

Covering the first session:  
Monday, Aug. 5, 2024

# Grow. Rise. Together.



President Brian L. Renfroe welcomes delegates to Boston.

**T**he 73rd Biennial Convention of the National Association of Letter Carriers began on Monday, Aug. 5, with a powerful clarion call for solidarity by NALC President Brian L. Renfroe issued to the thousands of delegates gathered at the Boston Convention and Exhibition Center.

“Our solidarity is what makes our union strong. It’s what grounds us in our rich history and it’s what will propel us to the future,” he said.

Looking back, Renfroe noted that Boston was the birthplace of the American Revolution, the home of the first post office in America, and the host of NALC’s first convention.

“They convened here in 1890, just one year after our union was founded in Milwaukee, WI,” he said. “While this convention looks a little bit different than our union’s first ... I do know that our mission is the same as it was in 1890: to come together to fight for the rights and working lives of city letter carriers.”

## Back together in Boston

At 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order. Asheboro, NC Branch 2560 member Tim Greene was next on stage to deliver a rousing rendition of “The Star-Spangled

Banner.” Greene was followed by Dave Barbuzzi of Massachusetts Northeast Merged Branch 25, who led delegates in reciting the Pledge of Allegiance. Byron Shelton, president of Central Florida Branch 1091, gave the invocation.

Rhine then called to the stage Boston Branch 34 President Tom Rooney, who warmly welcomed delegates to the city.

Next, Rhine introduced the retired national officers in attendance at this year’s convention and asked Rick DiCecca, the national business agent (NBA) for Region 14 (which includes Massachusetts), to come to the microphone to introduce his fellow NBAs and to acknowledge the union’s regional administrative assistants, regional office assistants, regional grievance assistants, legislative and political organizers, regional workers’ compensation assistants and NALC Headquarters letter carrier staff.

Returning to the lectern, Rhine introduced NALC’s resident national officers before calling President Renfroe to the microphone to deliver his keynote address.

## ‘Empowered solidarity’

After a look at what the city of Boston has meant to the union and the nation, President Renfroe explained that NALC has been hard at work since the Chi-

cago convention in 2022. In that time, the union has been negotiating a new national agreement, protecting carriers as USPS oversees its 10-year Delivering for America plan, dealing with postal staff shortages with memorandums of understanding implementing all-career models in hundreds of installations, growing the Letter Carrier Political Fund while also advocating for letter carriers in the halls of Congress, hosting the Stamp Out Hunger Food Drive, and raising millions of dollars for the Muscular Dystrophy Association.

“All this progress has only been possible through our collective effort—our empowered solidarity,” he said.

But NALC isn’t going to rest on its laurels. “Our theme here this week is Grow. Rise. Together,” he said. “As we look ahead to the next two years of our union, I encourage you all to embrace this convention theme.”

## Collective bargaining

NALC entered into negotiations on a new national agreement in February 2023 after having faced severe challenges during the COVID-19 pandemic.

“Letter carriers have long known the power of our network, our workforce and our craft, and the pandemic reminded the rest of the country,” he said. “We are the

heartbeat of the Postal Service. We keep it running and we always will.”

Despite historically low unemployment rates and labor victories in the private sector, the Postal Service faces unique challenges.

“Even though the Postal Service had record-breaking increases in parcel revenue during the pandemic, and the crushing pre-funding mandate was repealed through the Postal Service Reform Act, higher-than-expected costs due to surging inflation, significant investments in new infrastructure, and the high employee-turnover costs all contributed to the Postal Service reporting a loss of \$6.5 billion in Fiscal Year 2023,” he said.

Still, NALC has seen an opportunity to negotiate a fair contract that strengthens the letter carrier workforce while helping USPS achieve the goals of its 10-year plan.

NALC’s primary goals have been to:

- Obtain wage increases and maintain cost-of-living protections for letter carriers that reward carriers for their contributions to the Postal Service and that recognize the increasingly challenging nature of the work.
- Eliminate the two-table wage structure and replace it with a single pay table that not only increases starting pay, but also raises top pay while reducing the time it takes to get there.
- Maintain health care, leave and retirement benefits.
- Maintain protections against job threats such as subcontracting.
- Negotiate changes to work rules that would benefit NALC members.

Even as NALC continues to negotiate, it also has prepared for interest arbitration, including selecting Arbitrator Dennis R. Nolan to serve as the neutral chair of the

three-person interest arbitration panel. President Renfroe remains hopeful that negotiations will succeed in getting the best agreement for letter carriers.

“Today, we are near agreement on the major economic pieces of a tentative agreement. It is very possible, even likely, that a tentative agreement to send out to NALC members to consider for ratification will be reached,” he said. “Such an agreement will address the goals that I’ve outlined from the start of this process last year.”

Renfroe said that as much as he would like, he cannot make the process go faster, but he’s “committed to staying in this fight to get what our members have earned and deserve. We are almost there, and we are going to finish that job.” Still, he added, NALC is prepared to go to interest arbitration if negotiations fall apart.

“I can assure you of this: Any negotiated agreement that is sent to our members for ratification will be one that fairly rewards and compensates letter carriers for our vital contributions to the Postal Service, and one that will uphold our union’s 50-plus-year tradition of achieving the best results we can in collective bargaining,” he said.

## Delivering for America

President Renfroe updated delegates on the union’s role in the Postal Service’s 10-year plan. One part of the plan is the modernization of USPS’s vehicle fleet, especially through the design and manufacturing of the Next Generation Delivery Vehicle (NGDV).

“As a result, all new vehicles will include air conditioning, advanced safety technology, and they will meet the needs of our work, not just today, but into the future,” he said. “Our goal has always been to ensure that the Postal Service acquires a delivery vehicle fleet that provides a safe and ergonomic working environment for letter carriers—and we’re finally well on our way to achieving that.”

Some gas-powered NGDVs already have been deployed to the Sorting and Delivery Center (S&DC) in Athens, GA. More—including many of the electric-drive version—will be rolling into other offices soon.

NALC also has worked to modify USPS’s plans for establishing S&DCs. “We have been involved every single time the

Postal Service has proposed and subsequently established a new Sorting and Delivery Center,” President Renfroe said.

NALC Headquarters representatives work with regional and branch leaders to identify issues that might arise. NALC then meets with the Postal Service to address those issues as the S&DC is implemented.

“We know the network must be modernized, which will not happen without some bumps in the road,” he said. “But it’s essential that NALC continue to have a voice as the plan moves forward—and we will make our voice heard.”

## ‘Enough is enough’

Next, President Renfroe addressed the increase in crimes against letter carriers, noting that since 2020, more than 2,000 such incidents have been committed nationwide—including the murder of four carriers since the 2022 Chicago convention.

“It’s heartbreaking, it is appalling, and it is completely unacceptable,” he said.

When NALC realized how few of these crimes were being prosecuted, branches mobilized to raise awareness by holding “Enough is enough” rallies with the help of Headquarters. And while that has led to increased prosecutions in some areas, NALC also turned to Capitol Hill, where bipartisan legislation has been introduced.

The Protect Our Letter Carriers Act (H.R. 7629/S. 4356) seeks to deter the crimes by federally prosecuting anyone who attacks a carrier and by holding those found guilty accountable.

“We won’t stop until every single crime against a letter carrier has been prosecuted to the fullest extent of the law,” Renfroe said. “The legislation now has more than 100 co-sponsors in the House. There’s a companion bill in the Senate, and we’re going to keep fighting every day until these provisions are signed into law.”

## Heat safety

NALC has been working for more than a decade to push for a national rule to protect workers from extreme heat, which is starting to come to fruition.

“Just last month, the Department of Labor released a proposed heat standard work rule. This proposed rule includes all of the measures recommended by experts to mitigate the hazards of excessive heat,” President Renfroe said. “We look forward



AFL-CIO President  
Liz Shuler

to doing our part to make it a reality. We are optimistic about the difference it will make for letter carriers and all workers who, year after year, are increasingly affected by working in excessive heat.”

## Other priority legislation

NALC continues to push for the repeal of the Windfall Elimination Provision and the Government Pension Offset, as well as for a bill that would allow employees to buy back their non-career time to make it creditable toward retirement.

In addition, NALC is calling for legislation that would allow USPS to diversify its investment portfolio of retirement funds, as well as preparing for a possible bill to fix the miscalculated Civil Service Retirement System pension calculations.

## Decision 2024

With national elections around the corner, President Renfroe announced that the convention would consider a resolution to endorse Vice President Kamala Harris for president. In addition, he said that NALC would be active in the AFL-CIO's Labor 2024 program to elect pro-labor candidates across the federal government.

“No one can predict the future, and no one knows what the outcome of the election will be; I know one thing for sure: We letter carriers are ready to defend our democracy and deliver America's votes once again,” he said. “So please participate in our democratic process—not just through our work as letter carriers, but by having a plan to vote yourself.”

## Grow. Rise. Together.

Renfroe then highlighted parts of an extensive plan for new NALC initiatives and expansions of existing ones:

- Standardize training and deliver it in a modular format to make it more widely accessible. Also, develop an eLearning virtual training platform.
- Increase pressure on management to comply with the contract.
- Grow the Letter Carrier Political Fund beyond the 12 percent of members who contribute.
- Work to organize other delivery workers, including Amazon and FedEx employees, especially by guaranteeing workers' rights to organize and collectively bargain. Supporting the PRO Act

is a first step.

- Expand the new NALC Emergency Response Team, which assists members who face challenges related to traumatic incidents.
- Embrace diversity, equity and inclusion in the union.
- Create a women's mentoring program to identify, support and develop current and future women leaders.

“I've laid out a lot for you here this morning. We've talked about what we've been working on, what we're working toward, and what we're going to implement to get there,” President Renfroe said. “The common thread to accomplish any meaningful results is to do it together.”

To enthusiastic applause, the NALC president concluded, “We won't turn our backs on each other or just look out for ourselves. That goes against everything that being an NALC member is about.

“We'll look out for one another. Always.

“We will grow. We'll rise. And we'll do it the way we always have done it—together.”

## Back to business

Following Renfroe's remarks, the NALC president called the chairman of the Committee on the President's Report, Alvin Matsumura of Honolulu, HI Branch 860, to the podium. Matsumura introduced committee members Janell Harris, Grand Forks, ND Branch 517; Louise Jordan, San Antonio, TX Branch 421; Sylvain Stevens, Charlotte, NC Branch 545; and Andy Tuttle, Lawrence, KS Branch 104. After the committee read its report, the convention voted to approve the report.

President Renfroe then introduced AFL-CIO President Liz Shuler, who was escorted to the stage by NALC's AFL-CIO delegates.

Shuler spoke of the energy and excitement surrounding the current political climate, but said that it's about more than just winning the next election. “If you look around, something absolutely amazing is happening all over this country. Workers are reclaiming our power. Workers are realizing, ‘Hey, there is a way to fight back,’” she said.



NALC President Brian L. Renfroe welcomes Rep. Stephen Lynch to the stage.

The AFL-CIO president praised NALC for being at the forefront throughout the pandemic, reform battles and political attacks. “It hasn't been easy for one second,” Shuler said. “This country does not work without you. And it's about damn time that our leaders recognized that.”

The convention gave Shuler a hearty Letter Carrier Cheer following her remarks.

The delegates then heard from Rep. Stephen Lynch (D-MA). A former ironworker, Lynch praised the courage and dedication of letter carriers who risk their health to deliver the mail, recalling the anthrax attacks through the mail that occurred only days after his first election in 2001.

“You understood the duty you owed to your country at a very difficult time,” Lynch said. When the COVID-19 pandemic arrived, he said, “the true patriots of the NALC continued to report to duty in the face of a global pandemic.”

Lynch, a longtime friend of letter carriers, vowed, “I will be introducing legislation to require the Postal Service to modernize and diversify its strategy for investing postal retiree assets in order to generate much better rates of return for you.”

The convention delegates thanked Lynch with a Letter Carrier Cheer.

Following Rep. Lynch's speech, President Renfroe invited Delano Wilson of Silver Spring, MD Branch 2611, chairman of the Credentials Committee, to the podium to deliver a preliminary report. Wilson said that 5,109 delegates representing 602 branches were present.

Renfroe then called Dan Tegreeny, chairman of the Rules Committee, to the podium. Tegreeny introduced the committee members: Michele Galda, Cherry Hill/Haddonfield, NJ Branch 769; Joe Henschen, West Coast Florida Branch 1477; Tonya Releford, Fort Smith, AR Branch 399; and

President Renfroe called President Emeritus Fredric V. Rolando to the podium.



Troy Scott, Baton Rouge, LA Branch 129. The convention voted to approve the rules as printed in the convention guide.

The convention discussed a motion to overturn President Renfroe's ruling that three members do not have standing to appeal decisions by the Executive Council that found the NALC president not guilty of three charges. The president had previously ruled that the *NALC Constitution* recognizes only the party found guilty as being aggrieved. In a teller vote, the motion carried 2,221 to 1,596.

The president then called to the floor Andrew Weiner of Jamaica, NY Branch 562, election commissioner and chairman of the Board of Tellers. He introduced the members of the board: James Brown, Nashville, TN Br. 4; Keith Deason, Wichita Falls, TX Br. 1227; Ed Ditzel, Philadelphia, PA Br. 157; Daniel Estep, Toledo, OH Br. 100; Tim Fisher, Arizona Mgd. Br. 1902; Corey Grotte, Eau Claire, WI Br. 728; Mike Harazmus, Western MA Br. 46; Alison Harpe, Anchorage, AK Br. 4319; Keith Hooks, Washington, DC Br. 142; Todd Hornyak, Columbus, OH Br. 78; Tim Houx, Fort Wayne, IN Br. 116; Star Jester, Garden Grove, CA Br. 1100; Sanjera Johnson, Texarkana, TX Br. 569;

Charles Jonscher Jr., Kansas City, KS Br. 499; Yvette Kinard, New York, NY Br. 36; Ted Lee, Pittsburgh, PA Br. 84; Eric Lomax, Jamaica, NY Br. 562; John Long, Jamaica, NY Br. 562; Jamaal Mattocks, Raleigh, NC Br. 459; Miriah McMillan, South Suburban Mgd., IL Br. 4016; Guillermo McPherson, Austin, TX Br. 181; Marie Montano, Albuquerque, NM Br. 504; Lori Ann Mottolo, Willoughby, OH Br. 3688; Allen Muff, South Jersey, NJ Br. 908; Karen Nance, Washington, DC Br. 142; Joe Otero, New Jersey

Mgd. Br. 38; Armando Pedreira, New Jersey Mgd. Br. 38; Casey Ritchie, Oklahoma City, OK Br. 458; Eric Salazar, Grand Junction, CO Br. 913; Percy Smith, Emerald Coast, FL Br. 4559; Jerri Stockberger, Lafayette, IN Br. 466; Derek Sykes, Chicago, IL Br. 11; Jim Thigpenn, North FL Br. 53; Richard Thurman, St. Louis, MO Br. 343; and Dan Wheeler, MA Northeast Mgd. Br. 25.

Renfroe then remembered former long-time Election Commissioner Joe DeRossi of Brooklyn, NY Branch 41, who died earlier this year, and invited Weiner back to the podium to speak about DeRossi and introduce a short video featuring the carrier's unique sense of humor.

Secretary-Treasurer Rhine explained the resolutions process. Delegates then approved a resolution by acclamation introduced by President Renfroe to bestow the honorary title of president emeritus on former NALC President Fredric V. Rolando.

Renfroe then called Rolando to the stage. Rolando urged the delegates to remain focused on the job of representing and advocating for their members back home.

"With all these issues facing letter carriers," he said, "we have got to be at full strength and capacity as a union to deal with all these issues, don't we?"

Rolando urged unity as the union moves forward: "We all need to put aside our politics, our egos, any anger, and together focus on the best way to serve our members—that's what we're elected to do."

The delegates responded with a hearty Letter Carrier Cheer.

President Renfroe returned to the podium to deliver a presentation honoring the fallen letter carriers who have died on the job since the Chicago convention in 2022. The 26 names were displayed while bagpipers Kevin Conroy and Dan Norton from Boston Branch 34 played "Amazing Grace."

After that, President Renfroe recognized winners of NALC's publications contest for 2022-2024. Here are the first-place winners:

- Overall Excellence among Large Branch Publications: Boston, MA Branch 34's *CLAN*.
- Overall Excellence among Small Branch Publications: Fort Collins, CO Branch 849's *849 Express*.
- Best News or Feature Article: North Carolina State Association of Letter Carriers for "Mark Wilson: A Rare Breed," written by Richard Thayer.
- Promoting Unionism: Royal Oak, MI Branch 3126 for "Looking Back, Moving Forward," written by John Dick.
- Best Editorial or Column: Duluth, MN Branch 114 for "From Your President," written by Joel Tracey.
- Best Cartoon or Photo: North Carolina State Association of Letter Carriers, for the cartoon by Fred Vance.
- Best Website: Cleveland, OH Branch 40 for its Facebook page.

Following some closing business, the session adjourned at 3:10 p.m.



## NALC Auxiliary Monday, August 5 —Submitted by Crystal Bragg, NALCA Secretary

The Auxiliary attended the NALC opening ceremony. Lots of introductions were made and NALC President Brian Renfroe had an informative video that we all enjoyed. When we returned, we opened the meeting with song and flag ceremony by Daniel Cdebaca and prayer by Tessa Fisher.

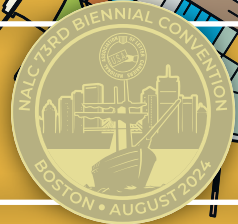
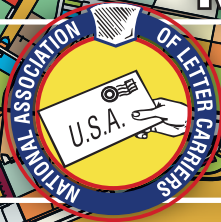
The credential report was read by

Secretary Crystal Bragg: Auxiliaries registered—22, states represented—13, delegates registered—35, national officers registered—three, past national officers registered—two, and no visitors. A quorum had been met.

### Committees:

- Audit Committee—George Anna Myers,

- Gaye Meredith, Margaret Castilleja
- Per Diem and Transportation—Tessa Fisher, Renita Bostic, Tere Petrey
- Bylaws Committee—Daniel Cdebaca, Rick Baird, Karen Heil
- Gay Meredith of Aux. #28, Dallas, TX, presented an activity for all delegates to participate in.



Covering the second session:  
Tuesday, Aug. 6, 2024

# Standing shoulder to shoulder



President Renfro asks for a Letter Carrier Cheer for Roxanne Brown.

**O**n the second day of the 73rd Biennial Convention, delegates and speakers alike stressed the strength of solidarity as the union faces many challenges—from protecting our brothers and sisters from crime to protecting our democracy itself.

The delegates stood for the importance of togetherness. They embraced President Brian L. Renfro’s call to include all voices in the union, passed a constitutional amendment making it easier for retired carriers to return to the fold as union members, and applauded the call by United Steelworkers International Vice President at Large Roxanne Brown to know their power and tell their own stories as they advocate for their rights and interests.

“Workers in this country are really powerful and they are leaning into their power,” Brown told the delegates. “Letter carriers, know your power!”

The delegates drew inspiration from speakers from other unions—the fire fighters, the mail handlers and the APWU—all of whom pledged to join letter carriers in passing vital pro-worker legislation and electing pro-worker representatives.

At the top of the election agenda, the convention voted to endorse Vice

President Kamala Harris for president. “The NALC proudly endorses the Harris-Walz ticket, and we will do all in our power to ensure that Kamala Harris is the next president of the United States,” Renfro said to a standing ovation from delegates following the endorsement vote.

And, mindful of their role as not only voters and campaigners, but also as keepers of the sanctity of mail ballots, the delegates resolved to stand together to fight for the republic that was born more than two centuries ago here in Boston.

## Business resumes

At 10 a.m., NALC President Renfro called the convention to order.

The president first called to the stage Doug Adams of New Jersey Merged Branch 38 to sing the national anthem. Boston, MA Branch 34 member Domenic Corsetti led delegates in reciting the Pledge of Allegiance. Delivering the day’s invocation was Father Marc Bishop from Catholic Parishes of Arlington.

Renfro brought Executive Vice President Paul Barner to the microphone to introduce the chairperson of the Greetings to the Auxiliary Commit-

Kamala Harris and Tim Walz



tee, Elisabeth Goodwin of Houston, TX Branch 283. The committee members then introduced themselves: Keisha Bryant, Greenwood, MS Branch 1080; Al Friedman, Clearwater, FL Branch 2008; Emery Johnson, Royal Oak, MI Branch 3126; and Patrick VanEgeren, Green Bay, WI Branch 619. Renfro sent the committee, along with Barner, to greet the NALC Auxiliary.

Following a tribute and moment of silence for a member who died at the 2008 convention in Boston, Renfro called Secretary-Treasurer Nicole Rhine to the lectern to present the Executive Council’s report on constitutional amendments. NALC Trustees Chairman Larry Brown read the first group of proposed amendments. While the majority were not enacted, the delegates passed one to make it easier for NALC

members who were in good standing at retirement but did not submit a Form 1189 in a timely fashion to regain their membership in the union.

### Know your power

Renfroe welcomed Roxanne Brown of the United Steelworkers Union. Brown first turned her attention to the female delegates, urging them to know their worth and be confident in expressing themselves. “In every room that you are in, show up as yourself,” she said. “Be authentically you, and all that comes with you.”

Knowing your worth, she said, is essential in the struggle for good pay and retirement benefits, health care and the ability to return home from work safely. She reminded all the delegates that sharing their personal stories with decision-makers is the best path to success in advocating for a union’s agenda.

“The most effective voice in our toughest fight is our members’,” Brown said. “You are the secret sauce, so keep telling your story.”

Brown reminded the delegates that one of their most important tools will be their vote in the upcoming election.

Noting that she is the first Black woman to hold her position in the Steelworkers Union—but that she

should not be the last—Brown called for continuing the progress she represents. “Let’s keep knowing, and using, our power until we have a labor movement where everyone sees themselves and are not afraid to step up to the mic.

“Are you ready to use your power?” Brown asked. “Grow, rise, together!”

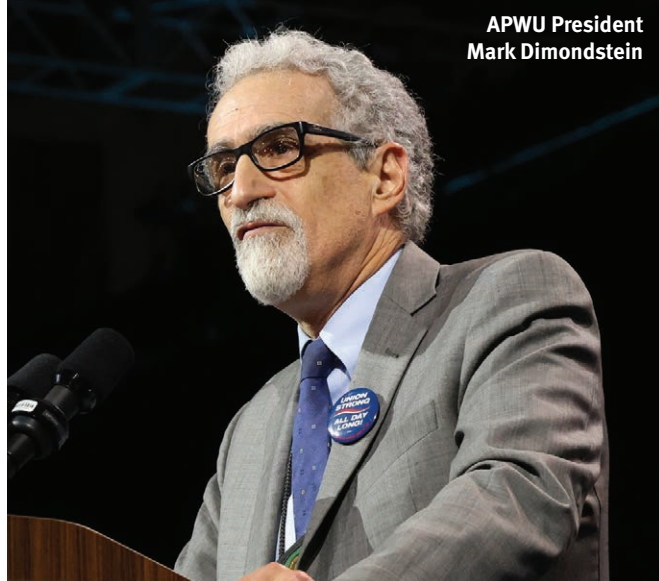
The crowd gave her a spirited Letter Carrier Cheer.

Following Brown’s speech, the delegates continued consideration of constitutional amendments presented by NALC Trustees Sandy Laemmel and Charlie Heege.

### Endorsing Harris-Walz

After viewing a video titled “Foot Soldiers of Democracy,” President Renfroe informed the delegates that Vice President Kamala Harris had selected Minnesota Gov. Tim Walz as her running mate for vice president. The NALC president then introduced a resolution to endorse Harris for president, which the delegates adopted.

“The NALC proudly endorses the Harris-Walz ticket, and we will do all



APWU President Mark Dimondstein

in our power to ensure that Kamala Harris is the next president of the United States,” Renfroe said after delegates approved the motion.

Renfroe then introduced American Postal Workers Union President Mark Dimondstein. “I salute all of you front-line fighters,” he addressed the letter carrier crowd, praising members for enforcing the contract, fighting for a safe environment, and standing in solidarity with all workers. “I see a rainbow of delegates from all walks of life, united in our common struggle for justice.”

Dimondstein addressed the fall elections, saying that union members will



require resiliency and determination in the face of growing political extremism, deepening attacks on civil rights, and coordinated voter suppression, including the undermining of vote-by-mail.

Dimondstein referenced the looming threat posed by the conservative Heritage Foundation's Project 2025 initiative, closely linked with the former president, and pointed out the power of unions: "While we have much work ahead of us, let's also take stock that workers are on the march and rising in the face of these crises."

Support of unions is the highest it's been in decades, Dimondstein continued, and he said that the significant organizing efforts of late, with workers ready and willing to strike if need be, are reminiscent of the Great Postal Strike of 1970 when crafts stood together. "The APWU today deeply values our continuing fraternal relationship," he said, adding that cooperation and unity propel our cause further.

He promised to stand with NALC on our individual and shared issues, and said that, though both unions accept that the mail mix has changed, we cannot accept the chaotic way in which plans are being implemented. The APWU stands by its sister union in contract negotiations, too, he said, telling the assembled letter carriers, "Delegates, count on us as you struggle to bring home a good new union contract. As we know firsthand, negotiations are never easy, and we're engaged in the process as we speak as well."

Dimondstein concluded by saying that we must grow the labor movement as we rise together. "It's so good to be with you in these trenches, as the struggle for justice always continues," he said. "Solidarity forever!"

Delegates gave Dimondstein a lively Letter Carrier Cheer in response.

Vice President James Henry then explained the appeals process to the delegates. Two motions were adopted by the convention to pass the hat for the families of two carriers who died on the job, along with a matching donation from NALC Headquarters. Next, Rhine delivered the secretary-treasurer's report, and a short video was shown to the delegates.

President Renfroe gives a token to IAFF President Ed Kelly to thank him for speaking to the convention.



### 'Be strong in the political game'

Renfroe then welcomed Ed Kelly, president of the International Association of Fire Fighters, to address the convention. Kelly noted the similarities between his union's members and NALC members from their first days on the job. "We knew being part of a union was a path to a better life," he said.

Letter carriers and firefighters also share a struggle as public-sector workers. "If you notice, whenever you get a check," he said, "there's a politician's signature on it. Whether we like it or not, we're in the political game. We have to be strong in the political game."

Like letter carriers, firefighters are harmed by the Windfall Elimination Provision and are working as allies with NALC to pass legislation to repeal it. "The government chose to rob us," Kelly said. "When they passed the Windfall Elimination Provision in 1980, they robbed us right before our eyes."

Kelly also pledged to work to enact the Protect Our Letter Carriers Act: "We will fight in every congressional district to get that passed."

Kelly reminded the delegates that their roles as activists are part of a continuum where each generation has a responsibility. "Everything we have was fought for by those before us," he said. "Let's keep up the fight. Let's keep the righteous path that we've been on for generations as union members and leave it better than we found it for those coming behind us!"

The delegates responded with an enthusiastic Letter Carrier Cheer.

Next, President Renfroe invited Paul Hogrogian, president of the National Postal Mail Handlers Union (NPMHU), to the podium.

He began by saying that the Post Office that he joined a half-century ago is very different from today's Postal Service, but that NALC and NPMHU have retained a strong fraternal bond that has proven beneficial to both sets of members.

Our two organizations have worked closely on a number of initiatives, he said, including six-day delivery, door-to-door delivery, postal reform, fighting to prevent privatization, and the current postal network design. "We

fully support you on your issues and you support us on ours, and that's the way it should be," he said, pledging to continue working together on issues into the future.

Hogrogian said his union supports NALC's efforts to secure a fair agreement at the bargaining table. "But, we know too well," he said, "whatever they ram down your throat today, they're going to shove [on us] next year. So, we're fully supportive that you get a good contract."

He assured delegates that the two unions will work together to elect a worker-friendly, postal-friendly and union-friendly candidate to the White House: Kamala Harris.

"So, it's up to us," the NPMHU leader said. "We must work together to preserve democracy for the American public. The whole country is watching us, the whole country is depending on us."

Postal workers have spent much blood, sweat and tears building the Postal Service into the greatest postal service in the world, he continued. "We have to make sure we stay united on our issues and make clear to the powers that be that we will not be divided," he said. "The mail handlers remain committed and stand shoulder to shoulder with letter carriers and all postal workers to fight any battles that need to be fought!"

The convention hall gave Hogrogian a passionate Letter Carrier Cheer.

### Wrapping up

Renfro called Executive Vice President Barner back to the podium to introduce NALC Auxiliary President Cynthia Martinez of Phoenix, AZ Auxiliary 377. After introducing Auxiliary

**President Renfro thanks NPMHU President Paul Hogrogian.**



Secretary Crystal Bragg of Decatur, IL Auxiliary 153 and Treasurer Samantha Yerg of Toledo, OH Auxiliary 158, Martinez told the convention that she used to be a letter carrier and later joined the Auxiliary.

"We hope you will think about having your significant others join the Auxiliary," Martinez said. "We are growing!"

Renfro introduced Mileage and Per Diem Committee Chairperson Antonia Shields of Birmingham, AL Branch 530, who introduced committee members Kenneth Montgom-

ery, Rochester, NY Branch 210; Jose Romero, Albuquerque, NM Branch 504; Amanda Mitchell, New Hampshire Merged Branch 44; and Denise Howard, Bloomington, IL Branch 522. Shields reported that the committee had recommended \$4,236 for mileage and per diem and \$67,300 for stipends for a total of \$71,536. Trustee Chairman Larry Brown reported that the trustees had approved the report, and the delegates voted to accept it.

Following some housekeeping announcements, the convention adjourned for the day at 3:23 p.m.

**Auxiliary President Cynthia Martinez addresses the NALC convention.**



## NALC Auxiliary Tuesday, August 6

—Submitted by Cynthia Martinez, NALCA president

Tuesday was a busy day. We started our day with an audit report from George Anna Meyers, Gaye Meredith and Margaret Castilleja. The per diem and transportation report followed from Chairman Renita Bostic, Tessy Fisher (chaplain) and Teré Petrey.

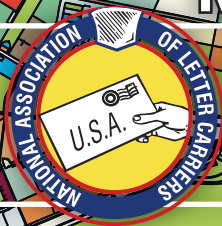
Tessy Fisher decorated for our memorial service. Cynthia Martinez and Tessy Fisher conducted the service for our 21 departed members since the last convention.

All the members of the NALC Greetings to the Auxiliary Committee came on stage at our convention and shared

ideas with us about the future of the Auxiliary. All of the Auxiliary delegates were then invited by NALC Executive Vice President Paul Barner to come on stage at the NALC convention.

We were welcomed warmly by the carriers. What a great day for our Auxiliary.



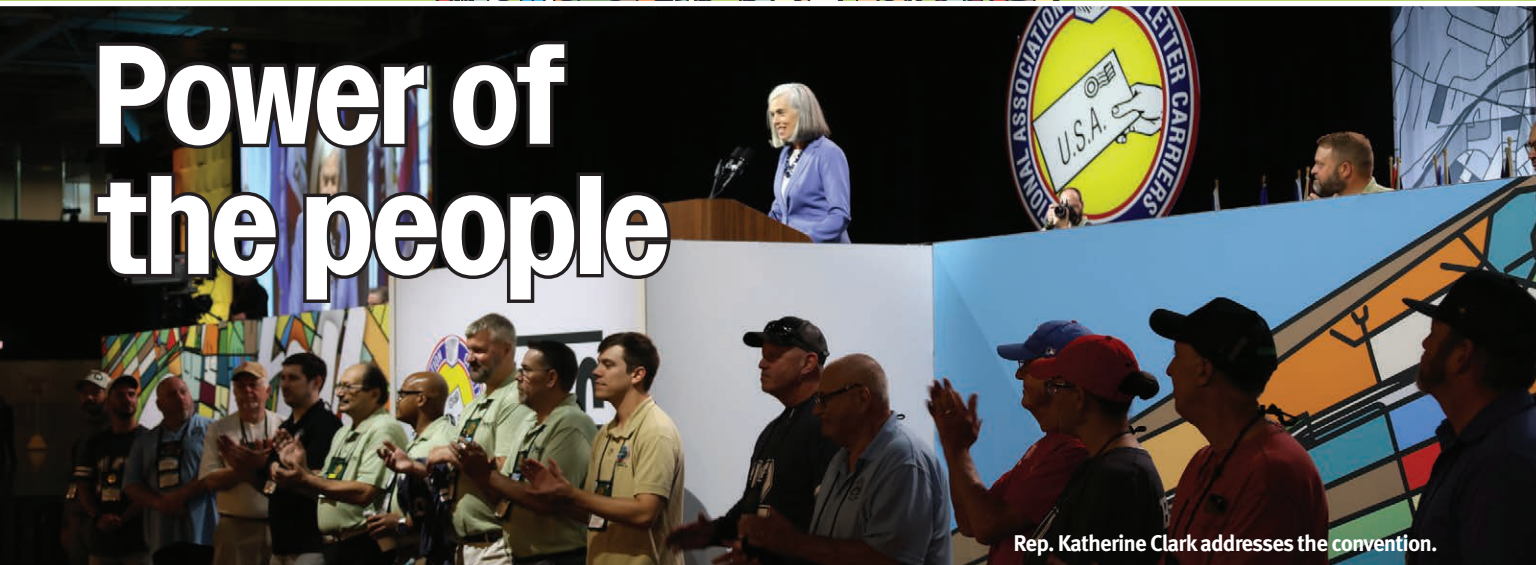


# WEDNESDAY



Covering the third session:  
Wednesday, Aug. 7, 2024

## Power of the people



Rep. Katherine Clark addresses the convention.

**O**n the third day of the 73rd Biennial Convention, NALC embraced the power of people from all walks of life working together. They heard from speakers with messages of unity who called for an end to political and economic division in the country, and for union solidarity and activism worldwide. They celebrated letter carrier heroes and volunteers who bring their communities closer together by responding to emergencies, feeding the hungry and supporting people with muscular dystrophy.

And with reports from retired carriers advocating for their rights and children of carriers earning union-sponsored scholarships, the delegates embraced the power of generations coming together. Experienced union activists shared their knowledge and enthusiasm with delegates attending their first convention.

Together, Rep. Katherine Clark (D-MA) told the delegates, they are moving toward a better future for old and young alike.

“Letter carriers, thank you for being in this fight, for walking that street into history,” Clark said. “I am so grate-

ful to walk alongside each and every one of you to see the better world that we can build together for every single working family in this country, and for the future that all of our children deserve.”

As the delegates from all over the country, old and young, spoke their minds as part of the union’s democratic process, they demonstrated the core strength of a labor union: speaking as many and acting as one.

### Back to work

After President Brian L. Renfroe opened Wednesday’s session at 10:02 a.m., the day kicked off with Donna Beckwood of Birmingham, AL Branch 530 singing a soaring rendition of “The Star-Spangled Banner” and Boston, MA Branch 34 member John Fanning leading the Pledge of Allegiance. The Rev. Ali Jablonsky of Arlington Street Church gave the invocation.

President Renfroe leads a Letter Carrier Cheer for Marcio Monzane.



A motion to have President Emeritus Fredric V. Rolando chair a hearing of Article 10 appeals, to be held during the afternoon session, was passed by the delegates.

## Credentials Committee

President Renfroe then called Credentials Committee Chairman Delano Wilson of Silver Spring, MD Branch 2611 to the floor. Wilson introduced the committee members: Michael Calise, Cape Atlantic, NJ Branch 903; BaLynda Croy, Appleton, WI Branch 822; Ethel Ford, Houston, TX Branch 283; Sonny Guadalupe, New York, NY Branch 36; Mike Hansen, Salt Lake City, UT Branch 111; Patrick Harris, Garden Grove, CA Branch 1100; Sheila Hudson, Chicago, IL Branch 11; Tina Hunt, St. Louis, MO Branch 343; Tonja Koch, Laramie, WY Branch 463; Jeff Kranz, Findlay, OH Branch 143; Anthony Lauderdale, Nashville, TN Branch 4; Cathy Madrid, San Mateo, CA Branch 1280; Jacqueline McGregory, Southeast Michigan Branch 2184; Ronald Oree, Flushing, NY Branch 294; Robb Petersburg, Minneapolis, MN Branch 9; LaShawn Silas, Dallas, TX Branch 132; Ryan Stockton, Sacramento, CA Branch 133; Tammy Swaney, Savannah, GA Branch 578; Derlwyn Taylor, Detroit, MI Branch 1; Ted Thompson, Cincinnati, OH Branch 43; Susan Ugone, Hartford, CT Branch 86; Julius Vickers, North Florida Branch 53; and James Zerbe, Harrisburg, PA Branch 500.

Wilson then gave the committee's final report, stating that 5,446 delegates representing 619 branches were in attendance. The convention voted to accept the report.

Renfroe called the Board of Trustees—Chairman Lawrence D. Brown Jr. of Los Angeles, CA Branch 24; Sandra D. Laemmel of Detroit, MI Branch 1; and Charles P. Heege of New York, NY Branch 36—to the podium. Brown delivered the trustees' report.

## Organizing awards

President Renfroe recognized branches with the highest percentages of organization.

The top-organized branches in Category 1 with 2,499 or more active carriers were:

- First place—Philadelphia, PA Branch 157 with a 98.43 percent organization rate.
- Second place—Pittsburgh, PA Branch 84 with a 97.44 percent organization rate.
- Third place—South Florida Branch 1071 with a 96.57 percent organization rate.

The best-organized branches in Category 2 with between 1,500 and 2,499 active carriers were:

- First place—Tri-Valley, CA Branch 2902 with a 97.75 percent organization rate.
- Second place—Hartford, CT Branch 86 with a 97.49 percent organization rate.
- Third place—Las Vegas, NV Branch 2502 with a 97.27 percent organization rate.

The most-organized branches in Category 3 with between 1,000 and 1,499 active carriers were:

- First place—Flushing, NY Branch 294 with a 98.79 percent organization rate.
- Second place—Connecticut Merged Branch 20 with a 98.77 percent organization rate.
- Third place—Rochester, NY Branch 210 with a 97.50 percent organization rate.

The top-organized branches in Category 4 with between 700 and 999 active carriers were:

- First place—South Jersey, NJ Branch 908 with a 98.03 percent organization rate.
- Second place—Providence, RI Branch 15 with a 97.99 percent organization rate.
- Third place—Syracuse, NY Branch 134 with a 97.76 percent organization rate.

The best-organized branches in Category 5 with between 500 and 699 active carriers were:

- First place—Anchorage, AK Branch 4319 with a 98.26 percent organization rate.
- Second place—Bergen County

Merged, NJ Branch 425 with a 97.00 percent organization rate.

- Third place—Bakersfield, CA Branch 782 with a 96.87 percent organization rate.

The most-organized branches in Category 6 with between 350 and 499 active carriers were:

- First place—Brick Town, NJ Branch 5420 with a 99.26 percent organization rate.
- Second place—Peoria, IL Branch 31 with a 99.09 percent organization rate.
- Third place—Camden, NJ Merged Branch 540 with a 98.51 percent organization rate.

Branches in Categories 7 through 10 with a 100 percent organization rate—too many to bring to the stage—also were recognized.

## Building a better world

The president welcomed Marcio Monzane, regional secretary of UNI Americas, to speak to the convention. UNI Americas is part of UNI Global Union, an international group with affiliated unions in 150 countries representing 20 million workers.

Monzane told the delegates about the efforts of UNI Americas to protect postal services in many countries against the threats of privatization and non-union competition from delivery services such as Amazon, along with protecting democracy and union rights. UNI represents the core values of the labor movement, he said—solidarity among unions in various countries and various crafts.

“Our work involves organizing and collective bargaining in more than 14 sectors,” he said.

Monzane praised NALC's involvement in international labor efforts for the good of workers everywhere.

“I'd like to invite you to continue to work together with UNI and to reaffirm the commitment at our staff and board level,” he said, “to build a better and inclusive world for all.”

The delegates awarded Monzane with a Letter Carrier Cheer.



## Assisting the next generation

The NALC president then called Buffalo-Western New York Branch 3 member Larry Kania, chairman of the Scholarship Committee, to the stage to deliver his committee's report and to introduce the committee's members, Carly Hook of Santa Clara, CA Branch 1427 and Kimetra Lewis of Dallas, TX Branch 132.

The committee announced the five winners of the \$4,000 annual William C. Doherty Scholarship:

- Central Region: Camieal Roberson, child of Kieaunta Roberson of Indianapolis, IN Branch 39
- Eastern Region: Samantha Grimm, child of Brad Grimm of Pittsburgh, PA Branch 84
- Northeast Region: Shreya Pandey, child of Sujata Pandey of Princeton, NJ Branch 268
- Southern Region: Kendall England, child of Lori Beth England of Fayetteville, TN Branch 1402
- Western Region: Philip Liu, child of Hai Lin Liu of Santa Rosa, CA Branch 183

The committee then announced the winner of the \$1,000 annual John T. Donelon scholarship—Brianna Boyd, child of Benjie Boyd of Mentor, OH Branch 4195.

## 'What service looks like'

President Renfroe introduced Rep. Katherine Clark, the minority whip in the U.S. House of Representatives.

Clark noted that the nation's first post office was in Boston, and she praised letter carriers for their hard work. "You keep this country moving," she said. "You have shown America what service looks like."

Warning of the political challenges confronting working people, Clark said the nation faces stark choices. "We find ourselves at a crossroads in this country," she said. "There are forces of division that are intent on tearing us apart, on turning neighbor against neighbor."

Clark continued: "Plans have been laid out for the economy by those who see a winner's circle that is very small. It doesn't include you. It includes only the very wealthy and the very well-connected."

When workers are united, she added, they are up to the task of facing such challenges.

"They underestimate the strength in this room and the solidarity that you have," Clark said, "and of workers across this country."

Clark outlined the Democrats' agenda in Congress for supporting letter carriers and all workers, including legislation to protect carriers from

rising crime, strengthening the rights of workers to choose a union, defending retirement benefits, and ensuring that mail-in ballots are counted and respected.

She reaffirmed the commitment of her political party to the labor cause: "The cornerstone of our party is the freedom of working people to stand together, to grow together, to rise together, to win together," she said, echoing the theme of the convention. "We are in your corner."

"Letter carriers, thank you for being in this fight, for walking that street into history," she said. "I am so grateful to walk alongside each and every one of you to see the better world that we can build together for every single working family in this country, and for the future that all of our children deserve."

The convention responded by giving Clark a Letter Carrier Cheer.

The delegates then watched a video, "Carriers of the Community," that demonstrated the many ways letter carriers voluntarily serve people in need, from the heroes who stay vigilant on their routes and step in when they see a crisis, to those who raise funds and volunteer for the Muscular Dystrophy Association, to those who collect millions of pounds of food for the Stamp Out Hunger® Food Drive.

## Resolutions and retired members

The delegates then discussed and debated proposed resolutions and amendments. The convention voted to adopt the resolutions previously approved by the Executive Council. More information about the approved resolutions is in the *Proposed Resolutions and Amendments* book.

President Renfroe invited Director of Retirees Daniel Toth to the microphone. Toth introduced the chairman of the retirement committee, Michael Sheridan of South Macomb, MI Branch 4374. Sheridan in turn introduced committee members Doug Gulley of Columbus, OH Branch 78; Mary Halford of Arizona Merged Branch 1902; Jo Ann Pyle of Seattle, WA Branch 79; and John Walsh of Albany, NY Branch 29.

Sheridan read the committee's biennial report to the delegates. He also reminded the delegates of NALC's priority retirement legislation to support the Federal Retirement Fairness Act (H.R. 5995) to allow all federal service time to count toward retirement, and to support the Social Security Fairness Act (H.R. 82/S. 597) that calls for repealing

the Windfall Elimination Provision and the Government Pension Offset that affects most of NALC's Civil Service Retirement System employees and retirees. In addition, Sheridan called for a moment of silence to remember those retired union brothers and sisters who have died since the last convention.

## Article 10 appeals

In compliance with the resolution adopted earlier that day regarding Article 10 appeals, President Renfroe handed the gavel to President Emeritus Fredric V. Rolando, who presided over the discussion.

"Appeals to the convention that are pursuant to Article 10 of the *Constitution*, for us, is pretty much virgin territory," Rolando said.

The parties had agreed to a process for presenting their cases:

- Rolando read Article 10 of the *NALC Constitution*.
- He laid out the process by which the charges had been made, investigated and decided upon by the Executive Council.
- The president emeritus explained the three appeals to those decisions

that were proffered to the convention.

- Rolando said that each charge would be handled in turn.
- Director of City Delivery Chris Jackson was allowed 20 minutes to present his case to overturn the ruling of the Executive Council on Charge 1, Neglect of Duty.
- President Renfroe also received 20 minutes to present his case to uphold the Executive Council's ruling of not guilty.
- Both parties then had five minutes each for rebuttal.
- Next, the delegates voted on whether to uphold or overturn the ruling.

After hearing the appeal, the delegates voted to uphold the Executive Council's decision of not guilty on Charge 1 with a teller vote of 2,997 to 1,576. President Emeritus Rolando asked the convention to continue the process as soon as convenient on Thursday.

After some announcements by Secretary-Treasurer Nicole Rhine, the session adjourned for the day at 3:17 p.m.



## NALC Auxiliary Wednesday, August 7 —Submitted by Crystal Bragg, NALCA Secretary

The Auxiliary's Wednesday session opened with the pledge and collect. Tessa Fisher of Aux. #698 read the prayer. President Cynthia Martinez thanked NALC for calling the Auxiliary to the stage for introductions the day before.

Minutes for Monday, Aug. 5, and Tuesday, Aug. 6: A motion to accept the minutes for both days with changes, which was seconded by Rick Baird of Aux. #202, with discussions on the motion. The

motion passed.

Audit Committee: George Anna Myers of Aux. #4 read recommendations.

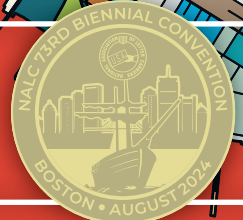
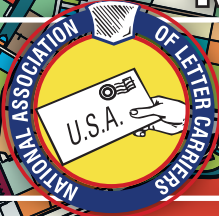
A motion to accept recommendations was made by Chandra Thurman of Aux. #11 and was seconded by Baird. A vote was called and the original motion was approved.

Per diem committee: Fisher, Teré Petrey of Aux. #1064, and Renita Bostic of Aux. #1200 recommended to pay the board per

diem. A motion was made by Fisher and seconded by Linda Davis of Aux. #194. After discussion, the vote passed.

A motion made by Daniel Cdebaca of Aux. #698 to endorse Kamala Harris for president and was seconded by Baird. By a vote of 16-9, the motion passed.

During the break, Gaye Meredith provided an Auxiliary trivia game and snacks for the delegates.



Covering the fourth session:  
Thursday, Aug. 8, 2024



# A democratic union

**O**n the fourth day of the 73rd NALC Biennial Convention, the session began with the continuation of the hearing of Article 10 appeals, which were handled in an orderly manner.

As the session continued, the delegates found common ground in dealing with the issues they face together: stopping the wave of crime against carriers and extending to all Americans the right to vote by mail for any reason.

They rallied behind NALC's priority legislation in Congress to declare "Enough is enough" by pushing for enactment of the Protect Our Letter Carriers Act, and they heard from its two initial sponsors, Reps. Greg Landsman (D-OH) and Brian Fitzpatrick (R-PA).

"My goal is, the next time we gather here, we're going to be celebrating that piece of legislation that is designed to keep you safe," Fitzpatrick told the crowd.

Thursday's session concluded with

delegates considering national agreement resolutions.

## Call to order

Thursday's session began with Michelle Bjornseth of Bismarck, ND Branch 957 singing an *cappella* version of the national anthem and Maureen Marinelli of Boston, MA Branch 34 leading the Pledge of Allegiance. Richie McDonough of Reading, PA Branch 258 delivered the invocation.

President Brian L. Renfroe turned the chair over to President Emeritus Fredric V. Rolando to continue the consideration of appeals.

The appeal for Charge 2, Circulating False or Misleading Statements about an NALC Officer, was then heard. Director of City Delivery Christopher Jackson was allowed 20 minutes to present his case to overturn the Executive Council's ruling of not guilty on Charge 2. President Renfroe also received 20 minutes to present his case



President Renfroe thanks Barbara Smith Warner, executive director of the National Vote at Home Institute, for addressing the convention.



Delegates “pass the hat” to raise money for fallen letter carriers’ families.

passing of the hat to collect donations to help the families of brother and sister letter carriers: Aundre Cross of Milwaukee, WI Branch 2; Octavia Redmond of Chicago, IL Branch 11; Jeremy Compton of Ogden, UT Branch 68; Eugene Gates Jr. of Dallas, TX Branch 132; Rod Jester of Eugene, OR Branch 916; and Aaron Welsch of Modesto, CA Branch 1291. Donations were accepted by cash or Venmo.

The president then invited Antonia Shields of Birmingham, AL Branch 530, chairperson of the Mileage and Per Diem Committee, to the lectern along with the other committee members. Shields gave the committee’s report, saying that the mileage and per diem grand total was \$5,219.85. Chairman of the Board of Trustees Lawrence D. Brown Jr. then affirmed that the board had approved the report. The delegates voted to accept the report.

### Protect our letter carriers

The convention viewed a video about the increasing threat of crime against letter carriers. Following the video, Renfroe introduced Rep. Greg Landsman (D-OH), who came to the podium alongside the Ohio delegation.

Landsman was an original sponsor of the Protect Our Letter Carriers Act, Renfroe told the delegates. “We knew Congressman Landsman was who we wanted to have on our side,” he said. “He didn’t hesitate.”

Rep. Landsman told the delegates about the key points of the legislation, including designating an assistant federal prosecutor in every district to handle crimes against carriers and

to uphold the Executive Council’s ruling. Each party then had five minutes for rebuttal.

Ultimately, a teller vote of 2,949 to 1,478 upheld the Executive Council’s ruling of not guilty.

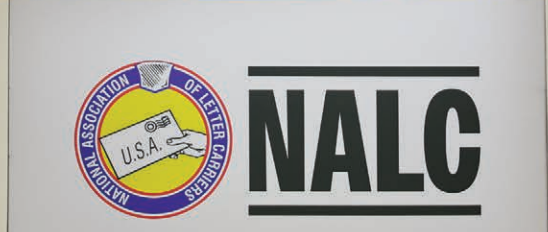
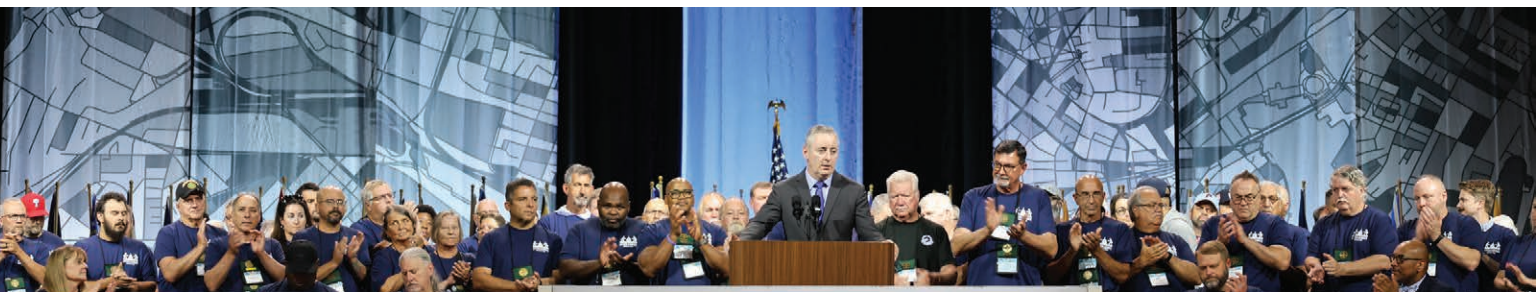
Jackson had his appeal heard for Charge 4, Abandonment of Position. The teller vote for Charge 4 was 2,674 to 1,712 to uphold the Executive Council’s ruling of not guilty.

Garden Grove, CA Branch 1100 member Charlie Miller had his appeal heard for the penalty the Executive Council imposed for Charge 3, Impaired Driving in an NALC-owned Vehicle. The teller vote for Charge 3 was 2,783 to 1,438 to uphold the Executive Council’s penalty.

### Back to work

President Renfroe resumed presiding over the convention, beginning with a

Rep. Brian Fitzpatrick (R-PA)





adding security boxes and e-keys to replace Arrow Keys. “The sooner we get them to you, the better,” he said.

“Beyond making sure that you are safe and getting this bill passed,” Landsman added, “we need to build an economy that focuses on you who are on the front lines.”

He called for tax reform that would both provide fairness for working folks and allow for more investment in public-sector employees. “The fact is, you all work your [butts] off, and you deserve what you deserve,” Landsman said.

“You deserve to be safe, whether you are home or at work. Together, we are going to get this done,” he said.

President Renfroe led delegates in a Letter Carrier Cheer for Landsman.

Renfroe then introduced Rep. Brian Fitzpatrick (R-PA) as the author of the Protect Our Letter Carriers legislation. “It was his ideas and vision that helped shape the bill,” the NALC president said. “Working together with him and his staff, we landed on a comprehensive common-sense package that deters these crimes from happening. Ultimately, that will help keep letter carriers safe.”

After being escorted to the podium by members of the Pennsylvania delegation, Fitzpatrick explained how the NALC leadership reached out to him. “They educated me about this emerging unfortunate trend of violence,” he said. “Over the past four years, it’s over 2,000 [assaults], and those are the documented cases—the ones we know about.”

Fitzpatrick said that he was proud to help enact the Postal Reform Act. “While the postal reform bill deals with financial security, the Protect Our Letter Carriers Act deals with your physical concern and safety,” he said. “You’re entitled to both.”

He called on delegates to return to their home districts to ask their

members of Congress to become co-sponsors of the bill.

“My goal is, the next time we gather here, we’re going to be celebrating that piece of legislation that is designed to keep you safe,” he said. “Because it’s not just your financial security, it’s your physical security that matters as well.”

President Renfroe led delegates in a Letter Carrier Cheer for Fitzpatrick.

A video honoring the life of Lloyd Nash Pearson Jr. of North Florida Branch 53, an NALC member who began his postal career in 1942 and who was active in his branch until his death last year at the age of 102, was shown to the delegation.

## Delivering democracy

President Renfroe then welcomed Barbara Smith Warner, executive director of the National Vote at Home Institute, to the lectern.

Warner gave delegates an overview of where voting by mail stands and outlined the work needed to make it possible for every American to vote at home. Currently, 75 percent of voters in 26 states have access to voting by mail for any reason, she said, including eight states and the District of Columbia that automatically mail ballots to all voters.

“The Postal Service and letter carriers in particular are key to delivering democracy,” Warner said. “Despite all the B.S. you may hear, voting by mail is safe and secure.”

Voting by mail greatly increases voter turnout, without giving an advantage to a particular political party, she said. Allowing voters to cast ballots by mail, she said, “flips the script—you make it all about them. That’s what truly strengthens our democracy: giving everyone a voice and a vote.”

Warner asked the delegates to return home and do three things to ensure that voting by mail is strengthened.

**Rep. Greg Landsman (D-OH)**



She urged all carriers to make sure that their stations have an effective process for getting ballots delivered to voters.

She called on carriers in the 26 states that allow no-excuse voting by mail to sign up for this and to urge their community members to sign up.

And she asked carriers in the states where voting by mail is limited to lobby to expand it: “Engage in helping us move the dial to make voting at home more accessible in more states.” Resources for activism for voting by mail are available at the Institute’s website, [voteathome.org](http://voteathome.org).

“Thank you for all you continue to do to really make democracy a reality,”

Warner said, “by delivering for Americans every day.”

The convention rewarded Warner with a Letter Carrier Cheer.

### Resolutions

President Renfroe called Secretary-Treasurer Rhine and Vice President James Henry to the stage to resume the discussion of National Agreement resolutions. A resolution dealing with heat safety in bargaining passed.

Rhine then made several announcements. Renfroe told the hall that the general session the following day would be called to order 30 minutes earlier than scheduled, at 7:30 a.m.

The session was then adjourned for the day at about 3:50 p.m.



## NALC Auxiliary Thursday, August 8 —Submitted by Crystal Bragg, NALCA Secretary

The meeting opened with the pledge, the collect, and a prayer by chaplain Tessa Fisher of Aux. #698.

The Bylaws Committee members, Rick Baird of Aux. #202, Daniel Cdebaca of Aux. #698 and Karen Heil of Aux. #47, presented bylaws changes, and Auxiliary members voted on the following:

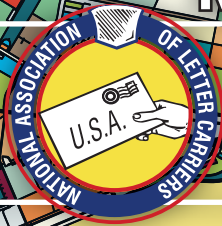
- Article XI, Section 1—Funds: passed
- Article XVI, Section 3(b)—Duties of Officers: passed
- Article XVI, Section 3(h)—Duties of Officers: passed
- Article XVI, Section 1(i)—Duties of Officers: passed
- Article XVI, Section 2—Duties of Officers: passed
- Article IX, Section 8—Dissolution of

a Local Auxiliary: passed  
A motion to approve Wednesday’s minutes was made and accepted.  
The Audit Committee for the next two years is Linda Samples of Aux. #47, George Anna Myers of Aux. #4 and

Margaret Castilleja of Aux. #28.  
The Bylaws Committee for the next two years is Rick Baird of Aux. #202, Karen Heil of Aux. #47 and Lynn Logen of Aux. #99.  
The meeting was then adjourned.







# FRIDAY



Covering the fifth session:  
Friday, Aug. 9, 2024

President Renfro thanks  
the delegates for doing  
the work of the  
convention.

Thank You Delegates

Thank You Delegates

# Resolute



**NALC**

**A**fter President Brian L. Renfro opened Friday's session of the NALC national convention at 7:36 a.m., the day kicked off with Stephanie Bostic of South Florida Branch 1071 singing a rousing rendition of "The Star-Spangled Banner" and Boston, MA Branch 34 President Tom Rooney leading the Pledge of Allegiance. Kenny Hoskins of Dayton, OH Branch 182 gave the invocation.

The NALC president asked for a moment of silence to remember the former national and regional officers who have died since the 2022 Chicago convention: former Region 13 National Business Agent (NBA) Richard Gentry, former Region 13 Regional Administrative Assistant (RAA) Jim Sherfey, former Director of Safety and Health Bill Dunn, former RAA Raymond McDonald, former Director of City De-

livery Brian Farris, and former Region 1 RAA and Headquarters letter carrier staff member Al Apfelbaum. Renfro also asked the convention to honor the memory of Seattle, WA Branch 79 Vice President Mark Meyers, who died the previous week.

NALC President Renfro then read a letter from President Emeritus William H. Young, who called on letter carriers to get involved in the presidential election and help elect Kamala Harris. "Call your state officer or local legislative representative and ask what you can do to help," he wrote.

Renfro called Secretary-Treasurer Nicole Rhine to the podium to resume consideration of resolutions, followed by Assistant Secretary-Treasurer Mack I. Julion, Director of City Delivery Christopher Jackson and Director of Safety and Health Manuel L. Peralta Jr.

The delegates voted to adopt resolutions:

- to bargain with management over back pay,
- to negotiate over debt-collection procedures, and
- to call for improved vehicle training.

A number of resolutions relating to the Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP) were discussed. One of them, Resolution 36, was amended by the maker and then approved by the Executive Council and adopted.

Director of Trustees Chairman Lawrence D. Brown Jr. gave the Rule 22 collection report and allocation of donations. The collection on the convention floor and via Venmo yielded \$24,590, which was matched by NALC Headquarters. The total of \$49,180 was



The Veterans Group T-shirts

to be split between the families of six letter carriers. The delegates approved the allocations.

The NALC president called Vice President James D. Henry to the microphone to lead consideration of appeals. The delegates considered three appeals and voted to deny all three.

The delegates then voted to approve a motion made from the floor for the NALC to create a standing committee on diversity, equity and inclusion.

Executive Vice President Paul Barner, a military veteran, took the stage to announce that the NALC Veterans Group has reached 19,738 members. President Renfroe then called on the veterans in the delegation to stand to be honored and led a Letter Carrier Cheer for them.

President Renfroe called Director of Health Benefits Stephanie Stewart to the podium for more consideration of resolutions, followed by Director of

Retired Members Dan Toth and Director of Life Insurance Jim Yates.

From the floor, a delegate announced that the MDA raffle had yielded \$48,179 and a Veterans Group fundraiser for homeless veterans in the Boston area raised \$1,191. The delegates approved a motion for NALC Headquarters to match the MDA amount and to donate funds to bring the Veterans Group amount to \$10,000.

Another motion was made for Headquarters to match the \$9,695 raised for MDA by Oak Brook, IL Branch 825 in a 50/50 raffle. The motion passed.

The president introduced the members of the Convention Site Committee: Howard Komine of Honolulu, HI Branch 860 and Jim Korolowicz of South Macomb, MI Branch 4374. The committee took a moment to remem-

ber longtime committee member Glenn Norton of Las Vegas, NV Branch 2502, who died in January.

After further consideration of resolutions, President Renfroe called to the podium Trustees Chairman Brown, who is president of Los Angeles, CA Branch 24, host branch for the 2026 convention. He invited the delegates to his city in two years, and then the delegates viewed a short welcome video.

President Renfroe thanked Keith Lineman of Pasadena, CA Branch 2200, chairman of the Distribution Committee, and his committee members for their work.

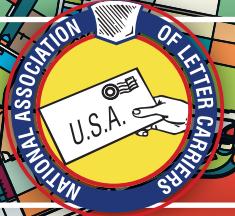
President Renfroe expressed thanks to Boston Branch 34 and everyone who worked to make the convention possible. The 73rd Biennial Convention adjourned *sine die* at 3:35 p.m.

Jim Korolowicz (l) and Howard Komine remember their friend Glenn Norton.



The members of Los Angeles Branch 24 invite the delegates to their city in 2026.

# PASSED RESOLUTIONS AND AMENDMENTS



## National Agreement resolutions

NALC will negotiate with the Postal Service in pursuit of provisions that:

- Create more stringent guidelines when a non-Overtime Desired List employee can be mandated to work overtime.
- Allow letter carriers to refuse work in excess of the daily or weekly work-hour limitations without discipline.
- Provide automatic 50 percent premium for work over the daily or weekly limits.
- Have wage increases calculated based on the current grade and step in effect immediately prior to each increase.
- Create a single pay scale with increased wages, full COLAs, and top step within six years.
- Pay station trainers at the overtime rate.
- Provide annual leave exchange for up to 80 hours.
- Implement extreme heat and air quality standards.
- Provide conflict de-escalation training.
- Establish standards and procedures for Wind Chill Warning advisories.
- Establish facility temperature standards and an escalation process to prioritize HVAC repairs.
- File a national-level grievance if the Postal Service refuses to activate available Step B teams.
- Establish additional procedures and time limits when issuing back pay.
- Determine that discipline cannot be based solely on scanner data.
- Require a steward to be present when management issues discipline to a carrier.



- Discuss NALC Health Benefit Plans to converted CCAs and new career hires.
- Provide a contact person via telephone to assist employees filing EEO claims.
- Incorporate a hooded sweatshirt into the uniform program.
- Increase the frequency of the uniform allotment and provide for replacement of worn out and damaged items.
- Require confirmation that a disputed debt is held in abeyance.
- A requirement that all 204b applicants have five years total service.
- Allow part-time flexibles to opt after 60 days.
- Filling a 204b's vacancy with conversion of a PTF or CCA to full time.
- Provide additional 10-minute breaks for every two hours worked in excess of eight hours.
- Provide appropriate vehicle training based on employing facility.



- Withdraw from route adjustment agreement until NALC representatives have full access to all data used.
- Allow carriers the right to count their mail during a live week of inspection while using an alternate route adjustment process.
- Conduct joint *JCAM* training twice a year.
- Remove language establishing time parameters for street delivery standards from any route adjustment process.
- Replace manual time keeping with electronic timekeeping.
- Automatic payment of premium pay rates does not preclude the right to file a grievance over violations.

### General resolutions

- The NALC Health Benefit Plan will support research and coverage for sick cell disease.
- Partner with USPS to design a Stamp Out Hunger stamp to support food banks.
- The Mutual Benefit Association provides a booklet of products to MBA representatives.
- Share bargaining updates on the NALC website and *Bulletins* as well as an annual seminar for new members to understand our national issues.
- Share comprehensive bargaining details after negotiations are settled.

- Open bargaining and contract campaign to include holding rallies, posting monthly bargaining updates online, and sharing information that will not hurt our bargaining position.
- Endorse Vice President Kamala Harris for president.
- Bequeath former NALC President Fredric V. Rolando with honorary title president emeritus.
- Share negotiation updates on NALC website on the first and third Friday of each month.

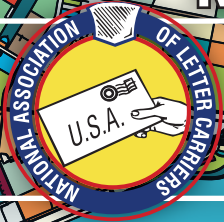
### Legislative resolutions

- Prohibit companies from charging for paper billing services.
- Make Cesar Chavez Day a paid federal holiday.
- Cost-of-living adjustments for Federal Employee Retirement System (FERS) annuitants under the age of 62.

### Constitutional amendments

Amendments to the *NALC Constitution*:

- Allow members in good standing who failed to retain membership into retirement complete an 1189 to be reinstated.
- Update Article 10 to clarify that the executive vice president is the highest-ranking officer after the president and that the vice president would be responsible if both the president and executive vice president are charged.



# EXHIBIT AREA



**In the exhibit area outside the convention floor**, exhibits and booths gave the delegates knowledge, inspiration and one-on-one access to NALC staff and letter carrier volunteers manning the informational booths.

Among the most popular exhibits was a prototype of the Next Generation Delivery Vehicle (NGDV), which delegates could see up close, inside and out.

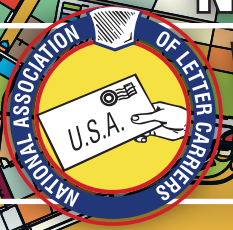
Exhibitors from various NALC departments gave delegates important information, including the ability to look up their own records and to sign up on the spot to participate in union activities and benefits.

The Letter Carrier Political Fund (LCPF) booth provided LCPF T-shirts to delegates who had contributed to NALC's political action committee while also signing up many new contributors. LCPF supporters proudly wore their shirts on the convention floor during Thursday's session.

The NALC Health Benefit Plan and the Mutual Benefit Association (MBA) staffs explained the benefits of membership and answered questions at their booths. Boston Branch 34 and other branches sold items to raise funds for the Muscular Dystrophy Association (MDA), the Postal Employees' Relief Fund and other charities.

NALC's community service activities, including fundraising for MDA and the Letter Carriers' Stamp Out Hunger Food Drive, were represented with a booth, as were the NALC Disaster Relief Foundation, the NALC Leadership Academy, the NALC Veterans Group, Nalcrest, the NALC Retirement Department, workers' compensation, and the USPS Employee Assistance Program (EAP). Delegates also could buy NALC apparel and other souvenirs at the NALC Store booth or craft items at the NALC Auxiliary's Country





# WORKSHOPS



**T**he work of delegates in Boston extended beyond the general session. From Monday through Thursday, in the morning and afternoon before and after the daily session, respectively, delegates attended workshops to learn valuable information they could take back to their branches and use as leaders to represent and assist their fellow carriers.

Workshop topics included the new NALC Emergency Response Team; the rollout of the NGDV; the latest city delivery issues; the Postal Service's Delivering for America plan; dues, membership, elections and bylaws, financial management and report-filing requirements for branches; workers' compensation; legislative and political activism; dignity and respect in the workplace; communicating with branch members; getting the message out through the media; retirement; diversity, equity and inclusion; and much more.

The workshops were a two-way learning process. Led by national experts in the union, the workshops gave participants access to their knowledge as well as presented the opportunity to ask questions, while also providing delegates with the chance to explain problems they are experiencing in their branches to those experts and to each other.

