

NALC Branch 421  
March 14, 2024  
General Branch Meeting

The regular branch meeting of Alamo Branch 421 was held March 14, 2024 via ZOOM virtual meeting and in person. The meeting was called to order by President Homer Hernandez at 7:06 pm.

There were 49 members in attendance and 24 on ZOOM.

Invocation – Burnie Miller

Pledge of Allegiance – Louise Jordan

Roll Call – Dennis Alltop. All members of the executive board were present and or accounted for. Jose Rodriguez – Treasurer was excused for a family emergency. Kevin Welch – Assistant Recording Secretary is on vacation but present on ZOOM.

Approval of Minutes from Previous General Meeting – Dennis Alltop  
Louise Jordan – Thousand Oaks , there are a few typos in the January and February minutes; the list of new members is missing, when the Vice President reads the new members they should be typed out in the minutes so that there is a record of when they became a member for historical purposes.

Mary Pardo motion to accept with adjustments for December, January, February minutes, 2<sup>nd</sup> by Yoshisa Kuwabara. The motion passed.

Reading of Official Communications – Dennis Alltop

We have an Article 10 reading that was supposed to be read last meeting but got pulled off because of the things that were going on and I'll read it now.

According to Article 10 of the Constitution for the Government of Subordinate and Federal branches, CGSFB Timothy James Ortiz and Emmanuel Gomez, members in good standing here by charge a class action for Chief Steward/Trustee Jay Davis for neglect of duty and violating/failing to maintain loyalty to the bylaws of the National Association of carriers now

enforce also by not filing a grievance for dignity and respect by Chief steward/trustee Jay Davis, making handshake agreements with management at Highland Hills acting station manager Lenexa Segovia instead of going through the grievance process and settling on a PS Form 8190 and whose purpose is to violate the NALC Constitution or local bylaws, I Timothy Ortiz was always told by Union President Louise Jordan to follow the grievance process. At one point I spoke to Vice President Esteban Ramirez and was informed by him that Chief Steward/trustee Jay Davis stated to Vice President Esteban Ramirez that the issue was resolved. Not only did I Timothy Ortiz attempt many times to contact chief steward/trustee Jay Davis fellow brother Emmanuel VillaGomez attempted many times with answer or return calls due to chief steward/trustee Jay Davis not following up with my LOW. I Timothy James Ortiz and Emmanuel VillaGomez here by charge chief Stewart/trustee Jay Davis when they failed or neglected to properly discharge the duties of his or her elected/Appointed position resulting harm to a carrier. Branch 421 Chief Steward/trustee Jay Davis abused/indeed his duties when he didn't want to or file a grievance or inform us of the situation at hand. Chief Steward/trustee Jay Davis, neglect of his duties harmed myself Timothy Ortiz and fellow brother Emmanuel VillaGomez with misleading trust. Chief Steward/trustee Jay Davis should be held accountable and should be a concern when his ability is to represent members now or in the future for members of branch 421.

Thank you in Solidarity

Timothy James Ortiz

Emmanuel VillaGomez

A committee will be formed to investigate the charges.

We have a Costco cash rewards return for the amount of \$661.43, the executive board recommended for the steward training we have coming up, for the retirement training and the OWCP training. Can I get a motion to accept? Tony Boyd, 2<sup>nd</sup> by Jerry Garcia, Discussion?

Louise Jordan – Thousand Oaks the steward training money we already included in the budget and when we discussed it during the executive boards of that month right there, we talked about using it to purchase an iPad so that we might choose to use for the soft ball tournaments and stuff. We had a way to sign people up for the Letter Carrier Political Fund. I

suggest that we continue to get the iPad to use for the LCPF and just make a motion to have meals served at the retirement seminar, a separate issue. Dennis Alltop - Any more discussion?

President Hernandez – This is not for the steward training, it is for the retirement seminar and the OWCP training. That’s what it’s for. We can always make a motion to buy an iPad.

Does everyone accept a motion of dividing that \$606 for the OWCP and Retirement training? Anybody want to discuss?

Sergio Dovalina just was trying to raise my hand to vote, it was an accident. I didn’t have anything to discuss.

Abraham – Schertz I was going to say when Dennis was reading we couldn’t hear what was happening. I’m not sure what happened, but we didn’t hear a lot of what he was reading.

President Hernandez – I apologize, it’s just Dennis and I here and I don’t know nothing about ZOOM, so I probably muted him. Alright, so I apologize. Abraham – Schertz, okay, I’m just saying we didn’t hear, the charges. I’m not sure if he can read them again?

President Hernandez, we will have him read them again now that he is not muted. Before we do that we’re going to close this motion. For those that approved dividing the money for the two trainings say yay, YAY. Those apposed say nay, nay. The yay’s have it.

Dennis Alltop – Erin, since we are short handed would you mind running the zoom for us tonight?

As far as the convention goes, I haven’t gotten anything back. I’m supposed to get back the hotels and everything for them. Also on the back table you’re going to see there’s an application for a scholarship. The deadline for that is May 31, 2024. Also someone asked me about our scholarship. Those are filled out at the schools. At your child’s school, and the name of it is the Minnie Stevens Piper Foundation. Indeed, you’ll be ask you proof for membership. But then they return to us the candidates they select and I get those, I think in May or June.

I’ll read the letter of charges since it was muted on line. According to Article 10 of the constitution of the Government of Federal, can you guys hear me on ZOOM? Abraham – Schertz You’re good.

Reads letter of charges again.

Application for Membership – VP Esteban Ramirez So we have active members - 1206, and that's with approximately 60 signed up. But they're not on the roster yet. With 474 retirees, 142 gold members, and that's with 19 retirees that have not submitted 1189 yet. So I got 21 names here for this month. Joe Garza, Nathan Canales, John Lynch, Celyna Garcia, Paul Pritchard, Rasheed Ramirez, Raul Perez, Seth Tejeda, Juan Martinez, Benjamin Garcia, Darrel Bell, Eusebio Perez, Elizabeth Michel, Shaelynn Haby, Boris Banks, Cesar Moreno, Jhon Guerrero, Dan Favella, Francisco Huerta, Eli Guardiola and Hector Ramirez. Are any of y'all here in attendance, on line? Alright, thank you very much.

Unfinished Business – President Hernandez I don't see any body let's move on to new business.

New business – President Hernandez recognizes Mark Isenhour – Serna. Last year after dealing with some health issues, I stepped down from being a steward after 18 years. Through it, subsequently, at that time shortly thereafter I asked President Lousie Jordan if I could still remain on the steward email list because I want to be aware of current events, drt decisions and what's going on with membership and what's being communicated. I still do all those things, although I'm not active in the day to day grievance process. We had a very good person step up and in the elections this year Yoshi Kuwabara won. I support him and give him all the advice that I can. Our new President, Homer Hernandez, has taken a position that if you're not a steward then you're not going to be on the steward email list. We had a discussion about that, we do have multiple spots. One of the others could step down. I've done it for 18 years. I asked Mr. Hernandez, our president, if I can still be on the steward email list and he says no if you want to use the email you need to be a steward. We got a little bit of discussion about that and I've been trying to promote younger people to step up. We do have Yoshi who stepped up and we're still looking for a couple of alternates to step up. Having done it for so long, I feel like I should still be doing it, but it's nice to not have to deal with that day to day interaction argument. That being said, I'd like to make the motion that if you've been a steward for at least 2 years, and never applied for a management position that if you so choose to that you may be on the steward email list. Yoshihisa 2<sup>nd</sup>. Any discussion?

Raul Reyes – NECA I'll like to know who started that policy. For what reasons we decided to go with only stewards and see if that's the reason when we can get a better idea and how to vote on this.

Tony Boyd – Retired I'm against the motion. One of the reasons brother Reyes wanted to know is that as far as operational issues and steward work and things of that nature. That is something that should be the responsibility of the branch president. Who's other title is also the Chief Steward. So they should have the authority and the ability to make those decisions in the same manner that they have the authority in the constitution to remove a steward, if necessary. In the benefit of the branch, to protect the branch. Those who have authority don't utilize it lightly, and that's how it should be. And by the same token it shouldn't be in this instance either as in my ten years, I can't speak for Nancy when she was there. But, I created the steward email network, as well as the CCA network and the branch email network. And there's a distinct reason for having separate email networks. One is directly for the CCA's. The other is for all the branch members which includes anyone that happens to be a steward as well on general issues that affect the branch and one specifically dealing with the stewards. The chief steward who's also the branch president, needs to have that authority to make those decisions. It should not be left up to branch members to make decisions on operational issues of dealing with union stewards.

President Homer Hernandez – Dobbie Station, the steward email list was created for stewards. If you're not a steward, you don't belong there. The steward meetings are open to any carrier that wants to come in and listen to them, and hear the discussion on the matters that we're dealing with. So you have that opportunity to come in and listen to that. You also have the opportunity to come to our executive board and listen to our decisions that we make. So it's not just one person, it's just that I feel a team of stewards should have one email system.

Raul Reyes – NECA I'm against the motion for the reason that there's sometimes confidential information going out with these step b decisions. It's always been my understanding that the only ones that have the authority to reveal these documents is the actual steward. And if we actually start giving anybody the right to see these documents we might be sending confidential information to a person not a steward. So that's the reason I'm against the motion.

Joe Mendez – NECA I'm against the motion for the same reasons everybody that is against it mentioned.

Mark Isenhour – Serna I agree with everything that was said against my motion. That being said, having been a steward I understand this is a confidential aspect that goes with individual grievances versus maybe a class action grievances. I understand Homer's position, if you want to come to training. My primary purpose is that I'm still in a leadership position, I feel like I am even though I don't

have the title. I still know all my people, I'm still pushing for the carrier route listing. I'm supporting our current steward. I know there's a confidentiality aspect. There's nothing more enjoyable than telling your manager why are you doing that? We just won a drt decision on the same thing you're about to do. You're going to lose anyways. Even though I am not a steward, I'm still hitting management on a lot of core issues.

President Hernandez – I appreciate you brother Mark just continue supporting us and all letter carriers. Any more discussion? I see no more discussion, lets put it to a vote. Stewards for at least two years in good standing and not applied for management position in the past two years can be on the steward email. Those that approve say yay. Those that disapprove say nay. Motion disapproved.

David Wooley – Hackberry would you please be able to explain why the cca academy instructor no longer receives payment for getting new members to join the union? President Hernandez – that was a new one. I'll look into it brother and I'll get back to you. Any more new business?

Louise Jordan – Thousand Oaks I'd like to make a motion that the branch purchase an iPad to use for signing up carriers for the LCPF at events such as the softball tournaments. Average iPad ranges from \$599 - \$1049. I'd like to make a motion that we spend up to \$900 to purchase an iPad for the branch. So that we can use it for the letter carrier political fund. Tony Boyd 2<sup>nd</sup>. Discussion Yoshihisa Kuwabara- Serna – Miss Jordan said actual cost up to \$1,049. I would like to amend the motion for up to \$1050 for an iPad, we want to make a purchase of quality equipment.

President Hernandez - So now the motion is to buy an iPad up to \$1,050 for events. Any more discussion? Sergio Dovalina are we not able to take a laptop in place of an iPad? Is it a connectivity issue? Don't we have laptops as a union to deploy in the event that you have to travel to do grievances or what not.

President Hernandez No sir, we got 3 that are being used by 3 stewards. So as far as having one handy, we don't. We tried it with a laptop and it wasn't working too well, it was the wi-fi.

Jim Ruetze – Lockhill Station point of information is it \$1050.00 including taxes?

President Hernandez – the total amount is \$1050.00 that's what is on the floor.

Dan Torres – retired, brother chair I have a couple of iPads and I always use wi-fi. So unless you have a very strong hotspot when you're out there on the baseball fields you're not going to get a good signal. I don't know if there are ones you can

buy with Wi-Fi in that same price range but you would have to pay every month for the internet service. And we would only use it occasionally. It would be about \$45 a month for internet charge for something we are only going to use occasionally.

Ernest Gonzalez – Beacon Hill I've had an iPad for a long time, normally you can just add a hotspot on your phone and you should be able to use the iPad.

Karen Schoolcraft – Serna who are we with as far as cell service? Are we still with AT&T? Yes, what does AT & T sell per month? We would have to look into it .

Louise Jordan – Thousand Oaks – I'd like to withdraw the motion and make a motion to look into the purchase of an iPad. 2nd by Dan Torres

President Hernandez - Any discussion?

Abraham H. – Schertz – What functions are we talking about?

President Hernandez – any events held that involve letter carriers, softball tournaments, bowling events, golf etc., whatever we put together. Those in favor of the motion to look into the purchase of an iPad and get back next month say yay. YAY, so not in favor, say nay. Motion passes

Mary Pardo – retired – How come we don't have someone here trying to sign up members at the union meetings? I also compared are numbers to Austin and they're putting us to shame. Because no one is out there pushing the letter carrier political fund here in San Antonio.

Reports of Special and Standard Committees –

Burnie Miller – retired – 54 years ago on March 17th we started to go on strike. On the 24th of March, President Nixon ordered his troops to move the mail. It didn't work. A few days later they negotiated a contract and we became the United States Postal Service. If the national president called the strike, branch 421 would go on strike. At that time I would say about 80 percent of the letter carriers were military retirees or in the National Guard. I was about 6 years into the postal service, had 4 kids and grew up in a union family. Support your union, give to LCPF.

Mary Pardo – retired, Health Benefits Representative. Letter carriers are constantly having joint pain, back pain or any discomfort when they get home. Union insurance has a program that will help you with that. You can go to physical therapy and they talk to you on the phone about your issues. I have more information about the union health insurance at the back for anyone interested in it.

Dan Torres – AFL-CIO. For every member or federal employee we sign up to the NALC Health Plan every year we get a rebate. The Central Labor Council meeting was held February 28th. President Hernandez and myself were there at the meeting. Sister Louise Jordan was excused. Talked about plans for the November election. A large amount of time was spent talking about the Cesar Chavez march on March 23, 2024. On February 22nd, we had a meeting with Tony Gonzalez staffer and he said he would look into HR 5995 and they would report back to us. He also asked on behalf of Jayden Falcon, the district director if President Hernandez and I would speak to the mayor of Ozona, TX. They're having some sort of delivery problems there. On February 23rd, Henry Cuellar held a community leaders breakfast and President Hernandez and I were invited because of the work letter carriers do in the community .

Alex Alcorta – retired Announced closing of sign in sheet and that 45 members signed in.

Good of the Association –

Louise Jordan – Thousand Oaks

A member in good standing who signs up an applicant to branch 421 shall be reimbursed for one months dues.

Tony Boyd – retired – I'm working on getting tickets to the Red Sox's vs Astros game for the delegates that are going to the convention in August.

Heather Calhun – NECA – Asked for ways to educate union members on what to do when they get injured on the job and getting information out to the letter carriers that aren't familiar with the process.

Tony Boyd – retired - follow to Heather. Stewards should be bringing up information during stand ups so that carriers are aware of what to do when getting injured on the job.

Carlos Harris – Beacon Hill – those that aren't good with asking for information can go to NALC.ORG for information.

Raul Reyes – NECA – Stand ups are good but stewards need to be active in knowing where their carriers are at so that we don't have more article 10 charges. Grievance process takes a while so be patient with the process.



Carlos Harris – Beacon Hill – there are other avenues other than the grievance process, if you would like to know them you can get with me.

Raul Reyes – NECA – filing non-compliance after non-compliance. Management is being friendly to the union, it's changed a lot over the years. Asked about the carrier listing report.

Tony Boyd – retired – follow up to Raul, I dealt with the same issues when I was President. At some point the leadership needs to come to the rescue of these guys. You need to have a direct one on one with the postmaster on those issues, if not move it up to the district manager, if not move it up to the area vice president.

Raul Reyes – NECA – Trustee Report, we did the December and January audits: some discrepancies were brought up and are still getting cleared up. Doing inventory on what was spent so that if a member asks we will have an answer as to why that money was spent.

Ted Carter Fund - \$47.00

Improvement of the Service – President Hernandez – Any new members present here or on ZOOM? No, we need to get them here. Thanked all the stewards for all their hard work. Retirement seminar on March 24th at 10 am, anyone within two years of retirement is encouraged to go. OWCP training April 7th at 10 am and on April 21st at 9 am, new steward training. National Convention-we send out email to all the delegates with information on the August convention. Amount per delegate \$2395. Protect our Carriers Act HR 7629.

Follow up Raul Reyes talked about Protect our Carriers Act HR 7629 and importance of the act and calling your representative to get it to pass.

Cornelia Lashley asked about Hotel Reservations for the convention.

President Hernandez, the information will be emailed out. Nancy Feldt – follow up to Raul about carriers getting robbed should push the issue so that it gets more publicity in the news.

President Hernandez – talked about getting something passed with OSHA.

Anyone outside of a building for more than 2 hours should be provided a bottle of water or some kind of water. Working with the AO's to make sure routes aren't overburdened and if so getting them adjusted. Randall Wear – the NALC Texas 3

district lead, we are number one in Texas for adding routes and number 2 in the southern United States.

President Hernandez apologized about the Newsletter, having issues with the printer, will get it fixed or get a new one.

Budget Discussion – Dennis Alltop financial report has been presented, any discussion?

Louise Jordan, what did we get fined or assessed for \$1,751.90? Under secretary's salaries 25, 53, 68 what does all that mean? Under meals it says \$613.29, when the branch approves \$300 a month. Second page the balances 1231, 2024 for the building fund and special funds should probably be 2023. For February fines and assessments of \$180 not sure why. February we had zero for meals and should be \$300.

Nancy Feldt complained about having pizza every month, maybe we could change it up.

Branch Jacket winner Juan Hernandez

Dollar Pot \$45 Winner Phil Jordan donated it to the Ted Carter Fund

Motion to Adjourn Mark Isenhour 2<sup>nd</sup> by Carlos Harris