

NATIONAL ASSOCIATION OF LETTER CARRIERS ALAMO BRANCH 421

GENERAL UNION MEETING MINUTES

July 9, 2026

San Antonio, Texas | In Person and via Zoom

1. Call to Order, Invocation, and Pledge

The meeting opened with an invocation led by Health Benefits Coordinator Mary Pardo. The prayer asked for wisdom, integrity, compassion, productivity, unity, and faithful service. Special prayers were offered for deceased letter carrier Adam Reyna and for retirees Rudy Ramon, Rudy Trevino, and Bernie Miller.

The Pledge of Allegiance was led by Carmichael Lewis, Retired.

2. Suspension of the Regular Order for Guest Speakers

MOTION: Suspend the regular meeting to hear guest speakers. **Maker:** Mary Pardo.

Second: Dan Torres. **Result:** Adopted.

Members participating through Zoom were reminded to display their full names, keep cameras on unless previously excused, and speak clearly into the microphone.

3. Guest Speaker - Cesar Villegas, Injury to Wellness Clinics

Cesar Villegas introduced Injury to Wellness Clinics as a workers' compensation clinic serving injured employees. He offered assistance with CA-1 and CA-2 claims and distributed clinic cards and flyers.

- He warned that management at several San Antonio stations had reportedly delayed Continuation of Pay (COP) until claims were approved.
- He reminded injured employees filing a CA-1 to select the COP option and to contact their steward when COP is denied or delayed so a grievance can be investigated.
- Contact number provided: 512-618-1391. The clinic is located on the south side near the main post office.

4. Guest Speakers - Corey Walton and James Henry

Corey Walton addressed the membership remotely regarding the upcoming NALC national election and the Concerned Letter Carriers (CLC) slate. He emphasized integrity, education of the workroom floor, member involvement, and addressing toxic work environments. He stated that James Henry had asked him to run for Executive Vice President and to focus on educating rank-and-file members and confronting hostile management practices.

Walton described a proposed national educational program, restoration of a Director of Education position, and a national response team referred to as the "Dogs of War" to assist locations experiencing severe management misconduct, safety issues,

attendance disputes, and hostile work environments. He encouraged members to become informed and participate in the election process.

James Henry then addressed the meeting remotely. He thanked President Homer Hernandez, the officers, and members for the opportunity to speak. He discussed legislative protections, the Protect Our Letter Carriers Act, COLA issues, wages, benefits, working conditions, CCA starting pay, reducing the time required to reach top pay, and the need to fight for stronger contract results.

Henry stated that nominations were expected on August 5, 2026, with ballots to follow later. He said the CLC slate intended to prioritize letter carriers, pursue stronger wages and working conditions, educate members, and challenge hostile management practices.

5. Question and Answer with James Henry

Sergio Dovalina, AMF, asked how branches could compel management to comply with the National Agreement when grievances were backlogged and newer stewards were handling Formal Step A work with limited training.

Henry responded that members should be educated to recognize violations as they occur and function as additional eyes and ears for stewards. He recommended grievance settlements containing three components:

- Acknowledgment that a violation occurred;
- A remedy for the violation; and
- Language addressing and deterring future violations.

He advocated mentorship, instructional “cease and desist” language, escalating remedies, and settlements with sufficient enforcement value to demonstrate bad faith when management repeatedly violates agreements.

6. Return to Regular Order

MOTION: Return the meeting to regular order. **Maker:** Carmichael Lewis. **Second:** Aaron McLaughlin. **Result:** Adopted.

7. Roll Call of Officers:

President: Homer Hernandez – Present

Vice President: Esteban Ramirez IV – 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

8. Correspondence - Letter from Assistant Recording Secretary Kevin Welch

Dennis Alltop read a letter submitted by Assistant Recording Secretary Kevin Welch concerning the Article 10 charges considered at the June 11, 2026, branch meeting.

June 12, 2026

Dear Union Brothers and Sisters,

I, Kevin Welch, Assistant Recording Secretary Alamo Branch 421, as a due paying member in good standing, would like to address the Article 10 Charges at last month's Branch Union Meeting held on June 11, 2026, against Raul Reyes, Trustee Branch 421. While the charges may not have been sustained by the margin of 43 to 27 Against. I still feel that Raul Reyes conduct was still unbecoming and inappropriate especially for someone who desires to run for the office of Union President Alamo Branch 421. I am appalled at the fact that some branch union brothers and sisters think that this conduct is acceptable. While trustee Raul Reyes was giving his reply to the charges, he was supposed to address the chair and wanted to address the members. Then he tried to blame the Chair for not letting him address the charges the way he wanted to and played the victim card. Under Robert's Rules of Order, you must address all remarks strictly to the chair. Never speak to other members. To speak, wait for a pause, raise your hand, and wait for the chair to call your name. When recognized, stand and address the chair as "Mr Chairman, Mr. President, or Mr. Chair. Raul at no time during his speech apologized to Erin McLaughlin for acting in the way he did towards her. Which to me would make it seem like he still thinks that there was nothing wrong with his conduct and actions towards her. He only wanted to thank the members who were present to vote for him in his disgraceful actions towards a female union sister. He said, "I will try to do better." People do not just change how they behave at their own will. A person who hates another person does not hurt the person whom they hate. It makes them a hateful person. I heard that Raul Reyes tried to blame his actions also on the fact that he is a disabled veteran and has PTSD. Raul Reyes should take responsibility for his own actions and get the help that he needs. As I am a disabled veteran and have PTSD, I don't use it as an excuse. While I cannot keep Raul Reyes from running for the office of our Union President Alamo Branch 421, I know for certain I will not be voting for him nor supporting him. Thank you for your attention to this matter.

Signed Kevin Welch, Assistant Recording Secretary Alamo Branch 421

9. Approval of Previous Meeting Minutes

A motion was made to approve the previous meeting minutes as presented. During discussion, members raised multiple corrections and objections:

- Raul Reyes, NECA, questioned passages indicating that the transcript was unclear and asked how the minutes had been prepared. Kevin Welch stated he relied on the Zoom recording and recorded the proceedings to the best of his ability.
- Raul Reyes, NECA, disputed the vote count concerning the prior Article 10 charges and asked that the trustees assist in reviewing the minutes.
- Treasurer Jose Rodriguez stated that the minutes omitted his report concerning branch bank fraud, the availability of the March and April financial reports, the unavailability of the May report, and his motion to table the March, April, and May financial reports until July.
- Bernie Miller requested correction of the spelling of his name and stated that a comment attributed to him had actually been made by Nancy Feldt.

Director of Retirees Dan Torres made an extended statement responding to prior comments by Raul Reyes.

Dan Torres, Retired,

Brother Chair, I rise to refute some of the ridiculous and outrageous comments that Raul Reyes made about me, yourself and Alex Alcorta, but I was mainly the target. Reyes said, "Alex, Homer and Dan gang up on me, attack and provoke me. This is a political attack because I'm running for President." We don't gang up on Raul, but we do try to correct him, and he gets upset, just like with the resolutions. I know what a resolution is and I was trying to help him understand that what he was saying was wrong, but he continued to say that I didn't understand. The next month's executive board meeting he admitted that I was right. He didn't say he was wrong because he won't or can't, that's ego and narcissism. If anyone provokes people, it's Raul, just like he told Erin it didn't take much to confuse her when he could have said "let me explain it to you". That's not his style, just like at the June executive board meeting when Jose was explaining the fraud our branch had to deal with, I said, "Hold on Jose, I don't understand" and Raul says, "that happens a lot". He was trying to provoke me and get me upset, I know how Raul works and I didn't fall for it, I just ignored him because he is always making snide comments putting people down and doesn't want anyone to disagree with him, if they do that's an attack. I thought that was his personality until during the April 7th investigation, we were between witnesses when I heard Raul giving the committee his version of the events and I told the committee that he could not be doing that and that he had to wait until his interview to give his side, he immediately jumped up and said "that's it, I'm done, Dan triggered my PTSD". I wasn't even talking to him, but I stopped him from doing what he wanted so I triggered him. PTSD is no joke; I suffer from it also, and it took almost a year of therapy to help me with it. I mention this because of how many times Raul has argued with people, and he never seems to stop or be affected, that's what I've seen for many years.

He also said that "they have a history of doing this, anybody running against them they start this process and try to discredit them. Normal for the branch, they did that to Louise; they did that to Richard. I have not run for office since 2015. How have I been discrediting candidates if I'm not running for office? Alex has run I don't know how many times for Sgt at Arms and I never heard him discredit another candidate even

when he beat Raul 2 times and Homer was a Trustee 4 terms or so and I never heard him discredit anyone. So where does Raul get that from? More of his imagination and conspiracy theories. I have one vote and I exercise that; I don't and haven't discredited anyone running for office. Ridiculous.

As far as Louise and Richard, I never discredited Louise or Richard when they have run for office. Raul cannot get his facts straight. I believe she was the Recording Secretary or Treasurer when Richard was running for State District 5 Representative, many years ago, nowhere near our branch elections. I filed charges against Louise because she was making political flyers for Richard's campaign using Union equipment, our branch's paper and copier. That is against Dept of Labor regulations. The charges were sustained and she was punished by being told to bring in some printer paper and about 10 of her friends brought in paper, I was happy with that, the branch got free paper.

I would like Raul to bring some proof of what he said, he won't and can't because there is none. This is a product of his imagination. He doesn't take notes at the meetings, so he hears something and makes up things in his mind.

Reyes also said that "Dan is trying to take away the rights of the membership to decide who the next president will be. If that happens, they are manipulating our elections and gerrymandering who gets to run for election or not." This is really crazy; I would like to know how I have taken away any members right to decide who is or isn't running or elected to be president or any other position or how I have manipulated any election. There is no truth to this—Reyes is just detached from reality. He said, "Manipulating and gerrymandering who gets to run for election or not". This sounds like trump or watching too much Fox News, how can I gerrymander an election when that can only happen in congressional or state districts. Last time I checked, Branch 421 does not have voting districts so how can I gerrymander the stations?

Raul gets up and makes statements that don't make sense because he doesn't know what he's talking about.

Reyes said, "a carrier from Serna knew about the charges before I was served". Again, he's implying that I did something like pass them around. I handed the letter of charges to Dennis Alltop on April 9th. Earlier that day, Erin McLaughlin called me to say that someone had urged her to file charges against Reyes, I told her that I had already written some up and I was going to give them to Dennis. I did not share them with anyone or even tell anyone else, but I seem to be living in Raul's head because it's always Dan doing this or Dan doing that. I'm an easy target for some people. I guess.

Then he said, "this is what I have to deal with Homer and Dan, there's an issue". If there's an issue between us, it's that Raul makes up things to fit his narrative. He can't take anyone trying to correct him because he seems to think he knows it all. He didn't even know what a resolution was after 20 years of being a member and going to conventions and training.

Now he said he's running for President, he's never done a thing for this branch outside of him being a steward. He's never organized an event to raise money for our charities. He never donates to the golf tournament, the bowl-a-thon, Christmas party, or any

event we have held. He wasn't even at the Rally for a Fair Contract we had earlier this year, a rally for regular carriers, but there were almost more retirees there than regulars. and I heard that he told carriers to boycott the rally to make Homer look bad. It looked bad that he and his buddies weren't there. He can bring in a crowd to save himself but doesn't even try to help the Branch and he wants to be president. I will say don't fall for his fabrication and disingenuous misinformation.

The chair later reminded the membership that discussion was to remain focused on corrections to the minutes.

MOTION: Table the previous meeting minutes for correction and further review.

Maker: Louise Jordan, Thousand Oaks. Richard Gould, 2nd

VOTE TAKEN (MOTION PASSES)

10. Applications for Membership and Membership Report

Vice President Esteban Ramirez IV presented membership totals for June and July 2026.

June Membership, Active 1156, Retirees 457, Includes 125 Gold Members, includes 25 Retires that have not submitted 1189's yet.

New members reported for June 2026: Harold Butler, Carlos Garcia, Nathan Rodriguez, Jeremy Buckholz, Dry Road Dominguez, and Veronica Ramirez.

July Membership, Active 1151, Retirees 461, includes 31 Retires that have not submitted 1189's yet.

New members reported for July 2026: Terrence Bennett, Cody McCoy, Lorenzo McGarry, Roberto Olivas, and Donovan Guzman.

No new members identified themselves as present.

11. Unfinished Business

Raul Reyes, NECA, stated for clarification that Louise Jordan had been found not guilty of prior charges involving campaign materials and that paper brought to the union hall was not a punishment imposed upon her. He said the clarification was necessary because the earlier account given during the meeting was inaccurate.

12. Reports of Standing and Special Committees

NALC Health Benefits

Mary Pardo, Health Benefits Coordinator, discussed statins, cholesterol, diabetes, heart disease, and stroke prevention. She encouraged members and spouses to read the health-benefit information and follow prescribed medication plans. Copies were made available at the meeting, and the material was expected to appear in a future Branch publication.

Social and Recreation Committee

Bill Jordan, Retired, reported that the Postal Service Family Fun Day held June 28, 2026, had more than 2,400 attendees. He thanked the NALC network and those who

helped publicize the event despite limited assistance from the Postal Service in maintaining an updated mailing list.

Customer Connect

Jose Pedroza introduced himself as the newly accepted District 3 Customer Connect Coordinator. He stated that he was available to assist and educate members, help generate leads, and support revenue growth for the Postal Service through the Customer Connect program.

Building Committee - Foundation and Plumbing

Trustee Raul Reyes stated that the Building Committee had not held a meeting concerning the building's foundation, and that committee members had not collectively reviewed the two proposals. He requested a committee meeting and an estimate of the likely plumbing repair cost before the membership approved foundation work.

President Hernandez stated that the foundation issue had been discussed since October 2025 and that two remaining proposals needed to be presented so the building could be leveled and the plumbing addressed. He said Trustee Rigoberto Hidalgo had been the committee member most consistently communicating with him.

Trustee Rigoberto Hidalgo reported that two foundation bids had been received. One proposal included 11 piers and the other 12 piers, with an approximate difference of \$18,000. He recommended determining the likely plumbing repair cost and confirming the leak location before proceeding. The branch had already spent approximately \$1,200 in efforts to locate the leak.

MOTION: Table the foundation proposals; require the Building Committee to meet, review the foundation and plumbing issues, report to the Executive Board, and return with a unified recommendation at the next branch meeting. **Maker:** Tony Boyd, Retired. Kevin Welch 2nd . **VOTE TAKEN (MOTION PASSES)**

President Hernandez assigned Trustees Rigoberto Hidalgo, Joe Stevens, and Raul Reyes, together with Vice President Esteban Ramirez, to address the issue and report before the next Executive Board meeting.

AFL-CIO / Central Labor Council Report

Mary Pardo reported that the Central Labor Council met June 24, 2026, with Pardo and Louise Jordan attending for Branch 421. She reported the following:

- The Tomás “Toto” Rico for Senate campaign planned a roundtable for Thursday, July 30, 2026, at 11:00 a.m., requesting two attendees from each affiliate. The CLC office was the tentative location, and the Branch Hall was discussed as a possible alternate location.
- The Libby and Lloyd Doggett Award recipient for Labor Day would be Melina Espinoza, president of the American Federation of Teachers Northside.
- The Sportsmen’s Alliance YouTube channel was showing “Solid Ground,” featuring stories of union members who helped build America.

- United Way of San Antonio would host a Community Resource Fair on Saturday, July 25, 2026, from approximately 5:30 p.m. to 8:30 p.m. at the American Red Cross, 3642 East Houston Street.
- The Coalition of Black Trade Unionists was conducting a “Why I Vote” interview project to encourage voter participation.
- The Labor Council for Latin American Advancement planned “Fiestas Patrias” for October 1, 2026.
- Northside American Federation of Teachers planned the grand opening of its new union hall on September 12, 2026.
- The Labor Day Dinner Dance was scheduled for September 4, 2026, at the Firefighters Hall. Tables were \$600 for eight seats. Mary Pardo was named committee chair, with Homer Hernandez and Louise Jordan volunteering to assist.

Motion - Labor Day Dinner Dance Table

MOTION: Purchase one table for eight at the AFL-CIO Labor Day Dinner Dance for \$600 from the Ted Carter Fund. **Maker:** Mary Pardo. **Second:** Kevin Welch. **Result:** Adopted; three opposed were counted in the transcript.

During discussion, Jose Rodriguez asked for an explanation of the AFL-CIO and how younger members could become involved. Pardo explained that the AFL-CIO is a nationwide federation of unions advocating for workers’ rights, and that Branch 421 may elect eight delegates to the local Central Labor Council.

Raul Reyes proposed notifying the full membership and soliciting interest from members who wished to attend. Discussion followed concerning a prior motion allowing the maker of a table-purchase motion to choose attendees. President Hernandez stated that the branch would notify members, explain the AFL-CIO, and use a fair selection process for available seats while recognizing active AFL-CIO delegates.

VOTE TAKEN (MOTION PASSES)

13. Good of the Association

Employee Address Requirements

Jose Rodriguez read and discussed Employee and Labor Relations Manual section 665.5 concerning employees’ responsibility to keep management informed of their current mailing address. He stated that address changes may be reported on PS Form 1216 or through approved Postal Service systems.

Rodriguez explained that a recent removal case was harmed because the employee had not updated the address on file. Management mailed the removal notice to the former address, and the employee missed the contractual grievance deadline.

Members were urged to ensure that management and Human Resources have their current address.

Heat Safety and Additional Cool-Down Breaks

Karen Schoolcraft, described management pressure concerning stationary time during extreme heat and referenced a Postal Service “Beat the Heat” pamphlet. The member highlighted Postal Service language instructing employees to take scheduled breaks

and additional cool-down breaks as needed. The member requested that the language be enlarged and posted at stations throughout the area as a reminder that safety instructions are Postal Service policy.

Meeting Extension

Joese Rodriguez, Beacon Hill, made a MOTION to Extend the general branch meeting by 30 minutes. Rigoberto Hidalgo 2nd. VOTE TAKEN (MOTION PASSES)

Jose Rodriguez, Beacon Hill, made a motion to spend \$3,000.00 out of the General fund to purchase laptops for stewards. Dan Torres 2nd. 53 For 0 Against (MOTION PASSES) Erin McLaughlin, Financial Secretary, mentioned the need for volunteers to help with the Bowl-a-thon in October or November.

Pamela Graham spoke about members bickering with other members and said that we're a union and that we're supposed to be unionized.

Homer Hernandez President, spoke about the Convention Meeting to be held on July 15, 2026 at 6:00 pm. Information to be passed out along with Checks. Moratorium from July 25 – August 24.

Jose Rodriguez, Beacon Hill made a motion to extend the meeting for 10 minutes. Vice President Esteban Ramirez 2nd. VOTE TAKEN (MOTION PASSES)

Erin McLaughlin, Financial Secretary, spoke about bank fraud and that it has affected the financial reports being delayed.

Jose Rodriguez, Treasurer, Treasurer Report for March and April are ready but were not presented. Jose Rodriguez made a motion to table March, April, May, June financial reports. Carmichael Lewis 2nd. VOTE TAKEN (MOTION PASSES)

Quarter Pot – Mary Pardo

Jacket - John Sierra

14. Adjournment

Motion to Adjourn 9:02 PM, Doug Boethm, Retired. Vice President Esteban Ramirez IV 2nd.