



Rolando announces NALC HQ, regional leadership shifts

**Brian Renfro**

On Dec. 2, NALC President Fredric Rolando appointed Director of City Delivery Brian Renfro as executive vice president. Renfro fills the vacancy created when Timothy O'Malley retired earlier this year.

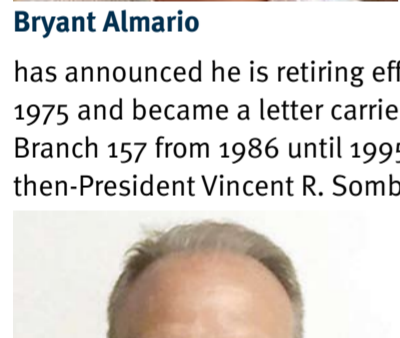
Renfro is a second-generation letter carrier who began his career in 2004 in Hattiesburg, MS Branch 938. He served as shop steward, vice president and president of the branch as well as president of the Mississippi State Association. Rolando appointed him to work at NALC Headquarters in 2011 in the Contract Administration Unit and he later served as Rolando's special assistant. In 2014, he was appointed director of city delivery and was elected to the post by acclamation during the national convention in Philadelphia.

Renfro's appointment as executive vice president was effective Dec. 5.

To fill the vacancy created by Renfro's appointment, President Rolando has named Region 1 National Business Agent Christopher Jackson as director of city delivery, effective Jan. 2. A member of Garden Grove, CA Branch 1100, Jackson became a letter carrier in 1982. From 2001 to 2005, he served Branch 1100 as vice president until he was appointed a regional administrative assistant for Region 1.

He was elected as NBA for Region 1 by acclamation at the national convention in Anaheim in 2010 and was re-elected in 2014.

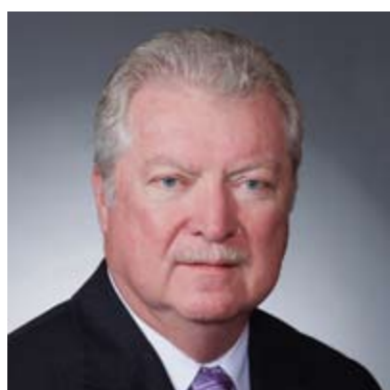
Region 1 RAA Bryant Almario has been appointed by President Rolando to be that region's NBA to fill the vacancy created by Jackson's appointment as NALC director of city delivery. Almario became a letter carrier in 1987 and joined NALC as a member of Santa Cruz, CA Branch 269, which later merged with Santa Clara Branch 1427. He served the branch as steward and vice president, and then held the office of branch president from 1990 through 2003 when he was appointed as a Region 1 RAA by then-President William H. Young. Almario's appointment also is effective Jan. 2.

**Bryant Almario**

In other news, Region 12 NBA William Lucini

has announced he is retiring effective Dec. 21. Lucini joined the Postal Service in 1975 and became a letter carrier in 1980. He served as an officer of Philadelphia Branch 157 from 1986 until 1995 when he was appointed as a Region 12 RAA by then-President Vincent R. Sombrotto. He was appointed NBA in early 2006 by then-President Young and was elected by acclamation to that position that summer at the 2006 national convention in Las Vegas. Lucini was re-elected by ballot in 2010 and again in 2014 by acclamation at the Philadelphia convention.

President Rolando has appointed Region 12 RAA Dave Napadano as that region's NBA to fill the vacancy created by Lucini's retirement. Napadano became a letter carrier and a steward for New Castle, PA Branch 22 in 1978. He served as the branch's president for 22 years until 2006, when he was appointed as RAA by then-President Young. Napadano's appointment as Region 12 NBA is effective Jan. 2.

Dave Napadano**Christopher Jackson****William Lucini**

2016 Penalty Overtime Exclusion period

As referenced in Article 8, Sections 4 and 5 of the National Agreement between NALC and USPS, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. This year, the December Penalty Overtime Exclusion period begins Pay Period 25-16, Week 2 (Dec. 3) and ends Pay Period 01-17, Week 1 (Dec. 30).

Collective-bargaining update

In the December issue of *The Postal Record*, NALC President Fredric Rolando provided an update on the collective-bargaining process between the union and the U.S. Postal Service.

"We are continuing to engage the Postal Service in negotiations for a new contract," he wrote in his President's Message. "We continue to have productive discussions in many areas of our National Agreement, including increased CCA pay and benefits, step advancements for former transitional employees, and the issue of financially rewarding all letter carriers for their contributions to the operational success of the Postal Service.

"We are continuing these discussions because the path to a new agreement remains open. As long as that path remains open and we continue to make progress, we will continue to pursue it. However, we are fully prepared to pursue our goals through interest arbitration if progress toward a good contract stalls or if the path to an acceptable agreement closes."

NALC and the USPS announced on May 20 that the bargaining period would be extended beyond the midnight expiration of the 2011-2016 National Agreement. As bargaining continues during this extended period of negotiations, the terms and conditions of that contract remain in effect. Any change in the status of contract negotiations will be posted at nalc.org and sent via push notification through the NALC Member App for smartphones.

Scholarships deadline approaches

In honor of NALC's president from 1941 to 1962, the William C. Doherty Scholarship Fund will again award five \$4,000 scholarships to children of members in good standing.

The John T. Donelon Scholarship Fund will award one scholarship in honor of Donelon, longtime NALC assistant to three national presidents between 1941 and 1976.

Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered:

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the application form signed by the NALC member and an officer of the member's NALC branch. The form must be returned to NALC Headquarters by Dec. 31.

The form, containing more information, was published in recent editions of *The Postal Record*, and it is also available for download at nalc.org.

'Advanced Formal A & Beyond'

NALC's "Advanced Formal A and Beyond" training is for union activists who have some experience at Formal Step A. The focus of this program is to teach participants to look at every Formal Step A case file from an arbitration advocate's point of view. This training also sharpens the skills needed for enforcing the National Agreement at Formal Step A and provides an experience of what it's like to serve as a Step B representative.

There is a lot of emphasis placed on handling situations where management fails to follow the grievance procedure as required by the National Agreement.

Three sessions will be held in 2017: April 2-7, Sept. 17-22 and Oct. 22-27.

To be accepted to attend this training, applicants must have some current experience presenting grievances at the Formal Step A level of the grievance procedure and be able to bring a Windows-based laptop computer (not Apple products) to the training. (Attendees will be using computers a lot during this week of training, and some of the applications are not compatible with Apple products, hence the restriction on Apple computers for this training program.)

Each Advanced Formal A and Beyond training session begins on Sunday afternoon and ends on Friday at noon. This training is conducted at the Maritime Institute just outside of Baltimore. This is a union facility that is located just minutes from the Baltimore-Washington International (BWI) Airport. A free shuttle to and from the airport is available.

Visit the Contract Administration page at nalc.org to learn more and to download the application form. Look for further details in NALC Vice President Lew Drass' column in the January *Postal Record*.

Register now for 2017 Food Drive

Early registration for the 2017 Letter Carriers' "Stamp Out Hunger" Food Drive has begun. Branch presidents can access the registration form posted to the Members Only portal at nalc.org.

The 25th annual food drive will be held on its traditional second Saturday in May—Saturday, May 13, 2017. Those who register now will secure their orders for Food Drive reminder postcards.

If you haven't yet created your Members Only portal account, go to nalc.org and click on the box in the upper right-hand corner of the screen labeled "Members Only," then enter the simple information required to create your account access.

If you have any trouble creating your account, call the NALC Membership Department at 202-662-2836.

Once you're in the portal, select the "Branch Presidents" button and then select the "2017 Letter Carrier Food Drive" button.

Complete all of the information fields, including how many residential deliveries are in your branch's delivery area. Note that this becomes your order for postcards.

Also, be sure to confirm whether you have a sponsor for bags and, if so, identify the sponsor(s).

When you are finished, select "Complete registration."

You must complete all fields for your registration to be confirmed. You will receive a confirmation notification once you are confirmed.



2017 Branch Officers Training—update

The two sessions of NALC's Branch Officers Training scheduled for 2017 are now full.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

One session of Branch Officers Training will take place Jan. 10-13 in Phoenix. The other session will take place March 6-9 in St. Louis.

A complete overview of what the training covers was included in Secretary-Treasurer Nicole Rhine's November *Postal Record* article.

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