



# Trenton Metropolitan Area Local

Affiliated with

American Postal Workers Union AFL-CIO

---

P.O. Box 8011, Trenton, New Jersey 08650 • (609) 631-7745 • FAX (609) 631-7747

Good morning, Brothers and Sisters,

We have received concerns regarding two elected Officers who allegedly applied for Supervisors (EAS) positions:

- John Minor - 1/20/25
- Diamond Young - 11/13/25

Due to ongoing confusion and rumors, we sought formal guidance from our labor attorney and received a written opinion from O'Brien, Belland & Bushinsky, LLC.

**Key Point:**

Allegations or rumors alone cannot be used to remove or discipline an elected union officer.

Both the National and Local Constitutions require strict due process, consistent with federal law. Any attempt to remove an officer must follow these steps:

- Written charges filed by a member in good standing
- Charges must specify the individual, the alleged violation, timeframe, and constitutional provision
- Filing must occur within 120 days of when the conduct became known (or reasonably should have been known)
- The accused must receive notice, time to prepare a defense, and a full and fair Trial Board hearing

Federal law also mandates:

- Written, specific charges
- Reasonable time to prepare a defense
- A full and fair hearing

Accordingly, rumors, social media claims, or informal accusations are not substitutes for the constitutional process.

Members have the right to raise concerns, but those concerns must be addressed through proper procedures to ensure fairness and due process.

Our obligation as union leadership is to follow the Constitution and the law not speculation or pressure. If formal charges are filed, they will be handled in strict accordance with these requirements.

We appreciate your continued commitment to the union and encourage respectful, fact-based communication moving forward.

Terrie Bouchard

A handwritten signature in cursive script, appearing to read "Terrie Bouchard".

APWU

President

TMAL 1020

# O'BRIEN, BELLAND & BUSHINSKY, LLC

ATTORNEYS AT LAW

509 S. LENOLA ROAD  
BUILDING 6  
MOORESTOWN, NEW JERSEY 08057

(856) 795-2181

(888) 609-8300

FAX (856) 581-4214

INTERNET: WWW.OBBBLAW.COM

E-MAIL: INFO@OBBBLAW.COM

MARK E. BELLAND (NJ & PA)  
STEVEN J. BUSHINSKY (NJ, NY & PA)  
THOMAS F. KARPOUSIS (NJ)  
TIMOTHY P. HAGGERTY (NJ)  
DAVID F. WATKINS, JR. (NJ & PA)  
DAVID H. LIPOW (NJ & PA)  
DANIEL A. HOROWITZ\* (NJ & PA)  
ROSINA M. ERMILIO (NJ & PA)  
RYAN T. GEIB (NJ & PA)  
THOMAS J. SINCLAIR (NJ & PA)  
MADISON L. SLUPE (PA)  
FRANK J. MONARI (NJ & PA)

ROBERT F. O'BRIEN (NJ, PA & DC)  
1942-2023

JOAN FREEDMAN MEYER (NJ & PA)  
1931-2011

OF COUNSEL

GEORGE E. EVANS (DE)

DAVID R. THIERMAN\* (NJ, PA & FL)

J. STEWART BORROW\* (NJ & NY)

\* MASTERS OF LAW IN TAXATION

EMAIL: MBELLAND@OBBBLAW.COM

April 16, 2026

## Via Email

Terrie Bouchard, President  
Trenton Metro Area Local 1020 APWU

### RE: Elected Officer Removal

Dear President Bouchard:

This communication is in response to certain allegations raised by Trenton Metro Area Local 1020 APWU ("Local 1020" or "Union") members regarding an elected union official and whether those accusations on their own can give rise to the unilateral removal of that elected official. Article 15 of the National Constitution and Article XII of the Local 1020 Constitution and By-laws governs removal of officers. It is our opinion that these steps must be followed and that unsubstantiated accusations are no substitute for these protections.

Should any member in good standing wish to seek the removal of an elected officer, the member in good standing must submit in writing the charges and specify the following: (1) who is being charged, (2) exact nature of alleged offense, (3) time period of alleged offense, (4) constitutional provision allegedly violated. The charge must be filed within 120 days of when the charging party first became aware or reasonably should have been aware of the alleged offense. That means that alleged incidents which occurred over a year ago, which is what certain members are apparently claiming, are *untimely* pursuant to the procedures we are required to follow.

After such action, the accused must be noticed and a trial board must conduct a hearing pursuant to the provisions of the National Constitution and the Local 1020 Constitution and By-laws. These procedures are required pursuant to the Labor Management Relations Act, which states:

(5) Safeguards against improper disciplinary action. No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for nonpayment of dues by such organization or by any officer thereof unless such

member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.  
29 U.S.C. § 411 (a)(5).

Please note that while both federal law recognizes members' broad free speech rights, we strongly encourage any member with specific issues to follow the proper processes as set forth above. It is through the above-referenced processes, rather than rumors, by which problems can and are required to be thoroughly pursued, investigated, and fully resolved.

Should you require any additional information, please contact me.

Very truly yours,

**O'BRIEN, BELLAND & BUSHINSKY, LLC**

*Mark E. Belland*

Mark E. Belland, Esquire