



San Antonio Alamo Area Local

American Postal Workers Union, AFL-CIO

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We Try To Be Letter Perfect For You

General Membership Meeting Minutes September 20, 2008

Meeting called to order at 11:33 a.m.

The Invocation was given by President Aleman.

The Pledge of Allegiance was led by Brother Pete Thomas.

Roll Call of Officers: Alex Aleman, Jeff Greenlee, LaMonica Biggers, Sunny Wirth, Sandra Lira, Barry Payne, Sterling Ricks, Robert Rodriguez, Carlton Sheffield and Debbie Wiechecki. Absent: Mike Divers, Mario Silva, Doug Yarnes (excused), and Guillermo Olivares.

The minutes for the July 26, 2008 General Membership Meeting were presented. Motion to accept as submitted by Brother Harry Lowe, second by Brother John Brotherman, passes.

Financial Report for the month of July 2008 was as follows: Balance Brought Forward \$13,661.79; Expenses \$41,583.27; Deposits \$42,365.366; Checking Balance \$14,443.88; Assets \$471,658.09; Total Assets \$486,101.97. Motion to accept by Brother Lowe, second by Brother Pete Thomas, passes.

Financial Report for the month of August 2008 was as follows: Balance Brought Forward \$14,343.88; Expenses \$43,306.70; Deposits \$49,679.88; Checking Balance \$20,971.36; Assets \$449,463.77; Total Assets \$470,435.13. Motion to accept by Brother Lowe, second by Brother Brotherman, passes.

Unfinished Business: Vice President Jeff Greenlee gave an update on the status of the new union hall at 13102 Lookout Run, 78233. There were some problems with the permits but all seem to be in order now and we are just waiting to break ground. The contractor is still projecting a mid January 2009 completion.

New Business:

Executive Board Recommendations:

1. To add the cost of the Health Plan Seminar to the October agenda.
2. To give the charitable contribution for September to VFW Post 1533 for school supplies for needy children, passes.
3. To support the collection of monies, pet food, towels, sheets, etc for the pets evacuated due to Hurricane IKE. Contacts will be Sisters Lira and Wiechecki. Informational Flyer to be forthcoming.

Sister Mary Hermenson stated stewards are being treated like dirt on Tour III at the plant. Something needs to be done about Mr. Devilbus and the Sr. MDO, they are not allowing the stewards to attend union meetings and are interrupting during union time. Brother Fred Duncan stated it took over two weeks for management to approve or disapprove his Change of Schedule Form 3189. The only Forms 3189 that are taking so long are those to attend union meetings this seems to be a disparity of treatment.

President Aleman stated we have a meeting scheduled with the Plant Manager and will add these problems to the agenda items submitted. The Postmaster has e-mailed the station managers and supervisors with the following items:

- 1) no RCA will be utilized to case city routes;
- 2) AMF clerks will not be sent to other stations to be used to circumvent overtime;
- 3) do not utilize non OTDL craft employees as OT grievances on this have skyrocketed.

There was an incident reported that the AC went out at a station on a Friday and maintenance could not finish the work without going into overtime, management did not authorize the overtime and the station suffered until maintenance returned. Stewards need to be filing Form 1767 and ensure to get and keep a copy, this is a safety hazard. These forms in turn will be submitted to safety and labor. Put everything in writing even if you only use a Form 13.

Officers Reports:

President Alex Aleman: The highlight of the convention was seeing Democratic Candidate for President Barack Obama speak via video connection. He offered to support the union and the working people of the US. Everyone may cast their own vote based on their decision. The president of the NALC spoke to the delegates. One of the issues brought up to the delegates was moving the convention from every two to every three years. The delegates voted this down and the next convention will be in Detroit in two years. One of my personnel highlights this year was I was selected to sit on the constitution committee. The meetings were in Washington DC in our union HQ at 1300 L Street. It also allowed me to meet and speak one on one with the HQ personnel. We have sent out a letter to the Postmaster and Plant Manager regarding Function 4s and 1s. As to when teams are reviewing the work in stations and on the workroom floor. We have requested to be notified of when they are doing this and what their findings are before they complete any actions. We have submitted several agenda items to the Plant Manager. Because of an arbitration award, the Lobby Director program must be utilized using an SSA to assist the customers. Eight hours of training is required and management and carriers are not to be doing this job. The rumor that the PO has to borrow monies to meet payroll is just that a rumor that management is spreading. The PO is losing money, however, Mr. Potter is reducing staffing to include supervisors in an attempt to stop the leak. If everyone remembers to give a fair days work for a fair days pay and takes no short cuts we should be all right. Also employees need to stop making deals with management. A new SOP states international registered mail filtered into regular mail system is no longer to be treated as accountable mail, process it with regular mail. Only international mail that is in the pouch requires special handling. I would like to draw everyone's attention to page 11 of the September/October Dispatch, displayed you will find the outcome of a case where an employees Weingarten Rights were violated.

Clerk Craft Director (B) Sandra Lira: Today is Steward Appreciation Day. Our stewards are moving targets for management. Management knows they have a lot of responsibility and power. They have the ability to sign a document to get employees paid, remove discipline and return an employee to the workroom floor that was terminated. Saturday, October 4 at 1400 at the union office, there will be a meeting for stewards. One of the items on the agenda will be a class action grievance and a survey will be given to the attending stewards to assist with this action. It will soon be time to vote in the national elections. October 6th is the last day to register to vote for this election. Everyone needs to be registered and to vote. There was a meeting with the Lead Sales Clerks and the Postmaster. There is a need to find a solution to increase the revenue of the stations and give more responsibility to the Lead Sales clerks. Certificates of appreciation and gifts certificates were handed out to stewards.

Asst Clerk Craft Director (A) Robert Rodriguez: We had a meeting with management on the realignment of the SPBS. They are trying to realign Tour I hours to allow getting the mail out by 0330. The FSM 100s will be next. We are having issues with attendance control. Management is coming down hard on attendance. If you are being pre-d ask for a steward. Attendance problems should be corrective at first and progressive in nature. There are a large number of unassigned employees. When polled for residual vacancy we go down the list from senior to junior clerk. Contractually if all say no the senior employee will be assigned to the

position. Casual hours have decreased on TIII but there are new ones on TI. There is a new steward on Tour I, as any steward expressing an interest in going into management will no longer be a steward at the GMF. We are working on creating scanning positions on the docks. Stewards are the heart of our organization and are used to police and enforce our contract to provide protection for employees. Stewards received gift certificates for recognition of hard work.

Asst Motor Vehicle Craft Director Barry Payne: Thru arbitration MVS was awarded body/fender work in Laredo, good work Brother Sandoval. At National Convention we were apprised of the situation where management is having drivers work four hours then having them clock into nonproductive time for four hours to complete an eight hour day. We will be watching for this here. VMF is being cut. Management wants to contract out and has been contracting out without cause. We are watching and will file grievances. Stewards received gift certificate for recognition of hard work.

OWCP Gloria Pessina: We are having issues concerning proactive injuries and the PO is attempting to gain access to medical files that are not within the parameters of the injury. Veterans especially need to be made aware of this and insure to have a letter on file with your health care providers to let them know not to let any information out to the PO. This is a violation of the privacy act and the HIPA law. Management is becoming creative on the rights of the employees. With two new injury comp employees they are sending out letters. If you have an active case ensure you are seeing your doctor no less than once every six months (I suggest every three months). In addition if you receive a letter with a CA2a included read the letter carefully and don't resubmit for an "active" injury claim. If you do you risk denial of your claim. Injured employees bidding on jobs need to be careful. If you bid on a job you need to ensure you will be capable of doing the job if not now in at least six months without accommodation.

No one won the door prize and it will be \$150 in October.

- 1) James Williams P/L 122
- 2) Randal Brander P/L 334
- 3) Marie Sampeck P/L 364
- 4) Kaye Baker P/L 000
- 5) Andrea Saldy P/L 300

Sign in won by Faron Hierholzer

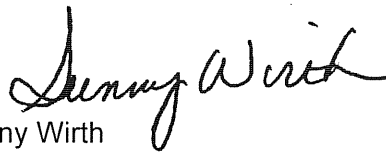
VOE drawing won \$50 Lloyd Burrows, \$25 each Solio Munoz and Jose Rodriguez

Secret word \$50 each Naomi Cortez and Benito Juarez.

Motion to adjourn meeting made by Sister Lira, second by Sister Biggers, passes. Meeting adjourned at 1335.



Alex Aleman
President
San Antonio Alamo Area Local



Sunny Wirth
Recording Secretary
San Antonio Alamo Area Local