



*San Antonio Alamo Area Local*

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## American Postal Workers Union, AFL-CIO

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812 S. Presa • San Antonio, Texas 78210 • Phone (210) 271-0853 • Fax (210) 224-6221

*We Try To Be Letter Perfect For You*

March 24, 2008

Mr. Manuel Arguello  
Rio Grande District Manager  
Customer Service and Sales  
1 Post Office Dr.  
San Antonio, Texas 78284

Dear Mr. Arguello:

This letter is in response to your letter of March 20, 2008 (attached) referring to the APWU Picket and Boycott of the Unity Day festivities and asking that you be afforded "...the opportunity to address the issues of your membership and refrain from your planned activities."

Unfortunately your letter makes it obvious to me that you really do not know the reason the members in attendance at the March General Membership Meeting voted unanimously to boycott and picket the Unity Day festivities. You state that you "... have been advised of the discontent of the APWU membership..." Let me clarify that the membership is not discontented; they are outraged, angered and frustrated at issues and events that are currently occurring on the work room floor and have developed over a period of several months but have reached the breaking point recently. At our March General Membership Meeting the APWU membership said Enough is Enough!

The decision to boycott and picket is NOT a "... political demonstration" as you state, but actually is a basic human rights demonstration to inform and educate the public, and other employees of the Postal Service, that the members of the American Postal Workers Union and their Officers and Officials are not being treated with basic dignity and respect. It is also to shed light on the fact that the Collective Bargaining Agreement is being violated on a daily basis, without repercussion. There is neither integrity nor accountability on the work room floor.

Furthermore to ask the Union to forego this demonstration by cloaking Unity Day as a day "...to recognize and celebrate the diverse cultures and ethnicity of the Rio Grande District employees and their families" only tends to cheapen the event and turn it into your own "political demonstration".

Diversity is not only acknowledging diverse cultures but it is also treating all people with dignity, respect and fairness which play a big role in a successfully diverse workplace. Treating every member of the Postal Service with dignity, respect and fairness will improve working conditions for us all, and that, in turn, will have a positive impact on our business. Until the Rio Grande District sustains a culture where diversity is valued

and leveraged, and all employees are treated with dignity and respect, the APWU will not participate in any Unity Day festivities and must re-examine our involvement in other Postal programs and events.

While I acknowledge your invitation for a meeting, I can only wonder why you would only address our issues if we refrain from the boycott. As District Manager I would assume that you would take an active interest in the issues that affect not only the American Postal Workers Union but also postal employees in general. I must respectfully decline your offer to meet with you under the condition you set forth in your letter.

If you have any additional questions or concerns please call me at (210)271-0853.

Sincerely,

A handwritten signature in black ink, appearing to read 'Alex Aleman', with a long horizontal flourish extending to the right.

Alex Aleman

President

San Antonio Alamo Area Local

American Postal Workers Union, AFL-CIO

cc: William Sullivan – APWU Southern Region Coordinator  
Peter Sgro – Manager, Human Resources, SWA  
SAAAL Executive Board



March 20, 2008

Mr. Alex Aleman  
APWU President, SA  
812 S. Presa  
San Antonio, TX 78210-1375

Dear Mr. Aleman:

I have been advised of the discontent of the APWU membership and the impending boycott of the Rio Grande Unity Day with intentions of picketing (attached).

I am disappointed that you have chosen this event for a political demonstration. Unity Day is an event that was created to recognize and celebrate the diverse cultures and ethnicity of the Rio Grande District employees and their families. It replaces the individual special emphasis holiday celebrations and creates inclusiveness for all.

As the new District Manager for the Rio Grande District, I would ask that you provide me the opportunity to address the issues of your membership and refrain from your planned activities.

If you would like to schedule a meeting, please contact my secretary at (210)368-5548.

Sincerely,

A handwritten signature in black ink that reads "Manuel Arguello".

Manuel Arguello

Attachment

cc: William Sullivan – APWU Southern Region Coordinator  
Peter Sgro – Manager, Human Resources, SWA