerk Craft Dir. "B"..... Robert Butke
MVS Craft Director..... Faron Hierholzer
Asst. MVS Craft Director..... Ron Maner
Maintenance Craft Director..... Sherri Pierre
Asst. Maintenance Craft Dir..... Tia Lockett

UNION OFFICIALS

Editor..... Carlos Barrios
Website Editor Jeff Greenlee
Trustee Chairperson..... Daphne Belton
Trustee (Clerk)..... Sandra Lira
Trustee (Clerk)..... Daphne Belton
Trustee (Clerk)..... Carl Jemerson II
Trustee Maintenance..... Michael May
Trustee (MVS)..... Nolan Grace
Delegate (Clerk)..... Carlos Barrios
Delegate (Clerk)..... Chris Rincon
Delegate (Clerk)..... Yolanda De Leon
Delegate (Clerk)..... Araceli Reyes
Delegate (Maintenance).... Albert (Red) Cardenas
Delegate (MVS)..... Ron Maner
Sergeant-At-Arms..... Faron Hierholzer
APWU Health Plan Rep..... David Estrada
Legislative Director..... Ross Camacho

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:

SAAALDISPATCH195@yahoo.com

PHONE NUMBERS

UNION OFFICE (210) 271-0853

FAX (210) 224- 6221

STEWARDS OFFICE GMF (210) 967-4729

FAX (210) 653-1124



For nearly four decades now, the country has recognized October as National Breast Cancer Awareness Month. It is a time annually devoted to educating everyone about breast cancer — including metastatic breast cancer (MBC) and the importance of early detection and access to timely, high-quality care. No matter who you are or where you live, breast cancer may touch your life. It's necessary to understand the warning signs of breast cancer, your risk of breast cancer and what's normal for you so you can take action if there are any changes in your breasts or underarm areas.

Since 1989, Susan G. Komen has helped drive down mortality rates from breast cancer thanks to our focus on early detection and improvements in treatment. However, that progress may be in jeopardy. During the COVID -19 pandemic, many people delayed their regular breast cancer screening. The pandemic disrupted treatment and research progress.

And more progress is still needed. Through research, growing knowledge about breast cancer has led to new therapies and targeted treatments that improved outcomes for many people. It is research that brings hope to people facing this disease, especially those living with MBC. We need to ensure more treatment options are available for all people facing breast cancer, especially when treatments stop working.

The COVID-19 pandemic also highlighted the inequities in breast cancer treatments for under-resourced communities across the country, as well as the inequity in treatment between Black and white women. Black women in the U.S. are about 40% more likely to die from breast cancer than white women. That's why Susan G. Komen encourages you to dedicate this October as a time of action — both for yourself and others.

from Susan Komen Foundation

1 in 8 women will be diagnosed with breast cancer in her lifetime.

That's one person every 2 minutes in the U.S.

The two most common risk factors of breast cancer are being born female and getting older.

In 2022, it is estimated that nearly 44,000 people in the U.S. will die from breast cancer.

VICE PRESIDENT

DAVID Z. HERNANDEZ

Express Your Voice and Vote!!



Hello Brothers and Sisters, September is here, meaning the start of another school year, so please be careful when traveling through school zones. Also, remember to stay hydrated summers in Texas almost never end.

The American Postal Workers Union (APWU) National Postal Press Association (PPA) provided awards for outstanding work in union publications and communications. The awards program recognizes excellence in areas like writing, editing, design, and overall publication quality. And this year both Editor Carlos Barrios (Dispatch Editor) and Jeff Greenlee (Website Editor) were presented with awards for their continued excellence in union publication and communication.

National Elections

National Election are coming, do not forget to send in your ballots, lets make San Antonio be heard by casting your ballots, we have over 1100 members and only about ten percent (10) of the members vote on any election.

Keep in mind that it is very crucial to contemplate on the magnitude of the right to vote, which is a fundamental mainstay of democracy. Voting is more than just a civic duty; rather it is an expression of your voice, your values and your vision for the future. Union Brothers and Sisters, voting will allow you to support the candidates who you believe will work to continue protecting workers' rights.

The next leaders that are voted into office will be accountable for actions and decisions that will help frame the future for all members and family, so make certain that you will help shape the future of the union with those who will engage in the democratic process to help us for years to come.

This is your right as a union member to let your voice be heard. The San Antonio Alamo Area Local Endorsements for APWU National Elections are as follows:

President - A.J Jones,
Executive President - Debby Szeredy (I),
Regional Coordinators Southern
Region - Samuel "Sam" Wood,
NBA Clerk Division C - Diann Scurlark (I),
Maintenance Division - Assistant Director A -
Terry B. Martinez (I).

The APWU elections of national officers' ballots will be mailed by the American Arbitration Association between September 10-15, 2025. Returned ballots must be received by 2 p.m. on Monday, October 6th to be counted. Remember Your Voice is Your Voice!

Labor /Management

Meetings are held monthly, therefore if you have any issues or see a subject matter that needs to be addressed, please go with your steward or call the union office. We would like to hear from you and possibly add all the issues to our agenda. The Safety/ Health meetings are held quarterly, again anything that has to do with safety please let us know.

General Membership Meeting

Our monthly meetings are going great, and we would like to see more of our members show up. We average about 35 to 40 members out of 1100 members, that is low, but it's understandable. Our meeting starts at 11:30 am and typically runs to 1:30 pm. The meetings are held every 3rd Saturday of each month except for June and December. This includes having lunch with your coworkers, come visit we would like to hear your voice on issues you might have.



EGS

I would like to thank all the stewards for doing a great job and seeing all those grievances being filed under Electronic Grievance System (EGS). Remember it all starts with you the member to create a grievance, so if you see a violation or think there is a violation request to see you steward from your immediate supervisor. We are still having issues with members going to co-workers for information about union issues, that is not the process, please request to see your certify union steward to prevent any untimely grievance or misinformation.

APWU/ All Craft Conference 2025

I would like to thank the members for your support in allowing your representative to attend the conference. The information and knowledge we receive there will be passed on to all our steward to better represent you here locally. And the camaraderie of just meeting and talking to other Union brothers and sisters helps all of us on what is going on in their Union chapters.

NIV Proverbs 17:22

"A cheerful heart is good medicine, but a crushed spirit dries up the bones"

SECRETARY TREASURER

JEFF GREENLEE

Keys to Success

Communication and Information



First and foremost I wish for you and your families to be safe as this summer progresses.

With all that is going on in the world, our democracy and ideals as a nation under attack and our rights as Americans being slowly taken away, now is the time to hold your family a little tighter and be grateful for all that you have.

First let me define communica-

tion and information:

Communication is the act of conveying information for the purpose of creating a shared understanding. It's something that humans do every day. The word "communication" comes from the Latin "communis," meaning "to share," and includes verbal and electronic means of human interaction. Information is knowledge or facts learned, especially about a certain subjects or events. knowledge is the act of informing or the condition of being informed and the communication of that knowledge.

I want to talk to you about your Local Union and it's continued quest to keep you, the members, informed with information that affects not only you, but your families. The Local does this through several channels of communication. I would like to briefly go over each tool that the Local uses to inform it's members.

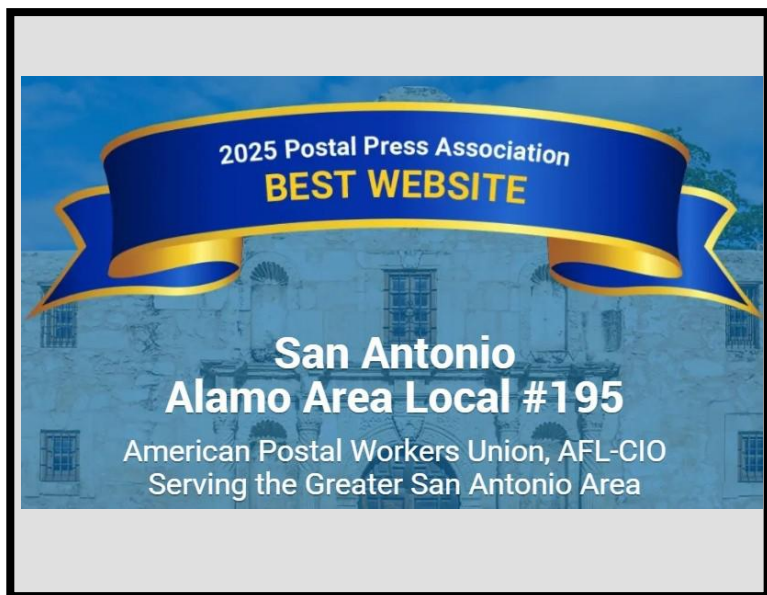
SAAAL Dispatch

The Dispatch newsletter is the most comprehensive form of communication and information the Local possesses since it is mailed to each and every member 6 times per year and allows your officers, and members, to directly

the newsletter is a tedious task and is possible only through the skill and expertise of our Editor Carlos Barrios.

SAAAL Website

Perhaps the one form that I am most personally proud of is the SAAAL Website (apwu195.org). It took us some time to get it up and running since the information from the last website was lost so we had to start from scratch, but now that it is established it contains a wealth of information.



As the Website Editor I continually seek to improve it. Every effort is made to keep it current and up-to-date by posting all the NewsFlashes, E-Flashes and Dispatches in a timely manner.

For the latest Website Updates and changes to the website you can navigate down on the Homepage to WEBSITE UPDATES AND CURRENT NEWS for additions that have recently been made. I suggest you look at the Homepage at least once a day because it is constantly changing.

You can also navigate down further to the most recent NewsFlashes, E-Flashes, and Dispatches. From here you can also navigate to the Archives for each.

The website also has Craft specific pages and Steward Resources page for additional information.

I have only scratched the surface as there is a wealth of information on the website, so if you get a chance, please take the opportunity to surf around and see items, not only of general interest, but also craft specific.

Also, the SAAAL Website was awarded the Best Website by the Postal Press Association. All members should be proud of their continued support of the website and the award goes out to ALL members.



inform you about current events that affects you, your families, and your workplace.

The Dispatch allows your officers to communicate with you in written form, addressing issues that affect you directly while also notifying you of upcoming events and services available to you as members.

The members of the SAAAL Dispatch should be very proud as it is recognized nationwide by other Locals and just recently our Editor, Carlos Barrios, won the Honorable Mention at the 2025 Postal Press Association in the Overall Excellence – Non-professional Category. The Non-professional category is for Locals where the Editor lays out the entire newsletter for publication. Laying out

Continued on Next Page

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SAAALVision

The Local also utilizes the SAAALVision at the plant. SAAALVision is a visual bulletin board using a computer monitor at the employee entrance of the plant. It utilizes Powerpoint presentation to convey the messages. There are about 30 different screens.

This also is a continuous project as it is designed to bring up-to-date information to the members at the plant. It is designed to be read at a glance and contains a wealth of information to include meeting notices, non-member lists, Craft specifics and general information important to all. Each screen provides information to all Crafts and updated frequently.

The SAAALVision was designed for quick reference and information to allow the members to follow up with their officers about specifics.

NewsFlash/E-Flash

Another form of communication with our members is the SAAALNewsFlash/E-Flash.

As Vice President, and under the direction of President Alex Aleman, back in 2004, we were keenly aware that we needed to get out information to the members in a timely fashion and in-between the Dispatch issues. So the NewsFlash was created and has been going strong for over 20 years with over 600 subscribers. As editor of the NewsFlash it is my responsibility to edit, format, and e-mail the NewsFlashes and E-Flashes.

The NewsFlash/E-Flash gets you news and information sent right to your e-mail address. This is the most recent information, such as Clerk Job Vacancies/Job Awards/Detail Positions/Non-member Lists/Holiday Scheduling...



the list goes on-and-on. We, as a Local, understand the need to get information out as soon as possible.

I am also proud to report that the NewsFlash won the 2025 Texas AFL-CIO Publication Award for "Special Publication, including calendars, bulletins, alerts, blogs, and significant social media posts." The award states: **PUBLICATIONS AWARD** - This certificate is proudly awarded to Local NewsFlash for the San Antonio Alamo Area Local 195's entry in the Special Publications category in the 2025 Texas AFL-CIO

Publications contest. The panel of judges cited your publication for its outstanding contribution to the labor movement in Texas. Your efforts have brought credit to your organization and the Texas AFL-CIO.

The NewsFlash was first published on June 16, 2004 and has greatly evolved in its 20 year history. The NewsFlash informs the members with timely information that affects them, their jobs, and the Postal Service.

If you are looking for quick reliable information, not rumors or propaganda, sign up for the NewsFlash on the SAAAL Website or e-mail me directly

Bulletin Boards

The Local also still believes in the good ol' fashioned Bulletin Board. We have them at every station, Associate Offices and the GMF. President Aleman personally makes sure to send out over 70 mailings at a time to our Stations and Associate Offices with items for the Bulletin Boards. This information is critical in keeping the membership informed and the stewards and members at the Stations should be commended for keeping the bulletin boards up to date and organized.

As demonstrated by the above information, the SAAAL is dedicated to the commitment and ideal of keeping the membership informed and up-to-date on issues that affect them, but it must be understood that without the full support of the members none of this would be possible.

San Antonio Alamo Areal Local Endorsements for APWU National Officers

President

AJ Jones, Eastern Montgomery County PA Area Local (PA)

Executive Vice President

Debby Szeredy (I), Mid-Hudson New York Area Local (NY)

Regional Coordinators - Southern Region

Samuel "Sam" Wood, Southwest Florida Area Local (FL)

Clerk Division - Dallas Region, (C)

Diann Scurlark (I), Houston Area Local (TX)

Maintenance Division - Assistant Director, (A)

Terry B. Martinez (I), Dallas Area Local (TX)

EDITOR

CARLOS BARRIOS

Representing Members



The American Postal Workers Union (APWU) is a Labor Union representing 330,000 workers in every state and territory of the United States. Our members profit from a collective bargaining rights, which covers wages, working conditions, benefits that include health insurance and various other benefits to just name a few.

With our Collective Bargaining Agreement (CBA) our members are well represented, especially when postal management operates outside the pillars of the contract.

Most members belong to a local union with jurisdiction in their city, town or area. Locals elect their own officers and conduct their own day-to-day business. They may establish local dues and may negotiate a local contract on specific local issues to supplement the National Agreement.

Nationally, the APWU maintains a headquarters in Washington, DC, to administer the union and to implement programs and policies mandated by the convention and the National Executive Board. The national resident officers include the president, the executive vice president, the secretary-treasurer, the director of industrial relations, the national division officers, and department directors and officers, all of whom work under the general supervision of the president.

Various departments are responsible for handling specific administrative functions and providing special services to the membership Legislative, Organization, Research & Education, Human Relations, and APWU Health Plan. We have a separate division for each craft — Clerk, Maintenance, Motor Vehicle Service, and Support Services — concerned with the special problems of the workers in the craft.

In addition to national officers, each division has representatives called national business agents. They operate out of 21 APWU field offices. Regional coordinators maintain an office in each of five regions: Central, Eastern, Northeast, Southern, and Western.

CERTIFICATION OF SHOP STEWARDS

APWU shop stewards are either appointed or elected under an article of a local's constitution and bylaws and it is the APWU's prerogative, not postal management, to decide which shop stewards are certified. In our local stewards are appointed by the Directors. Sometimes management attempts to interfere in the selection of stewards and if they do then we MUST challenge immediately.

The following language in italic appears in the CBA.

ARTICLE 17 REPRESENTATION

Section 1. Stewards

Stewards may be designated for the purpose of investigating, presenting and adjusting grievances.

Section 2. Appointment of Stewards

The Union will certify to the Employer in writing a steward or stewards and alternates in accordance with the following general guidelines. Where more than one steward is appointed, one shall be designated chief steward. The selection and appointment of stewards or chief stewards is the sole and exclusive function of the Union. Stewards will be certified to represent employees in specific work location(s) on their tour; provided no more than one steward may be certified to represent employees in a particular work location(s).

The number of stewards certified shall not exceed, but may be less than, the number provided by the formula hereinafter set forth.

Employees in the **same craft** per tour or station:

Up to 49	1 steward
50 to 99	2 stewards
100 to 199	3 stewards
200 to 499	5 stewards
500 or more	5 stewards

Plus, additional stewards for each 100 employees.

At an installation, the Union may designate in writing to the Employer one Union officer actively employed at that installation to act as a steward to investigate, present and adjust a specific grievance or to investigate a specific problem to determine whether to file a grievance. The activities of such Union officer shall be in lieu of a steward designated under the formula in Section 2.A and shall be in accordance with Section 3. Payment, when applicable, shall be in accordance with Section 4.

To provide steward service to installations with twenty or less craft employees where the Union has not certified a steward, a Union representative certified to the Employer in writing and compensated by the Union may perform the duties of a steward.

At the option of the Union, representatives not on the Employer's payroll shall be entitled to perform the functions of a steward or chief steward, provided such representatives are certified in writing to the Employer at the Area level and providing such representatives act in lieu of stewards designated under the provisions of 2.A or 2.B above.

A steward may be designated to represent more than one craft, or to act as a steward in a craft other than his/her own, whenever the Union so agrees, and notifies the Employer in writing.

Any steward designations across craft lines must be in accordance with the formula set forth in Section 2.A above.

MVS CRAFT DIRECTOR

FARON HIERHOLZER

Stop Abusive Management



Greetings Union members, over the last year or so Motor Vehicle Craft had many employees' transfers, retire, resign, and change crafts. As employees leave the craft and/or position for these reasons a vacancy occurs, and those runs are put up for bid.

Most of the time a Part Time Flexible is converted into the remaining residual vacancy. These employees tend to be shy about requesting steward time. I have heard comments like I don't want to have any trouble; it's not worth my time, I don't want to upset management, and even, I don't want my supervisor retaliating against me. You have rights as an APWU member, and there are other avenues you can pursue for this abuse.

Keep in mind that on our website at APWU195.ORG under Stewards Resources there is a Guide for APWU Members who need to Address Abusive Supervisors. National Business Agent Sam Wood out of the Southwest Florida Area Local created this and been very successful.

When you believe your rights have been violated, you should request to speak with your steward. There are a few easy steps you need to take requesting to speak with your steward. You must make your request in writing, and management should allow you time to meet with your steward within 2 hours of your request. The Joint Contract Application question and answer # 8 states:

How should the situations be handled when an employee asks to see a steward or a steward requests time to process or continue processing a grievance and the steward is needed on his/her work assignment?

RESPONSE

Normally, 95% of the time, a union steward/employee will be released within two (2) hours of his/her request. If this condition cannot be met, the supervisor will notify the steward/employee of the reasons for the delay.

Normally the steward/employee will be released before the end of the tour. However, if the steward/employee is not released within that time frame, then the steward/employee must be released immediately upon the beginning of his/her next tour of duty.

In the event a steward or employee is delayed until their next tour, the steward/employee should notify the supervisor of the prior request.

When management allows you time to speak with your steward it is very important you make a detailed statement in writing showing all relevant dates and times when the violation occurred. Make sure you provide all of the basic information on the grievance statement (Name, E.I.N., Hours, Pay Location, Seniority Date, Ext...). Ask yourself these questions: Whose rights were violated? What was violated? When were they violated? Where were they violated at? Why and how were they violated? By providing a factual full detailed statement we could land up with a monetary award. You could be entitled to more money.

You could be entitled to more leave. These are things the steward will investigate and make sure you get what you deserve and/or relevant to the violation itself. On some occasions multiple violations do occur. This could lead to multiple grievances being filed, and multiple remedies.

"Keep in mind that on our website at APWU195.ORG under Stewards Resources, there is a Guide for APWU Members who need to Address Abusive Supervisors"

Also, it is very important you request a remedy that pertains to the violation. The remedy has to be fair. You would not be entitled to \$1,000.00 if you were bypassed on overtime for only two hours. The remedy should be fundamental fairness. It is also very important to make sure you know what pay grade/level and step you are on. By providing

your steward this information saves the steward time and eliminates being compensated at a lower rate. You deserve what you earn. You've worked for it.

At this point the steward will submit a Request for Information (RFI) and sometimes a grievance with your statement detailing the issues. When the steward receives the information, they will review the documents and pinpoint the direct violation that occurred to the supervisor.

Don't be shy about requesting to see a steward. When management recognizes employees won't speak up by requesting to speak with their steward, they will continue to violate their rights. Sometimes this leads to those employees being upset and finally speaking up.

Management knows what they are doing and what they can get away with. Don't let management continue to violate your rights, speak up and make that request in writing.

New Vehicles

The current postal vehicles the Grumman Long Life Vehicle (LLV), dates back to 1987 has made good on lasting longer than the projected 25 yr goal. The odd-looking Next Generation Delivery Vehicles are slowly rolling out and are overdue with better safety features to include air conditioning.

Time to deliver into the future with a safer vehicle.

CLERK CRAFT DIRECTOR "A"

KEVIN SPENCER

Our Fair Representation is Yielding Results



Dear Sisters and Brothers, yet another broiling Summer in the rear-view mirror, but still some hot days ahead... I hope this finds each of you in good spirits.

Well, is it the news we've been waiting for?? Yes, more PSE's /new hires should be joining us at the plant in the weeks ahead! I keep hearing much doubt, yet it's mostly true. Too little,

too late? I can completely relate to the sentiment... However, I think we can ALL be grateful for more help as we stare into the behemoth of peak season in the coming months. There is a very "good" possibility we could see *even more* PSEs on the horizon to help bring our complement back up to times since forgotten.

Just a friendly reminder and to extend utmost professionalism, please be patient with PSEs as they train and learn the various operations. Let's offer guidance and help contribute to their success. After all, we want them to stick around! It's no mystery, understaffing remains an ongoing strain plant-wide as juniors are still being sent out of their respective bid to plug holes in other sections. This is mostly witnessed at the RBUS (as ever), Priority Annex, and the reversion plagued problems at the AFSM100s. The recent bid cycles have not balanced out the staffing dilemmas that we continue to see happening in just about every section. The tours remain lopsided and have been subject to more non-volunteer overtime, even through the summer. As USPS continues to morph and refocus the highest priority to parcel/package mail, the limitations of the San Antonio GMF and its complement will continue to feel this heavy ripple effect.

Meanwhile there has been an overwhelming amount of discipline in the last month alone--mostly for attendance. And recently a huge wave of discipline letters was issued related to "creeping overtime." Even for only 1 or 2 clicks!! Entire sections are receiving discipline! If you should receive a discipline letter, please don't delay and immediately request a steward. As many of you already know, we only have 14 days to file a grievance. Too often we receive letters with less than 24 hours to file! This creates undue stress on everybody involved. So, please try to be diligent in allowing the Union adequate time to file your grievance. Thanks!

On the topic of grievances, I have continued to hear echoes and nonsense that we, **The Union**, are not filing grievances? This is incredibly bizarre to comprehend considering our grievance log is quite literally bursting at the seams.

One thing to keep in mind (or not), a statement is not a grievance. Your steward needs to research and investigate whether there is a violation by management and apply a contractual remedy when applicable. While it's not exactly that simplistic I hope it helps to illustrate the basics.

In addition, a remedy for any grievance is not always monetary! There too are settlements based on language. This by no means indicates that we are siding with management.

Please **speak with a steward** if you have any questions about this! Additionally, we can reinforce cease and desist resolutions (until it happens again!). Granted, there are also interpretive issues that can sometimes create roadblocks. And these differing opinions can raise questions as to whether grievance has occurred, if at all. The stewards take all your concerns very seriously! And we appreciate your cooperation and dialogue to maintain the highest level of representation for **ALL** our members. We need to discuss your grievance and not simply receive a scrap of paper. It's amazing the things that can happen with communication and it's no surprise how

"On the topic of grievances, I have continued to hear echoes and nonsense that we, The Union, are not filing grievances? This is incredibly bizarre to comprehend considering our grievance log is quite literally bursting at the seams"

that fails when there is none. The Union is not simply a concrete vessel--just an entity where mere maxims and articles are shuffled. On the contrary, YOU are the Union, and the Union is your co-workers, and its function is to uphold the fabric of the Collective Bargaining Agreement. The UNITY in UNION is the all-encompassing characteristic that defines the bond that we

share in this **collective**. This union continues to file your grievances as and when applicable to ensure that management follows the letter of the contract--even as they continue to violate it! Will there be disagreements? Yes. Can we meet the challenges ahead and keep the dialogue open for understanding? I would certainly hope so if we were to remain a unified front toward the indifference of management. As I've quoted many times before, "No one is an island." And no one person is the UNION!

This has been covered before, but it bears repeating... **Steward time**: Please keep in mind, management controls our steward time. We still aim to meet all requests within a few hours or at least the same day. In instances where this is not possible, you should be able to afford the opportunity to see your steward the very next day at the top of your tour.

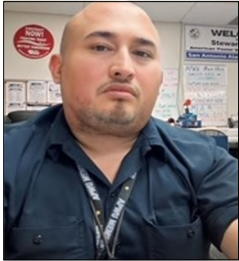
Thanks to the membership that will allow myself the Assistant Clerk Craft Director and Chief Steward to attend the APWU All Craft Conference in early October. Our local will be well represented and our collective voice will be heard from shore to shore.

As always, we remain resolute in returning with insight and answers to many of your questions relating to the clerk craft. Grievances during this time will fall under the national moratorium that allows stewards additional time to file following the week of the Conference. And, yes, stewards will still be available on all Tours during this period to address any concerns you may have. Thank you for your trust. And my gratitude to all the stewards for their tireless dedication and hard work: Assistant Craft Director Giovanna St. John, Chief Stewards Phillip Doxie and Annette Martinez as well as Stewards Mary Skala, Nick Sondhi, and Jess Rooney. My appreciation to President Alex Aleman, Vice President David Hernandez, Treasurer Jeff Greenlee, and Advocate/Editor Carlos Barrios for their continued guidance. Best wishes to you all.

LEGISLATIVE DIRECTOR

ROSS CAMACHO

Lost in the Mail...



Attention to the citizens of the former Once Great United States of America. On August 18, 2025, President Trump revealed his plan to sign an executive order banning mail-in voting ahead of the 2026 midterm elections. His claim is it would cut fraud and restore honesty in our elections.

This is an obvious attack on American's voting rights and in our case particularly, an attack on our livelihood. Luckily for us, Trump lacks the authority to unilaterally ban mail-in voting. I guess Trump has a very short memory when it comes to voting using mail-in voting. He has used the process of Mail-In Voting several times over the past several years.

President Donald Trump doesn't have the authority to ban mail-in ballots, under the United States Constitution only the States and Congress have the power to Regulate Elections. Article I, Section 4 of our Nations Foundational Documents reads: *"The Times, Places and Manner of holding Elections for Senators and Representatives, shall be prescribed in each State by the Legislature thereof; but the Congress may at any time by Law make or alter such Regulations, except as to the Places of chusing (sic) Senators."*

There's no role for the president in the process!!

Election Controls

Administering elections happens on the state level, with Congress holding override power for federal races. Any such order would face immediate court challenges, as seen in prior attempts to restrict our voting rights. Supporters argue it enhances security by reducing perceived fraud, speeds up results, and cuts costs on mailing and processing, potentially saving states money.

However, such an order risks disenfranchising millions, as mail-in voting has been shown to boost accessibility and turnout. 30% of votes in the 2024 elections were mail-in votes. Any potential savings would also be swallowed up by the half a billion we would need nationwide for new polling sites and staff. Although my guess is there would be no extra polling sites put up to meet demand.

Countries such as France restrict mail-in voting to specific groups, such as expats & the results are always the same. Lower turnout among working-class voters. The ban would hit hardest among elderly, minorities, rural communities, and disabled voters who rely on mail in voting.

Various states like Alabama and Texas limit mail-in voting and it always leads to longer lines & reduced participation from minority groups. The ban would hit hardest among elderly, minorities, rural communities, and disabled voters who rely on mail in voting. Making matters worse, Trump's proposal targets ALL mail-in ballots, including those under the Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA), which mandates states send absentee ballots to military and expats, potentially disenfranchising tens of thousands who serve our country. The White House claims it will not "focus" on military, but the language suggests otherwise.

As for us here specifically, mail-in voting surges mail volume, creates jobs and overtime. A ban would slash this workload, leading to reduced hours and even reductions in force. For our APWU brothers and sisters, this is an existential threat. The union has condemned Trump's attacks as "outrageous and untrue," noting vote-by-mail's safety and our role in democracy. It undermines the integrity we protect, risking job losses amid already strained operations. We must rally. Contact lawmakers, support voting rights bills, and stand united.

Our work delivers democracy. Don't let this executive overreach silence us. President Donald Trump has said that he wants to end mail-in voting, a popular option that's been embraced by tens of millions of voters nationwide. The Republican president said an executive order is already in the works to make that a reality — even though he doesn't have the authority to do that under the U.S. Constitution.

"President Donald Trump doesn't have the authority to ban mail-in ballots. Under the United States Constitution only the States and Congress have the Power to Regulate Elections"



San Antonio Alamo Area Local #195 Wins the 2025 Postal Press Association Best Website

**APWU**

San Antonio Alamo Area Local #195
American Postal Workers Union, AFL-CIO
13102 Lookout Run
San Antonio, Texas 78233

Office: 210.271.0853
Fax: 210.224.6221
Email: apwusaaal0195@gmail.com

[HOME](#)[GENERAL OFFICERS](#)[CRAFTS](#)[DISPATCH/OTHER NEWS](#)[STEWARDS RESOURCES](#)[LINKS & RESOURCES](#)[CONTACT](#)[SEARCH](#)

Apwu195.org

Congratulations to the San Antonio Alamo Area Local #195 for being awarded the Best Website by the American Postal Workers Union Postal Press Association.

Website Editor Jeff Greenlee is very proud to receive this award on behalf of all members of the San Antonio Alamo Area Local without whose support this would not have been possible.

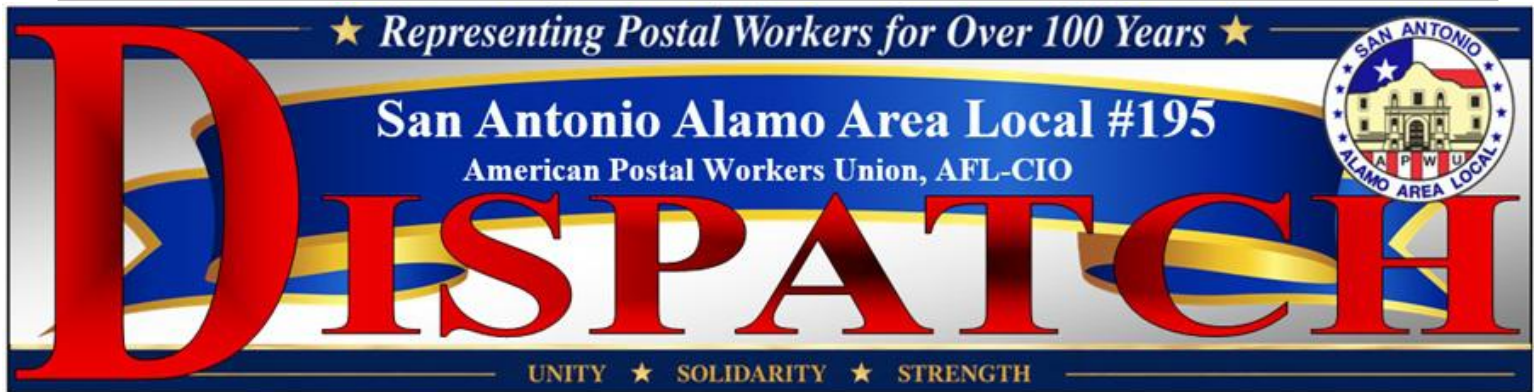
Since the information from the old website, under the previous administration, was lost and/or unavailable this new website designed started from scratch and we wanted to make sure that the new website was informative and easily accessible for both computer users and those that use their mobile devices. He also wanted to make sure that it is maintained and current with information that affects all members of the APWU.

Each Craft and all officers and officials have been influential in the direction and design of the website and have been active participants in providing information to the members.

The website has been recognized nationally as a “go to” website for current and informative information, not only for members of the San Antonio Alamo Area Local but also APWU members nationwide. It’s easy navigation and format for members, Stewards and Officers makes it a valuable tool in representing the members of the APWU.

The Website is a constantly evolving tool for APWU members and there is always room for improvement. Any suggestions or comments are always appreciated. You can contact the Website Editor at the Local’s e-mail address apwusaaal0195@gmail.com.

San Antonio Alamo Area Local Dispatch wins Postal Press Association Award for Best Overall Excellence-Honorable Mention



Congratulations to **Editor Carlos Barrios and Associate Editor Alex Aleman**, on receiving the 2025 Honorable Mention for the Best Overall Excellence Award for the SAAAL Dispatch from the APWU Postal Press Association. A congratulations is also extended to the members of the San Antonio Alamo Area Local without whose support this could not have been possible.

The Dispatch has in the last 30 years won dozens of awards for excellence. In 1991, the new editor Jeff Greenlee changed the format from a tabloid to the magazine style still used today. In 2002 Lloyd Burrows proudly assumed the Editor responsibility until his untimely death in 2018 when our current Editor, Carlos Barrios, became the Editor, and has continued in that present position till today.

The great thing about the Dispatch, and the legacy of the Editors, is that each Editor has built upon the shoulders of the Editors before them and improved the Dispatch each time. The Editors know that they are only the caretakers of the Dispatch for a limited time, and all have attempted to make the Dispatch better.

The Dispatch is recognized across the labor movement as a quality newsletter that informs our members of issues that affect them. The Dispatch is an ever evolving form of communication and there is always room for suggestions and improvements.

The members of the SAAAL should be very proud of THEIR Dispatch and the positive recognition it gives to the SAAAL.

Wounded Warrior Leave Program



Consistent with the requirements of the Wounded Warriors Federal Leave Act of 2015, the Postal Service allows veteran employees who meet the eligibility requirements to take Wounded Warrior Leave. This is a specific type of leave, which provides veteran employees with no loss in pay, for undergoing medical treatment for a service-related disability rated at 30% or more.

DEFINITIONS

Wounded Warrior Leave is an authorized absence from the Postal Service to undergo medical treatment for a service-connected disability rated at 30 % or more. It is a separate leave category, distinct from Sick Leave.

Treatment is an in-person visit to a health care provider, as specified in Section 513.364 of the Employees Labor Relations Manual (ELM), and includes the course of action prescribed by a health care provider. Treatment includes but is not limited to examination for and evaluations of the health condition that caused the disability rating.

Health Care Provider is the employee's attending physician or other attending practitioner as recognized by ELM 515.2

Twelve- Month Eligibility Period is defined as the continuous 12-month period that begins on the first day of employment during which an eligible veteran can use Wounded Warrior Leave. For employees on the rolls and non-career employees on a required break in service (five days a appropriate) on November 4, 2016, the 12-month period begins November 5, 2016.

UPDATED ELIGIBILITY – WOUNDED WARRIOR LEAVE PROVIDED ON AN ON-GOING BASIS

- Eligible new hires will receive 104 hours of WWL upon hire (as required by law) to be used for the remainder of the current calendar year.
- Each January, all disabled veterans with a 30% or more combined disability rating will receive 104 hours of WWL to use during the calendar year.
- At the end of each calendar year, any remaining WWL will be forfeited but, assuming the employee still has a combined disability rating of 30% or more, he/she will receive a new 104 hours at the start of the new leave year.
- Any unused WWL is not rolled over to the next year, nor will it be paid out if the employee leaves.
- WWL can run concurrent with FMLA, when appropriate.

Eligibility can be verified on the employee's PS form 50 which is found in their e-OPF. In box #11 on their PS form 50 it should indicate – "6-10pt-Comp over 30%". If box #11 does not denote "6-10pt-Comp over 30%", the employee will need to submit the necessary documentation to certify they meet the 30% eligibility. In the letter dated November 2016 it states – employees who have not yet submitted the necessary paper work must provide documentation from the Dept. of Veterans Affairs certifying that they have a qualifying service-connected disability. Specifically, a copy of DD 214, for each period of service, along with rating letter from the VA.

Attention RTR
HR Shared Service Center
PO Box 970100
Greensboro, NC 27497-0100
Fax: 651-994-3521

REQUESTS FOR WOUNDED WARRIOR LEAVE

Approval

All requests for Wounded Warrior Leave must be first submitted on a PS Form 3971. This request should be submitted in advance when foreseeable to the appropriate supervisor. There is an exception to the advance approval requirement for unexpected treatment. The supervisor is responsible for the approving requests for Wounded Warrior Leave by signing the PS Form 3971, and returning a copy to the veteran.

Verification The veteran is required to submit a PS Form 5980, Treatment Verification for Wounded Warrior Leave, certified by a health care provider that the veteran used the leave to receive treatment for a covered disability. The PS Form 5980 must be provided no later than 15 calendar days after the employee returns to work.

In a letter dated October 24, 2016 the Postal Service stated that a veteran employee's legitimate use of Wounded Warrior Leave will not be used for purposes of adverse personnel actions.

Any further questions or concerns contact the Union Office at 210-271-0853.

APWU Announces Dates for Retroactive Payments

The Postal Service has provided tentative dates for the additional negotiated pay provisions in the 2024-2027 National Agreement and the date of the retroactive payment for the pay increases due for the “stopgap” period of November 16, 2024, to August 22, 2025.

It was previously announced that the first general wage increases and cost-of-living adjustment (COLA) due under the agreement will be in effect starting August 23, 2025, which is Pay Period 19-2025 and will appear on paychecks dated September 12, 2025. This included a 1.3% increase for all employees, \$395 COLA for career employees, and an additional 1% for PSEs who do not receive COLAs.

The following pay period, Pay Period 20-2025, which begins September 6, 2025, the second COLA under this contract of \$811 will go into effect and then appear on paychecks dated September 26, 2025.

Dates for the following other pay provisions have also been announced:

- Upgrade of Grade 3 to Grade 4 Pay Period 24-2025 (begins November 1, 2025)
- Elimination of Step JJ for Grade 4 Pay Period 24-2025 (begins November 1, 2025)
- Elimination Step GG for PSEs converted to Career under the 24-Month MOU Pay Period 24-2024 (begins November 1, 2025)
- PSE new “steps” Pay Period 1-2026 (begins December 13, 2025).

For the above provisions, the Postal Service had until the start of Pay Period 3-2026 to implement these changes. These changes will be implemented four pay periods earlier than previously estimated. (PSE Steps will be implemented two pay periods earlier than previously estimated.)

Other pay structure implementation dates were set in negotiations. These include:

- Night Shift Differential Increase of 4.0% Pay Period 21-2025 (begins September 20, 2025)
- Night Shift Differential Increase of 2.0% Pay Period 21-2026 (begins September 19, 2026)
- Annual Leave Max Carryover Start of leaver year Pay Period 3-2026 (begins January 10, 2026)
- Annual Leave Exchange Start of leaver year Pay Period 3-2026 (begins January 10, 2026)

New top step for Grades 4-7 of the post-2010 pay scales Pay Period 21-2026 (begins September 19, 2026)

Due to the substantial amount of programming to the payroll systems that need to be completed by our union family in the IT/AS sector of the APWU, along with the updating of all employees PS Form 50s, and other records, **the retroactive payments are tentatively scheduled to be made on paychecks dated April 10, 2026.**

As stated above, the retroactive pay period will be from the date of the first general wage increase of November 16, 2024, through August 22, 2025. Any employee who has separated (retired, resigned, discharged, etc.) from the Postal Service and had work or paid leave during the retro period will also receive a retroactive check. It will be sent to their last office on record. Retired employees will also have their records with the Office of Personnel Management (OPM) updated by the Postal Service. Annuities will eventually be adjusted, but once the records are sent to OPM, it is up to OPM to adjust the annuity.

The APWU was the third contract settled in 2025 that requires retroactive payments. The processing of our payments follows the processing of the National Rural Letter Carriers Association (NLRCA), who has a particularly complex pay structure. The APWU still believes that our retroactive pay can be completed sooner than April 10, 2026, and we have already begun to press the Postal Service on the issue. The APWU is especially pleased that some of the pay structure changes will be implemented sooner than expected, giving our members more money in their pockets after implementation.

New Contract Update:

Bereavement Leave

The recently ratified Collective Bargaining Agreement 2024-2027 has new language concerning bereavement leave with the addition of family members to include mother and fathers-in-law, grandchildren and stepparents.

NEW 2024-2027 Collective Bargaining Agreement language is highlighted.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
AMERICAN POSTAL WORKERS UNION, AFL-CIO**

Re: Bereavement Leave

APWU represented employees may use a total of up to three (3) workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three (3) workdays is subject to the conditions and requirements of Article 10 of the National Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable Local Memorandum of Understanding provisions.

Definition of Family Member. "Family member" is defined as a:

- (a) son or daughter - a biological or adopted child, stepchild, daughter-in-law or son-in-law;
- (b) spouse and parents thereof;
- (c) parent and current spouse thereof; or
- (d) sibling - brother, sister, brother-in-law or sister-in-law; or
- (e) grandparents, grandchildren, and current spouse thereof.

The in-laws referenced in this MOU applies to children, including adopted children, stepchildren, and spouses thereof, spouse and parents thereof; and brothers and sisters and spouses thereof.

Use of Sick Leave. For employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible.

Documentation. Documentation evidencing the death of the employee's family member is required only when the supervisor deems documentation desirable MOU Bereavement Leave.

Note: Bereavement Leave does NOT give you additional leave, it is a mechanism for granting leave under the Bereavement Leave MOU.

**For additional information please call the Union Office at
210-2710-853**

Non-Member List 8/29/2025



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 just represented them with a new contract that included pay raises, benefits and COLA increases. With the pressure the current administration is putting on the Postal Service to privatize there has never been a more important time to be a Union Member and stand together.

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

P/L	LAST	FIRST	MI	CRAFT	P/L	LAST	FIRST	MI	CRAFT	P/L	LAST	FIRST	MI	CRAFT
000	Belew	Seth	K.	Clerk	335	Rabago	Danny		Clerk	000	Waters	Christopher		MVS
000	Buvanyk	Stephan		Clerk	337	Kuzuk	Brayden	W.	Clerk	707	Bohorquez	Jose		MVS
000	Croughen	Jimmy	F.	Clerk	340	Borrero	Courtney	L.	Clerk	708	Estrada	Jose	R.	MVS
000	Escamilla	Kandace	R.	Clerk	340	Chavez	Nicholas		Clerk	708	Fernandez	Luis	J.	MVS
000	Gamble	Kendra	L.	Clerk	340	Christian	Nevilson		Clerk	708	Gonzalez	Pierre	R.	MVS
000	Garcia	Jessica		Clerk	340	Novak	Christopher	M.	Clerk	708	Gordon	Brandon		MVS
000	Haley	Deavon		Clerk	406	Luna Ortiz	Grissel		Clerk	708	Marquez	Florencio		MVS
000	Mendoza	Mercedes		Clerk	500	Adame	Pedro	G.	Clerk	708	Palacios	George		MVS
000	Morris	Abby	E.	Clerk	500	Angulo	Evelyn		Clerk	708	Rodriguez	Robert	A.	MVS
000	Nguyen	Tracey		Clerk	500	Joyner	Matthew	W.	Clerk	708	Vidro	Arcangel		MVS
000	Ortiz	Virginia	L.	Clerk	500	Lozano	Enrique		Clerk	709	Pacheco	Ricardo	M	MVS
000	Ozuna	Tawnya	R.	Clerk	500	Pedraza	Alberto		Clerk	709	Sheer	William	A.	MVS
000	Padilla	Daniel		Clerk	506	Wahl	Chad		Clerk	709	Vargas	David		MVS
000	Rios	Josue		Clerk	621	Alvarado	Jose	M.	Clerk	706	Charles	Joseph	A.	VMF
000	Rodriguez	Maison	A.	Clerk	631	Arriola	David		Clerk	706	Guerra	Jesus		VMF
000	Salazar	Andrew	J.	Clerk	631	Silva	Leila	A.	Clerk	706	Hall	Eugene		VMF
001	Quintanilla	Jonathan	M.	Clerk	651	Preston	Ann	R.	Clerk	706	Hernandez	Jesus	H.	VMF
134	Fitzgerald	Christina	L.	Clerk	701	Jader	Anthony	A.	Clerk	706	Ortega	Andres		VMF
134	Kirk	Lashawna		Clerk	701	Maldonado	Christopher		Clerk	706	Riehle	Michael	R.	VMF
135	Fuentes	Destiny	N.	Clerk	705	Garza	Sandra	D.	Clerk	706	Stremmel	Andrew	J.	VMF
141	Baum	Connor	E.	Clerk	732	Soto	Clemente	G.	Clerk	706	Whitehead	Brian	E.	VMF
141	Chavarria	Steven		Clerk	802	Robles	Norma	L.	Clerk	000	Cuevas	Ashley	M	PSE
141	Haley	Anthony		Clerk	000	Ortiz	Teodoro		Maint.	000	Garza-cruz	Lisa	A.	PSE
141	Rodriguez	Valente	G.	Clerk	000	Sabala	Chris		Maint.	000	Harris	Howard	B.	PSE
141	Styles	Roshelle	D.	Clerk	059	Perez	John	C.	Maint.	000	Johnson	Venise	A.	PSE
200	Bonilla Albizu	Juan	G.	Clerk	300	Winans	Jeremy	A.	Maint.	000	Ledesma	Andrew	D.	PSE
200	Carrasco	Esther	E.	Clerk	711	Deluna	Mario	A.	Maint.	000	Macias	Daniel		PSE
200	Fernandez	Daniel		Clerk	711	Hernandez	Porfirio		Maint.	000	Maleika	Daniel	W	PSE
200	Moreno	Michelle	R.	Clerk	711	Quimbar	Ricardo		Maint.	000	Martinez	Noelia	B.	PSE
209	Blanco	Elijah	D.	Clerk	711	Randle	Christopher	M.	Maint.	000	Milson	Elizabeth	M	PSE
209	Linton	Alfonso	E.	Clerk	711	Villarreal	Rogerio	G.	Maint.	000	Miquelerena	Trudy		PSE
235	Mcclain	Gia	D.	Clerk	712	Abdul Jabbar	Mohammed	R.	Maint.	000	Smith	Shandy		PSE
235	Quintero	Crystal	S.	Clerk	712	Altwein	Clarence	R.	Maint.	000	Soto	Cynthia	J.	PSE
240	Garcia	Richard	F.	Clerk	712	Blackburn	Ana	C.	Maint.	000	Tamayo	Jonathan	E.	PSE
240	Reyna	Gracie		Clerk	712	Blackburn	Terry	R.	Maint.	000	Vega	Michelle	S.	PSE
240	Weston	Mercedes	A.	Clerk	712	Delgado	David	I.	Maint.	018	Nguyen	Ha	H.	PSE
300	James	Zechariah		Clerk	712	Funicelli	Anthony	T.	Maint.	020	Walker	Bryant	D.	PSE
300	Valdez	Diva	M.	Clerk	712	Garza	Oscar	L.	Maint.	030	Nicholson	Joseph	Z.	PSE
309	Avila	Ruben	M.	Clerk	712	Garza	Oscar	L.	Maint.	032	Lighty	Olga		PSE
309	Morales	Corinne	J.	Clerk	712	Peralta	Roque		Maint.	045	Sosa	Lauryn	K.	PSE
334	Mcfaddin	Rance	M.	Clerk	713	Gallagher	Lance		Maint.	045	Sosa	Megan	V.	PSE
334	Tilton	Kelvin	L.	Clerk	732	Akana	Daniel	K.	Maint.	334	Flores	Matthew		PSE
335	Adams	Dajane	M.	Clerk	000	Ortiz Marciano	Ruben		MVS	335	Ma	Qui	D.	PSE
335	Gutierrez	Justin	J.	Clerk	000	Stanfield	Stephoney	D.	MVS	999	Mcgillick	Jamie		PSE
335	Mayfield	Aubrey	J.	Clerk	000	Waters	Christopher		MVS					

General Membership Meeting

September 20 , 2025
11:30 A.M.

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

*****AGENDA*****

- ♦ August Financial Report
 - ♦ Officers Reports
- ♦ Executive Board Recommendations
 - ♦ Agenda Items:
 - ♦ Expenditure over \$500 for APWU Legislative/All-Craft Conference
- ♦ October Meeting wear Pink Breast Cancer Awareness Shirts

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

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Guest Speaker
HONORABLE JUDGE
VERONICA
VASQUEZ
PROBATE COURT 2

Committed to the needs of individuals and
Families facing the most difficult time of
their lives.



The Deadline for
articles to appear
in the
NOV & DECEMBER
Dispatch is

OCT 25

Your cooperation is
appreciated.

