GENERAL MEMBERSHIP MEETING – November 13, 2024

The meeting was called to order via Zoom and in-person at 7:08 p.m. by President Serop Karchikyan. The pledge of allegiance was led by Sergeant-at-Arms Ric Roldan and there was a moment of silence for our departed brothers and sisters since the last meeting. The roll call was answered by fifteen officers and stewards in good standing. Motion (Rich/Reese) passed to waive the reading of the minutes and accept as emailed and printed for members at the meeting. Motion (Lineman/Gonzalez) passed to waive the reading of the bills spreadsheet, accepted as printed and emailed, warrants be drawn and bills be paid. Motion (Siechert/Lee) passed to waive the reading of the Treasurer's Report and accept as emailed and printed for members at the meeting. Motion (Siechert/Lineman) passed to accept the applications for membership: R. Calva, C. Choi, L. Forno I, M. Henry, R. Iskandar, K. Kim, A. Koll, J. Macdougall, F. Morales, E. Ohanian, H. Pan, A. Robles Jr, E. Vargas, K. Young, A. Zambrano. **Welcome!**

Motion (Lineman/Lee) passed to suspend order of business for voting on the by-law changes. By-Law Changes (full text attached) were voted as follows:
Article VI, Section 1- Amended (Burskey/Zorn) to include Mail Call Editor For:42, Oppose:0 By-Law For: 33, Oppose: 3
Article III, Section 4- For: 39, Oppose: 3
Article V, Section 2- For: 42, Oppose: 1
Article V, Section 3- For: 35, Oppose: 7 *Call for question
Article VI, Section 2- For 38, Oppose: 2
Article VIII, Section 1 e/f- For: 36, Oppose: 1
Article VIII, Section 4- For: 36, Oppose: 2
Article VIII, Section 6- For: 38, Oppose: 1
Article X, Section 3- For: 31, Oppose: 9 *Call for question
Article XII, Section 1- For: 37, Oppose: 5 *Call for question
Article XII, Section 4- For: 33, Oppose: 5 *Call for question
Article XII, Section 5- For: 35, Oppose: 0
Article XII, Section 6- For: 36, Oppose: 4 *Call for question

Motion (Rich/Lee) unanimously passed that NALC Branch 2200 go on record to Vote No on the Tentative Agreement. Leroy Collier announced that HR82 (Social Security Fairness Act) was voted and passed in the House and will be going to Senate. Gold Card member and former Vice-President, David Robles, was applauded/welcomed to the meeting.

The members thanked Serop Karchikyan and Nancy Norman for the meeting meal. Motion (Siechert/Reese) passed to adjourn the meeting at 9:07p.m.
Submitted by,

Nancy Norman
Secretary-Treasurer

BY-LAW CHANGES – NALC BRANCH 2200
Approved by Membership on 11-13-2024

ARTICLE VI. The Executive Board

Section 1. The Executive Board shall consist of the elective Officers of the Branch, Shop Stewards, and chairpersons of the standing committees. Eight (8) members shall constitute a quorum. All members shall be notified by the Secretary-Treasurer five (5) days prior to said meeting.

Propose to read: Section 1. The Executive Board shall consist of the elective Officers of the Branch, Shop Stewards, **Branch Food Drive Coordinator, Branch Muscular Dystrophy Coordinator, Branch Legislative Coordinator, Branch Delegates to the L.A. County Federation of Labor, Mail Call Editor*** and chairpersons of the standing committees. Eight (8) members shall constitute a quorum. All members shall be notified by the Secretary-Treasurer five (5) days prior to said meeting.
***By Law change amended (Burskey/Zorn) to include Mail Call Editor For: 42/Against: 0. By Law as amended Vote For: 33. Opposed: 3**

ARTICLE III. Nominations

Section 4. Candidates and delegates must accept nomination, in writing, within three days.

Propose to read: Section 4. Candidates and delegates must accept nomination, in writing, within three days **on the official Branch acceptance form.**
Vote For: 39. Opposed: 3

ARTICLE V. Delegates

Section 2. At the regular meeting, at least ninety (90) days prior to each national and state convention, respectively, the Branch shall decide the number of delegates to be allowed expense money and also to fix the amount of such expense money. All convention expenses will be transferred from the Convention/Training Fund to the General Fund.

Propose to read: Section 2. At the regular meeting, at least ninety (90) days prior to each national and state convention, respectively, the Branch shall decide the number of delegates to be allowed expense money and also to fix the amount of such expense money. **The membership may also allow delegates in LWOP status from USPS to be paid up to 20 hours in wages for the National Convention.** All convention expenses will be transferred from the Convention/Training Fund to the General Fund.
Vote For: 42. Opposed: 1

Section 3. Members whose dues and assessments have not been paid in full for the quarter preceding the Conventions are **not** eligible to serve as delegates or alternates to any national or state convention, nor to serve as unfunded delegates. To be eligible for funding, members must attend 18 of the 24 membership meetings, or be on official NALC business, during the 24 months preceding January 1st of the convention year.

Propose to read: Section 3. Members whose dues and assessments have not been paid in full for the quarter preceding the Conventions are **not** eligible to serve as delegates or alternates to any national or state convention, nor to serve as unfunded delegates. To be eligible for funding, members must attend 18 **total, 9 in-person,** of the 24 membership meetings, or be on official NALC business, during the 24 months preceding January 1st of the convention year.
Question Called Vote for: 37/Against: 1. By Law Vote For: 35. Opposed: 7

ARTICLE VI. The Executive Board

Section 2. Meetings of the Executive Board are to be held within the week preceding the stated meeting or at the request of seven (7) members of the Board.

Propose to read: Section 2. Meetings of the Executive Board are to be held within the week preceding the ~~stated~~ **membership** meeting or at the request of seven (7) members of the Board.

Vote For: 38. Opposed: 2

ARTICLE VIII. Duties of Officers

Section 1.

e) for the faithful performance of these duties, receive the pay of a Table 1, Step O letter carrier technician plus twenty percent (20%) with all fringe benefits paid by the Branch

f) be entitled to the same sick and annual leave hours earned as an active letter carrier. Accrual of sick leave may be unlimited, annual leave will have an annual carryover maximum of 440 hours.

Propose to read: Section 1.

e) for the faithful performance of these duties, receive the pay of a ~~Table 1, Step O~~ **top step** letter carrier technician plus twenty percent (20%) with all fringe benefits paid by the Branch

f) be entitled to the same sick and annual leave hours earned as an active letter carrier. Accrual of sick leave may be unlimited, annual leave will have an annual carryover maximum ~~of 440 hours.~~ **in the same number of hours as provided annually for letter carriers. The president may, at his/her discretion, be paid for up to 80 hrs of unused annual leave per year.**

Vote For: 36. Opposed: 1

Section 4. The duties of the Recording Secretary and Treasurer shall be consolidated in the office of Secretary-Treasurer. The Secretary-Treasurer shall perform the constitutional duties of the Recording Secretary and Treasurer. In addition to the requirements of the Constitution, the Secretary-Treasurer shall be secretary of the Executive Board. The Secretary-Treasurer shall be allowed up to sixteen (16) hours per week to perform secretarial and treasurer duties for the Branch. Such hours to be used at the direction of the President and will be paid by the Branch at Step O Grade 1, City Letter Carrier rate. The Secretary-Treasurer shall perform the duties required by the National Constitution for the Government of Subordinate Branches, and shall perform other duties assigned by the President from time to time.

Propose to read: Section 4. The duties of the Recording Secretary and Treasurer shall be consolidated in the office of Secretary-Treasurer. The Secretary-Treasurer shall perform the constitutional duties of the Recording Secretary and Treasurer. In addition to the requirements of the Constitution, the Secretary-Treasurer shall be secretary of the Executive Board. The Secretary-Treasurer shall be allowed up to sixteen (16) hours per week to perform secretarial and treasurer duties for the Branch. Such hours to be used at the direction of the President and will be paid by the Branch at ~~Step O~~ **the top step regular** city letter carrier rate. The Secretary-Treasurer shall perform the duties required by the National Constitution for the Government of Subordinate Branches and shall perform other duties assigned by the President from time to time.

Vote For: 36. Opposed: 2

Section 6. The Secretary-Treasurer and Financial Secretary shall preserve all correspondence and financial records and make available to the Trustees during audit meetings held twice annually.

Propose to read: Section 6. The Secretary-Treasurer and Financial Secretary shall preserve all correspondence and financial records and make available to the Trustees during audit meetings held ~~twice annually.~~ **at least every six months.**

Vote For: 38. Opposed: 1

ARTICLE X. Fees and Dues
Section 3. The dues for the retired carrier shall be $15.00 annually.

Propose to read: Section 3. The dues for the retired carrier shall be ~~$15.00~~ **($24.00)** annually.
Question Called Vote for: 35/Against: 2. By Law Vote For: 31. Opposed: 9

ARTICLE XII. Remuneration for Services
Section 1. The full time president of this Branch shall be provided a car allowance of $500.00 per month, payable the first day of each month.

Propose to read: Section 1. The full time president of this Branch shall be provided a car allowance**, reset annually on January 1st per IRS mileage rate, and payable monthly to be calculated at the IRS rate per mile times 800 miles. Any mileage beyond a 60 mile radius from the union office may be billed to the Branch.**
Question Called Vote for: 39/Against: 1. By Law Vote For: 37. Opposed: 5

Section 4. Career letter carrier(s) in a leave without pay status to perform union work shall be paid an amount equal to his or her postal rate or Table 1, Step A regular letter carrier wage, whichever is higher. All other rates of pay shall be payable equal to Table 1, Step A regular letter carrier wage and be limited to eight (8) hours per day, Monday through Saturday. Convention delegates are not considered for this pay.

Propose to read: Section 4. **Unless otherwise specified in these by-laws,** career letter carrier(s) in a leave without pay status to perform hourly wage union work shall be paid an amount equal to his or her postal rate or Table 1, Step A regular letter carrier wage, whichever is higher. All other rates of pay, shall be payable equal to Table 1, Step A regular letter carrier wage and be limited to eight (8) hours per day. ~~Monday through Saturday.~~ Convention delegates are not considered for this pay **except as stipulated in Article V, Section 2. All assignment work/hours must be pre-approved by a Branch motion or by the Branch president.**
Question Called Vote for: 33/Against: 2. By Law Vote For: 33. Opposed: 5

Section 5. All members working part-time for the union shall be entitled to sick/annual leave and retirement matching funds lost due to performing union business in a leave without pay status from USPS. All members working part-time for the union shall receive direct payment on a quarterly basis for all unused annual/sick leave and retirement matching funds.

Propose to read: Section 5. All members working part-time for the union shall be entitled to sick/annual leave and retirement matching funds lost due to performing union business in a leave without pay status from USPS. All members working part-time for the union shall receive direct payment on a quarterly basis for all ~~unused~~ **lost** annual/sick leave and retirement matching funds.
Vote For: 35. Opposed: 0

New Section 6.
Section 6. Branch will provide any full-time officer conducting station visits, with a uniform allowance up to annual USPS letter carrier allowance. In addition, any part-time officer/steward required to make station visits off the USPS clock, the Branch will annually provide up to two NALC polo shirts. Receipts for purchases will be required.
Question Called Vote for: 35/Against: 2. By Law Vote For: 36. Opposed: 4