



The Timely Messenger

Vote-By-Mail Taking Heat Yet Again

On March 31st, 2026 President Trump signed an executive order to limit mail-in voting. The order directs federal agencies to share data with state election officials to help maintain accurate voter rolls and mandates new verification measures for the U.S. Postal Service regarding the delivery and return of ballots. A further push by President Trump to control the voting process as the order negates how each state individually decides to offer mail-in voting to its residents. Federal courts have struck down a previous Trump executive order seeking to implement new election rules and have noted, the Constitution delegates that authority to Congress, not the president by himself. Election experts predict the order is likely to be blocked in court, and that it would trample over the procedures set by states for absentee voting. Voter advocates and state election chiefs have already signaled they plan to sue over the directive.

The order directs the Department of Homeland Security, with the assistance of the Social Security Administration, to use various federal databases to assemble a list of adult citizens that states can then compare to their voter roles. The US Postal Service, in the meantime, is instructed only to transmit ballots for states that have provided the federal government a list of its eligible mail voters 60 days before the election and that have met several requirements for making their mail ballots compatible with USPS' automated tracking service.

Commerce Secretary Howard Lutnick, who joined Trump at the order's signing Tuesday, said states will be required to receive a bar code from the USPS that will be placed on mail-in ballot envelopes.



On April 9th, 2026 NALC President Brian Renfroe participated in a House field hearing in California focused on protecting democracy, election security, voting rights and vote-by-mail. "The recent attacks on vote-by-mail threaten voting rights, our essential work and the entire Postal Service," President Renfroe said. "Voting by mail is safe, secure and an essential part of our democracy. I appreciate the opportunity to bring NALC's voice to this panel as we continue fighting to protect America's access to mail-in ballots."

Senate introduced the Absentee and Mail Voter Protection Act (Absentee MVP Act) bill on April 22nd, 2026 to nullify the president's executive order limiting vote-by-mail. The bill has 39 Democratic co-sponsors. In addition to the bill, that week, 34 Democratic senators sent a letter to the USPS Board of Governors urging it to reject the executive order.

Other implementations were included in the bill banning any similar executive orders. The bill was introduced by Sens. Gary Peters (D-MI), Alex Padilla (D-CA) and Dick Durbin (D-IL)

**34th annual NALC "Stamp Out Hunger"
Food Drive Saturday, May 9th**





PRESIDENT
HOMER HERNANDEZ



Once again, I would like to thank our front-line stewards. They have been doing a great job representing our members. If you see your steward, you should also thank them.

I would like to thank all the carriers who attended the retirement seminar. I believe many of you gained valuable information about the benefits you deserve when you retire, including several items you may not have been aware of as you transition into retirement.

The members that are still having issues with the DOL due to your on-job-injury we will be hosting a Training on OWCP issues on 06/04/2026 at the union hall, I will be sending an email later with all details.

As your Branch President, alongside your Vice President, we work every day to support all our members. There are many times when carriers call me for assistance, and with a single phone call I can resolve the issue on the spot. While we represent the carriers within the city of San Antonio—and rely on our Stewards to assist at various stations—we are also responsible for defending and supporting our carriers in the Associate Offices (AOs).

We continue to spend significant time at stations where carriers are being mistreated or bullied. This includes **Boerne, Carrizo Springs, Converse, Cotulla, Crystal City, Eagle Pass, Hondo, Jourdanton, Pearsall, Pleasanton, and Beeville.** Some of these locations require an entire day of travel just to meet with employees and address the issues occurring at the station.

It would certainly be easier if our responsibilities were limited to San Antonio alone, but that is not the reality. We have been highly successful in the grievances we file at the AOs, and our brothers and sisters in those stations deserve the same level of protection and representation as every member of the city of San Antonio.

So, when someone asks why we cannot visit their station more often, this is one of the primary reasons. Our commitment extends across all stations—city and AO—and we will continue to fight for every carrier who needs our help.

I normally do not ask our members for help, but today I truly need your support. A few members have proposed by-law changes that would directly affect every one of you. I strongly encourage you to attend our upcoming meeting on May 14, 2026, and vote against the proposed dues increase.

The proposal would raise active members' dues by one dollar, with no justification provided, and would increase retired members' dues by twelve dollars. I am firmly opposed to these increases and see no valid reason to burden our membership with higher costs. This year, our dues have already increased by \$2.87 as a result of the 1.3% contractual raise we received. Now, Louise Jordan is proposing an additional one-dollar dues increase, despite no clear justification being provided.

At the same time, we are entering contract negotiations again, and there is the possibility of another dues increase of up to three dollars. Adding yet another dollar on top of what we already pay is unnecessary and unfair to our members. Your presence and your vote are essential. Please make every effort to attend and ensure your voice is heard.

YOU ARE BEING WATCHED

Not a shocker here, but they are watching carriers every minute of the day using GPS or the telematics for vehicles. Management will rely solely upon GPS data, electronic device reports and sit on there you know what in front of a computer screen to go after carriers. This clearly is being ordered from higher level management as this is being done across the country. **This reliance on GPS data or electronic devices does not absolve management of their requirement to perform ACTUAL street management and observations.** I often hear carriers state that management is "harassing" them or "spying on them while they are performing their duties on the street. For some carriers, the mere mention of street observation, being performed on them evokes feelings of intimidation, fear and then being mad. Why are they watching me? I am not doing anything wrong. WTH!! These are normal reactions.

However, being Knowledgeable and aware of your rights will eliminate any fears or worries one may have and will build confidence in their abilities. If you are not doing anything wrong, do not get confrontational, do not let management bait you into an argument, keep your cool and do not be afraid.

M-39: 134 Street Management

134.1 Objectives

134.11 Street management is a natural extension of office management. All carriers are to be notified to expect daily supervision on the street just as they receive daily supervision in the office. For a delivery manager to fully understand and control the organization, the manager must be aware of any conditions that affect delivery anywhere within the service territory.

134.12 Accompanying carriers on the street is considered an essential responsibility of management and one of the manager's most important duties. Managers should act promptly to correct improper conditions. A positive attitude must be maintained by the manager at all times.

134.2 Techniques

134.21 The manager must maintain and objective attitude in conducting street supervision and discharge this duty in an open and above-board manner.

134.22 the manager is not to spy or use other covert techniques. Any employee infractions are to be handled in accordance with the section in the current national Agreement that deal with these problems.

Based on the above language, management has a responsibility and is required to observe carriers in the performance of their street duties. The above – listed rules also use words such as “accompany” carriers on-to the street and “open and above board” in the manner such observations are conducted. Street supervision is not intended to be a “Gotcha” scenario. Observations should be used to immediately correct any perceived deficiencies. This is clear in the PO-701 Fleet Management handbook pertaining to driver observations, which states:

244.235 Action to take Regarding Observations

Pay immediate attention to the deficiencies identified during the observation. If practical, advise operators at the scene or immediately thereafter. Present discussions with drivers in a positive tone and include the benefits to be gained from improving driving practices; that is, preserve the well-being of operators and others. If during an observation, the driver commits no violation, commend the driver immediately at the scene and annotate that action on the Form 4584.

Additionally, from the EL-801, Supervisor's Safety Handbook:

3-5.10 observation of Driving Practices To enforce a high standard of professional driving performance, you must complete PS Form 4584, Observation of Driving practices, for each driver under your supervision twice a year and at other times deemed appropriate. You must familiarize yourself with defensive driving techniques so that you know what the common driving errors are, how they can be detected, and how they can be prevented



VICE PRESIDENT
ESTEBAN
RAMIREZ IV



Alamo Branch 421 communications

Alamo Branch 421 has several ways to communicate with our members. Our goal is to keep everyone informed about upcoming events, communications from our National Business Agents' office or the National office in Washington, D.C., bid and award sheets, important issues, and anything else we believe needs to be shared.

Our primary communication method is our email network, which allows us to reach out to you and enables you to contact us directly. You can reach me at ramirez@nalc421.com, President Homer Hernandez at hernandez@nalc421.com, and the union hall at alamobranch@nalc421.com, which is automatically forwarded to Homer. If you do not receive emails from us and would like to, please send me an email with your name, requesting to be added to our list.

We also communicate with our members through the Timely Messenger newsletter, mailed out every two months. In this newsletter, you'll find articles on current issues, important information, and flyers for upcoming events. If you own a business, you can advertise in the newsletter for a fee that varies based on the size of the ad. The newsletter is distributed to approximately 1,700 union members.

If you are not receiving the newsletter in the mail, please check that we have your correct mailing address. You can email me to update your address with the branch. It's also important to have an updated address for branch elections for the executive board, as we vote by mail using ballots. This year is an election year.

We maintain a local branch website, nalc421.com, which contains a wealth of information for our members. Here, you can find current seniority and relative standing lists, bid and award sheets, steward contact information, and much more. We encourage you to stay informed and utilize the resources available from your local branch, Alamo Branch 421.


We encourage all members to attend our monthly branch meetings, held on the second Thursday of every month at 7 PM. Additionally, we invite you to participate in events organized by the branch, such as the bowling and golf tournaments. These gatherings offer valuable opportunities to connect with fellow members, discuss important matters in person, and stay updated on the latest developments affecting our branch.

If you are unable to attend the branch meeting in person, you have the option to join via Zoom. You can find the link on the homepage of our website. Staying involved and engaged ensures you won't miss important updates and helps build a stronger, more informed union.

Thank you to everyone involved in maintaining the website, email network, and sending out the newsletter. Your time and effort are greatly appreciated.

Esteban Ramirez





INJURED ON THE JOB?

We Can Help!

Our medical & physiotherapy team treat a wide range of health and wellness issues from cognitive health, to physical & occupational medicine. We offer:

*FEDERAL & STATE WORKERS' COMP
FMLA/FORM ASSISTANCE
ON-SITE CLAIMS ADVISORS
PHYSICAL/OCCUPATIONAL THERAPY
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FEDERAL WORKER'S MEDCLINIC & THERAPY

**Injury²
Wellness**

Offices in San Antonio & Laredo TX
Call Caesar or Carl to schedule: 210-758-5000
www.injury2wellnessclinics.com



Health Benefits
Representative
Mary Pardo



NALC Health Benefit Representative

Mary C. Pardo, Retired

Priority Health Coaching gives you:

- *A dedicated partner who understands your needs
- *Regular check insures to keep you on track
- *Tools and guidance to help you make for confident health decisions
- *Financial Rewards that support your healthy choice
- *Easy to understand Education
- *Help staying on track with medications and preventive care
- *Encouragement and motivation as you make progress for the members
- *Priority Health Coaching is simple works best for the member’s progress

All conversations are private, judgement free and tailored to your goals. Sessions by phone, video, or mobile app. As an incentive to join; Priority Health High Option members will receive a \$50 health savings reward and Consumer Driven Health Plan members will receive a \$30 health savings reward that can be used for eligible medical expenses. In your TASC Card. It is one more way for the NALC HB Plan is helping members invest in their well-being.

If interested to manage and chronic health condition take the next step and call 220-NALC-6252 for High Option 855-522-1893 for Consumer Driven Health Plan to get connected to a coach.

Important dates:

- April 25, 2026- Fiesta Parade
- May 5th- Cinco de Mayo
- May 7th-National Day of Prayer
- May 9th- Letter Carriers National Food Drive Day
- May 10th= Mother’s Day 25th 2
- May 16th – Armed Forces Day
- May 25th- Memorial Day 2026
- June 14th Flag Day
- June 19th- Juneteenth

And now a Quote:“Always forgive your enemies; nothing annoys them so much” Oscar Wilde





Hello Brothers and Sisters,

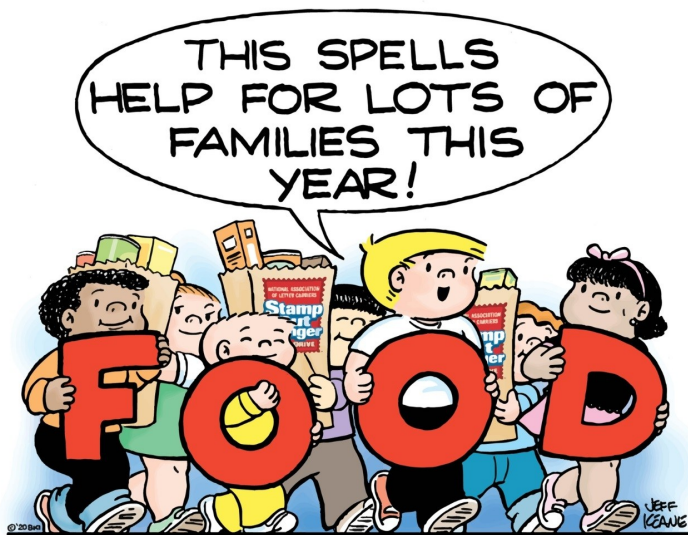
I am reaching to all of our members to make them aware of a number of bylaw proposed changes for consideration that could significantly have a monetary impact on every member of Branch 421. This is the time for you to wake up and pay attention to what is going on with your branch. My personal position on the bylaw proposed changes is not relevant here. You had better believe though that I will make my voice heard at the next membership meeting on May 14, 2026, at 7pm. Enclosed with this edition of the Timely Messenger are all of the proposed bylaw changes to be discussed and voted on at the next branch meeting. Please review each one and gather all the information necessary to make an informed decision and of course, cast your vote.

Each bylaw proposal contains the current/exiting language in our NALC Branch 421 by-laws. The original language of each bylaw can also be reviewed and researched on our branch website, nalc421.com. In the next block (Proposed Change), you will see the suggested language or requested change to that specific current bylaw. Whatever way you decide to vote, the important thing is to show up either in person at the union hall on May 14th or via Zoom. For those of you who do not normally attend the branch meeting in person, you can still participate by attending through Zoom either on your home computer/laptop or cell phone. The link for the meeting is always posted on the branch website (nalc421.com) on the day of the meeting.

Brothers and Sisters, this is a critical time for our branch. The submitted bylaw proposals need to be discussed and debated by our members and then we must decide (on each one) what is the best course of action going forward for our organization. There are 1,600 members in Branch 421, but only 80 to 100 attend the monthly union meeting regularly in person and on Zoom. Are you going to let six (6) percent of our members determine a course(s) of action that may directly affect you? As members, we all have an obligation to participate in the process (vote). You simply cannot complain about an approved change that directly affects you when you did not bother to vote. Let's go forward with the mindset that you **WILL** make your voice heard on May 14th at the union hall or on Zoom. Please call the branch office at 210-227-0128 for more information on attending the branch meeting by Zoom if necessary. Stay strong, stay educated, stay union.

Tony Boyd, Retired President
NALC Branch 421

Stamp Out Hunger Food Drive 2026



LETTER CARRIERS' FOOD DRIVE

SECOND SATURDAY IN MAY

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners



If you would like to make a monetary donation to the San Antonio Food Bank, please use the QR code provided below. Your contribution plays a vital role in supporting families throughout our community.

Every dollar donated enables the Food Bank to supply seven pounds of food to families in need. This remarkable efficiency ensures that your generosity directly benefits those who are facing food insecurity.

Thank you for your hard work and dedication in supporting this food drive for over thirty years. Your continued efforts make a lasting difference and help strengthen our community.

Six Flags Fiesta Texas Family Fun Day 2026

- Our Annual Six Flags Family Fun Day is scheduled for June 28, 2026.
- The tickets will be \$58 each.
- We will send out more information via our email network soon.

Branch No. 421

Date of First Reading/Notification: 4/9/2026

Date of Branch Vote: _____

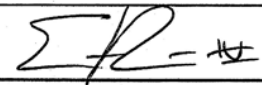
Article and Section No. of Proposed Change: Article 7 Section 2:(c)

CURRENT LANGUAGE

Retirees shall pay twenty-four dollars (\$24.00) per year.

PROPOSED NEW LANGUAGE

Retirees shall pay thirty-six dollars (\$36.00) per year.

Branch Officer Title: Vice President Signature 

Branch Contact Person & Phone No. Louise Jordan 210-325-5486

Branch No. 421

Date of First Reading/Notification: 4/9/2026

Date of Branch Vote: _____


Article and Section No. of Proposed Change: Article 7 Section 2:(b)

CURRENT LANGUAGE

Members paid a higher rate than that of a City Carrier 2, pay monthly dues equal to two hours' base pay for a City Carrier 1, Step D, Letter Carrier, plus one dollar (\$1.00) per pay period. (10-2001)

PROPOSED NEW LANGUAGE

Members paid a higher rate than that of a City Carrier 2, pay monthly dues equal to two hours' base pay for a City Carrier 1, Step D, Letter Carrier, plus two dollars (\$2.00) per pay period. (5-2026)

Branch Officer Title: Vice President Signature 

Branch Contact Person & Phone No. Louise Jordan 210-325-5486

Branch No. 421

Date of First Reading/Notification: 4/9/2026

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 7 Section 2:(a)

CURRENT LANGUAGE

Members (craft employees) shall pay monthly dues equal to two hours' base pay for a City Carrier 1, Step D, Letter Carrier, plus one dollar (\$1.00) per pay period. (10-2001)

PROPOSED NEW LANGUAGE

Members (craft employees) shall pay monthly dues equal to two hours' base pay for a City Carrier 1, Step D, Letter Carrier, plus two dollar (\$2.00) per pay period. (5-2026)

Branch Officer Title: Vice President Signature [Signature]

Branch Contact Person & Phone No. Louise Jordan 210-325-5486

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 3 Section 1

CURRENT LANGUAGE Article 3 Section 1

a) The regular Alamo Branch 421 meeting will be held on the second Thursday of each month at 7pm, except if it conflicts with a holiday, or a State or National Convention, then it will be held on the 3rd Thursday of that month. Each Regular Branch meeting will include a virtual video conference component (for example zoom) (2023)

PROPOSED NEW LANGUAGE

a) The regular Alamo branch 421 meeting will be held on the 2nd Sunday of each month at 3pm, except if it conflicts with a holiday, or a state or national convention, then it will be held on the 3rd Sunday of that month. Each regular branch meeting will include a virtual video conference component (for example zoom) (2023)

Branch Officer Title: Branch President Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 210-238-4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 1

CURRENT LANGUAGE Article 11 Salary Section 1

a) An annual salary of Table 1: city carrier schedule, highest step on schedule plus 17.1% to increase proportionately with each new wage increase received by the letter carrier craft, payable biweekly. This will become effective on 2022.

Starting on Jan 1, 2021, the Pres. will receive an annual salary of Table 1: city carrier schedule, highest step on schedule plus 27.1% to increase proportionately with each new

PROPOSED NEW LANGUAGE

a) an annual salary not to exceed \$95,000. This will become effective immediately. Consideration for a salary increase could be re-evaluated and voted upon bi-annually. ^{paid, biweekly (2022)}

Branch Officer Title: Branch President Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 910-238-4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 1 Clause C

CURRENT LANGUAGE Article 11 Section 1 Clause c

c) Clothing allowance in the amount equal to the amount paid to regular carriers per year

PROPOSED NEW LANGUAGE

Elimination of clause c in its entirety.

Branch Officer Title: Branch President Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 910-238-4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 1 clause F #2

CURRENT LANGUAGE

2) The President may, at his/her discretion, sell back up to 1 working week of earned sick leave per calendar year (2004)

PROPOSED NEW LANGUAGE

2) elimination

Branch Officer Title: Branch President Signature [Signature]

Branch Contact Person & Phone No. 210.238.4200 Kelly Carter

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article Section 2 Clause a

CURRENT LANGUAGE

a) An annual salary of Table 1: City Carrier Schedule, highest step on schedule plus 15% to increase proportionately with each new wage increase received by the letter carrier craft, payable biweekly (2019)

Starting on Jan 1, 2021, the VP will receive an annual salary of Table 1: city carrier schedule, highest step on the schedule plus 19% to increase proportionately with each new wage increase received by the letter carrier craft, payable biweekly (2022)

PROPOSED NEW LANGUAGE

a) An annual salary, not to exceed \$90,000. This will become effective immediately. Consideration for a salary increase could be re-evaluated and voted upon bi-annually.

Branch Officer Title: Branch President Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 210.238.4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 1 clause D

CURRENT LANGUAGE

D) car allowance shall be in the amount of \$26 per day (except when on leave) paid monthly, or (if travel is outside of Bexar County) the current government mileage rate per mile, whichever is greater. (2018)

PROPOSED NEW LANGUAGE

D) the current government mileage rate ~~per~~ per mile when traveling outside of Bexar County.

Branch Officer Title: Branch

Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 810-238-4200

Kelly Carter 810-238-4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 1 clause E #3

CURRENT LANGUAGE

3) The President may, at his/her discretion, sell back up to 2 working weeks of annual leave per calendar year (2004)

PROPOSED NEW LANGUAGE

3) elimination

Branch Officer Title: Branch President

Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 810-238-4200

Kelly Carter 810-238-4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 2 clause C

CURRENT LANGUAGE

C) clothing allowance in the amount equal to the amount paid to ~~the~~ regular carriers per year.

PROPOSED NEW LANGUAGE

C) elimination

Branch Officer Title: Branch President

Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 210-238-4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 section 2 clause D

CURRENT LANGUAGE

D) car allowance shall be \$26 per day (except when on leave) paid monthly, or if travel is outside of Bexar county, the current government mileage rate per mile, whichever is greatest (2018)

PROPOSED NEW LANGUAGE

D) The current government mileage rate per mile if travel is outside of Bexar county.

Branch Officer Title: Branch 421

Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 210-238-4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 2 clause E #3

CURRENT LANGUAGE

3) The VP may, at his/her discretion, sell back up to 2 working weeks of annual leave per calendar year (2004)

PROPOSED NEW LANGUAGE

3) Elimination

Branch Officer Title: Branch President Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 210.238.4200

Branch No. 421

Date of First Reading/Notification: _____

Date of Branch Vote: _____

Article and Section No. of Proposed Change: Article 11 Section 2 clause F #2

CURRENT LANGUAGE

2) The VP may, at his/her discretion, sell back up to 1 working week of earned sick leave per calendar year (2004)

PROPOSED NEW LANGUAGE

2) Elimination

Branch Officer Title: Branch President Signature [Signature]

Branch Contact Person & Phone No. Kelly Carter 210.238.4200



NALC ALAMO BRANCH 421
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DID YOU CHANGE YOUR NAME?
HOW ABOUT YOUR ADDRESS?
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OR PERHAPS KNOW SOMEONE WHO IS
NOT RECEIVING THEIR NEWSLETTER?
LET US KNOW AT (210) 227-0128 OR
NEWSLETTER@NALC421.COM



MERGED CITIES:

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PASS - FLORESVILLE - HONDO- JOURDANTON- KARNES CITY - KENEDY - NIXON - PEARSALL -
PLEASANTON - SAN MARCOS - SCHERTZ - SEGUIN - UNIVERSAL CITY -UVALDE - YOAKUM

President: Homer Hernandez Hernandez@Nalc421.com
Vice President: Esteban Ramirez IV Ramirez@Nalc421.com
Recording Secretary: Dennis Alltop Alltop@Nalc421.com
Financial Secretary: Erin McLaughlin
McLaughlin@Nalc421.com
Treasurer: Jose Rodriguez
Jose.Rodriguez@Nalc421.com
Assistant Recording Secretary: Kevin Welch
Kevin.welch1@icloud.com
Health Benefits Representative: Mary Pardo
Mcpardo5896@att.net
Director of Retirees: Dan Torres
DanTorres421@gmail.com
Sergeant At Arms: Alex Alcorta
Hondoaja1@gmail.com
Trustee: Rigo Hidalgo
Hidalgo@Nalc421.com
Trustee: Joe Stevens
Joe.Stevens@Nalc421.com
Trustee: Raul Reyes
Reyes@Nalc421.com
Branch Email: Alamobranch@Nalc421.com

**National Association of Letter Carriers
Alamo Branch 421
"The Timely Messenger"**

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The opinions expressed in the publication are not necessarily those of the Timely Messenger Staff or the Branch Officers.

We invite all members in good standing to contribute articles for publication. Electronic media submissions are required for photos and print compatible with MS Publisher. Articles submitted may not be more than 500 words in length. The deadline is the 15th of the month preceding the months of publication. Items received after the deadline will be held for the next issue.

The editor retains the right to correct or reject an article which violated the prohibition on defamatory or unlawful matter for the good of the branch. Paid advertisements do not constitute an endorsement from this NALC Branch.

With, the hope that material contained herein may be of benefit to the goals of the NALC, reprint permission is granted to trade unions and labor publications with our best wishes, provided appropriate credit is given and material copied is verbatim.

GENERAL MEMBERSHIP MEETING

SECOND THURSDAY OF EVERY MONTH

**OR BY ZOOM LINK PROVIDED @
WWW.NALC421.COM**