

**National Association of Letter Carriers (NALC) Branch 421**

**March 12, 2026**

**General Branch Meeting Minutes**

**Date: March 12, 2026, Approximately 7:00 Location: via Zoom and in-person at the Branch Union Hall.**

**1. Call to Order**

**The meeting was called to order by Alamo Branch President Homer Hernandez.**

**2. Invocation: led by Brother Burnie Miller.**

**Pledge of Allegiance: Nancy Feldt.**

**3. Roll Call by Erin McLaughlin**

**Officers:**

**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 - (Excused) Vacation**

**Director of Retirees: Dan Torres (Excused)**

**Sergeant-At-Arms: Alex Alcorta**

**Health Benefits Coordinator: Mary Pardo**

**Trustee: Rigoberto Hidalgo**

**Trustee: Joe Stevens**

**Trustee: Raul Reyes**

#### **4. Reading Official Communications by Erin McLaughlin:**

**Louise Jordan, Thousand Oaks, made a motion to accept the minutes as presented with corrections. Esteban Ramirez IV seconded.**

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

**Erin McLaughlin read:**

- **A letter from Christina Vella Davidson (Assistant to the President for Community Services) was presented.**
- **Announcement:**
  - **The NALC National Convention will be held in Los Angeles, CA (August 3–7, 2026).**
  - **The NALC Veterans Group will assemble 1,500 care kits for homeless and at-risk veterans.**
  - **Donations requested:**
    - **Toiletries (soap, toothpaste, etc.)**
    - **Care items (socks, bandages, etc.)**
    - **Non-perishable food (protein bars, tuna, etc.)**
    - **Bottled water**
  - **Volunteers will assemble kits during the convention.**

**Erin McLaughlin read a couple of resolutions proposed by Raul Reyes.**

#### **Alamo Branch 421 Resolutions Letter Carrier Paragraph**

- **Purpose: Establish a required “pecking order” for assigning overtime.**
- **Key Points:**
  - **Management must prioritize:**
    - **Full-time regular employees (including ODL)**
    - **ODL carriers at overtime rate**
    - **PTFs**
    - **CCAs**

- Aims to reduce overuse of PTFs/CCAs and protect non-ODL carriers.
- Discussion Highlights:
  - Concern about management misuse of overtime assignments.
  - Clarification that resolution aligns with practices in other unions.
- Raul Reyes, NECA, made a motion to accept this resolution Rigo Hidalgo seconded.
- Vote Result:  
Passed (41–1)
- Resolution 2 (Alamo Branch 421)
- Purpose: Strengthen overtime rules under Article 8.5.D.
- Key Changes:
  - Requires management to:
    - Exhaust ODL, PTFs, and CCAs before mandating overtime for non-ODL carriers.
    - Follow a structured order before assigning overtime.
    - Use volunteers before mandating.
- Discussion Highlights:
  - Addressed fairness and “equitable distribution” concerns.
  - Emphasized grievance enforcement as an accountability tool.
- Raul Reyes, NECA, made a motion to accept the resolution, Richard Gould seconded.
- Vote Result:  
Passed (43–0)

**5. Application for new members: Esteban Ramierz IV, Active Members 1169, Retirees 466, Includes 141 Gold Members, and 16 retirees that have not submitted 1189’s yet. There are 9 new members.**

**Ibrahim Bin Ali, Frank Lyon, Ricardo Tellez-Giron, Goran Boskovic, Yakariel Young, Peter Brunnquell, Michael Islas, Shawn Cruz, and Jose Chavez.**

## **6. Old Business: Committee Report: Secretary / Officer Position by Erin McLaughlin, Louise Jordan and Jose Portales.**

### **Purpose**

- **Evaluate options for:**
  - **Hiring a secretary (part-time or full-time)**
  - **Creating a third full-time officer**
  - **Using retirees for administrative work**

### **Key Findings**

- **Cost Estimates:**
  - **Part-time secretary: ~\$49,675/year**
  - **Full-time secretary: ~\$68,880/year**
  - **Part-time officer: ~\$82,000–\$89,000**
  - **Full-time officer: ~\$95,000+**
- **Branch Comparison:**
  - **Branch 421 salaries are competitive/high relative to similar branches.**
  - **Employee costs = ~42% of total income.**
- **Funding Options:**
  - **Dues increase scenarios:**
    - **\$1 → ~\$29,510/year**
    - **\$2 → ~\$59,020/year**
    - **\$3.50 → ~\$103,285/year**
- **Alternative Considerations:**
  - **Budget cuts (training, events, etc.)**
  - **Reallocation of duties**
  - **Possible restructuring of officer roles**

### **Discussion Highlights**

- **Strong debate over:**
  - **Raising dues vs. cutting expenses**
  - **Need for full-time secretary vs. third officer**
  - **Transparency and fairness in spending**
- **Suggestions included:**

- Cutting training and event costs
- Reducing administrative expenses
- Using digital communications to save money

**Motion: Raul Reyes, NECA, made a motion to:**

**Continue Committee Review**

- Add member (Rigo Hidalgo) to review budget cuts.
- Goal: fund position with minimal or no dues increase.
- Cesar Hernandez seconded
- Vote Taken: Result: Passed (46–2)

**Raul Reyes, NECA, made a motion to Extend Meeting, Louise Jordan seconded.**

- Extend up to 1 hour.
- Result: Passed (19 –7)

**Nancy Feldt made a motion to approve the 2026 Budget, Tony Boyd seconded.**

- Includes corrections to administrative salary lines.
- Discussion: Concerns over expenses and cost savings.
- Result: Passed (25–11)

**7. Old Business:**

**Raul Reyes, NECA, made a motion to Halt Secretary Contract Negotiations (OPEIU)**

- Require:
  - Membership review before signing
  - 2/3 approval for final contract
- Includes amendment: The committee receives a contract draft.
- Rigoberto Hidalgo seconded
- Homer Hernandez stated that the motion was out of order. Raul Reyes challenged the chair. The discussion followed. Doug Boethin called for the question. Louise Jordan seconded.
- Result: Passed (31-11)

- **Result: Passed (20–3)**

**Homer Hernandez made a motion to suspend the meeting for Jose Portales to talk about the leadership academy. Esteban Ramirez IV seconded.**

**Jose Portales, Cedar Elm, gave a presentation on the Leadership Academy.**

**Nancy Feldt made a motion to bring the meeting back to order, Louise Jordan seconded.**

#### **8. Reports of Standing and Special Committees**

- **Mary Pardo, Health and Benefits Representative, spoke about taking care of your health.**
- **Phil Jordan, Social and Recreation committee spoke about Family Funday, more information on dates to follow.**
- **Joe Stevens, STMC, gave trustee report audits for December and January regarding the Union Secretary leave buy back and IRA were accomplished.**
- **Rigoberto Hidalgo, Beacon Hill, trustee followed by saying all other receipts were reviewed and completed.**

**9. Good of the Association/ Improvement of Service: Jose Rodriguez, Beacon Hill, spoke about the Mailbox Assistance Initiative. Louise Jordan, Thousand Oaks, made a motion that the branch donate \$100 to support the program replacing damaged mailboxes. Nancy Feldt seconded.**

- **Result: Passed (33-1)**
- **Announcement: Retirement seminar (March 22)**
- **Parade scheduled (April 25)**
- **Jose Rodriguez, Beacon Hill, daughter going on a mission trip; she is fundraising, \$5 raffle ticket for prizes to be raffled off.**

**10. Financial Secretary's Report: Jose Rodriguez. Esteban Ramirez IV, made a motion to accept the financial report for January with corrections. Mark Isenhour seconded. Vote Taken (Motion Passes). Louise Jordan made a motion to accept**

**the financial report for February as presented, Joe Stevens seconded. Vote Taken (Motion Passes)**

**Collections:**

**Ted Carter Fund: \$17.00**

**Dollar Pot Winner: Karen Schoolcraft \$23.00**

**Jacket Winner for November: Karen Schoolcraft**

**11. Adjournment: Motion to Adjourn: Doug Boethin, Karen Schoolcraft seconded.**

**The meeting was adjourned at 9:15 PM.**