

**National Association of Letter Carriers
(NALC) Branch 421
August 14, 2025
General Branch Meeting Minutes**

Date: August 14, 2025, Time: 7:00 Location: via Zoom and in-person at the Branch Union Hall.

1. Call to Order:

The meeting was called to order at 7:00 PM by President Homer Hernandez.

Ernest Gonzalez made a motion to suspend the meeting so that guest speaker could speak. Seconded by Francisco Santos.

Caesar Villegas with Injury to Wellness Clinics spoke about what to do if you happen to get injured on the job.

Mary Pardo made a motion to bring the meeting back to order. Seconded by Francisco Santos. Motion passes.

2. Invocation: led by Kameron Gordon.

3. Pledge of Allegiance: Sergio Dovalina.

4. Roll Call by Dennis Alltop

Officers Present:

President: Homer Hernandez

Vice President: Esteban Ramirez IV

Recording Secretary: Dennis Alltop

Financial Secretary:

Treasurer: Jose Rodriguez

Assistant Recording Secretary: Kevin Welch

Director of Retirees: Dan Torres (ZOOM)

Sergeant-At-Arms: Alex Alcorta

Health Benefits Coordinator: Mary Pardo

Trustee: Rigoberto Hidalgo (ZOOM)

Trustee: Jerry Garcia

Trustee: Raul Reyes

5. Reading Official Communications by Dennis Alltop:
Read a letter from Texas AFL-CIO, with information about a statewide summit and labor conference for young workers to be held at the K. Bailey Hutchinson Convention Center in Dallas, TX, September 5 through the 7th.

Dennis Alltop spoke about a certified letter that was sent to Desiree Garcia trying to recoup money that was spent on a airline ticket for training before she went into management. A vote was taken to send her to small claims court. (Vote Passed)

Dennis Alltop- Approval of June 2025 Branch Meeting Minutes

Motion to Accept: Louise Jordan

Seconded by Mary Pardo, the motion passes

6. Application for New Membership by Esteban Ramirez IV:

Total Membership: 1,153 active members with 505 retirees. 11 new members.

Christopher Graves, Joshua Liserio, Michael Reyes, Komlan Dior, Brittany Guerrero, Ryan Rey, Destinee Gonzales, Jacquish Spencer, Vanessa McKibban, Tina Marie Ivory, and Claudia Garcia.

Gold Members: 141

Retirees Pending Form 1189 Submission: 50

Tony Boyd, retired, came up to install Erin McLaughlin as the new Financial Secretary.

Raul Reyes, NECA, objected to the installation of Erin McLaughlin claiming per the Constitution on page 106, it states “if a serious objection is made, the officer to whom is objective is made will be withdrawn until the difficulty is arranged satisfactorily and the installation will be continued with the other officers”.

Homer Hernandez, President, called Raul Reyes out of order.

Raul Reyes, NECA, challenged the chair. Claimed that it was brought to his attention that Erin McLaughin cannot sign checks.

Homer Hernandez, President, can you provide that proof?

Raul Reyes, NECA, I will table the actual installation until we can provide proof.

Zachary Spitz, Boerne seconded.

Nancy Feldt, Retired, in favor of tabling the motion.

Dan Torres, Retired, asked if the financial secretary signs checks?

Esteban Ramirez IV, Vice President, yes

Jim Ruetze, Lockhill, inquired about the postponing of the instillation due to lack of evidence against Erin McLaughin.

Erin McLaughin, AMF, against the motion due to that she has already gone to the bank and is allowed to sign checks. Doesn't know where the allegations are coming from.

Carmicheal Lewis, Retired, against the motion due to lack of evidence from Raul Reyes.

Joe Mendez, NECA, for the motion to table because the allegation has been stated.

Sergio Dolina, AMF, for the motion to table until we have the proof that we need.

Homer Hernandez, President, for the motion, until I can find out if there is a problem with her signing checks. But, per the bylaws I have the right to appoint anybody that I want.

Carmicheal Lewis, Retired, asked for clarification of appointment of an officer.

Homer Hernandez, President, under our bylaws it states, any officer other than the president vacating during 3 years, one half or less of the term remaining may be filled by an appointee of the president. I appointed Erin McLaughin after

the year and a half mark so I am in compliance with the bylaws and the Constitution.

Ernest Gonzales, Beacon Hill, for the motion to table. Asked for clarification of when Cornelia Lashley resigned. July 11, 2025.

Jose Rodriguez, Beacon Hill, for the motion to table, asked if she was going to be helping the treasurer.

Tony Boyd, Retired, against the motion, the 18-month time limit has been met. President Hernandez has stated that he has the authority to appoint anyone he wants into the position.

Alex Alcorta, Retired, against the motion. Wants to see proof that she's unable to sign checks.

Raul Reyes, NECA, can you provide proof that she can sign the checks?

Homer Hernandez, President, went to look for proof that Erin McLaughlin can sign checks.

Ernest Gonzales, Beacon Hill, made a motion for recess, Abraham Heikal, Schertz 2nd the motion.

Ernest Gonzales, Beacon Hill, made a motion to resume the meeting, Abraham Heikal, Schertz, 2nd the motion.

Ernest Gonzales, Beacon Hill, call for the question. Motion to table the installation of Erin McLaughlin as an officer until we know that she can perform her duties as an officer. Vote Taken 33 for, 21 against (MOTION PASSES)

Mary Pardo, Retired, collected \$35.45 for the Ted Carter Fund.

7. Unfinished Business: None

8. New Business: Louise Jordan, Thousand Oaks, against approving the budget because the numbers haven't been adjusted to the new contract.

Homer Hernandez, President, explained where he moved money around on the budget.

Louise Jordan, Thousand Oaks, I understand you moved money around, but you must have a zero budget, that means

the money coming in and the money going out should equal zero.

Homer Hernandez, President, said we would table the budget till next month so that he could get the numbers corrected.

Jose Rodriguez, Beacon Hill, clarified that more than \$200.00 has been spent on mileage so far for the year.

Homer Hernandez, President, said that they would correct that number too.

Nancy Feldt, Retired, gave a brief history of the past administrations and secretary's position.

Tony Boyd, Retired, spoke about the secretary's contract and the fact that the contract is valid until the 30 of December as it stands or the contract will roll over again on one March of 2026.

Jose Rodriguez, Beacon Hill, questioned if Brenda's Contract could be made available to all members?

Homer Hernandez, President, stated that is available in the office and any member can come to my office to view it.

Louise Jordan, Thousand Oaks, stated that Brenda Coleman had retired. The contract states when you rehire someone part-time or full-time, that for the first 90 days, that they will get paid \$15 an hour and be on probation. As of yet the membership has not voted on the secretary's paid position.

Richard Gould, inquired about Brenda Coleman filing labor charges against the union.

Homer Hernandez, President, clarified that she hasn't but she could, she has the same rights as we do when it comes to filing labor charges.

Carmicheal Lewis, Retired, inquired about when did the position become fulltime? If she's working fulltime, she should get paid fulltime, if not she should only get paid for what she's working.

Raul Reyes, NECA, agrees with Louise Jordan that we should have another fulltime officer.

Dan Torres, Retired, doesn't believe that the branch could afford another fulltime officer.

Zachary Spitz, Boerne, inquired about the transparency of the secretary's contract.

Rudy Ramon, Retired, agrees with not being able to afford a fulltime officer.

Jose Rodriguez, Beacon Hill, stated that secretary is getting sick leave, annual leave and full time benefits. Agrees with Louise Jordan that we could afford another fulltime officer and that we should look at the budget to see where money can be moved around from.

Rigoberto Hidalgo, Beacon Hill, agrees with Jose Rodriguez with regards to sitting down and looking at the budget and seeing where the money could come from for another fulltime officer.

Abraham Heikal, Schertz, agrees with Jose Rodriguez that we should have another fulltime officer.

Ernest Gonzalez, Beacon Hill, made a motion to make copies of secretary's contract to pass out to all the members in the hall. Abraham Heikal, Schertz, 2nd.

Ernest Gonzalez, Beacon Hill, for the motion, this is a contract between the other union and our union. Doesn't understand how it would fall between the Department of Labor or violations of any labor laws.

Alex Alcorta, Retired, against the motion, it's not issue about transparency, anybody can come to the office to see the contract if they want.

Pete Velasquez, Laurel Heights, would like to make an amendment so that anyone on zoom could get a copy of the contract too.

Ernest Gonzalez, Beacon Hill, accepted the amendment so that anyone on (ZOOM) may also get a copy of the contract too.

Nancy Feldt, Retired, doesn't see how this going to be resolved tonight, suggested that a committee be but together for review because there could possibly be labor charges involved. Then made a motion to table handing out the secretary's contract. Kevin Welch, Beacon Hill, 2nd the motion to table handing out the contract.

Karen Schoolcraft, Serna, suggested that the contract be redacted so that it doesn't violate any labor laws. For tabling it.

Richard Gould, against tabling, it's the secretary's contract, not Brenda's contract.

Ernest Gonzalez, Beacon Hill, against the motion to table we should be able to view the contract since that is what the discussion is about.

Carmicheal Lewis, Retired, inquired about Brenda's personal information being on the contract. If so, then is in favor of tabling the motion till it can be redacted.

Burnie Miller, Retried, called for the question.

Vote taken was a tie, Homer Hernandez, President voted to table it as the tie breaker.

Burnie Miller, Retired, in accordance with branch bylaws article 3, section 1b, states that the meeting shall go for an hour and a half or the branch may exceed it. I move that the meeting be adjourned at 9 o'clock. Tony Boyd, Retired, 2nd the motion. Vote Taken @ 8:46 (Motion Passes)

Louise Jordan, Thousand Oaks, the motion was to table the contract, but once again she is being paid without the branch's permission.

Ernest Gonzales, Beacon Hill, point of order, if we're not done with the agreed-upon agenda for this meeting, I don't think we can adjourn. We would have to postpone for a later date.

Dan Torres, Retired, made a motion to appoint a committee of 3 to review the secretary's contract and bring it up to the membership next month. Erin McLaughlin 2nd.

Homer Hernandez, President, made an amendment that the committee be a paid committee.

Dan Torres, Retired, accepted the amendment.

Nancy Feldt, Retired, for the motion, would like to see Louise Jordan, Raul Reyes, and Tony Boyd on that committee.

Rudy Ramon, Retired, doesn't think there should be any board members on the committee.

Jose Rodriguez, Beacon Hill, in favor of having the committee of 3, questioned the amount of \$15 an hour for pay.

Rigoberto Hidalgo, Beacon Hill, recommended that the amount be \$36 per hour.

Jose Rodriguez, Beacon Hill, stated that I think it was \$38 per hour and made an amendment to raise it from \$15 to \$38 an hour.

Dan Torres, Retired, did not accept the amendment of \$38.

Meeting postponed at 9 o'clock till next meeting.