

National Association of Letter Carriers (NALC) Branch 421

February 12, 2026

General Branch Meeting Minutes

Date: February 12, 2026, Time: 7:04, 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: Sony Leon.

A motion was made by Mary Pardo, and Francisco Santos seconded the motion to suspend the meeting for guest speakers:

John Lira spoke about running for the 2026 candidate for Texas 35th Congressional District in the upcoming election.

Kristin Hook spoke about running for the 2026 candidate for the Texas 21st Congressional District in the upcoming election.

Shannon Locke spoke about running for Bexar County District Attorney in the upcoming election.

Ron Nirenberg spoke about running for Bexar County Judge.

Doug Boethin made a motion to bring the meeting back to order, and Sergio Dovalina seconded the motion. The motion passed.

4. Roll Call by Erin McLaughlin

Officers' Present:

President: Homer Hernandez

Vice President: Esteban Ramirez IV

Recording Secretary: Dennis Alltop (Excused)

Financial Secretary: Erin McLaughlin

Treasurer: Jose Rodriguez

Assistant Recording Secretary: Kevin Welch - (ZOOM)

Director of Retirees: Dan Torres (Vacation)

Sergeant-At-Arms: Alex Alcorta

Health Benefits Coordinator: Mary Pardo

Trustee: Rigoberto Hidalgo

Trustee: Joe Stevens

Trustee: Raul Reyes (ZOOM)

5. Reading Official Communications by Erin McLaughlin:

Kevin Welch made a motion to accept the minutes as presented, Jose Rodriguez seconded the motion.

Vote Taken to pass minutes as presented, (Motion Passes)

6. Application for new members: Esteban Ramirez IV, Active Members 1171, Retirees 464, Includes 141 Gold Members, and 16 retirees that have not submitted 1189's yet. There are 20 new members. Raymond Ochoa, Paige Smith, Ashley Juarez, Aleksandra Talabay, Ahlaxnder Sterling, Patrick Faz, Jeremy Rincon, Rudy Alcaraz III, Kent Crickard, Jose Figueroa, Daniel Flores, Tyesha Jones, Kaitlyn Hutchings, Laura Johnson, Justin Hernandez, Tyler Camps, Jason Pegg, George Cortes, Bradley Reyes, and Angela Sirman Gonzalez.

7. Old Business: The investigating committee for the Article 10 committee read their report on charges filed by Jonathan Sierra on 11-25-2025.

Homer Hernandez, Dobie Station, gave his rebuttal to the investigating committee's report on the charges filed by Jonathan Sierra.

Esteban Ramirez IV, Thousand Oaks Station, gave his rebuttal to the investigating committee's report on the charges filed by Jonathan Sierra.

Vote taken to accept the charges as filed, 4 for accepting the charges, 22 against sustaining the charges. (Charges Denied)

Tony Boyd, Retired, spoke about the procedure of the committee presenting the Article 10 report and the members voting on the content of the report. Either you agree with the contents of the report, or you don't agree with the contents of the report.

Jose Rodriguez, Beacon Hill, spoke about the process of how it was presented to the members and that the process should have been explained for those members that don't know the process.

Sergio Dovalina, AMF, spoke about the need for members to be more active in understanding the process because their stewards don't always represent them like they should and sometimes are working with management and not having the carrier's best interests in mind.

2026 Financial Budget

Raul Reyes, NECA, questioned the \$41,000 in the budget for the branch secretary while her contract is under negotiation.

Kelly Cantu, Nimitz, spoke out against the budget as presented, didn't agree with all the line items on the budget. She said members should not be paying for leave buyback, car allowance, and cell phone allowance. She also thought the Union should pay for the Food Drive t-shirts, not understanding that any extra money profited from the t-shirt sales goes as a donation to the San Antonio Food Bank.

Homer Hernandez, President, spoke in response to Kelly Cantu and said that he and Esteban Ramirez IV (Vice President) are just following the bylaws.

Louise Jordan, Thousand Oaks, clarified that the \$41,000 allocation for the secretary's salary was based on the current contract and could be adjusted later if circumstances changed.

Carmichael Lewis, Retired, acknowledged the concerns but noted that the budget discussions had been ongoing for several months and that previous votes and union procedures must be respected. He emphasized that changes require member participation and voting.

Tony Boyd, Retired, called for the question, ending the debate and moving the meeting toward a vote on whether to accept the budget.

Vote Taken on the Budget Proposal 21 For 21 Against, Motion does not pass. Needs a 2/3 majority.

Louise Jordan, Thousand Oaks, stated that the branch cannot spend any money without a budget being passed. Followed up by making a motion to pay the bills and salaries until a budget can be passed. Richard Gould seconded the motion.

Richard Gould, STMC, I'm in favor of the motion to continue to pay the bills. Explained a little bit of the Branch Bylaws to Kelly Cantu that wanted to cut the President's and Vice President's pay; officers pay and unions' bills. The branch Bylaws have to be followed.

Louise Jordan, Thousand Oaks, I worked on the budget, there is a line-by-line explanation of every item. There was no hidden agenda. There was no discussion about it.

Tony Boyd, Retired, spoke out about the budget.

Erick Flores, Nimitz, complained about paying too much for phones and the internet, and stated that the budget should be more detailed.

Vote was taken to keep paying for the union officers, and union bills until a budget can be passed. 35 For 2 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 March Union Meeting.

8. New Business: Doug Boethin, Retired, made a motion to endorse the Candidates that spoke at the union hall in the upcoming election. Alex Alcorta seconded. Louise Jordan, Thousand Oaks, thinks the motion should be individual and not a blanket for all candidates. 19 For 10 Against (Motion Passes)

Rigoberto Hidalgo, Beacon Hill, attempted to make a motion to send in a letter to cancel the secretary's contract. There was no second.

Tony Boyd, Retired, explained that he drafted a letter back in September to terminate the secretary's contract and President Hernandez signed it and sent it in to OPEIU 277.

Rigoberto Hidalgo, Beacon Hill, asked for a copy of the letter, and acknowledgment that it was received and that it be presented to him and all the members.

Jose Rodriguez, Beacon Hill, asked for the letter to be presented to the members right now.

Jackie Turnbull, Jourdanton, asked about the dignity and respect committee and about the possibility of becoming the steward of Jourdanton because she doesn't feel like they are getting union representation out there.

Abraham Heikal, Schertz, inquired about LMOU negotiations.

Esteban Ramirez IV, Vice President, stated that they are done after the contract is ratified.

Richard Gould, STMC, explained that there are only 22 items on the LMOU that can be negotiated and anything outside of that you can try to negotiate, but this San Antonio management team is probably not going to allow it.

Raul Reyes, NECA, inquired about help for the AO's and the advocacy for a third full-time officer.

Tony Boyd, Retired, explained that back in October that the secretary's contract was expiring, and that it was the union's responsibility to send termination of it so that it would not be automatically renewed. So, at that same time we started to negotiate a new contract. Spoke about the first negotiating meeting to be held on February 17, 2026. He explained that he was appointed to negotiate the secretary's contract and that it is in the branch meeting minutes. He spoke about the need for this to be discussed at the officer's meeting as well as the branch meeting and that it be presented to the members to vote on.

Jose Rodriguez, Beacon Hill, made a motion to extend the meeting. Rigoberto Hidalgo seconded. 16 For 8 Against (Motion Passes)

Rigoberto Hildago, Beacon Hill, asked President Hernandez to read the letter (email) about the contract negotiations to the floor.

President Homer Hernandez, the email stated in response to your request we are obligated to negotiate outside of the timeframe specifically an article XX (20) we will review and respond to you early next week.

Louise Jordan, Thousand Oaks, so we gave them notification we were terminating the contract within the required time frame and technically on March 1, 2026 the contract will be terminated.

Richard Gould, STMC, made a motion to have a committee of three members to explore the possibility of a third fulltime officer cost estimate, or retirees to do secretary work. In the interim, a temporary secretary, be hired at \$15 an hour until the committee reports back. Cesar Hernandez seconded the motion.

Richard Gould, STMC, spoke about his motion and the need for help in the office to have someone to be able to help the President and Vice President out. Someone answers phones and helps out when they are not in the office. The second option is possibly a third fulltime officer even if dues may go up. Advocated that it be a carrier and union member that would have more knowledge than just anyone off the street. That is why I want to explore this possibility and its cost options.

Erin McLaughan inquired if we have money to pay for the committee since the budget has not been approved.

Zachary Spitz, Boerne, made a friendly amendment to the motion that they add other duties other than secretarial, and it be for both part-time and full-time into the scope of possibilities for the position.

Richard Gould, STMC, accepted the friendly amendment.

Raul Reyes, NECA, is in favor of the motion and the need for help in the AO's.

Mary Pardo, Retired, spoke on behalf of the current secretary and her knowledge of her position as union secretary.

Louise Jordan, Thousand Oaks, spoke about being in favor of the motion. As a past president and that we had help from retired NALC members to do office and secretary duties.

Tony Boyd, Retired, called for the question. Carmichael Lewis seconded. 20 For 2 Against (Motion Passes)

Vote for the motion. 34 For 1 Against (Motion Passes)

Carmichael Lewis, Retired, made a motion to continue to pay the current secretary at the current rate with no benefits until we get a contract negotiated. Tony Boyd seconded the motion.

Rigoberto Hildago, Beacon Hill, against the motion. Said he would volunteer to come in to help out. Said we were paying into her IRA and letting her sell back leave.

Tony Boyd, Retired, spoke on behalf of the secretary's contract and that contract being valid until it was terminated.

Louise Jordan, Thousand Oaks, stated that when Brenda Coleman retired two years ago, the contract ended. The Branch in September in accordance with the motion approved a part-time position, not entitled to IRA or leave buy back. The amount approved was \$23.50 an hour, and she is getting paid \$24.70 an hour is unacceptable; we never agreed to that. The fact that we have been paying her more is a possible problem we might have with Article 10 charges.

Jose Rodriguez, Beacon Hill, explained that what her contract entailed was not discussed with the members like it should have been. It wasn't transparent with the members, all the benefits of her contract. For these reasons I am against the motion to keep her on.

Esteban Ramirez IV, Thousand Oaks, I am for the motion. Brenda helps us in the office. When we are not in the office, we need someone to answer the phone, especially with the members trying to retire.

Zachary Spitz, Boerne, made a friendly amendment that it be for 25 days.

Abel Saldana, NECA, asked about the purpose of the secretary and secretary's position and what it entails.

Karen Schoolcraft, Serna, amended it to 90 days to give time for the committee to come back and give their information.

Raul Reyes, NECA, is against the motion. We didn't have a secretary for the first year and no one got fired.

Carmichael Lewis, Retried, made a motion to extend the meeting. Kevin Welch seconded. 9 For 0 against (Motion passes)

Carmichael Lewis, Retried, called for the question 19 For 10 Against

Vote for the motion 16 For 10 Against

Raul Reyes, NECA, made a motion for Lousie Jordan to be on the special committee, Joe Stevens seconded.

16 For 10 Against (Motion Passes)

9. Reports of Standing and Special Committees

Mary Pardo, Health and Benefits Representative, said to look at the timely messenger.

10. Financial Secretary's Report: Jose Rodriguez, Beacon Hill made a motion to accept the financial report for December as presented. Joe Stevens seconded. Vote Taken (Motion Passes) .

Collections:

Ted Carter Fund: \$31.00

Dollar Pot Winner: Carmichael Lewis \$33.00

Jacket Winner for November: Ron Richard

12. Adjournment: Motion to Adjourn: Doug Boethin, Jose Rodriguez seconded.

The meeting was adjourned at 10:12 PM.