

National Association of Letter Carriers (NALC) Branch 421

October 9, 2025

General Branch Meeting Minutes

Date: October 9, 2025, Time: 7:01 Location: via Zoom and in-person at the Branch Union Hall.

1. Call to Order

The meeting was called to order at 7:01 PM by Alamo Branch President Homer Hernandez.

2. Invocation: led by Brother Burnie Miller.

3. Pledge of Allegiance: Doug Boethin.

4. Mary Pardo made a motion for guest speaker Lucy Adame-Clark to speak. Erin McLaughlin 2nd.

Lucy Adame-Clark spoke about running for re-election county clerk in Bexar County.

Burnie Miller made a motion to bring the meeting back to order. Sony Leon 2nd

5. 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

Director of Retirees: Dan Torres

Sergeant-At-Arms: Alex Alcorta

Health Benefits Coordinator: Mary Pardo

Trustee: Rigoberto Hidalgo

Trustee: Joe Stevens

Trustee: Raul Reyes

6. Reading Official Communications by Dennis Alltop: Read a letter from Texas AFL-CIO, information on scholarship for \$950.00 for each student. Applications due by Monday, November 3, 2025. Dennis read information regarding the secretary contract stating that retired President Tony Boyd would be her representee for the proposed contract changes.

Erin McLaughlin made a motion to have someone come in and trim the trees for \$750.00 Gabriel Guerrero 2nd. Vote Taken 33 For 2 Against (MOTION PASSES)

Dan Torres made a motion to spend the remaining \$17,000 from the Serna Station Grievance on continued steward training. Jim Ruetze 2nd. Vote Taken 42 For 1 Against (MOTION PASSES)

Dennis Alltop read a charge letter from Zachary Spitz against President Homer Hernandez for previous ruling against Steven Gross a member of the DRT team. National responded stating that Article 10 charges are not the appropriate avenue for challenging the procedural decision at a branch meeting. Such decisions may be challenged through the appeal procedures set forth in Article 11 of the NALC Constitution for the Government and supported in federal branches. Under Article 11, Section 1, any decision by a branch president may be appealed to the members at the branch meeting at which the subject appeal is under consideration. The decision of the members may be appealed to the National Committee of Appeals. The procedure for appealing a branch decision is set forth in Article 11, Section 2.

Esteban Ramirez IV spoke since the charges were against President Homer Hernandez, stating that the present charges are out of order. However, you should be advised that your rulings are subject to appeal under Article 11. So, we're going to call these charges out of order, and he has the right to appeal. Zachary Spitz, Boerne Station, appealed the chairs decision.

Dennis Alltop took over as the new chair. Esteban Ramirez IV, Thousand Oaks, my decision to call the current charges out of order are based on the presidential ruling. It says right here, you may advise the charging party that the present charges are out of order. The process for appealing is through Article 11.

Vote taken for the original ruling out of order. 36 For 6 Against so the ruling is out of order.

Carmichael Lewis made a motion to accept the minutes as presented. Kevin Welch 2nd. Mary Pardo, retired, stated spelling issues that need to be corrected.

Burnie Miller, Retired, stated that the financial reports for June and July are not in the minutes.

Raul Reyes, NECA, questioned the minutes being word for word. Nancy Feldt, Retired, I agree with Raul, some issues should be word for word, and some parts should be condensed. Vote Taken to pass minutes with corrections. 34 For 0 Against (Motion Passed)

President Homere Hernandez spoke about the executive board recommending a static water test before hiring someone to level the building. Mary Pardo made a motion to do a hydro-static water test. Alex Alcorta 2nd. Louise Jordan, Thousand Oaks, spoke about the plumbing being done before we bought the building and checking to see if it was still under warranty. Jose Rodriguez, Beacon Hill, just to clarify, we are trying to figure out why the building is sinking. That is why we want to do hydro-static water testing. Dan Torres, Retired, suggested that we amend the motion to check to see if the plumbing company warranted their work before we hire to have the water static test done. Raul Reyes, NECA, spoke about the warranty usually only lasting for a year or two and would have to investigate and see how long and what all is covered. Rigoberto Hildago, Beacon Hill, just to clarify it's a water static test and \$250 is what is usually cost for residential, it may cost more for commercial building. Vote Taken 45 For 2 Against (MOTION PASSED)

7. Application for new members: Esteban Ramirez IV: National Changed the website for total membership so all I have is 7 new members. They are Blanca Martinez, Stephanie Ybarra, Kalen Bahlman, Christopher Palomo, Michelle Biehel, Brandon Vega, and Manzili Love.

8. Old Business: NONE

9. New Business: President Homer Hernandez spoke about the delegate list. Richard Gauthier, Retired, not on the list and emailed it in. Raul Reyes, NECA, our bylaws state that the election shall be held in October. Tony Boy, Retired, when I was President, the emails received had to be a written statement with signature. Just sending an email in wasn't good enough.

Jose Rodriguez, Beacon Hill, stated that Annual Leave polling starts in November, and we need to know how many delegates each station is going to have so that it can be marked off on the annual leave board. Also stated that email sent has an electronic signature. Erin McLaughin, AMF, we spoke about this in the executive board meeting and agreed that the email must have a written statement with signature. An email was sent to everyone informing them of this. Louise Jordan, Thousand Oaks, stated that when she was part of the executive

board, they never accepted an email that did not have a signature. There is a difference between sending an email and then sending an email with an electronic signature. Doug Boethin, Retired, stated that at his previous branch delegates were given the option to withdraw their name before an election was held if they wanted to. Just an option to avoid having to have an election. Also stated that all officers were automatically paid delegates by virtue of their officer position according to the branch bylaws. Abraham Heikal, Schertz, I had more than 8 meetings, and I am not on the list. Didn't nominate yourself at the last meeting.

Ernest Gonzales, Beacon Hill, bylaw says signed, according to law a typed name on an email is a signature. President Homer Hernandez, the bylaw says signed. We are allowed 60 delegates, only 45 are paid delegates. Jose Rodriguez, Beacon Hill, just to clarify I was not part of the officer's meeting where we spoke about the nominations having to be signed. Raul Reyes, NECA, I was part of the officer's meeting where we discussed the signatures having to be written. Spoke about making the branch bylaw more clarified so that there will be no issues. Doug Boethin, retired; my former branch had bylaws that said all the officers are automatically delegates. Richard Reyes, NECA, I try to make the meetings, but Westbrook, Gordan are CCA's working 12 hours 6 days a week. Just something to consider.

Sergio Dovalina, AMF, inquired about the ZOOM policy, specifically being actively engaged in the branch meetings and asked who tracks that? President Homer Hernandez, spoke about the Constitution allows us a total of 60 delegates and our branch bylaws allow us to have 45 paid delegates. Ernest Gonzales, Beacon Hill, made a motion to table delegate list until November meeting so that we could verify all eligible delegates. Zachary Spitz, Boerne, 2nd. Vote Taken 40 For 1 Against (MOTION PASSED)

Javier Flores, Uvalde, made a motion to request \$500.00 for Uvalde Christmas Party. Burnie Miller 2nd. Vote Taken 46 For 4 Against (MOTION PASSED)

Mary Pardo, Retired, made a motion to extend the meeting. Ernest Gonzales seconded. Vote Taken 22 For 0 Against (MOTION PASSED)

10. Reports of Standing and Special Committees

Mary Pardo, Health and Benefits, spoke about the NALC Health Benefits open season November 10 – December 8.

Joe Stevens, Nimitz, spoke about the 2026 proposed budget as well as Raul Reyes.

Ernest Gonzales, Beacon Hill, made a motion to go with Knight Printing as the new copier company. Jose Rodriguez, Beacon Hill, 2nd Vote Take 40 For 5 Against (MOTION PASSED)

11. Improvement of the Service:

Homer Hernandez, President, spoke about the building foundation.

Burnie Miller, Retired, made a motion to get the foundation fixed. Louise Jordan 2nd.

Tony Boyd, Retired, against motion, asked about the foundation needing to be fixed immediately, or can we do more research?

Ernest Gonzalez, Beacon Hill, against motion, had in-depth questions about the warranties and types of foundation repairs being offered and made a motion to table it until more information can be provided to the members. Tony Boyd, Retired, there is already a building committee, President Hernandez, Vice President Esteban Ramirez IV and the trustees. Gather the information and provide it to the members within the next 30 days for a vote. Erin McLaughlin 2nd. 49 For 0 Against (Motion Passed)

Homer Hernandez, President, spoke about needing to get trees trimmed. Louise Jordan, Thousand Oaks, said that Crabtree was the ones we used before, and they keep wanting to charge more. I need to keep looking.

12. Good of the Association:

Raul Reyes, NECA, stewards Richard Reyes, Cameron Gordon and Jared Westbrook.

Nancy Feldt, Retired, questioned President Homer Hernandez about renting out the Union Hall without the members knowledge and approval. President Homer Hernandez, Jose Rodriguez did use the Union Hall but didn't rent it. He only paid for the same thing we pay for the Branch Christmas Party \$300 for special party insurance and \$150 for cleaning deposit. I have already checked with the City of San Antonio. We can have parties; we're just not allowed to sale beer or alcohol.

Tony Boyd, retired, spoke about the need for transparency and putting it out in the Timely Messenger, that the Union Hall is available for use by all branch members. Ernest Gonzales, Beacon Hill, made a recommendation to use a debit card for purchases. That way you could just go down the bank statement instead of having to have receipts for everything. Raul Reyes, NECA, the Department of Labor requires receipts. Then he stated that he needed receipts for the \$150 that

Jose Rodriguez paid because he hadn't seen it yet. Jose Rodriguez, Beacon Hill, clarified the receipt thing, said he was given a receipt and that it was in the receipt book.

Tony Boyd, Retired, spoke about Raul Reyes and Jose Rodriguez point about the secretary contract motions being sent to OPIU277 retroactive to September 6 and that we should be getting that information back to have on file for Department of Labor if needed.

Homer Hernandez, President, spoke about the Bowl-a-thon on November 30, 2025, at Bandera Bowling Center and that there would be information put out about it. Teams of 5, \$25.00 a player. Trophy prizes for 1st, 2nd place.

Branch Christmas Party at the Union Hall December 6, 2025, from 6:00 to 12:00 am. Retiree Luncheon, October 29, 2025 at Luby's on the main street from 11:00 am to 2:00 pm.

National is coming down to NECA from November 2, 2025 through November 7, 2025 to talk to carriers about problems that have occurred at that station, stewards being removed. USPS safety is also coming down to check on Encino Park, Serna, Heritage, Lockhill and Cedar Elm stations that have more than 100 carriers' semi-annual health and safety inspections. Steward elections, if no one is running against you, you don't have to have an election.

13. Financial Secretary's Report: Jose Rodriguez, Beacon Hill. Ernest Gonzales, Beacon Hill, made a motion to accept the financial report for August. Franciso Santos 2nd. (MOTION PASSED)

Burnie Miller, Retired, going through the minutes there are no financial reports for June and July, would like to see them next month so that we can vote on them. Also spoke about wreaths across America for Veterans Day. Dan Torres, Retired, made a motion to sponsor 10 wreaths from the Ted Carter Fund. Ernest Gonzales 2nd. Vote taken 36 For 0 Against (MOTION PASSED)

14. Collections:

Ted Carter Fund for October: \$44.00

Dollar Pot Winner for October: Rene Hernandez, Beacon Hill \$45

Jacket Winner for October: Nancy Feldt, Retired

15. Adjournment: Motion to Adjourn: Doug Boethin Seconded by: Kevin Welch

The meeting was adjourned at 9:19PM.