

National Association of Letter Carriers (NALC) Branch 421

January 8, 2026

General Branch Meeting Minutes

Date: January 8, 2026, Time: 7:03 pm Location: via Zoom and in-person at the Branch Union Hall.

1. Call to Order

The meeting was called to order at 7:03 PM by Alamo Branch President Homer Hernandez.

2. Invocation: led by Burnie Miller.

3. Pledge of Allegiance: Margaret Garza.

A motion was made by Erin McLaughlin and seconded by Jim Ruetze to suspend the meeting for a guest speaker: Adrian Reyna.

Adrian Reyna spoke about running for State Representative District 125 in the upcoming election and thanked everyone for their support.

Tony Boyd made a motion to bring the meeting back to order and Carmichael Lewis seconded the motion. The motion passed.

4. Roll Call by Dennis Alltop

Officers Present:

President: Homer Hernandez

Vice President: Esteban Ramirez IV

Recording Secretary: Dennis Alltop

Financial Secretary: Erin McLaughlin

Treasurer: Jose Rodriguez

Assistant Recording Secretary: Kevin Welch (Zoom)

Director of Retirees: Dan Torres

Sergeant-At-Arms: Alex Alcorta

Health Benefits Coordinator: Mary Pardo (Zoom)

Trustee: Rigoberto Hidalgo

Trustee: Joe Stevens

Trustee: Raul Reyes

5. Reading Official Communications by Dennis Alltop: Holiday and Christmas Cards were acknowledged and read aloud, including: Region 10 NBA, Henry Cuellar, Michael Caref and Mary Pardo.

Article 10 charge was sent from Jonathan Sierra. This was sent out the last of November, but I didn't receive letter until later. According to Article 10 of the Constitution of the Government and Subordinate Federal Branches, or GSSF, Jonathan Sierra, a good member in standing, hereby charge Homer Hernandez, President, Esteban Ramirez, Vice President, and Natiebe Nanda, Steward of Converse with violating the carrier oath by wronging a member and by failing to exercise reasonable effort toward preventing a member from being wronged and or failing to maintain loyalty to the laws of the National Association of Letter Carriers now in force. The undersigned hereby charged that President Hernandez, Vice President Ramirez failed or neglected to properly discharge duties of his elected position, resulting in a possible gross misconduct. Steward, Natiebe Nanda has neglected her duties as an elected steward of Converse by either refusing to file grievances for paying dues members, and or making deals with management that severely reduce monetary remedies to aggrieved carriers and or failing to, compensate aggrieved carriers for clear-cut violations. These actions by Ms. Nanda, extend over years up to November to this year, when Ms. Nanda made a overtime list, carriers get bullied and harassed, and let every request or action pass the 14 days or so Loss is a lost grievance. Natiebe Nanda, continually sympathizes with management, and on her deal, she got her supervisor position in Colorado that she applied while being a steward, which in turn harms those members who pay dues for their rights to be protected under the NALC Constitution. We would like to, reiterate, we are all dues-paying members in good standing with the NALC, we are expected to represent to the fullest extent possible by our elected steward to which our union dues are paid, yet all we have received from Ms. Nanda are one-sided deals between union and management, and only benefited management to... and were kept hidden from the dues-paying members of Converse. President Hernandez and Vice President Ramirez were made aware of the neglect of duties via text message and email of the misrepresentation of steward Nanda, both failed to assist and intervene and stop the neglect of steward Nanda.

I have been asking the union president and vice president over here to get Mrs. Nanda PS1723 and PS Form 991. As they replied, management is pushing back on the information and asking the union to do labor charges to management. They never did her acting as a steward while already applying for the position in management. That she got while I had 7 and 14 days pending, and she let the time pass. For months prior I mentioned in every, every meeting to the union president and vice president that she is

not doing a grievance and letting everything go untimely fell on deaf ears. As after she told them she is quitting being a steward, they did not take action, which I got a 7 and 14 day, been 16, 7, and 14 months. I asked to supervise in the grievance activity of Natiebe Nanda be fully investigated going back to January 2024? In order to determine if the carriers from Commerce are being sold out to the lowest bidder, management. We would also like the carriers of Converse to be interviewed in order to determine if President Hernandez and Vice President Ramirez have either failed or refuse to represent them. I'm asking that if the charges are upheld, that Natiebe Nanda be expelled indefinitely, and me be compensated financially for her actions, and the union president and vice president lacked to respond to her actions, and all the concerns I have brought in many... on many occasions which president Homer Hernandez and Vice President Ramirez have ignored? Have cost me lost overtime and additional benefits and made management efforts to place me on notice of removal that I have been waiting to be adjudicated from for over 14 months. Jonathan Sierra. A committee will be put together.

Kevin Welch made a motion to accept the minutes as presented. Dan Torres seconded.

Vote Taken to pass minutes with corrections. 34 For 1 Against (Motion Passes)

6. Application for new members: Esteban Ramierz IV, Active Members 1174, Retirees 461, Includes 141 Gold Members, and 13 retirees that have not submitted 1189's yet. There are 11 new members. Samantha McDonald, Melonie Frank, Alicia Beckham, Frank Hernandez, Carlos Guedea, Jayden Cruz, Cody Gallion, Luis Mata, Marco Reyes, Mark Saiz, and Jordan Mcallister.

7. Old Business: 2026 Financial Budget

- Raul Reyes, NECA, Trustees stated they were not involved in preparing the final budget and only received the revised version shortly before the meeting.
- Multiple versions of the budget existed, with the last-minute changes that were not fully explained.
- Specific Concerns Raised: IRA contribution for a part time secretary (appears inconsistent with contract language).
- \$5,000 allocation to the Ted Carter Fund, despite no longer receiving health-benefit funding.
- Use of cash-on-hand (\$48,000) to balance the budget, which may not be allowable.

- Confusion over whether trustees were to prepare the budget or only present it, with conflicting statements and text message records cited.

Carmichael Lewis made a motion to Table the acceptance of the budget until corrected and posted online, Jose Rodriguez seconded. Vote Taken 15 for 3 Against (MOTION PASSES)

- Rigoberto Hidalgo, Beacon Hill, addressed Building & Maintenance Update, ongoing plumbing and foundation issues. Leak detection estimates received; cost vary significantly; additional estimates being sought. Insurance policy coverage to be reviewed before expenditures. Issue to be revisited at the February Union Meeting.

8. New Business:

Raul Reyes, NECA, donation from NECA carriers who collected \$276 for union member Ms. Fiona following her tragic event. Combined with prior contributions, total assistance amounted to \$491.00. Discussion included the possibility of organizing additional collections in future months due to reduced wages once COP ends. Grievance Victory for NECA Annex, Raul Reyes spoke about successful out-of-schedule grievance totaling approximately \$57,000. Each affected carrier received approximately \$1,589. Credit given to carrier participation, steward work, step B, NBA, and pre-arbitration resolution. Result serves as a deterrent to management's unilateral schedule changes.

9. Reports of Standing and Special Committees

- Dan Torres, Retired, AFL-CIO Report, MLK March: January 19, 2026, Breakfast at 7:00AM; Buses Depart at 8:00AM, Location: ATU Union Hall, 1901 N. Flores, Transportation and T-Shirts provided. Texas AFL-CIO Scholarship deadline: January 31, 2026

- Mary Pardo, Health and Benefits Representative, spoke about National Health Benefits training she attended, members were advised to report if insurance cards were not received. Life Insurance Advisory, members encouraged to review NALC life insurance options.

10. Improvement of the Service:

- Kevin Welch, Beacon Hill, inquired about National Convention Information.
- Homer Hernandez, President, delegates to receive updated information via e-mail.
- Homer Hernandez, President, addressed route checks are expected across stations. Emphasis on proper route performance and safety. The goal is to reduce route losses.

- District Meeting, Branch Leadership to meet with District Manager and Postmaster, topics to include COP, 3971 usage, carrier safety and harassment over return times.

- Branch elections are scheduled for October. The National Convention to be held in August. Discussion of proposed resolution regarding election of regional representatives. Members were encouraged to submit resolutions for the National Convention.

- Abraham Heikel, Schertz, expressed the need for increased steward presence and support in the AOs. PTF conversion delays raised. Concerns about overtime list strings being weaponized by management. Leadership to follow up with Management.

- Esteban Ramirez IV, Vice President, spoke about successful steward training held with strong attendance. Appreciation expressed for outgoing and current stewards. Continued challenges due to grievance backlogs. Article 8 training is scheduled. National training resources are forthcoming.

11. Financial Secretary's Report: Jose Rodriguez, Beacon Hill. Dan Torres made a motion to accept the financial report for October as presented. Joe Stevens seconded. Vote Taken (Motion Passes) Joe Stevens made a motion to accept the financial report for November as presented. Dan Torres seconded. Vote Taken (Motion Passes) December Financial Report deferred, to be presented with January report at the next meeting.

12. Collections:

Ted Carter Fund: \$35.00

Dollar Pot Winner: Burnie Miller \$17.00

Jacket Winner for November: Enrique Delgado

13. Adjournment: Motion to Adjourn: Jose Rodriguez, Seconded by Rigoberto Hidalgo

The meeting was adjourned at 8:18PM.