

**NALC Alamo Branch #421**  
**January 14, 2021**  
**General Branch Meeting**

1) The regular branch meeting of Alamo Branch 421 was held on January 14, 2021 via ZOOM virtual meeting. The meeting was called to order by President Tony Boyd at 7:06 PM.

2) **Invocation** by Burnie Miller.

3) **Pledge of Allegiance** led by Ernest Rosas.

4) **NBA Javier Bernal conducted the induction of Elected Officers:**

Richard Gould, President  
Louise Jordan, Vice President  
Adam Reyna, Recording Secretary  
Esteban (Steve) Ramirez, Assistant Recording Secretary  
Dennis Alltop, Treasurer/Financial Secretary  
Alex Alcorta, Sergeant-at-Arms/Assistant Treasurer  
Mary Pardo, Health Benefits Representative  
Joseph Blancarte, Director of Retirees  
Homer Hernandez, Trustee  
Martha Johnsen, Trustee  
Ernest Rosas, Trustee

5) **NBA Javier Bernal held a questions and answers session:**

- a) Homer Hernandez, Dobie Station, wanted clarification on CCA's getting 80 hours of COVID leave and regulars not getting it. Javier Bernal responded that regulars are not entitled to the 80 hours of leave under M-1911 (Temporary Additional Paid Leave for CCAs), it is specifically for CCA's because they do not earn or accrue sick leave whatsoever. Regulars can utilize their own sick leave or annual leave. M-1911 is still currently active through March 26, 2021. Homer Hernandez responded that he had already spoke to his station manager about it, but he wanted to hear it from Javier Bernal.
- b) Katherine Ruffo, Highland Hills Station, had a question about a carrier that has already used his 80 hours of leave and could potentially test positive for the next three months. She states that the two Postal Nurses are giving contradicting information about when to come back. Javier Bernal responds that stewards should be filing a grievance for administrative leave for every day past the 14 days that the postal service keeps the employee out based on the requirement for a negative test result.
- c) Joseph Blancarte, Retired, had a question about if we still had the 104 hours of wounded warrior leave every year. Javier Bernal responded that there is still 104 hours of wounded warriors leave annually and if it is not used by the end of

the year it is forfeited. At the beginning of the year, you get another 104 hours of wounded warrior leave.

d) President Tony Boyd asked what is the Postal Services position on employees wearing masks due to employees recently taking the position on not wearing masks. Javier Bernal responded that the position is all employees should be wearing masks unless they are at their cases but even then, they should not be taken all the way off. Employees may wear a face shield if they have the supporting medical documentation to back up whatever claim they are making as to why they cannot wear a mask. Everyone that is in the office should be wearing a mask. It is not a political issue. We have had 36 letter carriers pass from COVID.

e) Joseph Blancarte, retired, asked a question about what category letter carriers fall into for the COVID vaccinations. Javier Bernal responded that we do not have any designations specifically, there is no plan set up within the Postal Service. Other than we are 1B.

(1) Homer Hernandez, Dobie Station, stated that he has been in contact with the Mayor of San Antonio, Congressman Doggett, and Congressman Castro. He has been working with them the past four or five days to organize a vaccine drive for the letter carriers and postal workers since postal workers are at work too early to go. Homer has stressed to the Mayor that we are still delivering stimulus checks and falling out from COVID.

(2) Rudy Trevino states that he has already received a vaccine and provided a number to call to get a vaccine at the Audie Murphy Hospital, 210-949-9702.

6) NBA Javier Bernal gave a recap of the highlights of the tentative National Agreement. He spoke on the ballots being mailed out, CCA's being converted to PTF's, retroactive pay, and the new pay grade Step P.

7) **Roll Call by Adam Reyna, Recording Secretary:** All Executive Board Members were present.

8) **Approval of Minutes from Previous General Meeting** – Adam Reyna

a) Dan Torres, Retired, requested a correction on Page 2 number 11 item b, Dan Torres said I need you to strike police, he meant to say that we should support all unions.

b) Motion to accept the meeting minutes made by Louise Jordan, seconded by Dan Torres. Motion carries.

9) **Reading of Official Communications** – Adam Reyna

a) The Branch received an email from TSALC President Carlos Rodriguez. Adam Reyna reads the email to the membership. It states the TSALC 2021 convention in Houston has been canceled and the Texas State Association will accept nominations and conduct officer elections. Branches must submit their delegate

list no later than January 27<sup>th</sup>. The list is ready but anyone that needs to submit an address change should send an email to [Jordan@nalc421.com](mailto:Jordan@nalc421.com) or [Reyna@nalc421.com](mailto:Reyna@nalc421.com).

b) Reading of proposed Bylaw change Section 5.e

(1) Current Language: As soon as possible after the election, the incoming Steward(s) shall appoint an Alternate to serve in their absence and inform the Branch President. (2017 approved with exception)

(2) Proposed new language: As soon as possible after the election, the incoming Steward(s) shall select an Alternate to serve in their absence. The Steward(s) will provide the name(s) to the Branch President for certification.

Adam Reyna states this does require two thirds vote and asks if there is any discussion. Armando Gutierrez moves for the adoption of the change. Seconded by Ernest Rosas.

Adam Reyna asks for all those in favor to say Aye. The Aye's have it, the proposed bylaw is adopted.

**10)Application for Membership – Louise Jordan**

a) The branch was two new members. They are Chad Cottrell and Angela Cabarra. Current membership count is 1,116 active members and 378 retired members.

**11)Unfinished Business:**

a) None.

**12)New Business:**

a) Armando Gutierrez, Retired, asked President Richard Gould when he is going to form his new team for local negotiations. Richard Gould states that Louise Jordan and he have already been discussing names and as soon as tomorrow they are going to discuss it more. Armando Gutierrez suggested that they use a couple of the retirees to be part of the team. Richard responds that it is a good idea, and he will discuss the issue with Louise and keep it under consideration.

b) Joe Mendez, NECA Station asks a question about why 271g's are not being conducted. President Richard Gould states the agreements to suspend them have expired and they should be conducted if the route qualifies. If they are not doing them a grievance should be done.

c) Homer Hernandez requests the Vote-By-Mail information be posted on the Branch Facebook page.

**13)Reports of Special and Standard Committees:**

a) Kathy Ruffo, Dignity and Respect Committee. There is some dignity and respect issues at Arsenal that Raul is handling. There is some bullying about times without consideration for COVID and heavy packages at North Broadway

Station. There are issues at Highland Hills about call-in's related to COVID and its causing dignity and respect issues. Cesar Hernandez is interested in being a member of the dignity and respect task force.

- b) Phil Jordan, Social and Recreation Committee. There is a meeting scheduled next Thursday with Fiesta Texas to see what we can do this summer. He will keep us posted.
- c) Dan Torres, AFL-CIO. There is an update on the situation with defund the police. They finally got their petitions in order and had enough to put it on the ballot. When that action happened, the central labor council of the AFL-CIO, the executive board met Tuesday. They put out a resolution saying they supported banning choke holds, expanding use of body cameras, ending racial profiling, demilitarizing our police force, eliminating no knock warrants, and that a union must never be a shield for criminal conduct.

Rudy Trevino, AFL-CIO Report. The AFL-CIO members and the Hank Brown retirees did a post card mail out to the public for the State of Georgia. This will be the last year as President of the Hank Brown Retirees Council. Rudy Trevino congratulated all the new officers.

- d) Mary Pardo, Health Benefits. She states she is going to get together with Burnie at the union hall to get some material.
- e) Louise Jordan, MBA. She states one thing she found extremely interesting is that there is a With Hospital Plus plan that is like AFLAC in that it pays members if they are hospitalized. She encourages that you visit our website and click MBA or go to [www.nalc.org](http://www.nalc.org) and click MBA.

#### **14) Good of the Association:**

- a) Carlos Rodriguez, TSALC President. He congratulates the outgoing officers and the retirement of Tony. He also congratulates the new officers. The state convention is canceled. Nomination forms will be sent out to all offices. Just introduced today was House Res 47, anti-privatization. He encourages members to reach out to their members of congress and let them know we support these resolutions.
- b) President Richard Gould. He talks about what he is looking at for the next year. His top issue going forward is legislation. He has talked to Raul about signing members up to the Letter Carrier Political Fund (LCPF). Raul has said the political side of this union is just as important if not more important than what we do contractually. Article 43 gives congress the right to eliminate or change any part of our contract. He encourages members to contact the branch and sign up for the LCPF. He states we have got a few new stewards and he is appointing each of the new stewards a steward mentor. The new steward will handle the Informal part of the grievance and the mentor will handle the Formal part of the process until the new steward is comfortable. There is several Stewards handling the AO's and that free's up Louise and himself to do other things.

Another goal for Richard is the dignity and respect issues. The new Director of Retiree's, Joe Blancarte, will be focused on the letter carrier political fund and reaching out to retirees to get them more involved.

- c) Joe Blancarte, Director of Retirees. He has nothing to say.
- d) Vice President Louise Jordan. She talks about the construction being delayed and the walk through with the contractors. She thanked everyone that has worked with her on the executive board for the last nine years.

**15)Improvement of the Service:**

None

**16)Financial Secretary's Report of Receipts – Dennis Alltop.**

- a) No concerns of questions were raised with regards to financial reports or expenditures. The President, Vice President, and secretary wages/salaries are higher than normal because there were times pay dates in December instead of the normal two. President Boyd has also bought back leave in December. The executive board and stewards were paid in quarter four increasing the payroll expenses as well.

**17)Motion to adjourn made by Rudy Ramon, Retired, seconded by Kevin Welch. Motion carries. Meeting adjourned at 9:00 pm.**