

NALC BRANCH 421
February 8, 2024
General Branch Meeting

- 1) The regular branch meeting of Alamo Branch 421 was held on February 8, 2024, via ZOOM virtual meeting and in person. The meeting was called to order by Homer Hernandez at 7:02 pm.
- 2) There were 44 members in attendance and 39 on ZOOM.
- 3) Invocation – Burnie Miller
- 4) Pledge of Allegiance – Ernie Gonzalez
- 5) There was a motion for guest speakers by Shawn Moves, second by Dan Torres.
- 6) Judge Beth Watkins running for Fourth Court of Appeals – thanked carriers for delivering campaign mail, which is union printed and union delivered. Thanked AFLCIO for their endorsement.
- 7) Kristian Carranza running for State Representative District 118 – wants to make sure voters here in Texas are getting the representation that they deserve.
- 8) Albert Uresti running for re-election for the tax assessor collector. Running for fourth term. Was a union member for 25 years. Bexar County has the only 10 month payment plan for senior citizens, disabled citizens, and disabled veterans. Here to ask for support and hopefully your endorsement.
- 9) Elizabeth “Liz” Campos running for State Representative District 119. Second term in office and proud to be serving each and everyone of you. Born and raised in San Antonio. Thanked everyone for their support.
- 10) Homer Hernandez asked all guest to leave and told them he would contact them if the Union decided to endorse them. Greg Casar United States Representative for Congress TX-35 is supposed to show up around 8 o'clock coming from Washington DC.
- 11) Roll Call – Dennis Alltop
 - a. All executive board members were present. Rigoberto Hidalgo and Jerry Garcia was present on ZOOM.

- 12) Reading of Official Communications Dennis Alltop - Motion to accept the previous minutes from January 11, 2024 branch meeting. Tony Boyd hold off on minutes till corrected. Motion to suspend previous minutes Dan Torres, 2nd. Cornelia Lashley. Raul Reyes point of order aren't we supposed to vote on it so that we can suspend the minutes? Dennis Alltop – Yes. All those in favor say aye. Dan Torres discussion, was there a 2nd?, discussion. Usually corrections are made during that meeting so that the body will understand what corrections are being made. Tony Boyd – get with Kevin Welch later on for the corrections on the minutes. Letter from Salvation Army thanking us for our contribution \$1359.39. Dennis Alltop – Rudy Ramon put a deposit on the Union Hall of \$1,000.00.
- 13) Application for Membership – Esteban Ramirez
- We have 30 new members for January.
 - 1217 members total, 471 retirees, 142 Gold members, awaiting 1189 for 17 retirees.
- 14) New Business – Homer Hernandez no one at the mic.
- 15) Unfinished Business – Homer Hernandez no one at the mic.
- 16) Reports of Standing and Special Committees
- Burnie Miller – Go register to vote if you haven't already for the March Primary. The branch has 8% of the membership contributing to Letter Carrier Political Fund. Give to the Letter Carrier Political Fund.
 - Pill Jordan, Social and Recreation Committee. Was supposed to meet with Sea World and Fiesta Texas to discuss Family Fun Days. Both cancelled at the last minute. This is where we get funding for our holiday dinners. Gotten anywhere 8 to \$10,000 to fund social and recreation committees.
 - Mary Pardo, Health Benefits Representative. Pause- for Greg Casar United States Representative.
 - Louise Jordan past president – Installed Mary Pardo as Health Benefits Representative.
 - Talked about silver script and that it's only available for retirees, if you have any questions about how to use it feel free to call me.

- 17) Greg Casar United States Representative Texas – 35 brand new member of Congress has been serving for a year and a half. Served as a city council member and then a member of US Commerce. Comes from labor organizing in the labor movement, being part of the AFICIO. Spoke about what we need to change in Washington. Stop focus on big corporations and focus on the men and women actually doing the work. Got assigned to the oversight committee. Trying to prioritize getting us new vehicles here because of the heat and weather conditions here in San Antonio, TX. Got 300 co-sponsors of the Social Security Fairness Act, which would finally eliminate the way we punish Federal employees and letter carriers on retirement and social security, you should be fully getting those benefits.
- a.) Abraham on ZOOM from Schertz asked about injured workers, and getting continuation of pay instead of being charged sick leave by management. They will do a follow up with him on his case.
 - b.) Heather Calhoun asked about getting appropriate medication, stated that the company Optum who has the government contract isn't filling the appropriate medication that the doctor is prescribing. They will get her information and follow up with her.
- 18) Alex Alcorta Sgt-At-Arms closing the sign in sheet if you haven't signed in, sign in.
- 19) Dan Torres AFLCIO meeting held January 24, 2024, members present myself, Joeseeph Blancarte, and Louise Jordan. We have seven members only 3 were present. The Cesar Chavez march will be held on March 28, 2024. The AFLCIO recommended a \$500.00 donation to the Chavez foundation. COPE committee came up with a no action motion on Judge and will decide after the March primary and we will select the best candidate. United Way has tax preparation

service for family's making \$60,000 per family. Dial 211 and ask for tax assistance and that runs into April 15. People struggling with drug or alcohol addiction, there is help available through the United Way, you can ask me for the contact information. There was a motion made to provide \$300 for a family that had a fire that destroyed their home.

20) Article 10 committee Members of the branch 421 article 10 committee are chaired Dan Torres, Yoshihisa Kuwabara and Nicole Whaley. - Yoshihisa Kuwabara - The article 10 committee presents the facts of the investigation for charges against Louise Jordan and Jay Davis. The charges put fourth by Romana Davis and Carlos Harris are as follows. Neglect of duty and violating failing to maintain loyalty to the bylaws of the NALC and by not filing a grievance and providing a statement of fellow carrier. In our fact finding process we obtained information that then President Louise Jordan did contact Vice President Esteban Ramirez and Jay Davis about sister Romana Davis issues. Our finding is that there was no neglect of duty by then President Louise Jordan. In our findings for charges of neglect of duty for Jay Davis based on the information gathered, Mr. Davis could have investigated deeper into the harassment issue sister Romana was experiencing at her station, however she herself stated that she never asked Jay Davis to file a grievance. As for the issue of the statement for an EEO, if a person no matter their status, standing or position in the branch doesn't wish to write a statement for a grievance or an EEO there is no verbiage in the constitution or bylaws to suggest that they are obligated to. Regardless of Jay Davis's opinion of sister Romana Davis's EEO representation, while inappropriate there was no violation of the NALC constitution or branch 421 bylaws. We also found lack of evidence to show that Mr. Carlos Harris' reputation was tarnished by Mr. Jay Davis with all members of branch 421. This report is furnished with facts presented by interviews with those being charged and those charging.

Motion to accept the committee's findings Rudy Roman 2nd. David Wallery. Is there any discussion? Carlos Harris – Beacon Hill there was some stuff that was actually not put in there that was actually set in front of the committee and myself as well. Esteban Ramirez – a couple of members are saying that this is out of order. One is a Parliamentarian, Jim Rutzie – Yeah this is out of order. If the committee didn't have this information it's inappropriate to introduce it to the membership now, before the vote. The committee's report is what we vote on, well the charges are what we vote on based on the committee's report. Homer Hernandez – there was a motion and a second? Alright then we're going to have to vote on it. If you have an issue you can always appeal it to the membership. Dan Torres – I do believe the brother does have a right to ask for discussion and do believe he has a right to do that. As the committee chair I can tell the brother and answer the question easily. What he brought up as far as the stewards duty, it's one of those things you've been a steward a long time, steward is going to do their job or not. If she had said I want to file a grievance and he wouldn't do it then yes it would be a violation. But that never came up. She specifically stated she did not on the issues that were brought up and on the issues that were put in the statements. Because that's what we had, the written statements and the interviews collaborated with everything that I said. And the committee was there and I know the Sgt-At _Arms was there so there were other witnesses besides the committee. And the thing about reputation you know. We all go through points in our careers, especially if you're kind of a leader where there's always someone's going to knock you, say something about you that doesn't necessarily tarnish your reputation. You yourself set your reputation. You do the work, well then, people are going to admire that. And they're going to say you're doing the job. You don't do the work then no one has to tarnish your reputation you're doing it to yourself. But that didn't happen. We didn't find that, so that's

very difficult to answer. Because we didn't ask everyone in here. You know it's one of those things that's difficult to prove and the fact that during the investigation evidence is important and there was no evidence, very little evidence it was a lot of hearsay. Thank you. Cornelia Lashley – Dobbie Station – who has the decision if a grievance is filled or not the grievant or the steward? Esteban Ramirez – it's going to be the steward. Carlos Harris – Beacon Hill – myself and Miss Davis didn't have the opportunity to present the actual statements from the email, and going off the email. But there is a gap when she was notified the steward of what was happening. It's the stewards responsibility do investigate under article 17. There was no investigation to help her. Ernest Gonzalez – call the question. Sean Jacquemotte – I was wondering before the motion if we can ask the committee what happened the first time that the meeting happened. Ernest Gonzalez – point of order that's out of order. Call the question. 2nd Burnie Miller. Ramona Davis – in his finding, I noticed, he made a statement that I made a statement that I didn't want to file any grievance. We talked about that at the meeting and I never said that I didn't want to file any grievance. And it was also my understanding that the if a steward is aware of things that are happening that, that I thought they would file a grievance. I don't know about the whole process, but the fact that I was going to Jay about the situations you would think that he would have filed grievances because he knew what was going on. But I never said that I did not want to file a grievance, but from what you read, that is what you said. Richard Gould – I'm just trying to figure out what is going on. There's a motion on the floor, there's a second. A lot of stuff is out of order. I'm just waiting for the vote. So I was raising my hand to vote on it. Dan Torres – just to clarify I asked Miss Davis point blank did you file a grievance and at that time she said no I did not. My committee saw I was there, you were there, the vice president and the people being charged were also there. So, I mean, we heard it.

I don't understand why she thinks that she did not say. Raul Reyes – if someone makes a motion to have a discussion and the motion passes, then we have an actual discussion. And if it doesn't pass, we put the actual vote to the branch so that the branch decide. It was my understanding that the committee just goes based on facts. I think brother Jay Davis should have an opportunity to say whatever he needs to say so his interpretation of what happened. Jim Rutzie – there was a disconnect in the communication there. Miss Davis, thought that what she heard was the committee determined that she did not want to file a grievance. What the committee report said was that she didn't request to file a grievance. If she wanted to file a grievance but didn't tell Jay, then she's leaving it up to the steward to determine whether or not to file a grievance which is entirely within his authority as the shop steward. So in my view the charges are not substantiated. And brother Reyes is correct, the committee should just be reporting the facts, whether or not the charges are sustained is up to us, not the committee. Esteban – we're calling for the question now. Jay said he doesn't want to speak. Vote on the question all those in favor say aye those on ZOOM raise your hands. All those opposed, alright looks like the aye's have it. Matthias Dearstyne – can you restate the motion so that we know what we are voting on. Esteban Ramirez – the motion is to accept the committee's report. Vote on the motion, all those in favor say aye, AYE. All those opposed say nay. It looks like the motion passes to accept the committee's report. Richard Gould – read Article 10 of the Constitution for clarification. The branch shall then decide by simple majority vote the issue of whether or not the facts as found by the committee sustain the charge. That's what needs to be voted on. Do the facts as presented by the committee sustain the charge? Then the next thing it says, the charge party is entitled to defend themselves before the branch immediately before the vote is taken. Esteban Ramirez – asked to vote on whether or not to

sustain the charge? Say aye and raise your hands on ZOOM, and the charges are not sustained.

21) Good of the Association – Homer Hernandez

Jim Rutzie said it would be helpful for everyone on ZOOM to get a tutorial on how to raise hands to vote. Homer Hernandez said that's a good idea and they will start doing that.

22) Improvement of the Service – Homer Hernandez presented Alex Alcorta with a pin for 55 years of faithful service to the union.

Homer Hernandez presented Esteban Ramirez with a certificate of achievement for successful completing National Branch Officer training September 18, 2023.

Homer Hernandez presented Dennis Alltop with a certificate of achievement for successful completing National Branch Officer training September 21, 2023.

Dan Torres – put in a motion to endorse the four campaign individuals. 2nd. Yo on ZOOM Vote yeah, 11 on ZOOM raise your hand, Yea's take it.

23) Financial Report – Jose Rodriguez – not been prepared due to the bank statements haven't arrived yet. Should have it by next meeting and will post it on branch web site.

24) Ted Carter Fund - \$100.00

25) Quarter Pot - \$33, won by Ernie Gonzalez

26) Branch Jacket – Jose Rodriguez

27) Motion to Adjourn – Mary Pardo, 2nd Cornelia Lashley @ 8:57