



NALC

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Bulletin



'DEMOCRACY AIN'T FAST'

With a lengthy agenda before them, the delegates on Tuesday took on pending business by considering a long list of proposed constitutional amendments. At the midway point in the long deliberations, President Brian L. Renfro reminded the convention: "Democracy ain't fast."

President Renfro called Tuesday's session to order at 10 a.m. He first invited Cory Carter of Fargo-West Fargo, ND Branch 205 to sing a rousing rendition of the national anthem, followed by Libby Floyd of Los Angeles, CA Branch 24, who led delegates in reciting the Pledge of Allegiance. John Moretta, Monsignor of Resurrection Catholic Church—as well as a former letter carrier—delivered the day's invocation.

Renfro returned to the podium to remember and honor the 2,400 letter carriers who have died since the 2024 convention in Boston, 24 of whom tragically died in the line of duty. He explained that the union has a memorial plaque on display at NALC Headquarters in Washington, DC, and led the convention hall in a moment of silence for these fallen brothers and sisters: Johnny Tsui of New York, NY Branch 36; Lawrence Kveton of Chicago, IL Branch 11; Irvin Hernandez of Santa Rosa, CA Branch 183; Lionel Brown of New York, NY Branch 36; Ray Hodges of New York, NY Branch 36; Steven W. Chen of San Francisco, CA Branch 214; Tim Boscoe of Bethlehem, PA Branch 254; Christopher Atkins of Los Angeles, CA Branch 24; Chris Grimes of Pittsburgh, PA Branch

President Renfro explains the constitutional amendments process to the delegates.

84; Dan Workman of Grand Junction, CO Branch 913; Alex Feller of Sacramento, CA Branch 133; Jacob Taylor III of Dallas, TX Branch 132; Elizabeth Crowe of Boston, MA Branch 34; Nikkia Wallace of Asheboro, NC Branch 2560; Steven Marks of Houston, TX Branch 283; Melissa Weis of St. Cloud, MN Branch 388; Chris Montano of Oak Brook, IL Branch 825; Matthew Albanese of Long Island Merged, NY Branch 6000; Patrick Demakes of Boston, MA Branch 34; Dequavious Graves of Decatur, GA Branch 2225; Corey Ifill of New Jersey Merged Branch 38; Yvon Richards of Worcester, MA Branch 12; Tinisha Cade of Decatur, GA Branch 2225; and Gerald Nevells of Kansas City, MO Branch

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30. Their names will be added to the memorial display at Headquarters.

The NALC president released Executive Vice President Paul Barner and the Greetings to the Auxiliary Committee—composed of Chair Elisabeth Goodwin of Houston, TX Branch 283; Al Friedman of Clearwater, FL Branch 2008; Keisha Bryant of Greenwood, MS Branch 1080; Angela Kalmuk of South Bend, IN Branch 330; and Patrick VanEgeren of Green Bay, WI Branch 619—to greet the NALC Auxiliary.

CONSTITUTIONAL AMENDMENTS

Renfro then turned to consideration of constitutional amendments.

There were four teller votes held throughout the day.

Going into executive session, Renfro ordered the sergeants-at-arms to remove anyone who wasn't a delegate from the convention hall and said that no other business could be discussed until the amendment process is concluded. The convention livestream on YouTube was suspended during the executive session.

President Renfro invited Secretary-Treasurer Nicole Rhine to the stage, who read the Executive Council report on constitutional amendments and explained the process. "The democracy of our great union is firmly rooted in our written *Constitution*," she told the delegates. "I urge you to use your

power and your wisdom to reach the best possible conclusion concerning the amendments we are about to discuss."

She then introduced Board of Trustees Chair Larry Brown to the podium to read amendments to the *NALC Constitution*. The first 11 amendments were about ranked-choice voting in NALC elections. After vigorous discussion, the delegates voted to uphold the Executive Council's disapproval of the first considered amendment, No. 3, by a teller vote of 3,250 to 1,403.

'BUILD YOUR UNION'

The discussion of ranked-choice elections was paused when Renfro invited Sara Nelson, president of the Association of Flight Attendants (AFA-CWA), to the stage.

Nelson urged the delegates to remember the power of union solidarity. "Unchecked capitalism has no place in our economy," she said, "and it is only unions that give working people a fair shot."

The strategy of the billionaire class that is working against the interests of working people, she said, is the four D's of union-busting: to "divide, delay, distract and demoralize."

Though anti-union forces are seeking to tear down the institutions that protect workers, Nelson reminded delegates that in the early days of the labor movement, unions won the power to build those institutions in the first place thanks to solidarity.

"One hundred years ago, workers didn't have legal rights," she said, adding that they organized and built solidarity to gain them, and that is their true strength.

"[Elon] Musk and the other oligarchs have money and control, but we have the power," she said. "Solidarity is a force stronger than gravity."

"Everything good we have is because someone fought and died for our rights," she added. "Now it's on us. It's our time to build our union."

"If you want a good job with a living wage, build your union! If you want

Special Convention Edition



President Renfro leads the delegates in a Letter Carrier Cheer for Sara Nelson.

a decent home, build your union!" Nelson urged. "If you want to tell the boss to kiss your a—, build your union! Fight like hell, letter carriers!"

The delegates rewarded her with a hearty Letter Carrier Cheer.

BUSINESS RESUMES

Renfro returned to the lectern and attention turned back to amendments. All the remaining ranked-choice voting amendments were ultimately withdrawn.

The process continued with Trustee Sandy Laemmel reading additional proposed amendments. On a voice vote, the delegates voted to amend the *Constitution* to call for the president to fill all vacancies occasioned by death or otherwise within 45 days.

During a pause in discussion of amendments, the delegates viewed a video about the NALC Emergency Response Team (ERT) that described what the ERT does and how it benefits

letter carriers in stations that have experienced a crisis or trauma, such as the death of a letter carrier.

Returning to business, the delegates voted to require the president to keep written records of all collective-bargaining proposals, which would go to the executive vice president in order to continue the process if the president is unable to perform collective-bargaining duties.

WRAPPING UP

As the time for adjournment approached, delegates asked about the possibility of canceling afternoon workshops in order to do more of the business of the convention. President Renfro responded that they needed to get information about altering shuttle bus schedules. Information would be presented on Wednesday to allow the delegates to make a decision about changing the hours of the general session.

Renfro then introduced Vice President James Henry, who explained the appeals process.

Secretary-Treasurer Rhine returned to the stage for some announcements, including that the Organizing Awards would be mailed to the winners.

The following branches have the highest percentages of organization. The top-organized branches in Category 7, with between 200 and 349 active carriers, are:

- First place—Joliet, IL Branch 305 with a 99.27 percent organization rate.
- Second place—Sioux Falls, SD Branch 491 with a 99.12 percent participation rate.
- Third place—Pawtucket, RI Branch 55 with a 98.83 percent participation rate.

The best-organized branches in Category 6, with between 350 and 499 active carriers, are:

- First place—Mobile, AL Branch 469 with a 98.41 percent participation rate.
- Second place—Mount Clemens, MI Branch 654 with a 97.68

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percent participation rate.

- Third place—Wilmington, DE Branch 191 with a 97.50 percent participation rate.

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

- First place—Bergen County Merged, NJ Branch 425 with a 97.72 percent participation rate.
- Second place—Lehigh Valley, PA Branch 274 with a 97.35 percent participation rate.
- Third place—Eugene, OR Branch 916 with a 96.36 percent participation rate.

The best-organized branches in Category 4, with between 700 and 999 active carriers, are:

- First place—Providence, RI Branch 15 with a 97.98 percent participation rate.
- Second place—New Orleans, LA

Branch 124 with a 97.26 percent participation rate.

- Third place—South Jersey Branch 908 with a 97.11 percent participation rate.

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

- First place—Connecticut Merged Branch 20 with a 98.59 percent participation rate.
- Second place—Flushing, NY Branch 294 with a 97.94 percent participation rate.
- Third place—Louisville, KY Branch 14 with a 97.16 percent participation rate.

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

- First place—Las Vegas, NV Branch 2502 with a 97.46 percent participation rate.

Members of the Veterans Group put together bags of essentials for unhoused vets.

- Second place—Portland, OR Branch 82 with a 96.74 percent participation rate.
- Third place—Hartford, CT Branch 86 with a 96.32 percent participation rate.

The best-organized branches in Category 1, with more than 2,499 active carriers, are:

- First place—Philadelphia, PA Branch 157 with a 98.13 percent participation rate.
- Second place—Pittsburgh, PA Branch 84 with a 96.94 percent participation rate.
- Third place—South Florida Branch 1071 with a 96.80 percent participation rate.

After a few more announcements by Rhine, President Renfro adjourned the session for the day at 3:27 p.m.



NALC AUXILIARY

TUESDAY, AUGUST 4

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Auxiliary convention resumed with the Pledge of Allegiance and a prayer.

Tessy Fisher, chaplain, began the memorial service with a prayer and a reading of Psalm 23. Names were read of the members who have died since 2024: Mary Stahlheber of Aux. #739 in Illinois, Matt Sellmyer of Aux. #233 in Texas, Stan Butzow of Aux. #153 in Illinois, Steven Martinez of Aux. #377 in Arizona, Al Jelinek of Aux. #144 in Wisconsin, Marilyn Jun Bock of Aux. #202 in

Washington, Rebecca Cox of Aux. #377 in Arizona, Pat Jared of Aux. #138 in Ohio, Pam Malone of Aux. #111 in Texas, Robert Hinson of Aux. #28 in Texas, and Pat Agy of Aux. #444 in Colorado. May they all rest in peace.

Committee reports continued. The Audit Committee needs more time to review the books, so the report was tabled until Wednesday.

The NALC Greetings to the Auxiliary Committee—Paul Barner, Elisabeth Goodwin, Pat VanEgeren, Angela Kalmuk,

Lakeysan Bryant and Al Friedman—welcomed the Auxiliary to the convention. Barner talked about how important the Auxiliary is to the NALC and how working together can improve the activities the Auxiliary can do to support letter carriers. The meeting was recessed for lunch at the Yard House.

The session resumed after lunch. Nominations were submitted for board positions: president—Wardita Hughes, secretary—Chandra Thurman and treasurer—Lynn Logen. Good luck to all.

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