

National Association Letter Carriers Branch 421

September 12, 2024

General Branch Meeting

The regular branch meeting of Alamo Branch 421 was held September 12, 2024 via ZOOM virtual meeting and in person. The meeting was called to order by President Homer Hernandez at 7:05 pm.

Invocation by Burnie Miller

Pledge of Allegiance National Business Agent (NBA) Region 10 Shawn Boyd

Special Guest Speaker:

Shawn Boyd (NBA) gave kudos to career carriers for being 96 % organized and retired carriers for being 90% organized.

Region 10 has training coming up Saturday October 12, 2024 at the Dallas Marriott in Fort Worth. Presidents and Officers meeting that Saturday afternoon.

Leadership Academy applications deadline September 27, 2024. Jim Ruetze, Lockhill, do you need to reapply if you have applied before? You shouldn't have to but reach out to national to verify.

DRT and Advocacy training coming up. President Homer Hernandez, what qualifications do have to have for DRT? Being a steward, contract knowledge is important and be active in your union.

Robberies and theft of arrow keys, prosecution is getting better. Heat awareness, be safe and take care of yourself out there. Heather Calhoun, NECA, we have broken mailboxes and locks on boxes that need to be changed.

Tony Boyd, Retired, asked about when the new mail trucks are going to hit region 10. Looks like Bryan College Station and Waco, Texas will be the first to get new vehicles. Raul Reyes, NECA, our vehicles here in San Antonio are beyond repair. We need new vehicles here.

Pete Velasquez, Laurel Heights, made a recommendation for the CCA instructors to go through the same process as the leadership program and the DRT process. I wish we had enough carriers wanting to be instructors in the CCA Academy so that we could have an application process, but we don't. Covid changed a lot of things, people are looking for quality of life more than anything, and I can tell you this is one job that has struggled with quality of life since I've been with the postal service. Management doesn't understand that

Roll Call by Recording Secretary Dennis Alltop, Kevin Welch, Beacon Hill was on ZOOM, all other executive board members were present.

Reading of Official Communications by Recording Secretary Dennis Alltop

Spoke about signup sheet for next year's State Convention and Sign up sheet for San Antonio AFL-CIO delegates.

Read a Letter by Ernest Gonzales proposing open bargaining to NALC President Brian Renfro and that it be sent within one week of motion passing. Louise Jordan, Thousand Oaks, Made the motion to accept the letter. Matthias Dearstyne 2nd Louise Jordan, Thousand Oaks, against motion, says it should have been presented so all the members could read it. Ernest Gonzales, Beacon Hill, presented the letter because as a union steward he keeps getting asked about the contract. Tony Boyd, Retired, against the motion for some of the same reasons sister Louise Jordan talked about. Mark Isenhour, Serna, I'm in favor of the motion. Steven Gross, Thousand Oaks, against the motion, letter was done by one person and not the branch. Raul Reyes, NECA, in favor of the motion because members need to be included in the transparency of what is going on. President Homer Hernandez, for the motion, we as members should know what is going on as union members. Pamala Graham, Thousand Oaks, against the motion, better that we don't know what they're fighting for. Louise Jordan, Thousand Oaks, call for the question. Vote Taken, Question is called. Vote Taken on the motion, (Motion Passes)

Dan Torres, Retired, made a motion to accept the minutes as presented. Dennis Alltop 2nd Mary Pardo, Retired, October, should be September to sign up for Medicare part B. Louise Jordan, Thousand Oaks, correction to Congressional people spoke to us, not spook. Dan Torres, Retired motion to accept minutes with corrections, 2nd Dennis Alltop.

Application for Membership – President Esteban Ramirez a)

Current membership count is 1223 plus approximately 6 signed up but not on the roster yet, 489 retirees, 142 Gold Members and 33 retirees that have not submitted 1189's yet. The branch has 10 new members, they are Brandon Chilcote, Jacob Casillas, Roman Verduco, Josep Maldonado, Erin Miller, Julianna Martinez, Joe Guerro, Aldona Pettit, Joe Salinas and Kyler Journey.

Unfinished Business - President Hernandez.

Tony Boyd, Retired, spoke about the unfinished business of the \$25,000 arbitration award awarded to the Branch. Eleven stations were mentioned in the grievance. Eleven step b decisions were included in the grievance. Pete Velasquez, Laurel Heights, spoke to carriers from the different stations, said they don't want the money, they want it to be used in a way

that is beneficial to the branch. Adding additional fans, ice machines, training, the big issue was how do you deal with supervisors like this?

Mark Isenhour, Serna, our station felt like the way it was written we would be compensated. Mixed emotions on compensating carriers at Serna station. Money should be used to assist the stewards and help them.

Rigoberto Hidalgo, Beacon Hill, spoke to carriers at Beacon Hill station and one of the recommendations made was for training on how to deal with supervisors and managers like that. More training for the steward and new employee's (the CCA's) on how to deal with supervisors like that.

Pete Velasquez, Laurel Heights, read the committee's recommendations. Money Separate's people and we don't want that to happen to our branch so keep that in mind. Creating a Dignity and Respect Team and sending two individuals to Washington for training. Looking at a cost of \$7,000. Looking to spend \$5,000 for steward resources, i.e. laptops, printers, pin drives, and additional storage equipment. Looking to provide some suicide prevention training as well at a cost of \$1,000 to \$3,000. Formal A training for stewards at a possible cost of \$8,000. Possibly invite someone from National and have them come here to do the training. Tony Boyd, Retired, expanded on the training in DC, spoke to individuals and was told that they are certified classes that are given on dignity and respect. Burnie Miller, Retired made a motion to accept the committee's proposal. Louise Jordan, Thousand Oaks 2nd Ernest Gonzales, Beacon Hill, Can we put those in the Budget?

President Hernandez, we know what to spend but yes we can put it in the budget. Joe Blancarte, Retired, against the motion, agrees on some of the items presented, but disagrees on some. Don't think we should send two people to DC. We should have the training here so more people can attend. President Hernandez, we could look at that. Tony Boyd, Retired, for the motion we talked about sending someone. The President and Vice President have say in who goes we need to put someone who is going to do a good job. You can modify where the training is, but you need quality people doing this. Then the information can be shared. Louise Jordan, Thousand Oaks, made a friendly amendment take the suggestion and work out the details of when and where. Dan Torres, Retired, it's flexible, not set in stone.

Richard Gould, Lockhill, did they cover the entire \$25,000? Pete Velasquez, Laurel Heights, the breakdown comes to \$21,000. Richard Gould, Lockhill, made a friendly amendment \$3,500.00 for a better sound system in the hall. Tony Boyd, Retired, Pete said there is flexibility in how to spend. Raul Reyes, NECA, question is Louise Jordan's amendment up to

the members or the president to decide? President Hernandez, they have four categories to spend it on. Louise Jordan, Thousand Oaks, not a president's decision, maybe executive board. I was asking for flexibility to spend. Ernest Gonzales, Beacon Hill, if we're not spending the money now, I don't think we need to vote. I call for the question. Dan Torres, Retired 2nd (motion to call the question passes) Vote taken to accept the committee's recommendation (motion passes)

New Business-

Ernest Gonzales, Beacon Hill, made a motion to raise the meal budget from \$300 to \$500 for the next 3 months. 2nd Jose Rodriguez. Louise Jordan, Thousand Oaks, where would the money come from? President Hernandez, out of the steward training. Rudy Ramon, Retired, are we running out of food at the meetings? Esteban Ramirez IV, yes. Gerry Aldorf, in favor of motion, food prices have gone up. Having the same food item needs to change. Vote Taken 43 for 1 against (Motion Passes)

Kevin Welch, Beacon Hill, nominate self for State Convention. Richard Gould, nominate self for State Convention. Rudy Ramon, nominate self for the State Convention. Darryl Zander, Retired, nominate self for State Convention. Fred Flores, nominate self for the State Convention.

Louise Jordan, Thousand Oaks, motion to participate Christmas Salvation Army. 2nd Pam Graham. (Motion Passes)

Reports of Special and Standard Committee

Mary Pardo, Retired, Postal Service paying penalty for Medicare part B, I have the applications, last day is September 30, 2024.

Dan Torres, AFL-CIO, Happy to see Branch 421 supports LACLA CBTO- Regional Conference.

Joe Stevens, Serna, Presented the Article 10 committee final report for Article 10 Charges made by Nickole Whaley, City Carrier against City Carrier and union member Sergio Dovalina, for gross misconduct, criminal activity against a union member, vandalism and verbal harassment/ abuse/ interference with union steward duties. Video footage from Branch 421 parking lot was presented. Motion to accept the committee report Rudy Ramon, Pete Velasquez 2nd (Motion Passes To Accept the Committee's Report)

Sergio Dovalina, AMF, spoke on his behalf against the Article 10 Charges presented against him. President Homer Hernandez took a vote to sustain the charges of vandalism and harassment. Vote Taken 16 for motion, 26 against motion. (Motion Doesn't Pass)

Good of the Association

Burnie Miller, Retired, all members not signed up for Medicare part b are advised to sign up for part b. Ernest Gonzales, Beacon Hill, I figured out what's going on with the sound here, we are going to look at things to fix the sound system. Mary Pardo, Retired, suggested to the executive board, military veterans send in a military picture to post at the Union Hall for Veterans Day.

Improvement of the Service – President Hernandez appointed Vice President Esteban Ramirez IV to committee against vandalism and violence against carriers at the office of City Council. Employee's Compensation Operations & Management Portal (ECOMP), Get on and register! Voting – Election time, get out to vote, we will be doing phone banking, Got two quotes for the back light, \$350 and \$380. 13) Financial Secretary's Report of Receipts – Jose Rodriguez, will post pone till October Branch Meeting that way July, August and September financial reports can be uploaded online and made available at union hall.

- 1) Ted Carter Fund - \$51.35 Doug Boethin – Dollar Pot, Mark Isenhour – Jacket
- 2) Motion to Adjourn 10:13 PM By Doug Boethin 2nd Pete Velasquez