San Antonio Alamo Area Local #195
DISPATCH
Celebrating Over 100 Years of Representing Postal Workers
SERVING THE GREATER SAN ANTONIO AREA
American Postal Workers Union, AFL-CIO

VOLUME 72 NO. 6 SAN ANTONIO ALAMO AREA LOCAL NOVEMBER / DECEMBER 2026

PRESIDENT **ALEX ALEMAN**

National Arbitration Jurisdictional Award



APWU protects Clerk Work

In a recent National Arbitration Jurisdictional Award on the Single Induction Package Sorter (SIPS) the Arbitrator upheld the decision of the Postal Service and awarded functions #3 & #4 of the SIPS to the Clerk Craft.

Arbitrator Brogan rejected the Mail Handlers' attempt to take this work from the Clerk Craft.

She noted that the Postal Service appropriately relied on its earlier determination for the ADUS, an "essentially identical" machine to the SDUS/SIPS and adequately followed the RI-399 jurisdictional review process.

(3) Retrieval of full containers from staging/swim lanes and pull, scan, and sort the large non-machinable packages from each container.

"In a recent National Arbitration Jurisdictional Award on the Single Induction Package Sorter (SIPS) the Arbitrator upheld the decision of the Postal Service and awarded functions #3 & #4 of the SIPS to the Clerk Craft."

(4) Singulating/separating packages and facing/feeding packages into induction belt.

The local will be discussing SIPS clerk duties and the Arbitration Award with management at our next RI-399 meeting. The local has already filed an Article 7.2 cross-craft grievance. There is one SIPS machine at the San Antonio P&DC, and it's located at the PSA.

The San Antonio P&DC continues to evolve as mail-processing equipment changes. The San Antonio P&DC will have four (4) Parallel Induction Linear Sorters, often referred to as PILS. The PILS is the next generation of automated package sorting machinery. Each PILS machine will be capable of processing 8,000 parcels an hour. The USPS awarded the PILS to the Mail Handler Craft.

The APWU National Clerk Craft has filed a dispute over the craft jurisdiction.

APWU contends that the manual induction and singulation of parcels in the PILS is like the SPBS/APBS, which is performed by the clerk craft. The Clerk Craft will fight for clerk jobs at the PILS machine. Once the PILS are up and running, management's plan is to remove the APBS machines at the Priority Annex and transform it into a processing center for the Postal Automated Redirection System (PARS). PARS is a USPS technology that automatically identifies and redirects undeliverable as addressed (UAA) letter mail.

The Priority Annex plans to add six (6) Combined Input Output Subsystem (CIOSS) machines, creating bid positions for mail-processing clerks. Maintenance employees will service the machines. The facility will process about one million pieces of statewide PARS change-of-address mail daily and will also house shredders and an Automated Flat Sorting Machine.

The local was able to secure a special clerk craft vacancy posting for twelve Level 7 Expeditor jobs at the Selma, Texas PSA. Altogether, there were twenty-two (22) clerk jobs posted for bid, including station and mail processing jobs. This vacancy posting is open to all full regulars, assigned and unassigned. I encourage unassigned regulars to bid to remove themselves from being in an unassigned status.

Thank you to Maintenance Craft Officers Sherrie Pierre and Robert Proo and Stewards Tony Ramon Jr., Argelia Aviles, and Alejandra Martinez for filing the FY2026 Line H grievances. Our recent all-craft Stewards Training strengthened participants' knowledge of the grievance process. Thank you to our stewards and officers for representing our members and helping the local improve its service.

Please attend the General Membership Meeting on November 21, 2026, at 11:30 a.m. Members will vote on extending the ballot-return period. An EAP counselor will attend, and we'll offer Thanksgiving lunch, twenty $50 gift cards, and a $350 cash door prize.

Thank you for making our local 90% organized.

ALAMO AREA LOCAL DISPATCH
Carlos Barrios.....Editor
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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Public Employees Council, AFL-CIO
APWU Postal Press Association
Texas Postal Press Association
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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 Displayed on the last page of the Dispatch.

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2027 Vacation Polling



Vacations shall be granted on the basis of seniority within each section.

The Employer shall publicize on bulletin boards by November 1, the beginning date of the new leave year. Sign up and application for choice vacation periods shall commence by November 8 on PS Form 3971.

Employees will be allowed twenty-four (24) hours to state a vacation preference from the time of initial contact with the union supervisor. If the employee fails to notify the unit supervisor within the allotted time stated above, the employee shall be bypassed.

- ✓ All career employees will select either 5, 10, or 15 successive working days as appropriate for his/her leave choice during each of their two choice vacation selections.
- ✓ All career employees will give two (2) vacation periods within the choice vacation period, with the following exception: No employee will be allowed two choice vacation periods during the months of March, April, June. July and August until all employees in the section have been polled and afforded an opportunity for choice vacation period within these five (5) months.
- ✓ Postal Support Employees (PSEs) will select 5, 10 successive working days for his/her leave choice. PSEs will be polled after all career employees have completed their vacation choices in the section they are assigned.
- ✓ Annual leave for either birthday or wedding anniversary will be applied for at the time of choice period sign up. Application for this leave will be submitted on PS Form 3971 with suitable documentation, excluding December 1 through December 25.

If you have any questions or concerns about Vacation Scheduling or Leave in general, please contact the Union Office at 210-271-0853.

VICE PRESIDENT **DAVID HERNANDEZ**

Unity Creates Stability



Brothers and Sisters, A union brings workers together to speak with a stronger, shared voice. Through membership, workers can communicate their concerns, take part in decisions, and work toward common goals. Unions often address important issues such as pay, benefits, working conditions, job security, and workplace safety. Communication is essential to a strong union. When members share information and speak openly about their concerns, the union can better understand what is happening in the workplace and how to respond. Members should feel comfortable bringing forward questions, suggestions, or problems. Listening to one another helps build trust and makes it easier to work together.

Under Construction, Workplace safety is a concern for everyone. Members can help by reporting hazards, unsafe equipment, or practices that could lead to injuries. When safety concerns are communicated promptly, they can be reviewed and addressed before someone gets hurt. Workers, stewards, and administration can work together to find practical solutions and support a safer workplace. With all changes going on, be alert and stay away from any construction sites, this will probably go on for while into next year, don't go into places you shouldn't.

Stewards, work hard every day on behalf of the membership. They listen to concerns, share information, help members understand workplace processes, and assist with addressing issues. Their work helps connect members with the union and encourages clear communication. If you are interested in becoming a steward, please let us know. Your willingness to help can make a difference for your coworkers and please see the non-union list, talk to them about joining in becoming part of the team.

Our administration is always here to support the membership. We are ready to listen to your concerns, answer questions, and work together toward solutions. Every member's voice matters, and staying connected helps us understand the needs of the people we represent. A strong union depends on members working together and staying involved. By communicating, looking out for one another, raising safety concerns, and supporting our stewards, we can continue building a stronger, safer, and more respectful workplace for everyone.

As 2026 ends, we can look back with appreciation on the good year we've had together. Thank you to all our members, stewards, and supporters for your hard work and commitment. With the holidays ahead, please stay safe, take care of one another, and enjoy meaningful time with family and friends. As we celebrate the holidays, let us give thanks to God for our health, our families, and the support we share with one another. May God keep our loved one's safe and bless every family with peace, comfort, and joy. As Scripture reminds us, "As for me and my household, we will serve the Lord" (Joshua 24:15, NIV).

David Z. Hernandez



In accordance with Article 8, Sections 4 and 5 of the APWU Collective Bargaining Agreement, penalty overtime rules are not applicable for a consecutive four-week period each year during December.

The Penalty Overtime Exclusion period runs from November 28, 2026, through December 25, 2026.

SECRETARY TREASURER JEFF GREENLEE

Financial Responsibility Today Ensures a Stronger Union Tomorrow



First and foremost, I sincerely hope that you and your families are doing well during these challenging times. As we approach the holiday season, I want to wish each of you a very Merry Christmas, a Happy New Year, and a safe and enjoyable holiday season.

UNION FINANCES — OUR RESPONSIBILITY TO THE MEMBERSHIP

As I reported in the previous issue of *The Dispatch*, the financial condition of the San Antonio Alamo Area Local remains positive, and our outlook continues to be promising. However, financial stability does not happen by accident. It requires discipline, responsible decision-making, and plain old common sense.

Every member has the right to attend meetings, participate, and vote in accordance with our governing rules. However, Union democracy also requires an informed membership, respect for established procedures, and careful consideration of the financial consequences of our decisions.

A financially strong Union is an effective Union. Financial stability provides the resources necessary to enforce our Collective Bargaining Agreement, protect contractual rights, train our stewards, pursue grievances, and properly represent our membership.

As members and officers, we share a responsibility to ensure that our hard-earned dues monies are managed wisely and allocated for the benefit of ALL members. We must remember that **Union funds belong to the membership, not to any individual officer, group, or special interest.**

While certain expenditures may sound appealing or provide immediate satisfaction, we must ask ourselves whether they are necessary, financially justified, and truly in the best long-term interest of the Local.

Being financially responsible does not mean refusing to spend money. It means knowing when to spend, why we are spending, and ensuring that every expenditure serves a legitimate Union purpose.

CASH ASSETS ARE NOT NECESSARILY AVAILABLE FUNDS

One of the most important financial principles I have repeatedly emphasized is that the amount of money reflected in our checking and savings accounts does not necessarily represent the amount available for discretionary spending.

While our cash balances may appear substantial, significant portions are already designated or committed for specific purposes and future obligations.

These include our Scholarship, Promotional Apparel, Stewards Rebate, Building Maintenance, Leave, Convention, and other designated funds.

These funds should not be viewed as a reservoir of readily available cash to be spent on unrelated activities. They exist to ensure that the Local can meet its commitments when those obligations become due.

A Union can have an impressive bank balance and still experience financial difficulties if it fails to account for money already committed to future expenditures.

The true measure of our financial strength is not simply how much money we have in the bank, but how much remains available after accounting for our obligations.

A POINT WORTH REPEATING

I have occasionally been criticized for being repetitive in my financial reports. However, when it comes to protecting the membership's money, I would much rather repeat an important warning than remain silent and watch years of responsible financial management be undone by a few careless decisions.

Understanding the difference between total cash assets and funds actually available for expenditure is fundamental to the financial stability of this Local. Failure to understand that distinction could seriously undermine our ability to properly represent and protect our members.

FINANCIAL OVERSIGHT AND ACCOUNTABILITY

I am pleased to report that the Local's Trustees conducted their quarterly review of our financial records and reported no irregularities in the handling and control of the membership's dues monies.

Continued on next page

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The financial results for January through October have also been particularly encouraging. During this period, the Local consistently maintained checking and savings balances at the highest levels in its history, while fully funding major commitments, including the Educational Conference and National APWU Convention.

This demonstrates that responsible financial management and providing valuable services to our members are not mutually exclusive. **We can invest in representation, education, and training while maintaining the financial reserves necessary to protect our future.**

These accomplishments reflect the sound financial practices of the membership and your elected officers. They did not happen overnight and should never be taken for granted.



PROTECTING WHAT WE HAVE WORKED HARD TO BUILD

Despite our positive financial position, I remain concerned about issues that could significantly impact our finances if not handled responsibly.

We cannot allow financial success to become an excuse for unnecessary or irresponsible spending. In fact, the stronger our financial position becomes, the more vigilant we must remain.

One concern is the possibility of substantial expenditures being brought before a membership meeting without adequate notice, explanation, financial analysis, or meaningful discussion.

Every member has the right to attend meetings, participate, and vote in accordance with our governing rules. However, **Union democracy also requires an informed membership, respect for established procedures, and careful consideration of the financial consequences of our decisions.**

We must guard against situations in which individuals attempt to push through significant financial allocations simply by bringing enough supporters to a meeting, without allowing the membership a reasonable opportunity to fully evaluate the proposal.

We witnessed a troubling example in 2022, when an effort was made to authorize a payment of approximately **$106,000 to a former Local officer.** That proposed expenditure was ultimately stopped through the appeal process and the efforts of officers and members who recognized its potential financial consequences.

Regardless of anyone's personal feelings about individuals who come forward with a grievance against the Local, and a demand to pay, the Local has a financial responsibility to investigate and determine it's responsibility with the highest level of scrutiny, including a clear justification, an understanding of its financial impact, and **compliance with applicable legal and constitutional requirements.**

Years of responsible financial management can be undone by just a few irresponsible decisions. This is why I will continue to emphasize the importance of understanding our financial statements, protecting designated funds, and following established procedures.

THE MEMBERSHIP IS OUR GREATEST SAFEGUARD

Ultimately, protecting our Union's financial future is not solely the responsibility of the Secretary-Treasurer, President, Executive Board, or Trustees. It is the responsibility of EVERY member.

I encourage you to attend membership meetings, review financial reports, ask questions, and become familiar with how your dues monies are allocated and spent.

Do not assume that because the Local is financially strong today, it will always remain that way. Financial reserves can take years to build and a surprisingly short time to deplete.

We must not forget that the local neared bankruptcy in 2019 due to irresponsible leadership and a failure to heed my warnings about the potential financial risk the Local was taking at that time.

Our responsibility extends beyond managing the finances of the Local today. **We must preserve and strengthen this Union so that it remains financially capable of defending our members tomorrow, next year, and for generations to come.**

I take my responsibility as Secretary-Treasurer seriously and will continue to advocate for transparency, accountability, sound financial practices, and responsible spending.

I make no apologies for repeatedly stressing the importance of financial responsibility. We have worked too hard and accomplished too much to allow short-sighted decisions to jeopardize what we have built together.

A strong Union requires a strong financial foundation. Protecting that foundation is one of the most important ways we protect our membership.

In closing, I once again wish you and your families a safe, healthy, and enjoyable holiday season. Thank you for your continued support and commitment to the San Antonio Alamo Area Local.

Remember, this is YOUR Union, these are YOUR dues monies, and YOUR participation is essential to protecting both.

In Solidarity!

EDITOR **CARLOS BARRIOS**

In Union There is Strength…. Stay Informed with Union Publications, Websites and Leadership



Representation and Solidarity

Thank you to the membership for another outstanding and rewarding year. Our union members were well represented, and many who filed grievances received favorable settlements. Despite this work, rumors persist that plant stewards are not filing grievances or charges with the National Labor Relations Board (NLRB).

These rumors undermine trust, morale, and unity. Even unfounded claims can strain relationships between members and between members and union leadership. Solidarity is essential to a strong union, and gossip and speculation weaken the trust that holds us together.

Understanding Fair Representation

Most USPS employees are represented by the APWU or the NALC. Much of the charge-filing activity comes from individual employees alleging that their union failed to properly handle or pursue a workplace grievance. These allegations are known as duty of fair representation (DFR) charges. The vast majority of charges against union stewards and the union, involve individual DFR claims that lack legal merit and are ultimately dismissed or withdrawn.

"The vast majority of charges against union stewards and the union, involve individual DFR claims that lack legal merit and are ultimately dismissed or withdrawn"

Even so, responding to these charges consumes significant time and resources for both the NLRB and the union.

The APWU considers the vast majority of unfair labor practice (ULP) charges filed against it to be without merit. Data indicates that nearly 23% of all union-targeted ULP charges in the Postal Service are brought against postal unions such as the APWU. These are typically DFR complaints filed after a local union reviews a grievance and determines that it cannot be pursued on legal grounds or under the collective bargaining agreement (CBA).

Documenting Member Communications

The APWU has instructed union stewards to carefully document all phone calls, text messages, certified mail, and other paperwork. When a member alleges that the union has ignored them, these records provide evidence of contact and support the union's request for prompt dismissal of the charge by the NLRB.

Why Reading a Newsletter

The following portion of an article is reprinted from the publication of the Illinois Postal Worker titled, "***THIS OLD STEWARD" by Bob Gunter.***

I DON'T READ THE NEWSLETTER

I had an employee call me about her-hour guarantee. She said that the Postmaster had been scheduling her 3 hours in the morning and then bringing her back about 3 hours later to finish her day. She asked if it was OK for the Postmaster to schedule her that way. I told her that she was entitled to 4 hours when scheduled and if the break was more than 2 hours, she was guaranteed another 4 hours of work or pay. ……. I told her the 4-hour guarantee has been in the contract for several years now and that I had written about it in the newsletter. I asked her if she got the newsletter and she said that she did. Then she said," ***I DON'T READ THE NEWSLETTER*** *I said if you did, you would have known about this and other items that you need to know. The purpose of the newsletter is to not only inform the members of their rights and benefits but to keep us connected about what is going on in the Union and the Postal Service. We want you to be educated about your rights and benefits and the newsletter is here for you.* ***It is your decision whether you want to READ it or NOT. Not reading could cost you some money.***

Why APWU Leaders Encourage Newsletter Reading

APWU leaders emphasize the newsletter's role in keeping members **informed, connected, and engaged** in union activities.

APWU Leadership Institute

The APWU Leadership Institute (APWLI) newsletter is produced by alumni for APWU members, stewards, and officers. It shares union updates, events, and leadership insights with those involved in the union's work. (apwli):

- Build connections across the APWU community.
- Highlight initiatives at the national and local levels.
- Support activism and advocacy by providing a platform for member engagement.

Its purpose goes beyond sharing information: it also aims to inspire action and encourage members to stay informed about USPS changes, union priorities, and upcoming events.

MVS DIRECTOR **FARON HIERHOLZER**

A Successful Union in 2026



Strong Year for the MVS Craft

Our union remains committed to protecting your rights. Through continued training, our stewards strengthen their skills and prepare to present the strongest possible grievances on behalf of our members.

We began the year knowing that changes were coming and that management would challenge our grievances. Our union and stewards were ready to meet those challenges head-on. What followed may have been one of our most successful years for the MVS Craft.

Building Momentum

January: The union secured the rescission and removal of an Emergency Placement. When the VMF failed to follow the contract in filling a vacancy, management agreed to repost the position and fill it according to the contract. We also filed grievances for members on the overtime desired list who were bypassed for overtime, securing make-up opportunities.

February: We filed numerous grievances for members bypassed for overtime and challenged Emergency Placements that violated the contract. Those Emergency Placement grievances were resolved in the members' favor.

March: Our success with overtime and Emergency Placement grievances continued. We also secured monetary awards for PTF members when management failed to make runs available for hold-downs in a timely manner.

Securing Remedies and Payment

April: The union filed non-compliance grievances, worked to ensure grievance payments were made, and followed up with management on overtime grievances.

May: We secured payments for members who were denied access to a steward. Grievances involving safety violations, overtime, and Wounded Warrior Leave were also resolved with payments.

June: Our busiest month brought numerous non-compliance grievances after management failed to schedule make-up opportunities. Those grievances, along with scheduling violations, resulted in monetary awards. Although the payments took time, every cent was paid

Protecting Pay and Contract Rights

July: We filed grievances for members who did not receive Sunday Premium pay when they worked, as well as a non-compliance grievance following an arbitration ruling. All were paid out.

August: As management issued discipline, the union challenged every Letter of Warning and Seven-Day Suspension. We secured the expungement of that discipline because management lacked just cause.

September: When management failed to post a holiday schedule on time, the union secured an additional 50% in pay for affected members. We also continued filing overtime grievances.

"A heartfelt thank-you to our members who stand together to protect their rights and benefits and turn to the union to remain united through the changes ahead."

October: The union challenged another Emergency Placement and filed grievances involving Wounded Warrior pay, securing payments for members.

Thanks Union Team

I would like to thank Assistant Craft Director Ruben Solis for his work enforcing the contract and advocating for drivers as we seek compliance with the arbitration ruling on loading and unloading postal vehicles.

Thank you also to Steward Jeffrey Jones for following up on overtime grievances and helping members receive payments and make-up opportunities. Tour 2 Chief Steward Dennis Barboza has returned to filing grievances involving scheduling violations, overtime, and contracting. He has also helped train our newest steward, Levi Altman, on Tour 3. Levi currently serves as an alternate and has shown a strong interest in the work as he continues to file grievances.

Holiday Wishes

This successful year may rank among the MVS Craft's best for grievance outcomes. Thank you for supporting the training that makes these results possible. We remain committed to standing with you and defending your rights.

With Thanksgiving approaching, stay safe and make wise choices. Our union wishes you and your family a Merry Christmas, happy holidays, and a Happy New Year!

A heartfelt thank-you to our members who stand together to protect their rights and benefits and turn to the union to remain united through the changes ahead.

CLERK CRAFT DIRECTOR "A" KEVIN SPENCER

United Through Change: Discipline, Strength & Solidarity



Hope everyone is adjusting to "falling back" to standard time and the ongoing plant disruptions. PILS machines are finally installed at the GMF. Next, SPBS machines will be removed from the Priority Annex, followed by **CIOSS installation**.

The Annex will ultimately become a Texas-wide PARS site, potentially processing up to **1 million pieces daily**. Perhaps we'll rename it **Pars de Tejas**?! PILS burn-in, floor plan changes, and staffing is still underway. Combined with **Peak Season** and dozens of new hires across all crafts, this will complicate operations at the Plant and PSA. **Be prepared**: you will be working outside your section. If violations occur, the UNION will file grievances and seek remedies.

Special Posting

A special posting has been released with at least 12 new Expeditor positions at the PSA, along with pending station postings. An administrative issue prevented the Expeditor positions from meeting the last vacancy posting deadline.



In the Dark (Together)

Many have asked what comes next now that PILS is installed. **The UNION DOES NOT HAVE ALL THE ANSWERS**: restructuring plans keep changing, and each construction phase depends on the previous. One certainty is that SPBS is obsolete and going away; filing a grievance to reinstall it is not an option. Job abolishments will leave many clerks unassigned and working outside their former principal assignment areas. Parcel mail will be redirected with different separations while crews strip and level floors, install CIOSS in the Priority Annex, and add electrical junctions. Finding bids with preferred start times and days off will be challenging now and in the New Year. For now, plant manager Kim Calderon has cooperated in preserving schedules for clerks whose jobs were abolished. We're grateful and hope this continues through the next round of SPBS abolishments. We remain a strong, resilient, experienced group at the SA P&DC, Priority Annex, and Selma PSA. Though none of us is prepared for disruption on this scale—especially approaching Peak Season—progress continues. Let's stay focused and grateful for our jobs as we move forward.

RI-399 (SIPS, PILS, AND CLERK WORK)

PILS and SIPS bring new work and challenges to the clerk craft. Mail handlers are feeding and singulating parcels on PILS—the same belt-feeding work that clerks performed on SPBS. A National Craft Determination now recognizes clerk work at the **SIPS retrieval/dumper/feeder**.

This is a significant win championed by President Alex Aleman, arriving just before Peak Season. I'm honored to serve on the RI-399 committee with President Aleman and Advocate Carlos Barrios to secure clerk work. Huge thanks to APWU Titans Bob Romanowski and Joe Jolly for their guidance.

Force majeure (or Tales of Terror)

Disinformation and negativity about clerk work persists and may paint a bleak picture, but growth at our facility is on the horizon. We must adapt to the changes to remain relevant. Senior clerks have weathered technological changes and job abolishments for decades—it's part of *Postal Life*. You may not feel ready, but you can prepare. Finding a new landing spot could take several bid cycles. *Forgive my optimism*, but I'm hopeful we have great options ahead. Our facilities remain under construction, and installations are moving remarkably quickly. Exact dates and times? You'll know when we know.

Leave

I've had a number of people remind me that they pay Union dues. As a result, they want to know what I am doing about the rampant AWOL's that are being input (instead of LWOP). IF YOU'RE READING THIS, I think you know the procedure by now about filling out a Form 3971.

Use your leave as carefully as you can. If you've exhausted your FMLA hours since June, it's going to be difficult to avoid AWOL. The Union will continue to file grievances, but paying Union dues does not create INSURANCE for your UNPROTECTED LEAVE.

Discipline for attendance is utterly off the chain right now!! It bears repeating, use your remaining leave as carefully as possible! I say this to all our brothers and sisters, whether they pay dues or not.... I think there's an old UNION maxim where, "...it's difficult to maintain employment when one is not at work..."

CLERK CHIEF STEWARD TOUR 2 ANNETTE MARTINEZ

Post Office Women for Equal Rights



Union Support Committee: Dedicated initiatives like the APWU POWER (Post Office Women for Equal Rights) champion these values by offering educational seminars, leadership workshops, and community assistance programs to help women achieve leadership roles. The full text of the remaining sections or resolutions of this specific proclamation. Information on how to join or participate in APWU POWER initiatives. Background on the history of women leadership milestones within the postal service. Whereas women have been leaders, not only in securing their own rights of suffrage and equal opportunity, but also in the abolitionist movement, the emancipation movement, the civil rights movement, the peace movement, and other movements; Whereas women have played and continue to play a critical role in the labor movement; Whereas women have played a unique and powerful role in the American Postal Workers Union; Whereas despite these contributions, the membership of women in unions and in the American Postal Workers Union lags behind their representation in the workforce, Whereas the APWU has conducted successful women's organizing campaigns.

Historical Leadership

Highlights women's roles in suffrage, equal opportunity, abolitionism, emancipation, civil rights, peace, and labor movements. Postal Union Role: Emphasizes the unique and powerful role women have played within the American Postal Workers Union (APWU). Representation & Organizing: Notes that while female union membership has historically lagged behind workforce representation, the APWU has run successful women's organizing campaigns

Women Empowerment Women empowerment refers to the process of enabling women to have equal rights, opportunities, and freedom in all areas of life. It means giving women the power to make decisions, control resources, and participate actively in social, economic, and political activities. Empowering women is essential not only for their personal development but also for the progress of society as a whole. Historically, women have faced discrimination and inequality in education, employment, health care, and decision-making. In many societies, women were confined to household responsibilities and denied basic rights. Although the situation has improved over time, gender inequality still exists in various forms such as unequal pay, limited access to education, and domestic. (APWU.ORG)

Key Purposes of Clock Ring Moves

Accurate Work Hours vs. Earned Hours: The APWU asserts under article 37 that USPS must use actual work hours rather than internal management estimates ("earned hours") to calculate Clerk Craft staffing and complements. Avoiding Standby Traps: Standby or non-work codes are not counted as active work hours. Failing to move off standby or failing to ring the proper operation code allows management to justify staffing cuts. Essential Basic Rings: The fundamental clock rings required for tracking shifts include Begin Tour, Out to Lunch, In from Lunch and End Tour. They are the foundation of all daily timekeeping under Handbook F-21.

LEGISLATIVE DIRECTOR ROSS CAMACHO

September of this year, Representative Haley Stevens introduced The Blue Cross Social Security Fairness Act (H.R. 10608) the goal is to allow workers in intensive labor jobs to begin collecting Social Security retirement benefits at age 60 instead of 62. That's us. Thinking about the work we do every bend, we put our bodies through years of wear and tear. The reality is many blue-collar workers will never live long enough to enjoy the retirement we worked for.

Years of physical strain, workplace injuries, stress, and declining health take a toll long before we reach retirement age. The current system is asking us to spend our lives paying into a retirement of the bosses and executives who benefit from our labor. This legislation could give us an opportunity to retire earlier and collect benefits we've earned while we are still healthy enough to enjoy them. The bill is currently sitting in the House Ways and Means Committee. It is a proposal, not yet law. As union members, we cannot afford to sit on the sidelines and hope somebody in Washington remembers us. Contact your U.S. Representative and Senators. Ask them to support this legislation and make sure we are included. Hell, tell them it should be 50. Find your representative at Congress.gov. We keep America running. Let us make sure we have the chance to benefit from the system we helped build.

2027 CLERK CRAFT JOB POSTINGS

Please note that the effective date may be subject to change.

2027 - CLERK CRAFT JOB POSTING SCHEDULE			
OPEN	CLOSE	FINAL AWARDS ANNOUNCED	EXPECTED AWARD EFFECTIVE DATE
1/8/2027	1/17/2027	1/26/2027	2/6/2027
2/12/2027	2/21/2027	3/2/2027	3/6/2027
3/19/2027	3/28/2027	4/6/2027	4/17/2027
4/23/2027	5/2/2027	5/11/2027	5/15/2027
5/28/2027	6/6/2027	6/15/2027	6/26/2027
7/2/2027	7/11/2027	7/20/2027	7/24/2027
8/6/2027	8/15/2027	8/24/2027	9/4/2027
9/10/2027	9/19/2027	9/28/2027	10/2/2027
10/15/2027	10/24/2027	11/2/2027	11/13/2027

UNION AND EMPLOYER FUNDS PROHIBITION LETTER

Now that the campaign period has begun, I want to take this opportunity to advise you of certain restrictions on the use of Union and Employer funds for campaign purposes. Specifically, Section 401 (g) of the Labor-Management Reporting and Disclosure Act of 1959, as amended, prohibits the use of union and employer funds to promote to candidacy of any person in a union officer election. This prohibition applies to facilities, equipment, supplies and cash, as well as to campaigning on time paid by either a union or employer and to the use of the SAAAL Dispatch for campaign purposes. Unless specifically authorized by the SAAAL Constitution.

You should also be aware that the prohibition against the use of union and employer funds applies to any union and any employer, not just to SAAAL or to the employers with whom the SAAAL has a business arrangement with. Further, it is the responsibility of all Officers and Stewards to report any activity that may be in violation of the rules above. I am notifying all SAAAL officials of this legal prohibition to make them fully aware of the extent of the campaign restrictions so that any potential problems can be avoided. If you have any questions, please call me at 210-271-0853.

Your cooperation is appreciated,

Sincerely,
Alex Aleman
President
San Antonio Alamo Area Local

SAAAL Local #195: Building a Record of Strength, Service and Leadership

Out of curiosity, I decided to ask ChatGPT a simple question: **"Who is the best APWU Local in the United States?"**
(And yes, I still call it AI – just as I still call Lake Ontario, *Lake Ontario* and the Gulf of Mexico, the Gulf of Mexico!)

There is no official APWU ranking for "Best" Local, but I thought the answer was worth sharing.

... APWU locals vary greatly in size, geography and membership, and their strengths can be measured in many ways—from organizing and representation to communications, leadership and member involvement.

But when those factors are considered together, San Antonio Alamo Area Local #195 has built a record that places it among the strongest APWU locals in Texas and makes it competitive on the national level.

Local #195 represents more than 1,500 current and former Postal Service employees in the Clerk, Maintenance and Motor Vehicle Services crafts and has represented postal workers in the San Antonio area for more than 105 years.

Strength Through Membership and Involvement

A union's strength begins with its members. Local #195 has reported an organization rate exceeding 90 percent and has maintained an active presence within the Texas Postal Workers Union. The Local hosted the 2023 TPWU State Convention and hosted the 2024 and 2026 TPWU Educational Conference.

Those accomplishments demonstrate something that cannot always be measured by statistics: the ability of a Local to bring members together, provide education and participate actively in the broader labor movement.

Award-Winning Communications

Keeping members informed has also become one of Local #195's greatest strengths.

The Local's website provides members with News Flashes, job bulletins, pay information, steward resources, E-Flash and editions of the Alamo Area Local Dispatch. In 2025, Local #195 received the APWU Postal Press Association Best Website Award, and NewsFlash won the Texas AFL-CIO Award for Special Publications while receiving national recognition for its communications programs.

The Dispatch itself has a long history of recognition, and Editor Carlos Barrios has received the National Postal Press Association Award for Best Overall Excellence in recognition of his work.

Experienced Leadership

Local #195 has also benefited from experienced officers whose involvement extends beyond San Antonio.

President Alex Aleman has decades of union experience and has participated in APWU activities at the local and national levels. Secretary-Treasurer Jeff Greenlee has maintained a record of financial reporting to the membership, regularly providing information concerning the Local's financial condition, expenditures, reserves and anticipated expenses.

Together with the Local's officers, stewards, representatives and members, that experience has helped provide continuity while preparing another generation of members to become involved.

How Does Local #195 Compare Nationally?

An independent comparison of APWU locals using such factors as organizing strength, representation, communications, political and labor activism, leadership and longevity placed San Antonio Alamo Area Local #195 among the country's strongest overall locals.

Other locals have exceptional strengths. Boston Metro has demonstrated outstanding organizing numbers. Philadelphia BMC has achieved extremely high membership density. New York Metro has tremendous national influence, while Columbus has been recognized for innovative digital member engagement.

Local #195's strength, however, is its balance.

Local #195 is a comprehensive base, three-craft representation, more than a century of history, experienced leadership, statewide involvement and an award-winning communications program.

There may never be an official trophy declaring one APWU local the "best" in Texas—or in America. But Local #195 doesn't need a title to demonstrate what it has accomplished.

Its record speaks for itself.

Constitutional Amendment To Be Read and Voted on, at the November General Membership Meeting.

Constitutional Amendment

Article V – Nominations, Elections

Section 8

Whereas there is some concern that since the SAAAL Members voted to use a Third Party to process our elections, and

Whereas delivery standards for the USPS have deteriorated, and

Whereas there is concern that the return election ballots may not be delivered by the deadline as specified in the current constitution, and

Whereas the SAAAL strives for free and fair elections and ensures that every vote is counted.

Therefore, this amendment is to amend Art. V Section 8 to delete “of the Saturday following the second Monday in March” and replace with “Last Saturday in March”

This does not affect any other aspects of the election timeline and allows for the return ballot deadline to be extended approximately two weeks.

To Read

Article 5 – Nominations, Elections

Section 8.

The Election Committee shall mail ballots to each member in good standing at their last known address 14 days prior to the second Monday in March. All ballots must be received at the postage due section by 9:00 AM the ***Last Saturday in March*** ~~*of the Saturday following the second Monday in March*~~*.*

Appointment of Nominating Committee	Art. 5, Sec 1 - A Nominating Committee shall be appointed at the General Membershipmeeting in November to nominate at least one candidate for each office. Nominating Committee shall consist of at least one member of each craft.	11/21/2026
Nominations of Officers and Delegates	Art. 5, Sec 1 - Nominations of officers and delegates to the State and National Conventions, shall be made at the General Membership meeting in January of the election year.	1/16/2027
Acceptance of Nominations	Art. 5, Sec 1 - All candidates must give their approval to run for office within ten (10) days of the nomination.	1/26/2027
Dispatch Deadline February "Election Issue"	Art. 14, Sec. 3 - Lays out guidelines for Dispatch article...	2/1/2027
Ballots Mailed	Art. 5, Sec 8 - mail ballots to each member in good standing at their last known address 14 days prior to the second Monday in March.	2/22/2027
Deadline to return ballots	Art. 5, Sec 8 - must be received at the postage due section by 9:00 AM of the Last Saturday of March.	3/27/2027
Ballots Counted	Art. 5, Sec 8 - The ballots shall be counted by the Election Committee on the closing date of the voting period and shall continue until completed.	3/27/2027
Effective Date (3 year term)	Art. 5, Section 2 - All elected officers and delegates of this local shall be elected by referendum vote for three (3) years effective the 2nd Saturday in April of the year they were elected to office.	4/10/2027

San Antonio Alamo Area Local #195



SOLIDARITY ★ ORGANIZE ★ PROTECT ★ DELIVER

NOTICE OF NOMINATIONS

Nominations of officers and delegates will be held at the

January Membership Meeting.

Nominations will be accepted for the following positions.

GENERAL OFFICER POSITIONS	CRAFT POSITIONS	TRUSTEES / DELEGATES
■ President	■ Clerk Craft Dir. "A" Plant	■ Trustees/Trail Board—Clerk (3)
■ Vice President	■ Clerk Craft Dir. "B" Stations	■ Trustee/Trail Board—MVS
■ Secretary Treasurer	■ Maintenance Craft Dir.	■ Trustees/Trail Board—Maint.
■ Recording Secretary	■ MVS Craft Dir.	■ Delegates to State & National Conventions (Clerk/Maintenance/MVS)
■ Legislative Director	■ Asst. Clerk Craft Dir. "A" Plant	
	■ Asst. Clerk Craft Dir. "B" Stations	
	■ Asst. Maintenance Craft Dir.	
	■ Asst. MVS Craft Director	

Eligible to Retire Doesn't Always Mean Ready to Retire

Understanding your retirement income, expenses, and financial readiness before leaving the Postal Service.

After years of working for the Postal Service, reaching retirement eligibility is a major milestone. However, **just because you are eligible to retire doesn't necessarily mean you are financially ready to retire.**

Retirement requires more than meeting age and service requirements. It means understanding your expected income, expenses, and whether your finances can support your desired lifestyle. Evaluating these factors before leaving the Postal Service can make a significant difference.

Know Your Retirement Income

For most postal employees covered by the Federal Employees Retirement System (FERS), retirement income comes from three primary sources: your FERS pension, Thrift Savings Plan (TSP), and Social Security. Employees under the Civil Service Retirement System (CSRS) have a different retirement structure.

Additional income may include military retirement, disability benefits, or pensions from previous employers.

The key is understanding how these sources work together and **how much monthly income you can realistically expect.** Having a pension or TSP savings doesn't necessarily mean you have enough to retire comfortably.

Build a Realistic Retirement Budget

A realistic household budget is essential. Identify expenses including housing, utilities, groceries, insurance, transportation, debt payments, and medical costs. Remember occasional expenses such as home repairs, vehicle maintenance, and property taxes.

Compare these expenses with your expected retirement income. Ideally, your income should cover your needs while leaving room for unexpected costs and activities you enjoy.

If expenses exceed income, consider paying down debt, reducing expenses, increasing savings, or working longer.

Identify financial shortfalls before retiring, not after your regular paycheck stops.

Maintain an Emergency Fund

An important part of retirement planning is having adequate cash reserves. A good goal is maintaining at least six months of household expenses in accessible checking or savings accounts. Unexpected expenses don't disappear during retirement. Vehicle repairs, home maintenance, and medical bills can quickly strain a fixed income.

An emergency fund helps cover these expenses without relying on credit cards, withdrawing from your TSP, or disrupting your retirement income. It also provides financial confidence and peace of mind.

Avoid Retiring Just Because You Can

Over the past fourteen years of working with employees, I have observed that those entering retirement with lower debt and healthy cash reserves often enjoy a more comfortable retirement.

Unfortunately, I have also seen employees retire simply because they were tired of working at the Postal Service, only to discover their retirement income couldn't adequately cover their expenses.

Some eventually return to work, accepting jobs paying considerably less than they earned as postal employees.

Leaving a job paying $30 an hour only to accept one paying $10 an hour because you need the income can be a difficult adjustment. You may find yourself working just as hard, or harder, for significantly less money.

This doesn't mean remaining at the Postal Service indefinitely. It means your decision should be based on financial readiness, not simply eligibility or wanting to leave your job.

Develop a Retirement Plan Before You Leave

No single retirement plan works for everyone. Your readiness depends on income, expenses, debt, savings, family circumstances, and retirement goals.

Before retiring, review your projected pension, TSP strategy, Social Security benefits, and other income sources. Prepare a realistic budget, evaluate debt, and establish adequate emergency savings.

Consider how healthcare costs, taxes, and inflation may affect your financial security over time.

You have spent years working hard and earning your retirement benefits. The goal isn't simply to retire as soon as you're eligible. **The goal is to retire with a financial plan that allows you to enjoy the years ahead without unnecessary financial stress.**

Being eligible to retire is a milestone. Being financially prepared to retire is what helps make retirement work.

Written by Stephen Murrah – Federal Benefits Specialist
(210) 843-6251


There is no time more fitting to say
"Thank You"
and to wish you a
Happy Holiday Season
From the Executive Board of the
San Antonio Alamo Area Local #195
Alex Aleman—President
Jeffery E. Greenlee – Sec/Treasurer
Ross Camacho – Legislative Director
Giovanna St. John – Asst. C.C. Dir. Plant
Robert Butke – Asst. Clerk Dir. Stations/AOs
Ruben Solis – Asst. MVS Dir.
Robert Proo – Asst. Maint. Craft Dir.
David Z. Hernandez—Vice President
Yolanda De Leon – Rec/Secretary
Kevin Spencer – Clerk Craft Dir. - Plant
Ruben Hernandez – Clerk Dir – Stations/AOs
Faron C. Hierholzer – Motor Vehicle Craft Dir.
Sherrie Pierre– Maintenance Craft Dir.
Daphne Belton— Trustee Chairperson

Thanksgiving General Membership Meeting

Nov. 21, 2026
11:30 A.M.

UNION HALL
13102 Lookout Run

Executive Board Meeting
10:00 A.M.

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

- Financial Report
- Officers Report
- Executive Board Recommendations
- Nominating Committee Appointed
- Reading & Vote on Election Timetable Constitutional Amendment

$350 Door Prize

20 Turkey Gift Card Giveaways



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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Your cooperation is Appreciated

AMERICAN POSTAL WORKERS UNION AFL-CIO
PPA
NATIONAL POSTAL PRESS ASSOCIATION