



American Postal Workers Union, AFL-CIO

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We Try To Be Letter Perfect For You

General Membership Meeting Minutes October 18, 2008

Meeting called to order at 1130.

The Invocation was given by Brother Aleman.

The Pledge of Allegiance was led by Brother Olivares.

Roll Call of Officers: Alex Aleman, Jeff Greenlee, Sunny Wirth, Sandra Lira, Barry Payne, Sterling Ricks, Guillermo Olivares, Robert Rodriguez, and Debbie Wiechecki.

Absent: LaMonica Biggers (Excused), Doug Yarnes (Excused), Mike Divers, Carlton Sheffield and Mario Silva.

The minutes for the September 20, 2008 General Membership Meeting were presented. Motion to accept as submitted by Brother Olivares, second by Brother Rodriguez, passes.

Financial Report for the month of September 2008 was as follows: Balance Brought Forward \$21,071.36; Expenses \$34,213.25; Deposits \$49,982.88; Checking Balance \$36,840.99; Assets \$457,673.71; Total Assets \$494,514.70. Motion to accept by Brother Olivares, second by Brother Red Thurman, passes.

Unfinished Business:

Brother Greenlee gave an update of the new building: The contractor is waiting on a flood plain permit there is approximately 20 foot of the property in the FEMA flood plan. All other permits are ready to go. The contractor has completed the scraping of the land and soon will start on the elevation. He is going to give us an exact date as to when the ground breaking will occur. The projected completion is the end of January 2009.

New Business:

Executive Board Recommendations:

1. The cost of the Health Plan Seminar at a cost not to exceed \$1,500, passes.
2. To give away 15, \$15 gift certificates for turkeys. Brother David Hernandez made a motion to amend to \$20, second by Brother Rodriguez, passes.
3. To give away two Valero gas cards of \$25 each, passes.
4. To donate the \$75 contribution for the month of October to the Juvenile Diabetes Research Fund, passes.

5. To pass the hat for Frank Camero and to match the donation, passes. \$207 was collected.
6. To put the cost of the TPWU Multicraft Seminar, February 26-28 on the January 2009 agenda.
7. To put the cost of the 31st TPWU State Convention, June 11-13 on the May 2009 agenda.

New Business:

Sister Wiechecki made a motion to have the President and Vice President come out to the GMF once a month, second Brother Burrows. Brother Aleman amended the motion to include stations and AOs, second by Brother Olivares. Brother Rodriguez amended the motion to walk the floor every three months, second by Brother Payne. Brother Greenlee advised the floor the discussion had gone on for 15 minutes and the debate would need to be tabled or have a motion to extend. Brother Rodriguez made the motion to extend debate, second by Brother John Brotherman, passes. Both amendments and motion failed.

Officers Reports:

President Alex Aleman: Early voting for our nation's National Election runs from Oct 20-31. This is an important election; don't wait until the last minute to vote on November 4th. We have flyers and signs available and need postal workers to vote for Obama to protect our jobs. The FMLA dispute with the Post Office is on going, the APWU has submitted an arbitration on the need for employees to resubmit certification annually for already identified conditions, also on the premise that you can not submit certification in advance for FMLA. Management has paid out over \$161 million in grievances, the OIG is conducting an investigation on this with labor and as to why these issues can't be resolved before. This cost does not include the cost of the steward, supervisor or labor management time, only the payout. Management would have saved these monies if they followed the contract. Priorities are wrong in the Post Office. The Post Office wants to reduce rolls to continue to violate the contract. APWU wants to go to GATS - lump sum payments for easier payment processing. There is a rumor the will be excessing clerks from Dallas to our area. Before they can do this all of the San Antonio area unencumbered employees must have a job, then and only then can the

residual jobs be placed as available for them, also they must be brought in to an available job, they cannot be brought in as unencumbered. Scanner jobs are being looked at they will be jobs that will be created and posted for bid, seniority will be honored. The Post Office has announced the possibility of a layoff to further reduce the rolls. APWU contract states every employee who was on the rolls as of November 20, 06 is protected during the term of the contract. Even without that, if you have completed six years with the Post Office you are always protected. The Post Office is working nationwide to eliminate TII for mail processors, based on the decrease in mail volume. The union feels this may be a ploy to get some of the senior employees to retire. The APWU is talking at the national level about the four day ten hour day work week. On early retirement the Post Office states 3,685 employees took it, this encompassed all levels. Phase two will be for HQ and other support center personnel to be enacted by November 21 this year. Phase three will look at field managers and postmasters to be completed by January 16, 2009. The APWU sent a letter to employees stating they should have been given monies for the early out IAW Art 6 this is being approached as a national grievance. Mail processors will move from principle assignment area by juniority, the problem is mostly at the plant. NBA election for Dallas region for the clerk craft is ongoing you should receive your ballot by October 27th, if not call to let the election committee know. An investigator from the ABC news Brian Ross interviewed IG inspector Al Lazeroff as to the questionable use of monies he used to travel to resort locations during his tenure. It was found out that he spent only 30% of his time at HQ in DC. He stated "I thought my traveling was a reasonable amount." That the complaints were from "disgruntled employees." This raises the question to the Postmaster General why did someone outside the Post Office have to ask this question. The answer there is no accountability for management. Open season runs from November 10 thru December 8.

The no one won the door prize and it will be \$200 in November.

- 1) Florence A Lobo P/L 139
- 2) Robert O Wood P/L 302
- 3) Kenneth W Patek P/L 300
- 4) Dante P Samson P/L 339
- 5) Raul B Mata P/L 139

Sign in won by Keith Messick.

The secret word was won by Art Brown and Kenneth Wise.

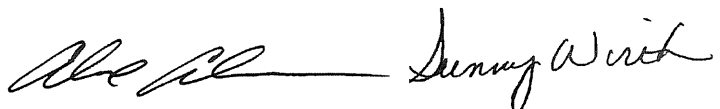
Motor Vehicle Craft Director Guillermo Olivares: I just came back from spending four days in DC working on a Step 4 case, when this one is finalized it will be a knockout case for either MVS or management. Terry Stapleton spoke to us while we were there, the bottom line is if

Obama wins we are in versus out with the Republicans. The 16,000 job layoff will hit craft work the hardest, within the next five years all crafts will lose jobs.

Clerk Craft Director (A) Sterling Ricks: Friday Brother Rodriguez and I met with in-plant management about flat/SPBS jobs. Management states volume is down and in the next two years TII will be abolished with TIII to be restructured. TI will be in house bid, November 22 we will finalize. Management states the PARS/CIOS machine will have 18 more regulars on unassigned jobs. Retreat rights - if you have been excessed from more than one job you can have retreat rights to all. The Christmas Annex will be employing only 10-12 according to management. Scanning jobs will be expediter jobs as they are created the will come in with level 7 pay. There are 100 jobs not filled and 60 unassigned regulars - bid or you will be assigned by seniority. Due to the overlapping of tours there has been some problem with reassignment pecking order when there is a need to move someone out of their primary assignment area. It will be done by juniority no matter what tour you are assigned. Clerks, mailhandlers and management have met and determined what work will be defined as clerk work versus mailhandler work. The pecking order for choosing residual vacancies is - veterans by seniority being polled first, and then non veterans, if no one takes the job then the senior veteran will be placed in the job.

Clerk Craft Director (B) Sandra Lira: Station managers and carriers continue to do our work we are all in the same boat; all members need to report the violations. We had a steward meeting October 4th. Laurie Martinez is sending letters out after the Function Four without sending them to the APWU. There will be some jobs posted on the next vacancy keep fighting for jobs. The vending tech jobs are being excessed before the removal of all stamp vending machines are phased out in 2010. Management is going to attempt to incorporate the work into station clerk jobs. AOs are trying to cut PTF hours to eliminate conversion of jobs and in preparation for a layoff. Waste, fraud and abuse - management's enforcement doesn't follow the rules. It should apply to all not just craft employees. Animal care services still needs supplies and list will be forthcoming. CFC the APWU approves.

Motion to adjourn meeting made by Brother Olivares, second by Brother Thurman, passes. Meeting adjourned at 1336.



Alex Aleman
President
SAAAL

Sunny Wirth
Recording Secretary
SAAAL