

National Association of Letter Carriers (NALC) Branch 421
August 13, 2026
General Branch Meeting Minutes

1. Call to Order:

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

Before the invocation, President Hernandez announced that Rudy Ramon had passed away the previous afternoon following a battle with cancer and asked that he be remembered in prayer.

2. Invocation and Pledge of Allegiance

Mary Pardo, retired letter carrier and Health Benefits Coordinator/Representative, delivered the invocation. Prayers were offered for the officers and stewards of the union, the membership and their families, government and military leaders, and productive and respectful deliberations. Special prayers were offered for Rudy Ramon and retired letter carrier Stephen Luber, both of whom had passed away, and for Rudy Trevino and Burnie Miller, who were experiencing health issues.

Nancy Feldt led the Pledge of Allegiance.

3. Roll Call

The following officers were noted during roll as present:

- President — Homer Hernandez
- Vice President — Esteban Ramirez
- Financial Secretary — Erin McLaughlin
- Treasurer — Jose Rodriguez
- Assistant Recording Secretary — Kevin Welch (via Zoom)
- Director of Retirees — Dan Torres
- Sergeant-at-Arms — Alex Alcorta
- Health Benefits Coordinator — Mary Pardo
- Trustee — Rigoberto Hidalgo
- Trustee — Joe Stevens
- Trustee — Raul Reyes

4. Minutes of the Previous Meeting

The previous meeting minutes were presented for approval. Zachary Spitz of the Boerne Station objected that a significant portion of his questions and discussion with the chair was not reflected in the minutes. Kevin Welch stated that minutes are intended to summarize what was accomplished rather than provide a word-for-word transcript and requested that the applicable Robert's Rules guidance on minutes be read. Dan Torres requested corrections, including the name of Phil Jordan and attribution of the AFL-CIO report to Dan Torres rather than Mary Pardo.

MOTION: To table the previous meeting minutes until corrections can be made, and the recording can be reviewed. **VOTE TAKEN (MOTION PASSED)**

5. Correspondence

A letter from the Texas AFL-CIO concerning the Walter Umphrey Golf Tournament scheduled for October 1 at Crystal Falls Golf Course in Leander, Texas, was read. The tournament supports the Texas AFL-CIO Scholarship Fund and Membership Education Fund. Sponsorships, prizes, teams, and individual registrations were requested.

6. Membership Report and New Members

The membership report stated approximately 1,142 active members, 450 retirees, 125 gold-card members, and 18 retirees whose Form 1189 had not yet been submitted. Approximately 20 additional members were reportedly awaiting addition to the roster.

Ten new members were announced:

- Monica Weatherspoon
- Anthony Williams
- Sarah Thornton
- Son Luu
- Devon Thomas
- Nolan Nezneck
- Noel Maldonado
- Khaizal Thornton
- Jay Dylan Sigarroa
- Brandon Valdillez

Monica Weatherspoon was present and welcomed to the Branch.

7. Unfinished Business

No unfinished business was presented.

8. New Business

AFL-CIO Dinner Dance Tables

Dan Torres reported additional member interest in attending the AFL-CIO dinner dance and initially moved to purchase one additional \$600 table from the Ted Carter Fund. Discussion addressed how seats would be offered to interested members, including the prior suggestion that an email blast and drawing be used rather than a first-come, first-served process. President Hernandez stated that an email blast would be sent.

MOTION: Amend the motion to purchase two additional AFL-CIO dinner dance tables for a total of \$1,200 from the Ted Carter Fund. **VOTE TAKEN: (MOTION PASSED) 32–2.**

It was clarified during discussion that the Ted Carter Fund consists of voluntarily collected legislative money and not regular union dues.

9. Standing and Special Committee Reports

AFL-CIO Report — Dan Torres

Dan Torres reported that the AFL-CIO meeting was held July 22 and that Louise Jordan also attended. Items reported included:

- A motion to donate \$1,500 to a United Way campaign.
- A motion to purchase a \$1,500 table for Sheriff Salazar's Cowboy Gala.
- American Gateways planned a free fall citizenship clinic for September 26; volunteers were requested.
- The National AFL-CIO advised that no election was necessary for certain constituency groups.
- Volunteers were needed for the Labor Day dinner dance at the Firefighters Hall.
- CBTU was working on voter-participation and employment-assistance projects.
- AFGE was scheduled to host a national council event near the end of August.
- The Collaborative Action Network was described as a resource for community events and issues.
- The AFL-CIO opposed a proposal involving use of Ready to Work program funds to address the City budget deficit.
- A solidarity school training concerning election interference was expected, with details to follow.

Members, particularly women letter carriers, were encouraged to become involved in AFL-CIO legislative activities.

Building/Foundation Committee — Esteban Ramirez, Raul Reyes, Rigoberto Hidalgo, and Joe Stevens

The committee reported continuing foundation, plumbing, drainage, and building maintenance concerns. Updated foundation proposals showed significant differences in both scope and cost. Groundwork reportedly increased from approximately \$21,000 to approximately \$52,000, while Ram Jack's proposal was approximately \$37,000. The committee expressed concern that the companies recommended substantially different repair plans.

The committee recommended obtaining an independent structural engineer to establish the appropriate scope of work and obtaining paid plumbing evaluations because a sewage leak is believed to be contributing to the foundation problem. The building fund was reported to contain approximately \$67,000. Gutter deterioration and other maintenance needs were also noted.

Discussion addressed whether the plumbing should be repaired before the foundation. The committee explained that foundation contractors recommended foundation stabilization/lifting first because that work could further affect the sewer line, with plumbing repairs to follow shortly afterward.

MOTION: Allocate \$1,000 to the Building Committee to obtain plumbing evaluations/estimates and to locate and obtain pricing for an independent structural engineer. **VOTE TAKEN: (MOTION PASSED) 43–3.**

Health Benefits Report — Mary Pardo

Mary Pardo discussed a health quiz previously distributed to members. The quiz was intended to encourage members to pay attention to hydration, medical appointments,

medication, nutrition, and other personal health habits. Ten members returned the quiz and three answered every question correctly. Alex Alcorta, Dan Torres, and Doug were recognized with small prizes provided by Mary Pardo.

Convention Reports and Member Comments

Joe Stevens thanked the membership for electing him as a convention delegate. He reported that delegates arrived and returned safely; lodging issues were resolved, and the convention required extensive work, including extended sessions and canceled classes. He described the convention as productive despite difficult discussions.

Zachary Spitz suggested that Branch communications concerning the national election remain impartial. He noted that one candidate's name appeared highlighted in a recent email and suggested that all candidates for national president be offered an opportunity to address Branch members, including by Zoom. President Hernandez stated that he would reach out to all four candidates.

Nancy Feldt reported on AFL-CIO elections held during the convention and recognized Esteban Ramirez for being asked to run for Assistant Secretary-Treasurer on a national ticket. Discussion followed regarding whether a campaign flyer could be placed in the Branch newsletter without charge. Members recommended checking applicable union rules and Department of Labor requirements before taking action.

Sergio Dovalina reported that the convention was his first and thanked the membership for the opportunity to attend. He encouraged greater Branch unity and suggested considering coordinated Branch or state-association vests/apparel for future conventions.

Antonio Santana also thanked the membership for the opportunity to serve as a first-time convention delegate.

Committee of Presidents Meeting Bags

Dan Torres stated that the National Committee of Presidents meeting would be held in San Antonio in November and that bags would be needed for attendees.

MOTION: Authorize \$500 to purchase bags for the Committee of Presidents meeting in November. **VOTE TAKEN: (MOTION PASSED) 24–14.**

10. Financial Records and Fraud Explanation

Nancy Phelps requested a fuller explanation for the delay in financial reports and the earlier bank fraud. Officers explained that approximately 13 fraudulent checks had been created using the Branch's account information. The checks used numbers from an older check sequence, which helped the bank identify the fraud. The Branch closed and replaced affected accounts, including the general fund and money-market accounts, and had to update QuickBooks and payroll-related banking information. Some legitimate outstanding checks were also affected by the account closures, requiring additional reconciliation.

It was explained that access/configuration issues involving the prior QuickBooks/payroll setup continued to delay completion of later financial reports.

11. President's Report — Homer Hernandez

President Hernandez reminded members that no mail or parcel is worth jeopardizing a postal career. He warned that theft investigations may continue for months before

discipline and prosecution occur and urged stewards and members to reinforce the message that stealing mail will result in serious consequences.

Members were reminded to take comfort and heat breaks during extreme temperatures.

Attendance was identified as a serious disciplinary issue. President Hernandez stated that the union continues to process grievances but is losing some cases in arbitration when employees already have progressive attendance discipline. Members were urged to report to work as scheduled and address attendance problems before they lead to removal.

President Hernandez reminded members to update their mailing addresses with the union/National, so they receive national election ballots and encouraged all eligible members to vote.

President Hernandez also reported contacting members of Congress concerning proposed legislation described during the meeting as the “No Bonus for Bad Service Act,” intended to address postal management bonuses. He stated that he would continue advocating for the proposal. Joe Stevens added that management performance incentives had contributed to aggressive enforcement of certain scanning/sample requests.

12. Treasurer’s / Financial Reports

Treasurer Jose Rodriguez presented financial reports for March, April, and May. Discussion included questions from Dan Torres concerning hall cleaning charges, security/alarm expenses, and miscellaneous expense categories. Officers stated that some miscellaneous categories contained multiple items, and that additional details would be provided.

MOTION: Approve the March, April, and May financial reports as presented. VOTE TAKEN (MOTION PASSED)

13. Zoom Meeting Procedures

Raul Reyes raised a point of information concerning Zoom participants speaking without being recognized by the chair. President Hernandez directed Zoom participants not to speak out without recognition. Members also reminded Zoom participants to display their full names and keep cameras on as required.

14. Collections

Ted Carter Fund \$43.00

15. Adjournment

A motion to adjourn was made by Jose Rodriguez and Jose Pedroza seconded. The meeting was adjourned 8:20 pm by President Homer Hernandez.