



THE RED RIVER CARRIER

TT MORRIS BRANCH 1227, WICHITA FALLS, TEXAS

Bowie, Breckenridge, Burkburnett, Electra, Graham, Hedley, Henrietta, Iowa Park, Jacksboro, Megargel, Munday, Mineral Wells, Olney, Quanah, Seymour, and Vernon Merged

January 2025

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If you don't have a seat at the table, you're probably on the menu

This month's newsletter features important new policies and proposed changes to our Bylaws.

New policies include a Code of Ethics and a Standard of Conduct. These resolutions were passed by the members at the December Branch meeting.

Please review them; they apply to every member of NALC Branch 1227. Not just the officers, but every member.

The Bylaw changes are self-explanatory. They will be voted on at the January 8th meeting.

Larry Snyder, Secretary/Treasurer

OFFICIAL RESOLUTION FOR ADOPTION

NALC T. T. Morris Branch 1227 – Wichita Falls, Texas

BE IT FINALLY RESOLVED that this Code of Ethics shall take effect immediately upon adoption and shall remain in force unless amended or rescinded by future resolution of the Branch.

CODE OF ETHICS

NALC T. T. Morris Branch 1227 – Wichita Falls, Texas

Preamble

As members of the National Association of Letter Carriers, T. T. Morris Branch 1227 reaffirms its dedication to professionalism, integrity, solidarity, and service to the public and to one another. This Code of Ethics establishes the standards of conduct expected of all Branch officers, stewards, and members, ensuring that the Branch's actions reflect honor upon the NALC, the postal service, and the labor movement.

I. Commitment to Integrity and Honesty

1. Members shall conduct themselves with honesty in all Branch-related activities, communications, and responsibilities.
2. Officers and stewards shall perform their duties faithfully, avoiding any behavior that misleads, manipulates, or misrepresents information.
3. All financial activities shall be transparent, accurate, and compliant with NALC policies and federal regulations.

II. Respect for Members and the Public

1. All members shall treat coworkers, postal customers, Branch officers, and the public with dignity, fairness, and respect.
2. Harassment, discrimination, or retaliation of any kind is strictly prohibited.
3. Members shall foster a collaborative environment that values diversity, safety, and mutual support.

III. Commitment to Union Solidarity

1. Members shall support the collective efforts of the Branch and uphold the principles of the NALC.
2. Internal disagreements shall be resolved respectfully and in accordance with established Branch and national procedures.
3. No member shall engage in actions that undermine the Branch, the union's mission, or the rights of fellow letter carriers.

IV. Professional Conduct and Service

1. Members shall perform their postal duties with professionalism, courtesy, and dedication.

2. Members shall protect the integrity of the mail, adhere to postal regulations, and promote public trust in the United States Postal Service.
3. Members and officers shall avoid conflicts of interest and shall disclose potential conflicts when they arise.

V. Accountability and Stewardship

1. Branch leadership shall maintain clear records, respect confidentiality, and maintain high standards of accountability.
2. Decisions affecting the Branch shall be made impartially, transparently, and in the best interests of the membership.
3. Misuse of Branch resources, authority, or information is prohibited.

VI. Duty to Report Ethical Violations

1. Members are encouraged to report violations of this Code of Ethics through appropriate Branch channels without fear of retaliation.
2. Officers shall ensure that all reports are reviewed fairly and responsibly.

VII. Commitment to Continuous Improvement

1. The Branch shall periodically review this Code of Ethics to ensure that it aligns with the goals and values of the NALC.
2. Members and leaders shall continually educate themselves on best practices in leadership, representation, and member service.

RESOLUTION

Standard of Conduct for T. T. Morris Branch 1227, National Association of Letter Carriers (NALC), Wichita Falls, Texas

THEREFORE, BE IT RESOLVED, that NALC Branch 1227 hereby adopts the following **Standard of Conduct**, consistent with and subordinate to the NALC National Constitution:

STANDARD OF CONDUCT

1. Commitment to the NALC Constitution

1. All officers, stewards, and members of Branch 1227 shall comply with the letter and spirit of the NALC National Constitution, including but not limited to provisions regarding democratic participation, financial integrity, ethical conduct, and the rights of all members.
2. Members shall uphold the Constitution's principles of fairness, equality, and respect in all Branch functions.

2. Respectful Conduct and Professionalism

1. All members shall treat one another with dignity and respect during Branch meetings, union activities, and all related interactions.
2. Harassment, discrimination, intimidation, threats, or abusive behavior shall not be tolerated.
3. Members shall speak in turn, avoid personal attacks, and maintain decorum consistent with good order.

3. Stewardship and Leadership Responsibilities

1. Officers and stewards shall conduct themselves in accordance with the ethical obligations described in the NALC National Constitution, including honesty, impartiality, and the faithful performance of duties.
2. Misuse of authority, union resources, or confidential information is strictly prohibited.
3. Leaders shall foster an environment of transparency, accountability, and open communication.

4. Protection of Member Rights

1. Branch 1227 affirms every member's right to participate fully in meetings, elections, and union activities without fear of retaliation.
2. Members shall have access to accurate information regarding Branch operations, finances, and elections, consistent with constitutional requirements.
3. All disciplinary measures shall follow due process and the procedures outlined in the NALC Constitution.

5. Financial Integrity

1. Trustees, officers, and anyone handling Branch funds shall follow strict financial controls, maintain accurate records, and conform to NALC constitutional standards.
2. Transparency in budgetary matters, expenditures, and audits shall be upheld at all times.

6. Compliance and Enforcement

1. Violations of this Standard of Conduct may result in referral to the appropriate constitutional and internal union procedures.
2. This Standard of Conduct shall be interpreted in harmony with the NALC National Constitution; where conflict exists, the National Constitution shall govern.

BE IT FURTHER RESOLVED, that this Resolution shall become the official policy of NALC Branch 1227 upon adoption by the membership, and shall be made available to all current and future members of the Branch.

The following proposed changes to the bylaws were read into the minutes of the December meeting. The vote for approval will take place at the January 8th, 2026, meeting.

As it currently reads: Article 1, Name and Object

Change to read: Article 1, Name and Objectives

Article 1, Name and Object, Section 2.

As it currently reads: The objects of this Branch are to unite all employees who are eligible for membership under Article 2, Section 2, of the National Constitution, into one harmonious body for their mutual benefit, and to assist the National Association of Letter Carriers in its efforts to improve the condition of the entire membership.

Change to read: The objectives of T. T. Morris Branch 1227, NALC are:

To unite all city letter carriers who are eligible for membership under Article 2, Section 2, of the National Constitution into one harmonious body.

To advocate for improved working conditions

To protect the rights and benefits of city letter carriers.

To ensure fair treatment, improved job security, and equitable standards for city letter carriers.

To assist the National Association of Letter Carriers in its efforts to improve pay and working conditions of the entire city letter carrier community.

Article 4

NOMINATIONS AND ELECTIONS

Section 1. (C.) (3.)

As it currently reads: That they are willing to serve if elected.

Change to read: Delete entirely

Article 5

Union Stewards

Section 6.

As it currently reads: Union stewards of this Branch shall receive a salary. These salaries will be based upon the scales outlined in the subsections below.

Change to Read: Union stewards of this Branch shall receive a salary. These salaries will be based ~~upon~~ on the scales outlined in the subsections below.

Article 5, Section 6 (A)

As it currently reads: In stations of fewer than six city letter carriers, the steward shall receive a monthly salary that is equal to two and one half (2.50) hours of the same hourly rate as a Full Time Regular City Letter Carrier Grade 2, Step A as reflected in Table 1 of the most current Letter Carrier Pay Schedule available at the beginning of each new fiscal year. The salary is rounded to the nearest cent. The number of carriers assigned to a station shall be determined by the most active member dues roster and non-member roster available in the first pay period of each month.

Change to Read: Effective upon approval of this change, newly appointed shop stewards for stations with fewer than 11 carriers shall receive a monthly salary equal to one and one-half (1and ½) pay periods of current union dues.

Article 5, Section 6 (B.)

As it currently reads: In stations of six to ten city letter carriers, the steward shall receive a monthly salary that's equal to three and three quarters (3.75) hours of the same hourly basic rate as a Full Time Regular City Letter Carrier Grade 2, Step A as reflected in Table 1 of the Letter Carrier Pay Schedule available at the beginning of each new fiscal year. The salary is rounded to the nearest cent. The number of carriers assigned to a station shall be determined by the most current active member dues roster and non-member roster available in the first pay period of each month.

Change to read: If an officer or steward represents a city letter carrier in an associate office, compensation may be paid on a case-by-case basis for that representation using appropriate methods in a branch meeting.

Article 5, Section 6 (C.)

As it currently reads: In stations of eleven city letter carriers or more, the steward shall receive a monthly salary based upon the total number of city letter carriers represented in that station. The number of carriers assigned to a station shall be determined by the active member dues roster and non-member roster available in the first pay period of each month.

Change to Read: In the Morningside and Bridge Creek stations of Wichita Falls, TX, the steward will receive a salary equal to nine (9) hours of the same hourly rate as a full time Full Time Regular City Letter Carrier Grade 2, Step A as reflected in Table 1 of the most current Letter Carrier Pay Schedule available at the beginning of each fiscal year. That salary will be rounded to the nearest cent.

Article 5 Section 6 (C.) (1.)

As it currently reads: The salary for stewards who qualify as described in Article 5, Section 6, (C) shall be equal to nineteen (19) percent of a single hour of the same hourly rate as a Full Time Regular City Letter Carrier Grade 2, Step A as reflected in Table 1 per letter carrier represented. The salary is rounded to the nearest cent. The most current Letter Carrier Pay Schedule available at the beginning of each new fiscal year shall be used to calculate the salary.

Change to Read: Delete entirely

Article 5 Section 6 (C.) (2.)

As it currently reads: If a station of fifteen or more carriers is represented by more than one steward, the number of carriers in the entire station shall be divided by the number of shop stewards in that station. Any fraction shall be discarded, and each steward shall receive the same salary. (i.e. twenty-five carriers represented by two stewards equals 12.5 carriers. Each steward would receive a salary for 12 carriers.)

Change to Read: Delete entirely

Article 5 Section 6 (C.) (3.)

As it currently reads: If a steward represents fifteen carriers or more across multiple stations, they shall receive the appropriate compensation for all carrier represented.

Change to read: Delete entirely

Article 7

As it Currently Reads: Committees and Newsletter

Change to Read: Committees, Newsletter, and Website

NEW Article 7 Section 5

The Branch may develop and maintain a website and is responsible for all approved expenses associated with the development and maintenance of the website.

(A.) The executive board shall take applications for the webmaster from November through December each year. The newly installed executive board shall make its recommendation for the webmaster to the membership at the regular January Branch meeting.

- (1.) The webmaster is subject to the same requirements as an elected officer as outlined in Article 4, Section 1. (C.) (1.) and Article 4, Section 1. (C.) (2.) of these bylaws regarding eligibility to serve.
- (2.) The executive board's recommendation for webmaster shall be final upon approval of a two-thirds majority of eligible members present and voting in the regular January Branch meeting.
- (3.) The webmaster shall receive a monthly salary of one and one-half (1 ½) hours of the same hourly rate as a Full Time Regular City Letter Carrier Grade 2, Step A as reflected in Table 1 of the most current Letter Carrier Pay Schedule available at the beginning of each new fiscal year.
- (4.) If the member chosen as webmaster already receives a salary, nothing shall preclude that person from receiving that salary and the webmaster's salary.
- (5.) The person selected as webmaster shall be responsible for maintaining the website and adding and deleting such information as deemed necessary by members of the executive board.

Article 8

Funds

Section 1.

As it currently reads: All funds of this Branch shall be deposited in either a local bank or a local credit union.

Change to Read: The fiscal year of the branch will run from January to December each year. All branch funds must be deposited into either a local bank or a local credit union. Signatures to the account(s) will be the President, Vice-President and Secretary-Treasurer.

Officers of Branch 1227

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President Emeritus: Renae Earnest

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All members of the branch are invited to submit articles to the editor in care of the editor's email listed below. Deadline for publication is the 15th of the month. The editor retains the right to edit or reject articles due to personal attacks or libelous statements.

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BRANCH MEETING SCHEDULE FOR 2026

JANUARY 8TH, FEBRUARY 12TH, MARCH 12TH

APRIL 9TH, MAY 14TH, JUNE 11TH,

JULY 9TH, AUGUST 13TH, SEPTEMBER 10TH

OCTOBER 8TH, NOVEMBER 12TH, DECEMBER 10TH

MEETINGS BEGIN AT 7 PM

ALL MEETINGS TAKE PLACE AT YOUR UNION HALL

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FIND US AT:

WWW.NALCBRANCH1227.ORG