



Wahiawa-Mililani
NALC Branch 4837
Meeting Minutes

September 28, 2023

- I. Chair: **Call To Order**
Marissa Valiente called to order the regular meeting at 07:00 PM.
- II. Sgt-at-Arms: **Roll Call (to establish quorum)**
Konrad Kendrick conducted roll call. A total of 35 members were present with a final count of 37 at the end of the meeting.
- Point of Personal Preference, Vice President Fagaga Esau
- Acknowledged Dean Nakasone recent retirement and thanked him for years of service with the post office and NALC
 - The union and its officers expressed relief and gratitude that all the carriers inside Schofield Barracks remained unharmed following the recent active shooter event
- Chair Marissa Valiente introduced Branch 4837 website, NALC4837.com may be used to view meeting documents
- III. Secretary: **Minutes from previous Meeting**
Tina Taijeron read the minutes and it was approved as read. Motion to approve made by Nick Puzon and seconded by Shannon Esau
- IV. Treasurer: **Treasurer's Report**
Shannon Esau read the Treasurer's Report and it was approved as read. Motion to approve made by Tina Taijeron and seconded by Kylen Cadiam
- V. Secretary: **Correspondence**
Statements from AFL-CIO, First Hawaiian Bank, other branch Newsletters, union service pin
- VI. Vice President: **Committee Reports**

Sarah Balmilero reported planning for Christmas party ongoing, looking for venues, and planning to hold event on Sunday, January 14, 2024

- VII. Treasurer: **Membership Report**
Shannon Esau read the membership report. 93 Active. 1 Non-Active. 33 Retirees. 3 Gold Members

- VIII. Chair: **Nominations, Elections, and Appointments**
Nominations for 2024 NALC National Convention.
- Fagaga Esau nominated himself.
 - The following members accepted their nominations, Kylen Cadium, Nick Puzon, Shannon Esau, Tina Taijeron, Konrad Kendrick, Marissa Valiente, Moana Callejo, and Conrad Kong.
 - The following members were nominated and declined the nomination. Sarah Balmilero, Kurt Uchiyama, Mylene Dela Cerna

- IX. Chair: **Unfinished Business**
None

- X. Chair: **New Business**
Shannon Esau made a motion to cover the additional food expenses incurred at the last meeting at Jade Garden, as attendance was lower than anticipated. Kylen Cadium seconded the motion, which was then approved by a voice vote

Marissa Valiente, a trustee who chaired the general meeting, reported during the Trustee meeting held on September 12, 2023, that there were no discrepancies found in the treasurer's books.

Fagaga Esau discussed grievance procedures, including misconduct and emergency placements. Shannon Esau then addressed a recent misconduct incident. Carriers emphasized the need for a culture of dignity and respect and stressed resolving management issues through the grievance procedure.

- XI. Chair: **General Discussion**
Kylen Cadium discussed the loading challenges at the Wahiawa station and management's attempt to impose specific standards. Fagaga Esau clarified that the only applicable standards are those related to casing. Carriers were advised to comply with management instructions unless they are illegal or unsafe, and to report any potential violations to the union.

Carriers were informed about the newly implemented QR codes on certain Amazon and USPS parcels. These QR codes should be used if the original barcode is damaged to bypass manual entry in to the MDD

Dominic Balmilero raised concerns about management's criticism of CCAs for extended load and casing times, noting that many CCAs are either new or unfamiliar with the procedures. He requested union intervention on this matter. In response, Fagaga Esau advised carriers, especially new CCAs, to refer to the Carrier Handbook M-41 for a clearer understanding of their job duties. Nik Deaguiar-Icban inquired about the impact of mishrows on office time, particularly in relation to Dominic's complaint. Carriers were advised to return mishrows to supervisors for resolution, or to give them to the correct route if its known and close by. Nick Puzon pointed out that management's parcel count is frequently inaccurate. Carriers were advised to review the Workhour Workload Report daily to ensure that management updates the numbers accordingly.

Kylen Cadium discussed TIAREAP and stationary events, advising carriers not to admit to any accusations from management regarding these events. Fagaga Esau noted that management is supposed to accompany and observe carriers on the street. Carriers were advised to work to the best of their ability emphasizing that it is management's responsibility to prove any wrongdoing.

Kylen Cadium covered post-accident procedures. Carriers were advised to use their judgment when deciding whether to call their supervisor or emergency services first. The grievance procedure for vehicle accidents was briefly explained for informational purposes.

Vice President Fagaga Esau appointed the following members as the election committee for the convention delegate election: Diane Morimoto, Martin Butzer, and Mylene Dela Cerna

XII. Chair: **Adjournment**

The meeting was adjourned at 8:09 PM with a motion from Chair Marissa Valiente which was seconded by Nick Puzon. The motion was approved via voice vote