

**National Association of Letter Carriers (NALC) Branch 421
June 11, 2026
General Branch Meeting Minutes**

Date: June 11, 2026, approximately 7:00 PM. **Location:** Zoom and in-person at the Branch Union Hall.

1. Call to Order:

The meeting was called to order by Alamo Branch 421 President Homer Hernandez.

2. Invocation and Pledge of Allegiance:

Invocation: Mary Pardo, Retired. Members were asked to rise and remove their hats.

Pledge of Allegiance: Margaret Garza led the Pledge of Allegiance.

3. Roll Call:

The following officers were noted during roll call or referenced as present:

- **President:** Homer Hernandez - Present
- **Financial Secretary:** Erin McLaughlin - Present
- **Treasurer:** Jose Rodriguez - Present
- **Assistant Recording Secretary:** Kevin Welch - Present via Zoom
- **Director of Retirees:** Dan Torres - Present
- **Health Benefits Coordinator:** Mary Pardo - Present
- **Trustee:** Raul Reyes - Present
- **Trustee:** Rigoberto Hidalgo - Present
- **Trustee:** Joe Stevens - Present
- **Sergeant-At-Arms:** Alex Alcorta - Present

Officers not clearly heard or not confirmed in the transcript were not recorded as present.

4. Reading of Official Communications:

No official communications were clearly read into the record during this portion of the meeting.

5. Approval of Minutes:

Discussion occurred regarding prior minutes, including March minutes that had previously been tabled and needed corrections. The transcript reflects that a motion was made and seconded regarding acceptance or correction of prior minutes; however, the exact final vote result was not clearly audible.

Applications for Membership:

Applications for membership were not available at the meeting. It was stated that the applications were in the office or in a bag and that there were no applications for membership to be present.

6. Unfinished Business:

Article 10 Charges - Committee Report, Reading, Response, and Vote

The Article 10 committee report was presented regarding the charge filed by Dan Torres against Raul Reyes concerning the April 7, 2026, Executive Board meeting. The following section preserves the Article 10 reading and response in the same verbatim-style language reflected in the transcript.

Article 10 Committee Report / Reading

The committee was asked to investigate what occurred at the union executive branch being held on the evening of Tuesday, April 7, 2026. That is the scope of our investigation, only that night. Although the committee had received multiple statements, previous incidents concerning members of the executive board, none of the submitted statements attended the meeting in question. As general committee members, our investigation was to see whether the normal atmosphere was then or has been difficult in the past.

In attendance at this meeting was the President, Homer Hernandez, Trustee Joe Stevens, Financial Secretary Erin McLaughlin, director of retirees Dan Torres, Sergeant-at-Arms Alex Alcorta, Trustee Rigoberto Hidalgo, Trustee Raul Reyes, and health benefit representative Mary Pardo.

Executive board members that were not in attendance were Vice President Esteban Ramirez, Recording Secretary Dennis Alltop, Treasurer Jose Rodriguez, and Assistant Recording Secretary Kevin Welch. As both recording secretaries were not in attendance, there are no recordings of the actual meeting, and all accounts of that night were based off interviews and recollections.

All board members that were in attendance on the night of April 7, 2026, were interviewed by the committee, then the charged party, Raul Reyes, and then the charging party, Dan Torres.

On the night of April 7, 2026, Homer Hernandez asked board Trustee Raul Reyes to be last due to his proposed resolutions possibly presented at the NALC National Convention. About forty minutes into the meeting, a discussion began between Dan Torres and Raul Reyes concerning the language and the specificity of the resolution being one versus two resolutions.

The frustration between both parties began to rise. Mr. Dan Torres eventually made the statement, okay, there is one. Let's move on. After this exchange, Raul Reyes admitted he was agitated by this discussion with Dan Torres.

Financial Secretary Erin McLaughlin testified she made the statement; I am not ready to go on. I do not understand. I am fucking confused. To which Trustee Raul Reyes replied, I am not surprised. It does not take much time.

Mr. Reyes was the only member that testified hearing Erin McLaughlin say; he does not know what he is doing, confused. All other members did not mention any such statement other than Erin McLaughlin expressing her confusion. Mr. Reyes did testify that he was further agitated by her expressing her comment on the matters of clarification. He also testified that on that day of the meeting, he believed that it was an appropriate response to her question.

According to Erin McLaughlin, Mr. Reyes said, it does not take much; everyone laughed. she responded by saying, fuck you. In her testimony, this is the beginning of the altercation between Raul Reyes and Erin McLaughlin.

After this, there were multiple versions of what happened next. Multiple insults were said by both parties. Both members testified that they did hear Raul Reyes say insults such as, cunt, fucking bitch, you fuck over carriers. Erin McLaughlin responded in kind with numerous insults toward Raul Reyes.

Both parties were out of their seats at this point while screaming toward each other. The committee was not able to determine which party said what words and in what order those words were said in.

There were conflicting statements about an object being thrown during the altercation, or whether Erin McLaughlin was moving her hands with frustration and accidentally hit the cup holder. In conclusion, there is not enough evidence that anything was thrown by either party at Raul Reyes.

Another topic that was brought up during the investigation was the sense and demeanor of Raul Reyes. While some members stated that they saw Mr. Reyes staying seated, other members agreed that they were both standing, but in that state, there were verbal exchanges.

Mr. Reyes challenged and rebelled against McLaughlin, saying words in fact are untouching. There was a reply, what are you trying to do, or what are you going to do? You going to call the cops? Mr. Reyes later stated that his comments were not intended as a physical threat and denied any intent to engage in violence.

Many of the board members were telling both Raul and Erin to stop and be quiet. However, they continued, whether they cursed and made verbal exchanges. Homer Hernandez then called the meeting over and told Erin to go to the financial room.

All executive board members agree that Raul Reyes and Erin McLaughlin have had a contentious relationship for some time. The committee also received multiple statements about alleged prior incidents involving Dan Torres and Raul Reyes. The committee reviewed the information about alleged incidents. However, those matters fall outside the scope of this investigation.

The committee's purpose was to investigate what occurred during the night of April 7, 2026, Executive Board meeting, which it did, which it did do, to the best of its ability. Any character witness or character evidence that was not completely helpful and not able to play into April 7, 2026, was dismissed, as any testimony was considered hearsay and not within the purpose of our investigation here.

The only interest of this committee is to grasp the average atmosphere at the executive board meeting was historical. Ultimately, we do agree that this meeting was atypical and out of the normal discussion and debate atmosphere. President Hernandez asked whether that was the report. The committee representatives responded, yes, sir. President Hernandez thanked the committee.

Response by Raul Reyes

So, this is what I have to deal with every time that there is an issue that is brought out. They start ganging on me, like actually provoking me, and actually what is happening, and if anybody is here, I always. If there is something going wrong, I challenge the chair. I mean, we have actually been successful, and I

believe this is an actual political attack because I want to run for president, and Homer and Dan have a history of doing this.

They find out anything about anybody running against them; they will start their process and try to discredit them. That is their normal distraction. They did that to Louise. They did that for Richard. So, it is common practice.

I would like to request the chair that Erin, she is part of the party, not be holding, or happens all the time on the Zoom. Can we get someone else? Because he and she will do it.

As far as actually apologizing to the membership, I thought long and hard about it, if I should or not. I apologize to my character, said Reyes, for falling short and actually using improper language when someone used improper language to me.

How I am going to correct that is that I am going to walk out of the room, because I know Erin, Homer, Dan, and Alex, that is what they are looking for. I obviously did not believe that is what they had in mind. But now it is plain as day, as the charges came by. There was a carrier at Serna that knew about the charges already even before the charges were brought out to me.

So, I did see this, and I think that it is trying to take away the rights of the membership to decide from your next president. So, if that happens, they are manipulating our election and gerrymandering who gets to actually run for election or not.

If you do choose to suspend our actual membership, I would like you to take all the character stuff off. I think Mike, Jose, Margaret, that they gave an actual account of good habits.

Article 10 of charges say the charged party is entitled to carry himself before the branch immediately before the vote is taken. And then it continues about if the charge is sustained or not. There is no time limit on this type of action.

The biggest thing that I have is that I am passionate about representing the carrier, even if it is against our own president or our own other officers. I have had that passion ever since I can remember because I do not like bullies. I am not going to back down from no bullies.

This reminds me so much about management. Management, they talk to you, make allegations; everything is messed up. And now my own president and these other officers are doing what management could not do in 25 years. Now they are making an attempt.

But like I said, if you give me the opportunity, I commit to you, and I promise you that I will not engage in any improper language with any executive, or even if they bring that up, I will walk away from it. I will make that commitment to each one of you. And if you give me the opportunity to lead you in the right direction in this branch, then we will really create transparency and we will not just say it. We will do it by action. Thank you.

President Hernandez stated that the branch would vote on the fact-finding to sustain the charges. A point of information was raised regarding whether the vote was on the charges and not the penalty.

Under Article 10, the Constitution, the Government of Subordinate and Federal Branches, Dan Torres, member in good standing, charges Trustee Raul Reyes

with misconduct, which includes bullying, disrespect of an executive board, sexual harassment, gross misconduct, and conduct unbecoming of an officer, occurring on April 7, 2026.

NALC Alamo Branch 421 held its monthly executive board meeting. In attendance were President Homer Hernandez, Trustee Joe Stevens, Health Benefits Representative Mary Pardo, Financial Secretary Erin McLaughlin, Director of Retirees Dan Torres, Sergeant-at-Arms Alex Alcorta, Trustee Rigoberto Hidalgo, and Trustee Raul Reyes.

At the beginning of the meeting, President Hernandez asked Brother Reyes if he could go last because he had resolutions to present. When his turn came, Brother Reyes presented the first resolution, which the executive board recommended unanimously.

When Reyes presented the second resolution, he stated it was part of the first resolution. I asked why each of the resolutions had a resolve as an annotation, which would make them two separate resolutions. Reyes insisted that two resolutions were one. I tried to explain to him that each of the resolutions ended in a resolve. We disagreed until I said, quote, okay, these two are one. Let's move on and end the quote.

Sister Erin McLaughlin said, "I am confused, unquote. Brother Reyes sarcastically said, quote, I am not surprised. It does not take much, end quote. Sister McLaughlin said, "What are you saying? Reyes said, quote, you are a stupid bitch, end quote. Sister McLaughlin took offense and told him off. Reyes responded in a very crude manner by calling her a variety of names, including cunt. Sister McLaughlin had no choice but to respond in kind as she stood up for herself.

The behavior expressed by Reyes is inexcusable, reprehensible, and should not be allowed in any organization, but more so in an organization like the NALC. Letter carriers are held to a higher standard. Executive board members are also supposed to hold those standards. Brother Reyes did not hold himself to that standard. As a matter of fact, he brought disgrace and embarrassment to our branch. This is gross misconduct of the highest order, and Reyes should be punished accordingly. He should be removed from his position and his membership suspended for two years.

In solidarity, Dan Torres, Director of Retirees.

Motion: To sustain the Article 10 charges against Raul Reyes based on the committee report and Article 10 charge.

Result: The transcript reflects discussion of 13 votes to sustain and 8 against, followed later by a referenced total of 26 to 47 and statements that the charges were dismissed. The minutes record that the Article 10 charge was not sustained, and no penalty motion was entertained.

A point of information was made that, under Article 10, if the branch decides that the facts sustain the charge, the branch shall then entertain a motion to fix the penalty, if any. The speaker clarified that the vote was on whether the charge was sustained, not on the penalty itself.

Secretary Contract / OPEIU Contract

Motion: That the contract with OPEIU be signed so the branch can have a union secretary working in the union hall.

Moved by Dan Torres, Retired

Seconded by Erin McLaughlin, Financial Secretary

Discussion followed regarding whether the branch could afford a third full-time officer, whether a secretary should be hired, whether the contract should be part-time or full-time, what benefits would apply, whether administrative support should be used instead, and whether an NALC member should be used to perform office support work.

Louise Jordan spoke against signing the contract as written and stated that the contract did not clearly specify whether the branch was hiring a full-time or part-time secretary, did not list all required information in Appendix A, and could lock the branch into a two-year agreement. Jose Rodriguez and Raul Reyes spoke about exploring other options and using NALC members where possible. Other members spoke in support of the secretary and the work performed in the office.

Motion: To call for the question on the secretary contract discussion.

Result: Motion passed; debate was closed, with one vote noted against continuing discussion.

Motion: To table the secretary contract until the branch can review it and bring it back next month.

Result: The amendment to table was voted on; the exact vote count was unclear in the transcript.

Motion: To approve/renew/sign the secretary contract.

Result: Motion failed. The transcript reflects the contract failed by a vote stated as 56 to 18.

7. New Business:

No new business was clearly raised before the meeting moved into reports and Good of the Association. A Zoom hand was raised and then withdrawn.

8. Reports of Standing and Special Committees:

USPS Family Fun Day

The June 28, 2026 USPS Family Fun Day at Fiesta Texas/Six Flags was announced. Tickets were reported as \$60. A limited number of hard-copy tickets were available, with online sales also available.

AFL-CIO / Labor Council Report

Dan Torres reported that Labor Day directory sales were going well and that the branch had previously voted to purchase a \$300 advertisement. Discussion was reported regarding offering letter space in the directory to the mayor and county judge if they purchased a full-page ad.

A Labor in the Pulpit program was announced. Labor speakers would go to churches and make presentations about unions. Training would be provided to volunteers.

The Central Labor Council had two semifinalists in the state AFL-CIO scholarship committee process. A motion had been made at the Labor Council to award \$500 to each student who did not receive the state scholarship.

A documentary called Bringing Them Home, concerning veterans deported to Mexico, was announced for June 16 at the Veterans Hall.

Trustees / Financial Review

A trustee report was given for March and April. Concerns were raised about incomplete information on invoices, including missing signatures, incomplete PS Form 8190 information, pest control invoice information, reimbursement for Fiesta gift cards, mileage documentation, and payments where documents were incomplete.

Specific items discussed included a US Bank Equipment Finance invoice related to the copy machine, mileage payments, a payment for luggage, and an \$850 COP conference invoice for Puerto Rico. President Hernandez stated that the national president had spoken at the conference regarding the national agreement and that Esteban Ramirez had been sent to Washington, D.C. and included information in his article.

A concern was raised about an improper payment of more than \$800. It was stated that the issue had been discussed at the Executive Board meeting and that the payment had been identified as improper.

Health Benefits Report

Mary Pardo, Health Benefits Coordinator, discussed health-related information for carriers. She encouraged members to complete a health inventory checklist and review questions such as whether they had vaccinations, high blood pressure, diabetes, colon cancer screening, regular healthy meals, and exercise. She stated that the information was important for members' health and that she would provide the information to Dennis for publication.

Retiree / COLA Information

A retiree report referenced NALC information and 2027 COLA projections. CSRS and Social Security projections were discussed, with a projected 2.9% figure mentioned as of May 2026.

9. Good of the Association:

A member spoke in support of the secretary, stating that the secretary had helped with retirement paperwork and had worked hard for members.

A member raised concerns about new stewards receiving accurate information and support. The member asked that officers and experienced stewards respond to calls, emails, and texts and help newer stewards with grievances and Formal A work.

Bernie Miller asked about a text message survey that appeared to reference NALC and safe carriers. The response was that some presidents had reported carriers receiving it, but it had not been confirmed by everyone.

Bernie Miller also stated disappointment that charges had been brought and expressed concern that the matter caused humiliation. She stated she was glad Raul Reyes had said the behavior would not happen again and was sorry the matter had come about.

Mary Pardo thanked the union, members, stewards, and carriers, and encouraged members to work together, stop fighting, avoid bad words, and show respect.

A Zoom participant asked that members not talk near the microphone while others were speaking because Zoom participants could not hear the speaker clearly over background conversations.

A recommendation was made that, during the period without a formal secretary or salaried office help, the branch or Executive Board should once per month solicit volunteers from the membership to assist with office/branch work, unless a motion or allocation of funds was made to pay them.

Discussion occurred regarding using members who were injured, on removal, or on 16.7 status to assist in the office so they could receive some income while their employment issues were pending. President Hernandez stated he had contacted one carrier who was removed and had also considered another carrier who was on removal, hoping to pay \$17 per hour when help was needed.

Branch Bank Fraud / Financial Reports

President Hernandez reported that the branch bank account had been hit by fraud involving approximately 12 checks. He stated that the bank caught the issue, called the branch, and that he went to the bank. The bank reimbursed the branch for the checks and provided a letter to send to companies whose payments were affected.

It was reported that approximately 9 or 10 checks bounced from the old account, including checks to members and vendors. The old account was closed, and two new checking accounts and a savings account were opened. President Hernandez stated that the branch now had new checks and a new account, and that the issue was the reason financial reports were not ready.

Motion: To table the March, April, and May financial reports until July.

Moved by Dan Torres, Retired

Result: Motion passed.

Raffle / Fundraising

Discussion occurred regarding raffle tickets from the prior month. The tickets could not be located, but the money from the prior month remained. A vote was taken to combine the prior month raffle money with the current raffle. The motion to combine the raffle funds passed.

The raffle winner was Phil. The amount was reported as \$103.

Veterans Suicide Awareness Event

Karen, Serna Station, announced that a veterans event was taking place at Fitzgerald's, located at 437 McCarty, involving Scotty Frazier, a Marine band, and other veteran artists. The event was described as bringing awareness to veteran suicide.

Adjournment:

Motion: To adjourn.

Result: Motion to adjourn was made and seconded. The exact time of adjournment was not clearly audible in the transcript.