

Imagining the future together



Energy, solidarity mark convention

The 7,324 delegates, 28 national officers and hundreds of other participants at the 67th biennial convention of the National Association of Letter Carriers in Anaheim in early August departed with vivid recollections of an extraordinarily wide range of events.

The convention opened with NALC President Fredric V. Rolando's impassioned speech spelling out a broad vision to meet the challenges facing the union and its members. Participants also heard a fiery address from United Mine Workers of America President Cecil Roberts, discussed the best approach to upcoming contract negotiations, and applauded AFL-CIO President Richard Trumka and

American Postal Workers Union President William Burrus as each pledged to support letter carriers in their fight to save Saturday delivery.

Delegates nominated national officers, debated various proposals in spirited fashion, attended a loud and large jobs rally in Los Angeles, watched compelling films marking the historic mail strike of 1970 and the one billionth pound collected in our annual food drives, heard heartfelt expressions of gratitude from a recovered child and his mother, received accolades from members of Congress and foreign labor leaders, and attended dozens of workshops ranging from contract enforcement to political engagement to the global struggle to save postal services.

Over the next 30 pages, you'll get a summary marking the highlights and major themes of the Convention, along with day-by-day accounts of all of the action from Anaheim.

Quite a dizzying list—and this is merely a sampling of what occurred during convention week, as reflected in the convention report that follows. But look carefully and it all comes together. For underlying the seemingly disparate events and speeches and discussions was a powerful unifying theme—the need to protect the jobs of letter carriers and preserve the mission of the United States Postal Service well into the future.

Everything that occurred in Anaheim—and during the closing afternoon in Los Angeles—was aimed at advancing this agenda. Toward that end, the convention did several things. It made a strong case for retaining six-day-a-week delivery and strengthening the Postal Service. It set a strategy and activities to bring this about. It elected the leaders who can help letter carriers make it happen. And it buttressed the labor solidarity that will multiply the already considerable strength of the NALC's 300,000 members.

By any measure, the NALC's convention—which continues to be the largest held by any AFL-CIO union—was an inspiring spectacle. It was full of energy, determination and seriousness of purpose, with delegates continually engaged, whether on the huge convention floor or discussing the issues in small groups elsewhere. Perhaps most impressive was the unity of purpose, with delegates, officers, staffers and others joining forces to prepare the union for the battles ahead.

"I have never been prouder of our members and our union," Rolando said later. "The weeks and years ahead will demand

the utmost from us. We left Anaheim with the plan, the momentum and the cohesiveness to move ahead in challenging times."

Making the case for expanding services and preserving jobs

Challenging times, indeed. Delegates heard about threats to their jobs and to the Postal Service itself, including the USPS' own ill-conceived campaign to do away with a day of delivery in a shortsighted effort to cut costs, and a poor economy that has lowered mail volumes.

As President Rolando and others made clear, cutting services wouldn't save the Postal Service but instead would open the door to its destruction. "No one knows where this slippery slope would end," he said.

A far more constructive solution would be to increase USPS services and revenue, Rolando said, while also calling for a legislative fix to the requirement for the Postal Service to pre-fund future retiree health benefits at \$5.5 billion annually. Delegates watched a video in which Postmaster General John Potter testified, in response to a question from Sen. Dick Durbin, D-IL, that if the overpayment issue were resolved, he wouldn't push to cut Saturday delivery.

As Rolando told delegates in no-nonsense terms, dropping Saturday delivery when better options exist "borders on the lunatic."

The convention also focused on the myriad of ways in which letter carriers serve the community by looking in on the elderly or stopping crimes, putting out fires or helping locate missing children. Such actions are, of course, possible only when carriers are on their routes and would be diminished by any cuts in service.

As Rolando told the jobs rally in Los Angeles, "Who has calculated the social costs, the personal costs, of compromising these links?"

Getting it done

The convention took several practical steps to protect jobs and strengthen the USPS by:

- Asking carriers to enlist the support of businesses for six-day delivery.
- Authorizing President Rolando to seek early contract negotiations with the USPS.
- Agreeing to serve as a partner with the Postal Service by proposing ways to boost services and revenues.





- Urging carriers to help elect pro-letter carrier candidates to Congress.
- Linking our efforts with the public's broader concern about jobs and the economy.
- Getting out the message, including through President Rolando's various media interviews.

for miners, then added about the fight to retain six-day delivery, "Solidarity doesn't flow one way...Your fight is our fight. We will do whatever you ask us to do, because you have been with us over and over again." ✉

Leadership

The convention elected President Rolando by acclamation, and showed confidence in the union's leadership by electing all 10 resident national officers and three national trustees by acclamation.

In subsequent discussions of resolutions, several delegates declared that they wanted to give Rolando and his team flexibility in making decisions related to negotiations and other matters, a further indication of the trust they place in him.

Solidarity

Given the challenges confronting letter carriers and the NALC, the support of the labor movement is indispensable—and was in full display at the convention, embodied by the remarks of AFL-CIO President Trumka, APWU President Burrus, National Rural Letter Carriers' Association President Don Cantriel and others.

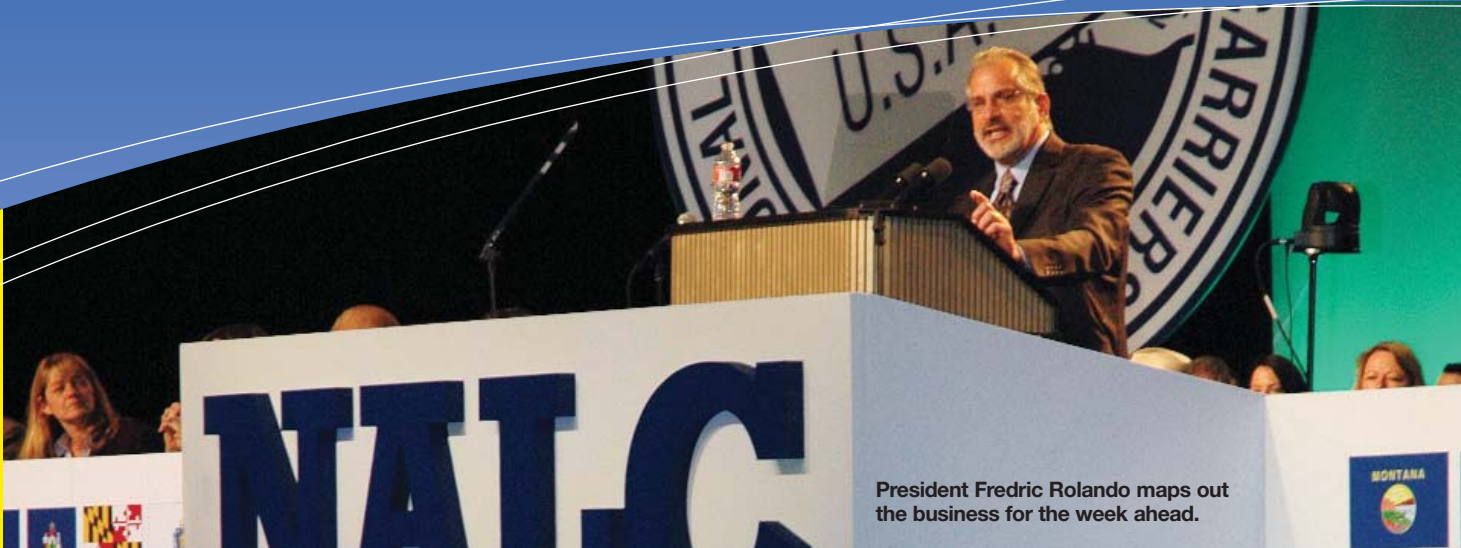
Miners President Roberts summed it up succinctly when he told delegates that the NALC had always been there

Media coverage

The convention and rally received a good deal of media attention, notable given the scant labor coverage in evidence these days. And all the more notable because, with the volume of pressing business to attend to, the NALC did not put a high premium on inviting attention-getting speakers. Rather, we focused on letter carrier issues, on planning strategy for negotiations, on electing leaders, on buttressing unity with labor as a whole, and on jobs for American workers.

And yet, the media listened, likely a reflection of several factors: The importance of the National Association of Letter Carriers and what letter carriers mean to communities, the fact that our president and other speakers touched on issues relevant to all Americans, the foresight shown by convention organizers in anticipating the potential of the jobs rally in Los Angeles—and our delegates' willingness to travel to the rally in such large numbers and with such enthusiasm.

A few local radio and television reporters were present at various intervals during the convention, and President Rolando's remarks at the Friday jobs rally were widely covered by local network affiliates. After the rally, several reporters sought interviews with him, from a local building and construction trades writer and Los Angeles electronic media to a reporter for a Chinese radio station. Pictures of the rally have subsequently been taken on a life of their own, being widely used in TV pieces on the jobs issue and appearing in various newspapers, including *USA Today*.



President Fredric Rolando maps out the business for the week ahead.

Future in focus as President Rolando calls Anaheim convention to order

In a passionate and rousing opening address on Monday to the nearly 7,000 delegates present in Anaheim for the 67th Biennial National Association of Letter Carriers Convention, President Fredric V. Rolando spelled out the challenges facing the NALC over the next five days of the convention as well as for the months and years to come.

Combining his trademark humor with a fiery zeal that brought cheering delegates to their feet numerous times over the course of almost 90 minutes, Rolando called on each individual carrier to save the United States Postal Service, even if it means saving it from postal management.

The president set the tone for the week, touching on topics ranging from the need for letter carrier legislative activism to help preserve six-day mail delivery service, to push Congress to make important legislative changes, and to create innovative ideas for a Postal Service of the future—making certain that no member of the NALC could come away from the Monday session without a deep understanding of what lies ahead for letter carriers.

“The real strength of our union is the pride that each member feels as we serve our customers, in every neighborhood—at 150 million addresses nationwide—*six days a week*,” he said near the close of his speech. “We will stand up to protect the future of the

Postal Service, because this is our company, and *we are the Postal Service!*”

“Together, we are 300,000 strong, and together, we will succeed,” he said.

In addition to Rolando’s opening remarks, Monday’s attendees heard from NALC President Emeritus William H. Young and Rep. Loretta Sanchez (D-CA), learned how the simple act of delivering the mail helped reunite a mother and her missing son, and began to tackle the tough union business of working through a few contentious contract resolutions.

Getting down to business

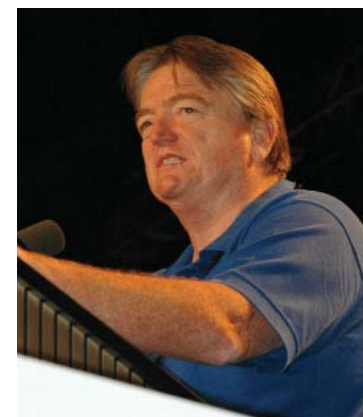
Hundreds of letter carrier delegates streamed into Exhibit Hall D of the Anaheim Convention Center to the strains of patriotic musical selections performed by the Seattle letter carriers’ band.

At the front of the massive auditorium was the traditional main stage and podium, flanked by two giant video screens to either side. Across the wings of the stage were the words “Honoring the past” and “Imagining the future.”

Shortly after 10 a.m., National Secretary-Treasurer Jane E. Broendel called the 67th Biennial Convention of the NALC to order and asked South Florida Branch 1071 member Stephanie Bostic to



Secretary-Treasurer Jane Broendel



Garden Grove, CA Branch 1100 President Charlie Miller

come forward to sing the “Star-Spangled Banner.”

Following Bostic’s emotional rendition of the national anthem, Broendel invited Garden Grove, CA Branch 1100 Executive Vice President Barbara Stickler to lead the assembly in reciting the Pledge of Allegiance.

Next, the Rev. Paula Swavely, senior minister of the Orange County Center for Spiritual Renewal, led the invocation, and Broendel then asked delegates to observe a moment of silence in remembrance of union members who had died since the 2008 National Convention in Boston.

Convention host Branch 1100 President Charlie Miller was invited to the stage, where he welcomed the convention to Orange County. Miller then introduced Anaheim Postmaster Art Cardenas, who provided a few brief welcoming remarks as well.

Next, Broendel acknowledged retired national officers gathered on the main stage, including former Executive Vice President Jim Williams, former Region 11 National Business Agent Bill Cooke, former Region 10 NBA Gene Goodwin, former Assistant Secretary-Treasurer Jim Korolowicz, former Health Plan Director Tom Young, former Region 5 NBA Joe Miller, former Region 9 NBA Wayne White, former Region 7 NBA Barry Weiner, former Vice President Ron Brown, former Region 7 NBA Ned Furru, former Director of Safety and Health Al Ferranto, former Region 12 NBA Jim Dolan, former Director of Retired Members Don Southern, former Region 9 NBA Matty Rose, and former Region 14 NBA Paul Daniels.

Then, Region 1 NBA Manny Peralta came to the podium to acknowledge his fellow business agents from the union’s 14 other regions, as well as each NBA’s regional administrative assistants. Broendel followed that with an introduction of the current resident national officers and trustees.

In welcoming President Rolando to the stage for his keynote address, Broendel noted how the union’s top leader has been forced in his first year in office to operate on two levels—both to save the Postal Service from itself as well as to protect the interests of letter carriers.

“President Rolando’s job now includes saving the Service from its own short-sighted arrogance,” Broendel said. “This union will be ready to push, prod and kick the Postal Service to do the right thing.”

Rolando’s address

After entering the hall to Tom Petty’s “I Won’t Back Down,” Rolando began his address by reminding delegates that all isn’t bleak, and that the NALC remains the largest and best organized open shop union in America, while enjoying success in programs like Customer Connect and the annual Food Drive.

“I challenge anyone to name another union with a longer and richer tradition,” he said.

And the NALC is a force for innovation, he said, raking in \$1 billion in new business since 2003 for the Postal Service through the Customer Connect program, not to mention the one billion pounds of donated food collected over the past 18 years in the annual “Stamp Out Hunger” food drive.

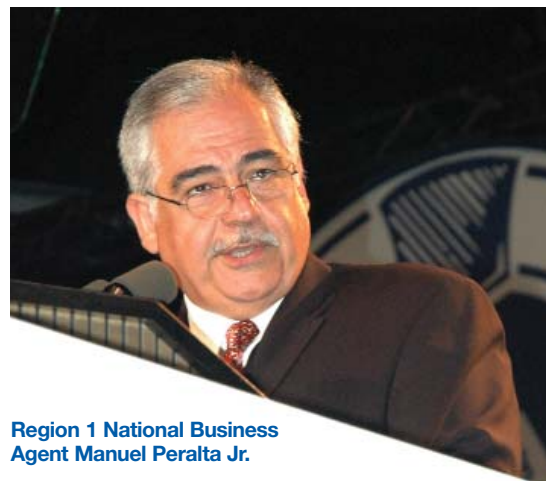
In addition, the various route adjustment innovations “show that we have the ability to think big and to act in a way that both protects our members and promotes the long-term viability of the Postal Service,” Rolando said.

However, lowered mail volumes brought about by the worst recession since the Great Depression and increasing electronic diversion of the mail present tremendous challenges to letter carriers.

“The task for us all is to act now, while we still have a big, big business, to develop the new products and new services that will take advantage of both our huge network of employees and facilities and of our last-mile franchise,” he said.

Then there are the other problems the Postal Service faces that are all too familiar to letter carriers—such as the overpayment of nearly \$75 billion in pension contributions, and the requirement to aggressively pre-fund future retiree health benefits to the tune of \$87 billion, something no other government agency or private business is required to do.

The Postal Service’s proposal to cut costs by dropping a day of mail delivery would only worsen the prospects for the USPS.



Region 1 National Business Agent Manuel Peralta Jr.

“The very idea of abandoning a day of service, harming customers, forcing them to alternative delivery systems, undercutting public reliance on postal deliveries—it’s all so wrong that it borders on the lunatic,” he said.

And, of course, our current contract expires in November 2011. Bearing that in mind, Rolando outlined his four major goals for the next National Agreement:

- ◆ to extend and enforce the ban on outsourcing city carrier jobs
- ◆ to win more work for letter carriers through the assignment of new deliveries
- ◆ to develop a better, fairer system for evaluating and adjusting routes
- ◆ to prepare for the next round of wage bargaining.

“It is no exaggeration to say that the next round of bargaining will be the most difficult in our history,” Rolando said, proposing to spend time Thursday discussing the NALC’s approach to negotiating a new contract.

“Let me be up front and unambiguous about one thing, however,” Rolando said. “And chip this one in stone: NALC is 100 percent committed to fight to protect the job security and standard of living of letter carriers, no matter what economic conditions we face. We will not give it up.”

“If the Postal Service approaches bargaining in good faith, and with creativity, it will have a willing partner. [But] if the USPS approaches bargaining with the goal of gutting our pay and benefits, or tries to exploit the national economic crisis by making demands for sharp cuts and give-



Abby Potash and Sam Fastow

backs,” Rolando declared, “it will have a bloody fight on its hands.”

The union’s legislative activists will continue to have a role to play in protecting the NALC’s interests, Rolando said, electing pro-letter carrier and pro-labor candidates from both parties, and lobbying Congress to protect our pensions, health care and other benefits.

The union’s two top legislative goals remain permanently reforming the retiree health pre-funding provisions of the 2006 postal reform law, and defeating the Service’s proposal to eliminate Saturday mail delivery.

Some progress has already been made, thanks to H.R. 5746, a bill offered by Rep. Stephen Lynch (D-MA), which seeks to recover and transfer the postal pension surplus to the postal retiree health fund to fully pre-fund all future retiree health benefits. The next step will be to repeal the \$5.5 billion pre-funding payments, which is likely to become more feasible once Congress sees that the retiree health fund is fully funded.

Rolando urged delegates to contact their congressional representatives to make sure they are co-sponsors of H.R. 5746.

Saving Saturdays

“We must also stop the Postal Service from making the biggest strategic blunder since it gave away the Express Mail market in 1978,” Rolando said, “when it voluntarily loosened the private express statutes at the urging

of a small, unknown company in Memphis called Federal Express. The rest is history.”

He called giving up the key advantage the USPS has over its competitors at the same time it is raising rates “downright crazy.”

“Thanks to our legislative and political activists, we are making real gains in the battle to save Saturday delivery,” Rolando said.

“This week I will ask each of you to pledge to find three businesses back home to formally oppose

the loss of Saturday delivery. I am convinced we will win the battle for the hearts and minds of the American people.”

Rally for jobs

The president put this struggle in the context of the overall economy.

“As long as there are 15 million Americans out of work and another 13 million discouraged and underemployed workers, the outlook for the Postal Service will remain bleak,” he said, since payroll growth is the number one indicator of future mail volume growth.

Rolando announced that AFL-CIO President Richard Trumka would speak to the convention on Friday before heading to a massive noon “Rally for Jobs” in downtown Los Angeles, a rally that will also call for supporting the preservation of six-day delivery as a means toward saving 80,000 postal employee jobs.

The president outlined a proposal to alter the convention’s hours on Friday to allow delegates to take part in the rally, which the convention approved.

Necessary innovation

The real key to bolstering the USPS’ future, Rolando said, is innovation that will increase services and revenue.

“In a perfect world, we would have a more-than-willing partner in the Postal Service, willing to explore and experiment out-of-the-box,” he said. “Unfortunately, at the moment, we have a Postal Service dedicated to cuts in service, not service expansion.”

Rolando acknowledged the contributions of active and retired members in the evolution of what a letter carrier is today, and pointed to the results of the annual Ponemon Institute study that showed the Postal Service remains the most trusted government agency.

Our work with the food drive, the Muscular Dystrophy Association, Carrier Alert, and the Cities Readiness Initiative all certainly play a role, he said. And for many Americans around the country, the letter carrier is the only face they see each day.

He concluded by telling the delegates that there is plenty for NALC members to do—not just during the convention week, but in the months and years ahead, as NALC works to save Saturday Delivery, revitalize the Postal Service and help rebuild America.



Sam's story

President Rolando then introduced Vincent Giuliano, vice president of government relations for Valassis Direct Mail Inc. In 1985, Giuliano, in conjunction with the Center for Missing and Exploited Children, devised the idea of the "America's Looking for Its Missing Children" program, which places photos of abducted or lost children on Valassis' Red Plum coupon mailers. Coming to the stage with Giuliano was Sam Fastow, along with his mother, Abby. In 1997, a 10-year-old Sam was abducted from his home in Hamburg, NJ, by his father—but was located and rescued just eight months later thanks to a patron in Alvin, TX, who recognized Sam's face from the cover of a Red Plum packet.

"I know delivering mail is your job," Sam said, "but for families with missing kids, you also deliver hope."



All's 'fair' at opening reception

Credentials report

President Rolando next called to the stage Rod Holub of Manhattan, KS Branch 1018, the chair of the Credentials Committee. Holub reported that, as of Monday morning, 6,447 convention delegates had registered, including 6,358 branch delegates, 61 delegates-at-large, and 28 national officers, with more arriving during the course of the day. Holub noted that the preliminary tally represented 568 branches from all 50 states, Guam, the U.S. Virgin Islands, Puerto Rico and the District of Columbia. He said registration was continuing and the committee would present a final report later in the week.

Board of Tellers

President Rolando then announced his appointment under Article 5, Section 6 of the NALC Constitution of Joe DeRossi of Brooklyn Branch 41 as Election Commissioner. DeRossi, in turn, announced the names of the members of the Board of Tellers:

Helen Amill, Br. 36, New York; David Barbuzzi, Br. 25, Mass. NE Merged; James Beach, Br. 644, Muscatine, IA; Kevin Boyer, Br. 763, Columbia, MO; Shawn Boyd, Br. 132, Dallas; Geoffrey Brown, Br. 11, Chicago; Lisa Contos, Br. 2778, Sparks, NV; Terry Davis, Br. 1358, Tulsa; Rocco Evangelista, Br. 78, Columbus, OH; Jim Falvey Jr., Br. 82, Portland, OR; Paul Gillie, Mid-Michigan Br. 256; Jose Gonzalez, Br. 24, Los Angeles; Pete Goodman, Br. 2309, Arlington, TX;

The 67th Biennial Convention launched Sunday, August 8, with a well-attended opening reception. Delegates and family members arriving from Alaska to Puerto Rico and Maine to Guam came for food, music and entertainment in the California sun.

Children and adults alike amused themselves at carnival-style game booths, with prizes for winners. Others sat for caricatures and temporary tattoos or enjoyed the antics of entertainer "Alvin the Average." Over the three-hour event, letter carriers connected with old friends and made new ones while they enjoyed pizza, sliders, soft pretzels and funnel cake.





Michael Harazmus, Br. 46, Springfield, MA; Thomas Harlow, Br. 439, Greenville, SC; Danny Hatchett, Br. 197, Shreveport, LA; Mark Judd, Br. 2184, W. Wayne Co., MI; Ivars Lauersons, Br. 214, San Francisco; William LeLand, Br. 132, Dallas; Ed



Mansfield, Br. 2148, Sarasota, FL; Vincent Mase, Br. 19, New Haven, CT; Clarence McCarthy, Br. 709, Reno, NV; Timothy McKay, Br. 531, Charleston, WV; Keith Nelson, Br. 4319, Anchorage; Laurence Pasciuto, Br. 2502, Las Vegas;



Darla Peterson, Br. 491, Sioux Falls, SD; Jeffrey Rainey, Br. 30, Kansas City, MO; Marilyn Ray, Br. 1071, South Florida; Joe Rutkowski III, New Jersey Mgd. Br. 38; George Sarvis, Br. 137, Hudson Valley, NY; Marie Tartaglione, Br. 41, Brooklyn; Paul Toms, Br. 39, Indianapolis; Sandy Otis Walker, Br. 914, Lake Charles, LA; Marion Ware, Br. 283, Houston; Andrew Weiner, Br. 562, Jamaica, NY; Timothy Whelan, Br. 157, Philadelphia; Leo Zachwieja, Br. 157, Philadelphia.



Friday 'Rally for Jobs'

After delegates approved the rules of the Convention as proposed by the Rules Committee, President Rolando asked delegates to consider two special motions: to use

Thursday morning's session as a sort of mini rap session to discuss the next round of collective bargaining, and to modify the Convention schedule to allow delegates to participate in an AFL-CIO "Paychecks Pay the Bills" jobs rally at noontime Friday in downtown Los Angeles. Delegates approved both schedule changes.

The Rules Committee: Dan Tegreeny (chair), Central Florida Br. 1091; Karrie Blough, Austin, TX Br. 181; Tom Cleer, Northern VA Br. 3520; Ron Resop, Arizona Mgd. Br. 1902; Stephanie Stewart, Central Iowa Br. 352.

As a result, Friday morning's workshops will be moved to an earlier time, with further details to be announced during Tuesday's session, although President Rolando did announce that rally participants would receive special T-shirts plus box lunches, and that buses would convey participants from the Anaheim Convention Center to the rally and back.

Young looks back

President Rolando then took the microphone to propose a resolution declaring his predecessor, William H. Young, "president emeritus." The delegates approved the resolution by acclamation, whereupon President Rolando invited now-President Emeritus Young to address the convention.

Looking back on his more than three decades of service to letter carriers as a national officer—not to mention 21 national conventions, including this one—Young expressed his unwavering confidence in the union's members. "I was interested in seeing what you and I together could accomplish," he said, "and by God, you never let me down, and I thank you."

Young also offered some advice to the delegates: "During your deliberations, do not let any single issue divide this union." At the conclusion of

Young's remarks, President Rolando led delegates in a "letter carrier cheer" for Young.

President Rolando then addressed the floor regarding the current Joint Alternate Route Adjustment Process, or JARAP. He acknowledged that creating the process had proved difficult and painful at times, but he said the process for handling route adjustments continues to steadily improve. "The monster here is not the process—the monster is the volume," he said. He then asked delegates involved with JARAP at the branch level to stand up and be recognized for the work they do.

Resolutions considered

Executive Vice President Gary Mullins then took the podium to explain the process by which convention resolutions are considered. He introduced the resolutions the Executive Council had recommended for approval. A motion to adopt those resolutions *en bloc* was approved by acclamation.

The adopted resolutions included a proposal to require all temporary employees (TEs) to take the 473 exam, to let employees use accrued sick leave to care for a family member, to use national resources for a national "day of action" campaign to save Saturday service, and for TEs to be capped at current levels and existing TEs to be converted to regular carriers.

Legislative resolutions adopted included a call to support legislation expanding Family and Medical Leave Act coverage to care for children of any age, legislation granting parity in retirement income taxation, a bill giving retirees access to Medicare Part D subsidies, a proposal to petition for a postal union member to be appointed to the Postal Regulatory Commission (PRC), legislation to provide benefits to all letter carrier families regardless of sexual orientation, and a call for the repeal of federal law that preempts a state's definition of marriage so Postal Service employees can receive benefits based on a particular state's law.

Next, Vice President George Mignosi introduced for consideration resolutions that the Executive Council had recommended for disapproval. The sponsors of

Rep. Loretta Sanchez DEMOCRAT -CA



National Agreement Resolutions 15 and 16 withdrew them, noting that the passage of Resolution 14 in the previous *en bloc* vote had addressed their concerns. Resolution 14 adds proposed language that would abolish a route or full-time duty assignment if more than 50 percent of the delivery points assigned have been eliminated.

The Convention agreed to the disapproval of National Agreement Resolution 7, which would have granted “super-seniority” to alternate stewards, and of National Agreement Resolution 8, which would have forbidden the union from entering into a national route adjustment agreement that restricted the ability of branches to initiate grievances.

The delegates began a debate over National Agreement Resolution 9, which would require a vote of the national membership before the union could enter into a national agreement on route adjustment that uses unverified DOIS counts and volume inputs. A teller vote was called for but was held off to allow Rep. Sanchez a chance to speak to the delegates.

President Rolando then introduced Sanchez, who has represented Anaheim in the House since 1997. Rolando noted that she is a strong supporter of letter carriers and a co-sponsor of H. Res. 173, the congressional resolution calling for the continuation of six-day mail delivery, as well as of H.R. 5746, the bill that would correct an erroneous \$50 billion to \$75 billion overpayment to the U.S. Treasury by the Postal Service into the Civil Service Retirement Fund.

‘You’re good as gold’

Inviting members of Garden Grove Branch 1100 to join her on stage during her speech, Rep. Sanchez brimmed with affection and enthusiasm for letter carriers

and for all working men and women. She said she admired letter carriers’ hardworking “six-day legs” and pledged to keep them walking six days of the week. She also said she admired how letter carriers manage to reach the remote Arkansas town where her grandmother lives. “You’re as good as gold, and we’re going to keep you that way,” she said.

Sanchez also noted that letter carriers provide plenty of services beyond delivering mail, such as collecting donations for the annual food drive, helping customers in crisis, and providing daily contact for isolated people.

“I know all the work you do that’s not in the job description,” she said. “That’s what being an American is all about—doing all of that.”

Sanchez heralded the accomplishments of the current Congress, including credit card reform, financial regulation and “the gift of health care for everyone.” She criticized opponents in Congress for attempting to block this agenda. “Enough of the ‘no,’” she said. “People don’t send us to Washington to do nothing.”

The delegates rewarded her with a “letter carrier cheer” after she expressed confidence that an economic recovery would be led by working men and women, saying that “Americans are the most productive workers in the world.”

The Convention then returned to consideration of Resolution 9. After the delegates approved extending the day’s business and moving the Secretary-Treasurer’s report to Tuesday, the teller vote on Resolution 9 was held. Delegates ultimately upheld the Executive Council’s disapproval of the resolution by a vote of 3,451 to 1,428.

The Convention adjourned shortly after 3:30 p.m.

Letter carriers bought close to 650 raffle tickets for the MDA benefit Sunday afternoon—hundreds more than expected. Each had their eyes on the grand prize Harley Davidson motorcycle, but Nancy Taylor, Branch 3867 Pasadena, TX, was the one who rode away with the bike.



In the Registration Area



From the moment the doors opened on Saturday, the Registration Area was the place to be for delegates. After picking up delegate badges and bags filled with useful publications and mementos, members perused the many booths including the NALC Store, stocked with branded goods and clothing. Other booths included the NALC Health Benefit Plan, the Retirement Department, the Mutual Benefit Association and more.



Political Action

Most delegates made their way to the Political Action booth, where they checked on their COLCPE and e-Activist status, while pledging to encourage businesses to write a letter against the USPS' five-day delivery proposal. When they were all signed up, delegates were given their '3 ways to save 6 day' T-shirts. To keep the mood fun, the booth also had a carnival-style basketball hoop, where for a small donation to COLCPE, members could shoot to win small collector basketballs.





Standing together

Unions, members pledge solidarity in struggle to save Saturday delivery

Roberts' speech was part of a day stressing unity among letter carriers, American workers and union members worldwide—all joined together in the just cause of helping to preserve letter carrier jobs by saving Saturday delivery.

Along with Roberts, representatives of other labor organizations came to the stage to pledge their solidarity in our struggle—just as letter carriers have stood with them so often in the past, whenever they were in need.

Call to order

The Memphis Letter Carrier Band played several patriotic tunes at the start of the day's events and NALC President Fredric Rolando called Tuesday's session of the convention to order shortly after 10 am. Darnell Lawrence of Garden Grove, CA Branch 1100, sang "The Star-Spangled Banner," followed by the Pledge of Allegiance led by Kirk Biaz, First Senior Vice President of Branch 1100. The invocation was then offered by Rabbi Mark B. Goldfarb of Temple Beth Ohr in La Mirada, CA.

The convention then moved to consideration of proposed constitutional amendments as presented by the Committee of

Laws: NALC Vice President George Mignosi, Director of Life Insurance Myra Warren and Assistant Secretary-Treasurer Nicole Rhine. An amendment to limit scheduling of rap sessions to the summer months was defeated, as was a proposal to require posting of proposed resolutions and amendments on the NALC website a month before the convention. A third proposed amendment was withdrawn.

President Rolando next introduced the NALC National Trustees: Lawrence D. Brown Jr., Branch 24, Los Angeles; Randall Keller, Branch 25, Northeast Massachusetts Merged; and Michael Gill, South Florida

Above: Fred Rolando leads a letter carrier cheer for United Mine Workers of America President Cecil Roberts.

Left: National Rural Letter Carriers' Association President Don Cantriel

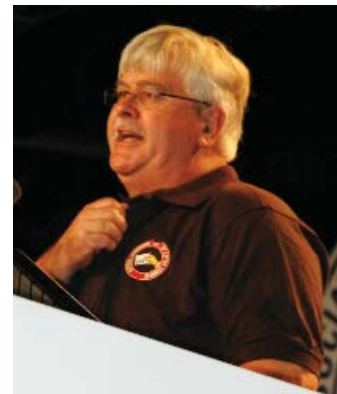
Below: Neil Anderson, of UNI Global Union, shows off his solidarity by wearing an NALC-branded shirt.



United Mine Workers of America President Cecil Roberts made Tuesday feel like Sunday morning, firing up delegates to the 67th Biennial Convention of the National Association of Letter Carriers with a spirited tribute to working people, the righteousness of their cause, and the power they wield when they stand together. The proud West Virginia native brought thousands of letter carriers to their feet again and again as he preached a message of solidarity, justice and compassion.

Noting that the NALC had always been there for miners, Roberts pledged to stand behind letter carriers in their fight to preserve six-day mail delivery. "Solidarity doesn't flow one way like a river," he said. "Solidarity is like a huge ocean."

"Shoulder to shoulder, back to back, your fight is our fight," he roared. "Saturday mail delivery should continue!"



Branch 1071. The trustees noted that a resolution related to the Mutual Benefit Association had been ruled out of order.

Shoulder to shoulder, back to back

Taking the stage to the tune of Patti Smith's "People Have the Power," Roberts thanked letter carriers for their consistent support of mine workers,

NALC Trustees Larry Brown (chair), Randy Keller and Mike Gill



especially those struck by tragedy. "One of the first unions of all to say 'What can we do? What can we help with legislatively? What can we do to comfort your people?' has been the letter carriers," he said.

In return, Roberts pledged that miners would support the NALC's efforts to save Saturday delivery. "We will do whatever you ask us to do, because you have been with us over and over again," he said. "Your jobs are important to our economy. We stand squarely on your side."

Roberts noted that 14 working men and women die on the job each day in America. "As we fight for jobs, we must remember that we must make these jobs safer," he said. More than 200,000 mineworkers have died in this country, he added, half through mine accidents and half from black lung disease.

The best way for workers to ensure their safety, said Roberts, is to organize and join a union. "You want a safer workplace?" he asked. "Join a union!" Roberts then listed a litany of benefits unions bring to workers and all Americans, from better health care to improved pensions to workplace fairness—closing to particularly loud applause with this: "You want to tell the boss to kiss your ass? Join a union!"

Following Roberts' fiery speech, Secretary-Treasurer Jane Broendel presented her convention report. She delivered some sobering news: The union's membership rolls have dropped to 268,656, down from 303,037 two years ago. The number of individual branches has also decreased in the same period, from 2,386 to 2,267, although some of this decrease was attributable to mergers.

President Rolando then introduced the members of the Mileage and Per Diem Committee: Chair Antonia Shields, Br. 530, Birmingham, AL; Trina Charles, Br. 4970, Havelock, NC; Antoine Thigpen, Br. 11, Chicago; and Jim Walzenbach, Br. 70, San Diego. Shields presented the report of the committee, which the convention accepted.

Fighting for the 'last mile'

The delegates then viewed a video, "Fighting for the Last Mile—NALC's Campaign to Save the Postal Service," a 28-minute film that detailed the union's continuing fight to stop Postmaster General John Potter's efforts to drop a day of mail delivery. The feature explained the complex financial issues that have put the Postal Service in a bind, as well as the NALC's effort on all fronts to save Saturday delivery by fixing these financial problems while opposing Potter's short-sighted plan.

"The answer is not to take letter carriers off the street," Rolando said in the video. "It's to give the Postal Service access to their own money."

Following the film, a motion was made from the convention floor, calling for a vote of "no confidence" in Postmaster General Potter. The motion carried on a voice vote.

Rolando then asked delegates to fill out a form contained in their convention

delegate's bags, pledging—while off the clock and out of uniform—to convince at least three businesses on their routes to send comments to the Postal Regulatory Commission opposing the switch to five-day delivery. He said copies of the video would be distributed to branches, the media and members of Congress, and would be posted on the NALC website.

Organizing awards

Rolando then presented awards to branches that had been the most successful at organizing since the 2008 convention in Boston:

Best organized:

Branches with 1,000-plus members:

South Florida Br. 1071

Branches with 500 to 999 members:

Toledo, OH Br. 100

Branch with under 500 members:

Fall River, MA Br. 51

Most improved:

Branches with 1,000-plus members:

Hartford, CT Br. 86

Branches with 500 to 999 members:

Kansas City, MO Br. 30

Rolando next called forward the members of the Committee on the President's Biennial Report. Committee chair James Wright of Fort Lauderdale, FL Branch 2550 then introduced the members of his committee:

Stephen Leeds, Branch 5420, Brick Town, NJ; Larrissa Parde, Branch 8, Lincoln, NE; Luis Rivas, Branch 2076, Des Plaines, IL; and Steven Schultz, Branch 442, Spokane.

Delegates approved the committee's report by acclamation.

NRLCA President Don Cantriel

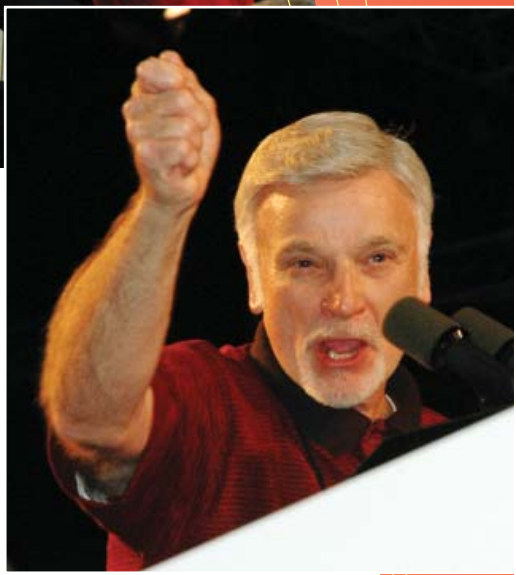
Invited to the stage next was Don Cantriel, president of the National Rural Letter Carriers' Association.

"Rural carriers are our good friends and partners in all we do," President Rolando said in his introduction, "and the NRLCA has as much to lose with the elimination of Saturday deliveries as we do."

Cantriel noted that in 2010, the NRLCA became a full-fledged partner in the annual Stamp Out Hunger food drive. "We proudly stand by you in this endeavor," he said.

Calling the Postal Service "a patient," Cantriel quipped that it "may be sick, it

Executive Director	Patrick C. Carroll
Assistant Secretary	Chris Wiltonburg
Law Dean, Director, City Delivery	Pete Meece
Manuel L. Peralta, Jr., Director, Safety & Health	Judy Blight
Myra Warren, Director, Life Insurance	Kathy Baldwin
Brian F. Helms, Director, Health Insurance	David E. Tash
Ernie S. Kirkland, Director, Retired Members	William J. Laine
Board of Trustees	Timothy W. Dowdell
Lawrence D. Brown, Jr.	John J. Cianciola
Randall L. Kaler	Region 14
Michael J. Gill	Region 15
	Larry Civitt



Cecil Roberts' fiery oratory brought delegates to their feet.

may need a little medication, but it does not need a limb removed.

"That is precisely what the Postal Service wants Congress and the American people to do, to sacrifice Saturdays for the greater good of the company," he said.

Cantriel suggested that USPS consider some management trimming. "We don't need layer after layer of management to tell us to do our jobs or to manage other managers," he said. "Don't try to save the Postal Service on the backs of workers."

Resolutions

Before turning back to National Agreement resolutions, a motion from the floor was approved for a collection to be taken up to benefit the families of two letter carriers who died recently while delivering mail.

Eddie Lin, a member of Garden Grove Branch 1100, died June 3 from head injuries he received after he was attacked by a Rottweiler on his route. Twelve days later, Christine Jones, a member of St. Louis Branch 343, died after lightning struck the tree she was near.

A second motion to ask National to match the collected money was also approved. Tellers were to take up that collection Wednesday morning, with proceeds to be split evenly between the two families.

Director of City Delivery Dale Hart presented National Agreement Resolution 10, which called for prohibiting NALC from entering a route adjustment agreement without putting the agreement to a membership vote. After a brief debate, the convention upheld the Executive Council's recommendation for disapproval. Next, Director of Retired Members Ernie Kirkland began discussion on National Agreement Resolution 11, which called for collection procedures to follow the *M-39 Handbook*. Shortly after the resolution was read, it was withdrawn.

Branch publications awards

Next, President Rolando honored the publications contest's first-place award winners, which were announced during Monday morning's branch communications workshop:

Best Cartoon or Photo
Cartoon by Richard Lapine, *Zenith Branch News*, Br. 114, Duluth, MN

Promoting Unionism

Richard Thayer, "It's Union Time!" *The North Carolina Letter Carrier*, North Carolina State Association

Best Editorial or Column

Lois Strobel, "Darrell's Diagnosis," *Branch 82 B-Mike*, Portland, OR Br. 82

Best News or Feature Story

Javier Rodriguez, "Banking on Obama," *South Florida Letter Carrier*, South Florida Br. 1071

Overall Excellence, Small Branch

(tie) *The Beast of Burden*, Santa Barbara, CA Br. 290, and *The Union Vision*, Toms River, NJ Branch 2128

Overall Excellence, Large Branch

(tie) *South Florida Letter Carrier*, South Florida Br. 1071, and *Branch 34's CLAN*, Boston Br. 34.

Best Website

nalcbranch1100.org, Garden Grove Br. 1100

Neil Anderson, UNI

The next speaker invited to the stage was Neil Anderson, post and logistics director for Union Network International (UNI), to which the NALC belongs.

"There are 20 million UNI members in the service sector worldwide, including 2 million postal workers," President Rolando said in his introduction of Anderson, who served as a postal worker in New Zealand early in his career.

"You know all too well that you have to watch what's happening in the rest of the world," Anderson said.

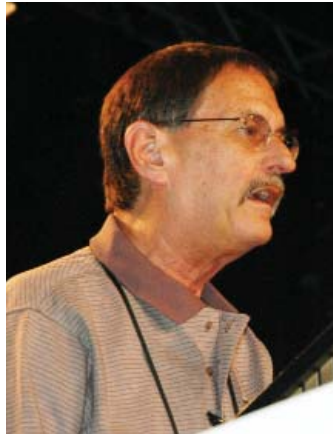
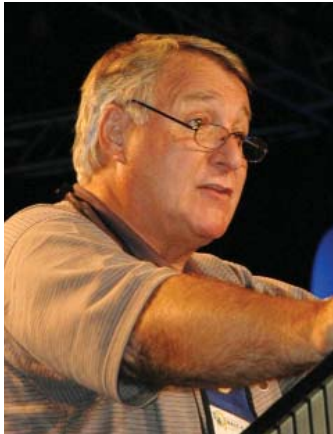
He gave the example of the trade negotiations between Canada and the European Union (EU). "The EU wants Canada to sign on to a trade agreement which would require Canada to liberalize its postal service," Anderson said.

"In the Netherlands, its postal service, TNT, proudly points to the 11,000 jobs it will shift to part-time positions and that it will deliver mail only three days a week, to save costs," Anderson said. In Italy, however, "six days is not enough for them," he continued. "They say, 'The Internet is our competition,' and we will continue to deliver not just six days a week, but twice a day, with express and parcels in the afternoon."

"They're saying, 'To give better service, we have to give more service,'" he said.

"Innovation is our future," he said. "Innovation is how we're going to meet the competition in the future."

Director of Retired Members Ernie Kirkland, Director of City Delivery Dale Hart and Director of Life Insurance Myra Warren



Band committee report

President Rolando next called on Band Committee Chair Pam Donato of Minneapolis Branch 9, who introduced the other committee members, Charles Sexton of St. Louis Branch 343 and Ernest Phillips of Cleveland Branch 40.

NALC Auxiliary

Invited to the stage next was National Association of Letter Carriers Auxiliary President Linda Kirby. She extended greetings to the NALC from the Auxiliary, which was holding its own convention on the second floor of the Anaheim Convention Center.

Kirby then introduced the Auxiliary's national board: Vice President Cythensis Lang, Secretary Marie Rasmussen, Treasurer Kathy Miller, retired Assistant Secretary Edie Pottenger and newly elected Assistant Secretary Sue Prather.

"We represent your families," Kirby told the NALC delegates. "Six-day delivery is important to our livelihood, and we will continue to help you in your fight to protect it."

e-Activist Awards

Before presenting awards to the branches with the highest levels of e-Activist Network members, President Rolando introduced a short video that showed images reflecting on the importance and relevance of the Postal Service as a crucial component of communications in the 21st century.

He then handed out the e-Activist awards, which were based on network participation as of July 2010:

Highest percentage

Branches with 50 to 99 members:

Minot, ND Br. 1152

Branches with 100 to 499 members:

Newport, RI Br. 57

Branches with 500 to 999 members:

Royal Oak, MI Br. 3126

Branches with 1,000 to 1,999 members:

Austin Br. 181

Branches with 2,000 to 3,999 members:

San Diego Br. 70

Branches with 4,000-plus members:

South Florida Br. 1071

State with the highest percentage: Alaska

Region with the highest percentage: Region 2

Uniform Committee

President Rolando called forward the members of the Uniform Committee, chaired by Director of Life Insurance Myra Warren, a member of Dallas Branch 132. Warren introduced the other members of her committee: Tom Gavin of Scranton, PA Branch 17, and Stafford Price of Chicago Branch 11. Warren reported that her committee had considered only one resolution, which would be presented to delegates later in the convention.

Clarifying route adjustments

Toward the end of the general session, Rolando took the microphone under personal privilege to clear up some misconceptions about the part the Delivery Operations Information System (DOIS) plays—or does not play—in adjusting letter carrier routes.

"The union passed a resolution several years ago that said, basically, that 'DOIS doesn't mean s—t,'" Rolando said. "It can't tell leave times, it can't set return times—it can not be the sole determinant of a letter carrier's work schedule.

"That's why no system the NALC uses adjusts letter carrier routes to DOIS.

"If anywhere in this country after that settlement, you've got supervisors that are walking around with a clipboard, telling you what time you should leave and come back, and that your workload is based on DOIS," he said, "you should be filing a grievance on every report, every day, because that violates the settlement.

"Our process takes the volume estimates in DOIS that are verified by the letter carrier, and then we run our formula based on the M-39," he said, "with no 'percent to standard,' to compute the carrier's actual time.

Unite Here

On Monday afternoon, 150 NALC members went to a Unite Here picket at a local Embassy Suites, where housekeepers are expected to clean 20 rooms in eight hours for a mere \$8.83 an hour. To meet this quota, they often are forced to work through breaks.

"NALC supports our working brothers and sisters," Rolando said. "I sent with our members a letter to the manager that said, 'We won't be staying there.'"

A motion was put forth asking the NALC to donate money to help pay the wages of the 35 workers who walked off the job to join the picket. Rolando said he would pass on the convention's request to the national trustees for their consideration.

Rolando recessed the Convention shortly before 3 p.m.



United together

Ten members from each NALC region participated in a Unite Here rally (above) on Monday to protest a local Embassy Suites' practice of forcing housekeepers to work during their breaks. An NALC member delivered a letter from the union to a manager (below) that stated NALC would not book rooms in the hotel until management halted the practice.



Vote of confidence



Above: Fredric Rolando thanks the delegates.

Right: Current Executive Vice President Gary Mullins congratulates Executive Vice President-elect Timothy O'Malley.

Below: Applause for Secretary-Treasurer Jane Broendel



Delegates to the 67th Biennial Convention of the National Association of Letter Carriers on Wednesday overwhelmingly placed their faith in President Fredric V. Rolando and their future in his hands, electing him to the highest office in the union for the next four years.

"Damn!" Rolando said, reacting to the delegates' enthusiastic cheers. "Thank you for your vote of confidence."

The leadership team of Rolando and Timothy C. O'Malley, newly elected executive vice president, will face tremendous challenges, including saving Saturday delivery and renegotiating the National Agreement in the wake of a deep

economic downturn and dropping mail volume, but delegates displayed their trust in the union's leadership by electing all 10 resident national officers and three national trustees by acclamation.

The officer nominations were the highlight of a day that walked a line between reflecting on the past and preparing for the future.

Call to order

After enjoying entertainment provided by the Seattle letter carriers' band, President Rolando called the convention to order at 10 a.m. Wednesday. He asked Juanita McKissick, Branch 24 Los Ange-

les, to come to the podium to sing the National Anthem. David de la O, senior vice president of Garden Grove, CA Branch 1100, led the Pledge of Allegiance, followed by an invocation by Father Ikechukwu Ikeucha of St. Gregory the Great Catholic Church of Whittier, CA.

In its first order of business of the day, the convention adopted a motion from the floor to declare Cecil Roberts, president of the United Mine Workers of America who addressed the convention Tuesday, an honorary member of the NALC. President Rolando then introduced William Burrus, president of the American Postal Workers Union.

A seat at the table

Burrus told the delegates that his union stands with the NALC in opposing Postmaster General John E. Potter's plan to drop Saturday mail delivery.

"We've been in that fight, we oppose it, and we're going to beat him," Burrus said. "Potter's not going to get five-day delivery."

Not only would it be unwise to lose a day of delivery, Burrus said, the Postal Service owes the American people six days of service on principle. "How can [Potter] have the audacity to tell the American public you can't receive mail on Saturday? Forget about delivery—that mailbox belongs to us?"

The result of ending Saturday delivery, he predicted, would be the end of USPS' monopoly on the mailbox and on first-class mail, even while the public continues to demand full mail service six days a week.



William Burrus



While both Burrus' union and the NALC face difficult challenges—the effort to save Saturday delivery, job losses and pressure for concessions in looming contract negotiations—he praised the NALC for its role in asserting the rights of Postal Service workers. While postal unions don't win every fight, “we have a seat at the table,” he said. “Management's word is not the last word as it was in 1970.”

Making history

The delegates then viewed the film “The Strike at 40: Celebrating NALC's Heroes of 1970,” featuring several letter carriers who participated in the 1970 postal strike—including one little-known carrier named Vincent Sombrotto, who would go on to serve as NALC president for more than two decades.

Veterans of the strike described the tough working conditions and low wages—some were eligible for welfare and held second jobs—that sparked the illegal strike, and the tremendous risks they took in walking out. Few understood at the time how important their brave act would be to the future of the letter carrier profession. Ultimately, their strike won immediate improvements in pay and true collective bargaining for carriers, giving the NALC's leaders the tools to build on their progress and establish a middle-class lifestyle for themselves and thousands of carriers who followed in their footsteps.

After the film, President Rolando invited to the podium delegates on hand from New York Branch 36—the pioneers of the 1970 strike—and then led the convention in a cheer for them. He also asked delegates from around the country who joined the strike to stand and be recognized.

Greetings from former leaders

President Rolando read an open letter to the convention sent by President Emeritus Vincent Sombrotto. Expressing his regret at missing his first convention since 1972 due to health concerns, Sombrotto urged

delegates to honor his fellow letter carriers who walked off the job in 1970. “Remember those brave strikers and honor them,” he wrote.

“I believe it is fair to say that we are at the cutting edge of a series of changes that will equal, if not surpass, the changes of the 1970s and the 1980s,” Sombrotto wrote, citing the loss of mail volume to the Internet and the current economic downturn. “I have every confidence that the NALC is up to the task of dealing with these changes.”

In his own letter to the delegates, President Emeritus James Rademacher echoed Sombrotto's sentiments. President Rolando read Rademacher's letter, which praised the carriers of New York Branch 36, Brooklyn Branch 41, Hartford, CT Branch 86 and the branches nationwide that joined in the strike. Despite the risk to their jobs and the threat of fines or jail time, wrote Rademacher, these brave letter carriers took action.

“These gallant members defied all these risks because their guaranteed security had turned into guaranteed poverty,” he wrote.

Passing the hat

Earlier in the day, as a follow-up on a floor motion approved on Tuesday, President Rolando directed tellers to collect funds from convention delegates to help support the families of two letter carriers who were killed this summer while delivering the mail, Eddie Lin of Garden Grove, CA Branch 1100, and Christine Jones of St. Louis Branch 343. The president reported that carriers donated a total of \$24,000—and since the motion



had also called for National to match the funds collected, the families would receive \$24,000 each.

President Rolando next asked Director of Retired Members Ernie Kirkland to join him on the stage. Kirkland introduced the members of the Retirement Committee: Ron Brown, Br. 3126, Royal Oak, MI; James Dolan, Br. 157, Philadelphia; McDowell Frazier, Br. 24, Los Angeles; Norman LeFrois, Br. 210, Rochester, NY; Doug Gulley, Br. 78, Columbus; John “Pee Wee” Walsh, Br. 29, Albany, NY; Steve Martinez, Br. 576, Phoenix; Clarence “Smokey” Smekofski, Br. 28, St. Paul; Cheryl Stately, Br. 9, Minneapolis; Ken Stephens Sr., Br. 106, Montgomery, AL.

Officers' nominations

The next order of business, as required by the *NALC Constitution*, involved calling for nominations for national office. President Rolando ceded the chair to Executive Vice President Gary Mullins, since the first nomination was for the office of president.

Mullins called for nominations, and only one was forthcoming—for Fredric V. Rolando of Sarasota, FL Branch 2148. Since there were no other nominations, Rolando was declared elected by acclamation.

Returning to the microphone, President Rolando sought nominations for all remaining offices, which were offered as follows (uncontested nominees were elected by acclamation):

Executive Vice President—Timothy C. O'Malley, Philadelphia Br. 157

Vice President—George C. Mignosi, Brooklyn Br. 41

Secretary-Treasurer—Jane E. Broendel, Davenport, IA Br. 506



Opposite page: After the strike video (top) was shown, veterans from the 1970 strike from New York Branch 36 were recognized.

Opposite page (bottom): Rep. Susan Davis (D-CA) declared, "Five-day delivery was dead on arrival."

- Asst. Secretary-Treasurer**—Nicole Rhine, Lincoln, NE Br. 8
- Director of City Delivery**—Lew Drass, Huntsville, AL Br. 462
- Director, Safety & Health**—Manuel L. Peralta Jr., Garden Grove Br. 1100
- Director of Life Insurance**—Myra Warren, Dallas Br. 132
- Director Health Benefit Plan**—Brian Hellman, New York Br. 36
- Director, Retired Members**—Ernest Kirkland, Lexington, KY Br. 361
- National Trustee**—three positions
- Lawrence D. Brown Jr., Los Angeles Br. 24
 - Randall L. Keller, Massachusetts Northeast Mgd. Br. 25
 - Mike Gill, South Florida Br. 1071
- Region 1 NBA**—Christopher Jackson, Garden Grove Br. 1100
- Region 2 NBA**—Paul L. Price, Portland, OR Br. 82
- Region 3 NBA**—*contested*
- Kevin Schaible, Belleville, IL Br. 155
 - Neal Tisdale, Springfield, IL Br. 80
- Region 4 NBA**—Roger Bledsoe, Oklahoma City Br. 458
- Region 5 NBA**—Dan Pittman, Kansas City, MO Br. 30
- Region 6 NBA**—Patrick C. Carroll, South Macomb, MI Br. 4374
- Region 7 NBA**—Chris Wittenburg, St. Paul Br. 28
- Region 8 NBA**—Peter S. Moss, Gulf Coast Mgd., MS Br. 1374
- Region 9 NBA**—Judy Willoughby, Tallahassee Br. 1172
- Region 10 NBA**—Kathy Baldwin, Beaumont, TX Br. 842
- Region 11 NBA**—*contested*
- Mike Hayden, Toledo Br. 100
 - Dan Toth, Lorain, OH Br. 583
- Region 12 NBA**—*contested*
- William J. Lucini, Philadelphia Br. 157
 - Michael D. Stanton, Haddonfield, NJ Br. 769
- Region 13 NBA**—Timothy W. Dowdy, Virginia Beach, VA Br. 2819
- Region 14 NBA**—*contested*
- John J. Casciano, Boston Br. 34
 - Michael L. Willadsen, Hartford, CT Br. 86
- Region 15 NBA**—*contested*
- Walter Barton, Long Island Mgd. Br. 6000
 - Lawrence D. Cirelli, New Jersey Mgd. Br. 38

Resolutions

Next, President Rolando asked for and received the convention's approval

to extend the day to 4 p.m. to finish up a number of business items. He then called to the stage Director of Safety and Health Brian Hellman to continue discussion of National Agreement resolutions.

Resolution 12, regarding density checks under Article 12, was withdrawn. The Executive Council's disapproval of Resolution 13 was upheld following a teller vote, by a vote of 2,627 to 1,222. This resolution had urged the NALC to approve utility kilts for purchase through the uniform allotment program.

Next, Director of Life Insurance Myra Warren led the convention's consideration of General Resolution 3. The Executive Council's disapproval of this resolution, which called for the membership to boycott Voice of the Employee surveys, was upheld following a division.

Rep. Susan Davis

President Rolando then introduced the convention's next speaker, Rep. Susan Davis (D-CA). The president called Davis a "friend of the NALC" since her election in 2000 to represent her state's 53rd Congressional District, which includes San Diego.

"She authored H.R. 1604, the Universal Right to Vote By Mail Act," he said, "a bill that calls for allowing for the use of 'no excuses' absentee ballots in any federal election."

"Another way to raise revenue is to expand vote-by-mail," Davis said, "which also encourages participation in the electoral process."

She saluted carriers' commitment to their routes and to their political causes.



Photo by Douglas Adams Jr.

Take me out to the ball game

NALC delegates, staff and families turned out in force at Angel Stadium Tuesday night to see the Los Angeles Angels of Anaheim battle the Kansas City Royals on "Letter Carrier Night."

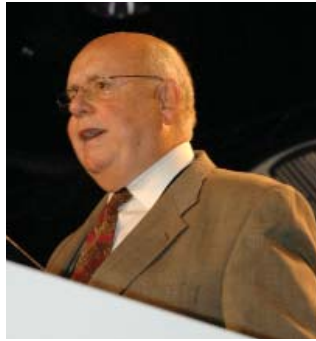
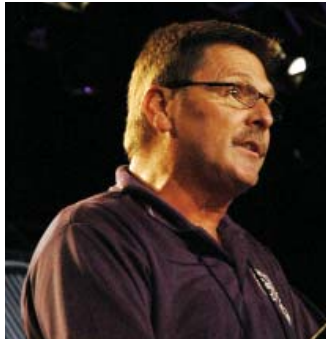
Those who arrived early enough caught President Rolando throw an amazing first pitch. Looking like a professional, Rolando stepped to

the mound, peered at the catcher, and shook off the sign. He then wound up and delivered...a one-bounce pitch. Delegates ribbed him for his pitch repeatedly from the convention floor the next day.

The daughter of Thursday's guest speaker, General Secretary of Communication Workers of the United Kingdom Bill Hayes, yelled "play ball," and his son served as honorary bat boy. The Angels emerged victorious, with Dan Haren out-pitching Kansas City's Bryan Bullington three to one.



NALC Director of Safety and Health Brian Hellman, Global FoodBanking's Bob Forney and Director of Health Benefits Tim O'Malley



"Everything I learned about precinct-walking, I learned from letter carriers," she said. "And you carry the mail with such great care.

"It's no wonder that the American people have more confidence in you than in any other federal workers," she added. "And what you do is truly amazing. You are brave, given the potential dangers—and I know there are a number of them—that you face.

"I want you to know that Congress is listening to you, because you command as much respect in Washington as you do across the country. The proposal [to drop Saturday mail delivery] became dead on arrival in Congress because of everything you have done."

Davis encouraged letter carriers to stay politically active this fall. "I know everyone is angry and unsettled," she said, "but the answer is not to stay home and skip the election.

"We've gotten a lot done, but I think you would agree that we still have more to do," Davis said.

Food drive video

Next, President Rolando asked the delegation to watch a video containing highlights of this year's national "Stamp Out Hunger" food drive and the drive's past achievements. Held annually on the second Saturday in May since 1993, this year's campaign saw the collection of more than 77 million pounds of food—putting the drive's 18-year collection total over the one billion-pound mark.

After the video, Rolando asked Bob Forney, president of food drive partner Global FoodBanking, to comment.

"You change lives," Forney said. "Without your help, I'm sure more people would suffer."

Joining Forney on the stage was John Faulkner of Campbell Soup Company, another key food drive partner and sponsor. Before handing out awards to the top branches in food drive collections, Rolando and Faulkner took a moment to recognize the NALC's Drew Von Bergen, who served as national food drive coordinator since the annual event's inception. Von Bergen retired earlier this year. *(Read more on page 16.)*

Food Drive Award Winners

Category I (1-49 members)

Branch 6013, Inverness, FL—66,455 pounds

Category II (50-99 members)

Branch 1103, Ocala, FL—382,000 pounds

Category III (100-199 members)

Branch 815, Billings, MT—242,000 pounds

Category IV (200-349 members)

Branch 2072, Ft. Myers, FL—445,500 pounds

Category V (350-499 members)

Branch 116, Fort Wayne, IN—622,236 pounds

Category VI (500-699 members)

Branch 2008, Clearwater, FL—1,392,267 pounds

Category VII (700-999 members)

Branch 704, Tucson—924,847 pounds

Category VIII (1,000-1,499 members)

Branch 599, Tampa—2,062,529 pounds

Category IX (1,500-1,999 members)

Branch 2, Milwaukee—909,736 pounds

Category X (2,000 or more members)

Branch 3, Buffalo, NY—1,697,528 pounds

Committee reports

President Rolando called Tim O'Malley, director of the Health Benefit Plan, to the podium for the report of the Health Benefit Committee. O'Malley introduced the committee: Lydia Caffrey (Chair), Br. 52 San Luis Obispo, CA; Barry Doherty, Br. 25 NE Massachusetts Northeast Merged; Lyal Hanson, Br. 4319 Anchorage; Danny Massari, Br. 157 Philadelphia; Robert Murphy, Br. 40 Cleveland; Hector Salinas, Br. 283 Houston and Marilyn Youman, Br. 1100 Garden Grove.

O'Malley reported that "the Plan remains in excellent shape." The committee's full report is available in the President's Biennial Report book.

Rolando then recognized Myra Warren, director of life insurance, who introduced the chair of the Mutual Benefit Association Committee, Anthony Loconto, South Florida Branch 1071. Loconto introduced the committee members: Allen Jelenik, Branch 2 Milwaukee; Cathy King, Branch 500 Harrisburg, PA; Charles Lewis, Branch 70 San Diego and Mary Liz Dow-Rubio, Branch 504 Albuquerque. Committee member Onorinda Amill, Branch 36 New York, was unable to attend the convention.

Loconto said the MBA was in "superb condition." The committee's full report is available in the President's Biennial Report book. "Do yourself a favor," Loconto said. "Invest in the MBA and invest in yourself."

Following a few announcements from Secretary-Treasurer Broendel, at 3:50 p.m. Rolando declared the Convention in recess until 10 a.m. Thursday.



Rolando listens to delegates' ideas on contract negotiations

Delegates weigh in on bargaining strategy

As if facing the pressures of a deep recession, dropping mail volume and a worldwide trend toward increased competition weren't enough, letter carriers face the difficult task of negotiating a new contract with the Postal Service. Although the current contract does not expire until November 2011, National Association of Letter Carriers President Fredric V. Rolando took the opportunity Thursday to listen to suggestions for potential negotiation strategies.

"This will be the most difficult round of contract talks in our history," Rolando told the delegates.

On a day focused on that arduous journey toward a fair contract, a virtual sea of blue was formed by the thousands of "3 Ways to Save 6 Day" T-shirts that displayed NALC members' commitment to doing all they can to put the USPS on firm financial ground—by giving to

COLCPE, registering as e-Activists, and pledging to join the Carrier Corps. After 50 minutes of discussion with President Rolando, delegates directed the national leadership to consider entering contract negotiations early to maximize the union's chances for success, and they expressed their confidence in the president and the rest of the Executive Council.

Call to order

Following some contemporary musical entertainment provided by the Memphis Letter Carrier Band, President Rolando called the convention to order Thursday shortly before 10 am. George Elias of San Diego Branch 70 sang the national anthem, and James Henry, third senior vice president of Garden Grove, CA Branch 1100, led the Pledge of Allegiance. Bishop James Carrington, Pastor of Friendship Baptist Church in Yorba Linda, CA, gave the invocation.

Rolando first announced that Friday morning's workshops would begin at 7 and conclude at 8:30, and that the general session would begin at 9 to allow delegates enough time to get to the AFL-CIO jobs rally in downtown Los Angeles.

Box lunches and T-shirts will be distributed to participants, and no luggage would be allowed on the buses to the rally.

The president then invited Teri Lin, the widow of Hao Yun "Eddie" Lin, to the

podium along with members of his family, including his three children. A member of Garden Grove Branch 1100, Lin died June 3 on his route from injuries resulting from a dog attack. Teri Lin thanked the delegates for the overwhelming support they had extended to her and her family following the tragedy.

Next, Rolando introduced Odd Christian Overland, president of Postkom, the union representing letter carriers in Norway. Overland described his union's struggle with the pressures of competition and privatization in both Norway and throughout Europe. Calling mail service "a part of the necessary infrastructure of a well-functioning society," Overland said postal services worldwide already face competition from the Internet, so labor unions must prepare for difficult times regardless of the competition they face from other delivery providers.



Odd Christian Overland

Delegates from 621 branches

Rod Holub, Manhattan, KS Branch 1018, chair of the Credentials Committee, then took the stage to present the committee's final report. He also introduced the committee members:





Craig Bishop, Br. 133 Sacramento; Alton Branson, Br. 142 Washington, DC; Kathleen Dahlman, Br. 540 Camden, NJ; Marie Didier, Br. 825 Oak Brook, IL; John Dyce, Br. 385 Gainesville, FL; Ethel Ford, Br. 283 Houston; Robbie Gardiner, Br. 116 Ft. Wayne, IN; Tom Gates, Br. 916 Portland, OR; Laurie Miale, South Florida Br. 1071; Carol Ann Rasmus, Br. 67 Elizabeth, NJ; Brian Simmons, Br. 18 SE Massachusetts Mgd; Amy Tuscherer, Br. 205 Fargo; Monica Walker, Br. 129 Baton Rouge; Mike Williams, Br. 47 Denver; Delano Wilson, Br. 2611 Silver Spring, MD; Carol Woods, Br. 201 Wichita; and James Yates, Br. 6000 Long Island Mgd.

Holub reported that 28 national officers, 71 at-large delegates, and 7,253 branch delegates had been issued credentials for the convention, for a total of 7,352. Delegates from 621 branches represent all 50 states, the District of Columbia and three territories.

President Rolando then announced the appointees to the National Election Committee: Joe DeRossi, Br. 41 Brooklyn; Pam Donato, Br. 9 Minneapolis; Antonia Shields, Br. 530 Birmingham, AL; Mack Julian, Br. 11 Chicago and Ricardo Guzman, Br. 70 San Diego.

Next, Rolando introduced Jeff Faux, a distinguished fellow at the Economic Policy Institute. Faux described a long-term trend that began three decades before the current economic crisis—the end of the growth in wages that began after World War II.

“It’s no accident this happened at the beginning of the 1980s” after the election of President Ronald Reagan, he said, because Reagan’s encouragement of cheap overseas production and busting American unions stopped wages in their tracks. If the wage growth trend had continued, said Faux, average wages today would stand at double their current level.

Though unions are a strong backstop against eroding wages, Faux warned that even union members will face pressure to hold down pay. “You people here work for a great institution,” he said, “and you’ve got a great, strong, union, but no one can escape what’s happening in the labor force.” Faux said the economy

needs more federal stimulus spending to boost the recovery. “If nobody spends, nobody works—this is the lesson from the Great Depression.”

Mini rap session

To gather input from the delegates about the upcoming renegotiation of the National Agreement, President Rolando led a mini “rap session” to discuss a number of strategic ideas. He warned that pressure for concessions will be fierce, and that the political environment could turn negative following the congressional elections this fall.

Rolando presented three options the union’s leadership had discussed: waiting until the contract nears expiration next fall to begin talks; bargaining jointly with the American Postal Workers Union and National Rural Letter Carriers’ Association, both of which have contracts expiring this year; or beginning negotiations early if postal management engages the NALC as a willing partner. He said the Executive Council was leaning toward the last option. “We can try to seek win-win solutions that take advantage of letter carriers’ key role in the Postal Service,” he said.

Rolando then opened the floor to comments about these or any other ideas for the best negotiating strategy, and delegates offered a range of suggestions. Some noted that legislation the union is pushing to correct the \$50 to \$75 billion Civil Service Retirement System overpayment by the Postal Service would greatly relieve pressure for concessions and should be a top priority. Other delegates rejected the joint negotiation option, given the weakness of the other unions’ bargaining positions.

The convention adopted a motion from the floor urging the Executive Council to explore the third option of exploring the possibility of early negotiations. Several delegates expressed

their trust in the national leadership team’s ability to vigorously represent letter carriers in the next round of negotiations.

“That was very helpful,” Rolando said as the rap session concluded. “We have a pretty good idea of what you’re thinking. It’s right where we’re thinking. Let’s see what’s happening in Congress, see what’s happening with the finances.”

We say ‘community’

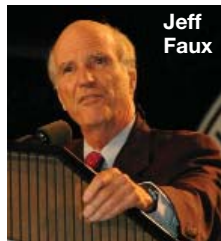
Billy Hayes, general secretary of the Communication Workers Union, which represents letter carriers in the United Kingdom, then addressed the convention. He said his workers face pressure to privatize from governments motivated by extreme ideology. “It’s not about reason, it’s not about rationality, it’s about dogma,” he said.

Hayes urged letter carriers and unions worldwide to work together for a united front against efforts to privatize postal agencies or degrade service. “When they say ‘profit,’ we say ‘public.’ When they say ‘competition,’ we say ‘community.’ And when they say ‘five days,’ we say ‘six days.’”

Resolutions

President Rolando then called to the podium Director of Life Insurance Myra Warren for consideration of General Resolution 6, which urged the NALC to take a position on racially divisive laws such as Arizona’s SB-1070. The NALC Executive Council’s disapproval, based on the understanding that the union does not normally take a position on lightning-rod issues that have little to do with letter carrier pay and benefits, was upheld following a brief discussion.

Coming to the stage next was Health Benefit Plan Director Tim O’Malley to continue consideration of general resolutions. O’Malley noted that the Executive Council had initially disapproved Resolution 7, which proposed distributing the *Carriers in a Common Cause* book to new and recent NALC members. However, the maker of the resolution, Oregon’s state association, amended it to the council’s satisfaction before it was brought to the convention floor for final consideration. Delegates gave their assent to the council’s approval, and it also upheld the disapproval of Resolution 9, which had proposed that the NALC categorize and publish presidential rulings.



Jeff Faux



Billy Hayes

Opposite page: Delegates who participated in the 1970 Postal Strike gathered at the front of the hall for a group photo before the session began.

Vice President George Mignosi took the microphone to lead consideration of a floor resolution that called for providing NALC members online access to arbitration awards in digital format. The resolution, approved by the Executive Council, was passed by the convention.

Then, noting that this was the last time he would take the stage at a national convention to lead a discussion of resolutions, retiring Executive Vice President Gary Mullins told delegates that Legislative Res-

olution 6, pressing for opposition of individual health care mandates, had been withdrawn. After a brief discussion, the convention upheld the Executive Council's disapproval of Resolution 1, which called for the NALC's support of the 2009 Fair Tax Act. President Rolando then led delegates in a "letter carrier cheer" for Mullins.



President Rolando draws a winner for the COLCPE contest raffle

Mileage and Per Diem

Called to the stage next was Mileage and Per Diem Committee Chair Antonia Shields of Birmingham, AL Branch 530, who introduced her committee's members: Trina Charles of Havelock, NC Branch 4970; Antoine Thigpen of Chicago Branch 11; and Jim Walzenbach of San Diego Branch 70.

Shields reported that, on the basis of a \$416.08 allowance, the total per diem cost was \$52,426.08 and the mileage allowance total was \$8,350.75, bringing the combined mileage and per diem allowance to \$60,776.83. The convention gave its assent to the committee's recommendation of approval.

COLCPE awards

Next, President Rolando turned to awards for member contributions to the Committee on Letter Carrier Political Education (COLCPE), the letter carriers' political action fund. He noted that 7.6 percent of

the membership contributes to COLCPE via one of the available automatic donation methods, with 5.7 percent of active and retired carriers giving at the Gimme 5 for COLCPE level of \$5 per pay period.

"Before the convention started, 3,395 delegates had not given to COLCPE this year," Rolando noted. "I hope all of you rectified that this week." He then asked members wearing special COLCPE T-shirts to stand and be recognized.

COLCPE Awards based on the period 7/9/2008 to 7/16/2010

Branch with highest percentage of members contributing: Branch 57 Newport, RI

State with highest percentage of members contributing: Mississippi (Sharon Stockstill, State Chair)

Region with highest percentage of members contributing: Region 8 (Lew Drass, NBA)

Gimme 5 Awards

Branch with highest percentage of members contributing, 50-99 members: Branch 938 Hattiesburg, MS

Branch with highest percentage of members contributing, 100-499 members: Branch 57 Newport, RI

Branch with highest percentage of members contributing, 500-999 members: Branch 860 Honolulu

Branch with highest percentage of members contributing, 1,000-1,999 members: Branch 181 Austin, TX

Branch with highest percentage of members contributing, 2,000-3,999 members: Branch 70 San Diego

Branch with highest percentage of members contributing, 4,000 or more members: Branch 1071 South Florida

State with highest percentage of members contributing: Hawaii State Association (Terry Kaolulo, State Chair)

Region with the highest percentage of members contributing: Region 8 (Lew Drass, NBA)

President Rolando then conducted two COLCPE contest raffle drawings. He first reached into a drum containing the names of all Gimme 5 contributors and drew out a ticket bearing the name of Stephen Lipski of South Jersey Branch 908. Lipski is the winner of a trip for two to next year's NCAA basketball finals, which includes a pair of tickets to the "Final Four" and the national championship game, airfare, a three-night hotel stay and a per diem for expenses.

The winner of a second raffle for lump-sum donors who aren't



automatic givers was Raymond Eisenberger of Norristown, PA Branch 542, who won a 42-inch flat-panel high-definition television.

Scholarship Committee

Coming to the stage next at President Rolando's invitation was the Scholarship Committee, chaired by Jackie White of Los Angeles Branch 24. White first presented her committee's members, Sandy Laemmel of Detroit Branch 1 and Art Muoio of Rochester, NY Branch 210. Each member then read a portion of the committee's report and thanked delegates for their contributions to the scholarships created in memory of former NALC President William Doherty and John T. Donelon, longtime assistant to three NALC national presidents. Laemmel also read a thank-you letter from a recent scholarship winner. The committee encouraged members' continued support.

MDA awards

President Rolando next turned to the awards for branch fund-raising for the Muscular Dystrophy Association. "The NALC was the MDA's first national sponsor back in 1952," Rolando said, "and we will continue to be a sponsor until a cure is found." He noted how hundreds of carriers took part in the NALC's first-ever national bowlathon conducted last November, and highlighted the many more who held car washes, poker tournaments and summer camps, all in an effort to help "Jerry's kids" find a cure for neuromuscular diseases.

He then introduced NALC National MDA Coordinator Jim Williams, a member of Portland, OR Branch 82, and MDA Director of Program Administration Tom Boyle.

"If you've ever spent any time with a family that's been impacted



Tom Boyle

by one of those diseases," Williams said, "you come to realize just how important these things are that you do to raise money, because these kids have more courage than anyone you can imagine."

Rolando asked delegates to watch a short video on the NALC's partnership with MDA. Following the video, he handed out awards to the top MDA fund-raising branches:

Grand Prize \$128,434—Branch 38 Northern New Jersey Merged

Category I (2,000 or more members)

\$56,000—Branch 41 Brooklyn

Category II (1,500 to 1,999 members)

\$30,832—Branch 86 Hartford, CT

Category III (1,000 to 1,499 members)

\$17,024—Branch 14 Louisville

Category IV (700-999 members)

\$21,320—Branch 358 Schenectady, NY

Category V (500-699 members)

\$24,709—Branch 56 Grand Rapids, MI

Category VI (350-499 members)

\$10,954—Branch 197 Shreveport, LA

Category VII (200-349 members)

\$12,850—Branch 619 Green Bay

Category VIII (100-199 members)

\$11,091—Branch 205 Fargo, ND

Category IX (50-99 members)

\$6,801—Branch 924 Freehold, NJ

Category X (10-49 members)

\$8,140—Branch 5229 New City, NY

Nalcrest

Next, President Rolando called to the stage Executive Vice President Gary Mullins, whom Rolando has appointed president of the trustees committee for Nalcrest, the letter carriers' Central Florida retirement community. Mullins introduced three other Nalcrest trustees: Matty Rose of South Florida Branch 1071; Don Southern of Lakeland, FL Branch 1779; and Tom Young of Garden Grove Branch 1100. Rolando, Assistant Secretary-Treasurer Nicole Rhine and Director of Retired Members Ernie Kirkland also serve as Nalcrest trustees.

Mullins then introduced Nalcrest Manager Jerry Kane, a member of Jamaica, NY Branch 562, who delivered his report.

Oldest dudes get their due



DELEGATES TO A NATIONAL CONVENTION CAN GO TO A MICROPHONE on the floor and ask any question. The question on the mind of Sellie Truitt (pictured with President Rolando at left) of Branch 30 (Kansas City, MO) was, “Am I the oldest dude here?”

Truitt is 92. He started as a letter carrier in 1947, before most of the delegates present on the floor of the Anaheim Convention Center were born. Sellie was likely the first African-American member of his branch. He retired in 1974, but has remained an active union member. When he stood on the floor of the convention on Tuesday morning and announced his age and his record of attendance at all but one NALC national and state convention since 1956, delegates gave him a standing ovation and soon afterward surrounded him to shake his hand and take pictures. From the podium, President Rolando asked if any delegate was older than Truitt. Nobody responded.

In fact, no delegate was, but it turns out that a visiting letter carrier had Truitt beat, if only by a few months.

On Wednesday—a week before his 93rd birthday—Robert Porter (pictured at right with Director of Retirees Ernie Kirkland) came to the floor. A guest at the convention, Porter was introduced by Region 6 NBA Pat Carroll. Porter delivered mail in Jackson, MI (Branch 232) for 30 years beginning in 1942. In his long retirement, he visited 25 countries with his wife Evelyn, who passed away this year after 67 years of marriage.

Truitt and Porter are both looking forward to the next national convention.



Convention sites

Taking the stage next was Secretary-Treasurer Jane Broendel, chair of the Convention Site Committee, who introduced the members of her committee: Howard Komine of Honolulu Branch 860; James Korolowicz of Utica, MI Branch 4374; and Glen Norton of Las Vegas Branch 2502. The committee briefly outlined the process of reviewing potential convention cities—that the Executive Council chooses the convention location, usually about four years ahead of the event. Broendel noted that the 68th Biennial Convention is set for Minneapolis July 23-27, 2012.

Minneapolis Convention

Immediately following the Convention Site Committee report, President Rolando asked delegates to watch a brief video presentation showcasing the attractions that Minneapolis has to offer visitors.

Following the video, Rolando asked Pam Donato, president of Minneapolis Branch 9, to come to the stage. Accompanied by a recording of the song “1999” performed by Minneapolis native Prince, Donato and a cadre of Branch 9 members made their way to the stage, flinging fake snow onto convention delegates along the way.

Donato explained the tongue-in-cheek gesture. “It doesn’t actually snow all the time in Minnesota,” she said on stage, contrary to many people’s belief. “In fact, today it’s sunny and 91 there.”

Donato told delegates that they could look forward to finding plenty to do in her northern city after a day’s convention business is finished—it’s the home of several professional sports teams, the famous Mall of America shopping complex, and a new light-rail system to help convention-goers and their families get around. “It’s a great, friendly town,” she said.

Noting both Minnesota Vikings quarterback Brett Favre’s uncertain future



Lots to learn

More than two dozen workshop sessions covering topics from compensation to community service were offered to delegates during the convention week. The educational meetings were held both before and after regular convention business and many attracted standing-room-only crowds. The ever-popular Contract Administration and City Delivery workshops, along with a workshop on how to fight stolen clock rings, were offered twice to meet demand. Also drawing large crowds were classes on the National Reassessment Plan, the Health Benefit Plan, the Mutual Benefit Association and the Retirement Department. One class that generated a lot of chatter was one on NALC history, which used a "Jeopardy!"-style game to quiz members on information from *Carriers in a Common Cause*.



with the team and Rolando's demonstrated athletic prowess in throwing out the first pitch at Tuesday's night's baseball game, Donato light-heartedly made the president the football team's honorary quarterback. Rolando dismissed the committee with his thanks.

Distribution Committee

Rolando then called Distribution Committee Chair Jill Lemons to the stage. Lemons, a member of Canoga Park, CA Branch 4006, introduced the members of her committee: Gilberto Abundis, San Antonio Br. 421; Ronald Blank, Pittsburgh Br. 84; Vincent Calvanese, Long Island Mgd. Br. 6000; Joan Crugnale, Providence, RI Br. 15; Rene Eberhardt, Casper, WY Br. 1681; Daniel Espinosa, San Antonio Br. 421; Jeffrey Fox, Bergen Co. Mgd., NJ Br. 425; Yolanda Gipson, Chicago Br. 11; Orlando Gonzalez, New York Br. 36; Allen Harris Sr., Louisville Br. 14; Harry Judd Jr., Boston Br. 34; Manuel Mairena, San Mateo, CA Br. 1280; Richard Martinez, Albuquerque Br. 504; Ansel Maynard, Savannah Br. 578; Richard Montesarchio, Westchester Mgd., NY Br. 693; Michael McKinney, Southeast PA Mgd. Br. 725; Paul Mooney, Pittsburgh Br. 84; James Nelson, Minneapolis Br. 9; Melody Roberts, Memphis Br. 27; Phil Rodriguez, Salt Lake City Br. 111; Timothy Sheehan, Northeastern NY Br. 358; Tammy Sneed, Chattanooga Br. 62; Dianne Stewart, Los Angeles Br. 24; Dan Szucs, New Jersey Mgd. Br. 38; Charles Walls, Omaha Br. 5; Laura Walters, Tri-Valley, CA Br. 2902; Robert Wilkerson, Wilmington, DE Br. 191; Jacob Wilkins, Scottsbluff, NE Br. 1836; Cherrie Young, Wichita Falls, TX Br. 1227.

The convention approved a motion from the floor earlier in the afternoon to take up a collection for a member of Los Angeles Branch 24 whose house was recently destroyed by a fire. Before calling Secretary-Treasurer Broendel to the stage for the some announcements, Rolando directed the tellers to conduct the collection.

Broendel made a few brief announcements, and then at 3:07, Rolando declared the convention in recess until Friday.



Top: Thousands of NALC delegates join hundreds of other union workers at the rally in Los Angeles.

Above: NALC President Fredric V. Rolando addresses the crowd.

Below: A letter carrier shows her support for saving six-day delivery.

Below right: AFL-CIO President Richard Trumka calls on carriers to help put job creation on the political agenda.



Rally wraps up Convention

After a week of talk about solidarity, saving six-day delivery and reversing the downward-trending economy, members of the National Association of Letter Carriers put those words into action on Friday by descending on Los Angeles City Hall en masse to join a noontime AFL-CIO jobs rally. Some 3,500 carriers, a number dwarfing the other union members and activists at the gathering, chanted, "Five day, wrong way!" "Six-day delivery!" and gave letter carrier cheers to speakers who called for Congress to preserve good union jobs.

"I am here today with more than 3,000 blue-shirted letter carriers that we bused up from our convention in Anaheim to join you for three simple reasons," President Fredric V. Rolando told the cheering assembly: "jobs, jobs, jobs—the No. 1 issue in the country today."

With a swell of activism and the knowledge that great effort will be needed to overcome the great challenges facing the NALC and its members, delegates dispersed from Anaheim to close the 67th Biennial Convention.

Call to order

Following entertainment by the Seattle Band, President

Rolando called the final session of the NALC convention to order at 9 a.m. Friday. Stephanie Bostic of Miami Branch 1071 sang the national anthem. Garden Grove, CA Branch 1100 Fourth Senior Vice President James Goins led the Pledge of Allegiance, and the Rev. Patrick Harris, a Branch 1100 member, gave the invocation. The delegates then viewed a film showing highlights of the convention.

Rolando announced that Thursday's collection for a letter carrier who lost his home to a fire during the convention yielded \$8,310. He then introduced Richard Trumka, president of the AFL-CIO.

Trumka told the delegates that the struggle to create jobs and raise wages was key to the economic recovery. "When working



President Rolando poses for a photo with Muscular Dystrophy Association National Ambassador Abbey Umali of Redlands, CA, during Friday's MDA workshop.



people rise up, our entire economy rises up," he said.

However, Republicans in Congress have blocked many attempts to boost the economy with jobs and workers' rights legislation, Trumka said. "Every time the Democrats have proposed jobs legislation, they have been blocked by crass maneuvering, he said.

"They simply don't want the recovery to work because they don't want President Obama to succeed. It's insane and it's disgusting."

Trumka said the labor movement was still fighting to pass the Employee Free Choice Act, a bill to restore the full rights of workers to organize that has stalled in

Congress. "It's alive and it's well and it's as essential as it's ever been," he said. "We're not going to quit until every worker who wants a union has a union."

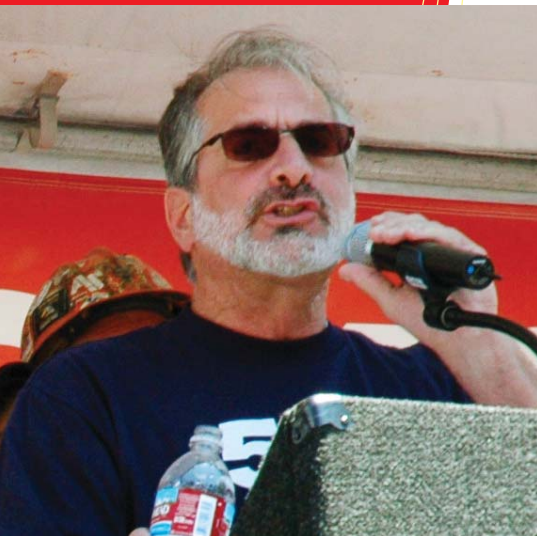
Trumka called the proposal by Postmaster General John Potter to eliminate Saturday delivery an attack on workers rather than a plan for restoring the United States Postal Service. "That's not the way to fiscal health, that's the way to disaster," he said.

"This is about an excuse to take a knife to the letter carriers," he added. "Let's call it what it is—it's ugly, it's a sham, and it's senseless."

Trumka praised letter carriers for their role as community supporters and heroes, citing Keith McVey of Akron, OH Branch 148, who has saved the lives of three people while on his route, including one last month. Letter carriers not only protect lives, Trumka said, they keep an eye on the community and give the public someone to trust with delivery of their medicine, bills, and other vital letters and packages.

Letter carriers take satisfaction in their service to the public, Trumka said. "You don't become a public employee to become wealthy," he said, "you do it to be of service to your fellow citizens. You do it so you can take pride in the work you do."

Trumka urged letter carriers to remain active politically in the crucial elections this fall. "We will win these elections on



Above: President Rolando explains that jobs are the No. 1 issue for the labor movement.



Right (from top): Sen. Barbara Boxer (D-CA), Rep. Jane Harman (D-CA) and Rep. Judy Chu (D-CA)

Far right: Assistant Secretary-Treasurer Nicole Rhine fires up the crowd.





Left: Trumka gives a thumb's up to NALC's efforts to save Saturday delivery. Below: A carrier explains to a reporter what is at stake with eliminating a day of delivery.

November 2nd," he said, "and when we do, it will strengthen us for the fight on November 3rd and 4th and 5th and 6th, and every day after that until we get the jobs that we need."

Trumka called on carriers to show their strength at the AFL-CIO's "Rally for Jobs" Friday afternoon in downtown Los Angeles.

President Rolando thanked the members of Branch 1100 and the NALC staff for a job well done hosting and running the convention. The convention then passed a motion to adjourn the convention *sine die* shortly before 10 a.m.

'Paychecks Pay the Bills'

"We've never tried anything on this scale before," a confident Rolando remarked of the massive effort to move delegates the 30 miles to Los Angeles City Hall. After approval of the motion to adjourn, more than 3,500 NALC convention delegates flocked to waiting buses parked on both sides of the Anaheim Convention Center, picking up along the way

special "Save Saturday Delivery" T-shirts, bottles of water and box lunches.

Thanks to the help of dozens of volunteers, guided by the NALC's dedicated Legislative and Political Department, thousands of delegates were on their way to L.A. within 45 minutes of the convention's final gavel.

Good fortune was with the delegates as fears regarding Los Angeles' notoriously awful traffic proved mostly unfounded—on that morning, at least—and all 65 buses arrived safely and on time for the 12:30 p.m. rally.

Letter carriers were joined on the city hall lawn by hundreds of their brothers and sisters from the building trades, the American Federation of Teachers, Unite Here, and other unions. Trucks and vans representing numerous local and national news organizations—even one from China!—lined up along a couple of city blocks, and at least two news helicopters hovered above the fray as their cameras captured the event from their vantage point 1,000 feet in the air.



"As those of you in Southern California know all too well, American jobs are a bigger issue today than they've been in many decades," Rolando said at the microphone, addressing the crowd. "We must preserve existing jobs and we must create new jobs."

Rolando told the gathering that if the Postal Service's penny-wise and pound-foolish plan to save money by cutting a day of mail delivery service were approved, 80,000 postal worker jobs would be on the chopping block.

"Our fight to save the Postal Service and Saturday delivery is a fight that is critical for our union but it also has major implications for every American and every community," he said. "It is your fight as well as ours."

"It is no coincidence that the attack in recent years on the job security, wages, working conditions and pensions of working and middle-class people came at a time when unions faced major challenges," Rolando said. "No one knows this better than Rich Trumka, the president of the AFL-CIO. That's why we are fighting with him to restore balance to our labor-management system and to provide a level playing field for workers who want to organize."

"We also heartily endorse President Trumka's call for a huge public investment in infrastructure and for additional assistance to state and local governments to avert mass layoffs of police, firefighters and other public servants in the months ahead," he said. "A new stimulus bill that prevents damaging layoffs and tax increases would guard against a worsening of the recession."

President Trumka delivered a fiery address as well. "How are we going to rebuild America?" he asked. "With jobs! Who's going to rebuild America? Working people with jobs!"

Other speakers included Los Angeles Mayor Antonio Villaraigosa, Sen. Barbara Boxer (D-CA), Rep. Jane Harman (D-CA), and several Southern California labor leaders who spoke of local initiatives to get financing to fund transportation construction.

With energy and enthusiasm, carriers cheered and waved signs at the passing traffic as they waited to board the buses back to the Anaheim Convention Center. Returning at about 3 p.m., the delegates dispersed, prepared to take the fight to save Saturday delivery back to their homes in cities and towns across the country.



Retiring Officers' Dinner



Top: President Emeritus William H. Young thanks the delegates for their efforts while he was president of the union.

Above: Retiring Executive Vice President Gary Mullins embraces President Rolando.

Below: After dinner, the crowd enjoyed dancing.

More than 1,000 friends and family members turned out for the Retiring Officers' Dinner on Thursday to honor the eight NALC national officers who have either left office since the 65th Biennial Convention in Las Vegas or who will do so at the end of their term this December. The dinner, speeches and dance provided union members an opportunity to celebrate the careers of the Executive Council members who have spent much of their letter carrier careers with the NALC defending the

pay, benefits and working conditions of their fellow members.

Following the meal, NALC President Fredric V. Rolando, whose own position as the union's top leader had been reaffirmed by an enthusiastic convention the previous day, served as the master of ceremonies and invited each retiring officer to come before the crowd to say a few words. Although their remarks ran from humorous to reflective, each honoree was effusive in his thanks to the men and women with whom they worked and whom they served.

Those honored were President Emeritus William H. Young, Executive Vice President Gary Mullins, Director of City Delivery Dale Hart, former Denver Region 4 National Business Agent Wes Davis (who was unable to attend the gathering), St. Louis Region 5 NBA Mike Weir, Minneapolis Region 7 NBA Ned Furr, former Dallas Region 10 NBA Gene Goodwin and former Cincinnati Region 11 NBA Bill Cooke.



The NALC Auxiliary's Executive Council is sworn in by NALC Executive Vice President Gary Mullins.



Monday, August 9

Auxiliary delegates to the 52nd National Convention were greeted by the lively sounds of music provided by the Memphis Letter Carrier Band under the direction of Carl Flake. Color Guard Vickie Payne (Aux. 8—Salt Lake City) presented the colors. The band accompanied Donna Beckwood, Branch 530 Birmingham, Alabama, who sang the National Anthem. President Linda Kirby (Wisconsin) called the meeting to order, with this year's theme being "Membership—The Key to Our Success."

President Kirby introduced the National Auxiliary board: Cythensis Lang (Alabama), vice president; Marie Rasmussen (Wisconsin), secretary; Edie Pottenger (Colorado), assistant secretary; Kathy Miller (Iowa), treasurer; and Sue Prather (Oklahoma), bylaws chair. Peggy Morris (Texas) was introduced as a past national president and Bonnie Christy (Illinois), Geraldine Turner (South Carolina) and Patsy Mester (Illinois) were introduced as past national officers. James Stewart was named convention parliamentarian.

Edie Pottenger (Aux. 444—Denver) presented a moment of grace and led the delegation in reciting the organization's collect.

Jeanette Meyer, president Aux. 361—Modesto, CA, welcomed all the officers, delegates and guests to California for the convention. Jeanette wished everyone a great convention and hopes we enjoy the great weather.

Six first-time convention delegates introduced themselves. President Kirby announced committee assignments.

Dressed in period clothing, each national officer represented a national president from the Auxiliary's past. The Auxiliary's involvement over the last 105 years has reflected the changes to the NALC, but the mission remains the same—to support the NALC and its charities.

Credentials Committee Chair Amanda Miller (Aux. 141—Oklahoma City) introduced committee member Cynthia Martinez (Aux. 377—Phoenix) and presented the convention credentials report. Bylaws Co-Chairs Sue Prather (Aux. 141) and Cythensis Lang (Aux. 2517—Mobile) introduced their committee members: George Anna Myers (Aux. 4—Kansas City, MO), Paula Connell (Aux. 2907—Edison, NJ) and Jeanette Strohl (Aux. 1—Portland, OR). Bylaws duly submitted for action prior to the convention were presented. Those actions are part of the recorded minutes.

National Treasurer Kathy Miller (Aux. 200—Iowa City) updated the delegates on the filing of e-postcards and possible implications if the postcards are not filed appropriately and timely.

All delegates were reminded to make their individual and auxiliary donations to COLCPE, MDA and the William C. Doherty Scholarship Fund. Recognition of two-year contributors of at least \$50 per year to COLCPE were to be recognized during Wednesday's business session.

Tuesday, August 10

The Washington State Letter Carriers Band provided an entertaining mix of music as delegates prepared to reconvene the session.

National Auxiliary Vice President Cythensis Lang led the Memorial Service, which paid tribute to auxiliary brothers and sisters who have passed away since last convention. Donna Beckwood, Branch 530 Birmingham, Alabama, sang a moving version of "Yesterday."

President Kirby reconvened the business session and called on the audit committee for its report. Audit Committee Chair Alice Weed (Aux. 2809—Mankato, MN) and committee member Crystal Bragg (Aux. 153—Decatur, IL) reported the results of their audit. They found the books of Secretary Marie Rasmussen and Treasurer Kathy Miller to be in good order, and both officers have met the specifications according to the bylaws.

The mileage and per diem committee, chaired by Patsy Mester (Aux. 21—Springfield, IL) and committee member Ann Borowski (Aux. 144—Milwaukee) presented the mileage and per diem report. The delegates approved the report as presented.

Director of Health Benefits Tim O'Malley thanked the auxiliary for its assistance in new member sign-up during open enrollment periods. O'Malley called on the auxiliary to continue its strong support as we all face legislative

The Auxiliary raised money through its raffles and country store, set up in the Registration Area.



(Aux. 430—Racine, WI) was nominated for secretary. Kathy Miller (Aux. 200—Iowa City, IA) was nominated for treasurer. Susan Prather (Aux. 141—Oklahoma City) was nominated for assistant secretary.

The delegates to the 52nd National Convention re-elected Linda Kirby to serve the 2010-2012 term as president.

Chair of the Greetings Committee to the NALC Linda Kirby gave a report. All national auxiliary officers served on the committee and were introduced to the NALC Convention delegates. President Kirby's comments focused on membership as the key to our success, whether it relates to strengthening the membership or fighting legislative battles together. President Kirby asked carriers to get their spouses involved in the auxiliary. When families band together, we can and will make a difference.

Jeremy Goldberg, NALC Regional Field Coordinator from the Legislative and Political Department, updated the delegates on keeping six-day delivery as well as the importance of the 2010 mid-term elections. Goldberg urged all auxiliary members to get actively involved, as these elections will be crucial to carriers and their families.

Delegates and guests then boarded buses to travel to Knott's Berry Farm for an enjoyable luncheon organized by NALCA Bylaws Chair Sue Prather (Aux. 141—Oklahoma City).

Thursday, August 12

NALC Executive Vice President Gary Mullins installed the officers of the NALCA for 2010-2012: President Linda Kirby (WI), Vice President Cythensis Lang (AL), Secretary Marie Rasmussen (WI), Treasurer Kathy Miller (IA) and Assistant Secretary Sue Prather (OK). After the installation, each officer addressed the delegates with a short acceptance speech.

National Auxiliary Secretary Marie Rasmussen led a Moment of Grace, followed by the Collect. The convention approved the minutes of the previous day as presented.

Resolutions Committee Chair Loretta Smith (Aux. 28—Dallas) and committee member Darlene Fabio (Aux. 430—Racine, WI) announced that no resolutions were put forward for the convention.

Tonya Lloyd (Aux. 111—Austin) Chair of the Country Store Committee gave a report. Members of the committee included all the delegates of Auxiliary 111. Lloyd thanked the members as well as giving special thanks to Darlene Fabio and Ralph Honda (Aux. 550—Grand

issues, stating "Together we can overcome the issues."

Vice President Cythensis Lang (AL) presented her organizer's report. New auxiliaries formed since last convention include Aux. 1570, Santa Clara, CA; Aux. 2621 Winterhaven/Lakeland, FL; Aux. 1222, Lawton, OK; Aux. 388, Janesville, WI and Aux. 507, Madison, WI.

Larry Kania, Br. 3 Buffalo-Western New York, delivered greetings to the auxiliary from NALC. He introduced the NALC greetings committee: Emre Edwards, Br. 181 Austin, TX; Tony Gonzales, Br. 35 Little Rock; Mary Smith, Br. 1080 Greenwood, MS and Mitchell Terral, Br. 2589 Lubbock, TX. Kania told the delegates that when he looked up the word "auxiliary," his favorite definition was "held in reserve for exceptional service." On behalf of the committee, he thanked the auxiliary for its service and support through the years, especially in the legislative arena and in support for the charities of the NALC. NALC Executive Vice President Gary Mullins accompanied the Greetings Committee to the podium. Mullins announced that NALC President Fredric Rolando appointed him as the first-ever liaison to the NALCA. This action proves the sincere efforts that are needed to save the Postal Service.

Delegates divided into groups to brainstorm on ways to increase membership on the local level in order to become even stronger and more viable supporters of the NALC and the missions.

Nominations of officers took place. Linda Kirby (Aux. 465—Kenosha, WI) and Bonnie Christy (Aux. 946—Aurora, IL) were nominated for president. Cythensis Lang (Aux. 2517—Mobile, AL) was nominated for vice president. Marie Rasmussen

An election for president was set to take place on Wednesday morning. All other officers were declared elected.

Wednesday, August 11

Delegates' toes were tapping to the tunes played by the Memphis Letter Carrier Band under the direction of Carl Flake as they entered the convention room. After the delegates sang the National Anthem and said the Pledge of Allegiance, President Kirby reconvened the 52nd National Convention.

Kathy Miller (Aux. 200—Iowa City, IA) led a moment of grace, after which the delegates recited the Auxiliary collect.

Nominees for president then gave election speeches. Bonnie Christy (Aux. 946—Aurora, IL) indicated that if she were to be elected, she would focus on increasing membership with new carriers' spouses and retirees, legislative involvement and communication with auxiliary members. Incumbent Linda Kirby (Aux. 465—Kenosha, WI) said she would continue to strengthen the auxiliary by continuing many of the initiatives she had begun—communications, membership, more legislative involvement and making sure the auxiliary was prepared to survive into the future by working to resolve its IRS matters.

President Kirby called on Credential Committee Chair Cynthia Martinez (Aux. 377—Phoenix) for the final convention credentials. The convention accepted the report without objection. President Kirby retired the Credential Committee members and thanked them for their diligent service during this convention.

An election for president took place.

Forks, ND) for all their work in the store. The preliminary total of money raised was \$3,217.50.

We Care-We Share awards were presented to Auxiliary members who have contributed at least \$50 each year since the last convention. A preliminary report of income during the convention was distributed and explained to the delegates. Once final totals are in, a formal financial statement will be released.

Distribution Committee Chair Sylvia Frazier (Aux. 2720—Tulsa) introduced her committee: Barb Grage (Aux. 78—Omaha), Linda Herinckx (Aux. 795—Puyallup, WA) and Loudean Rodriquez (Aux. 444—Denver). The delegates accepted the report.

President Kirby thanked the Tellers Committee Chair Jacque Ragsdale (Aux. 351—Wichita) and members Matthew Strohl (Aux. 1—Portland, OR), Selina Dornan (Aux. 1248—Muskogee, OK), Peggy Winston (Aux. 1200—Newport News, VA), Jean Gaskin (Aux. 1200—Newport News, VA) and Sue Baxter (Aux. 327—Appleton, WI).

President Kirby thanked Sergeant of Arms Gloria Diaz (Aux. 444) and Boyd Culp (Aux. 2720) for their diligence and service during the convention.

The convention warmly welcomed NALC MDA Coordinator Jim Williams and National MDA Vice President of Program Development Tom Boyle. Williams spoke about our long-term relationship with MDA. Our collective efforts are appreciated, and Williams thanked the delegates for what has been done and what we are going to do. Tom Boyle noted that the relationship with MDA has lasted for 58 years. Boyle thanked the auxiliary delegates for all of their support.

Eddie Pottenger (Aux. 444) gave a poignant farewell address. Eddie retired from the National Board but said she will always be available to assist in any way she can.

The convention reached a consensus that the Country Store will continue at the 2012 convention. The Colorado Association of Letter Carriers Auxiliary volunteered to chair the committee.

Color Guard Vickie Payne (Aux. 8—Salt Lake City, UT) retired the flag. President Kirby declared the 52nd National Convention adjourned.

M. Marie Rasmussen,
NALCA Secretary

NATIONAL ASSOCIATION OF LETTER CARRIERS AUXILIARY FUNDS RECEIVED FROM 2010 NATIONAL CONVENTION ANAHEIM, CA

REGISTRATION	\$2,340.00
Pre-Convention Registration	\$1,800.00
On Site Registration	\$ 540.00
PER CAPITA	\$1,189.50
50/50 RAFFLE	\$1,402.00
CHINESE AUCTIONS	\$ 560.00
Auction during luncheon	\$ 345.00
Auction during Thursday session	\$ 215.00
CONVENTION LUNCHEON	\$4,100.00
CONVENTION QUILTS	\$ 724.00
COUNTRY STORE	\$3,250.50
DONATIONS COLLECTED	\$1,609.00
Doherty Scholarship	\$ 245.00
MDA	\$ 335.00
We Care—We Share	\$1,029.00
DONATIONS TO NALCA	\$ 125.00
ROOM REIMBURSEMENT	\$ 545.00
T-SHIRTS FOR MDA RAFFLE	\$ 228.00
TRAVEL VOUCHER	\$2,460.00
OVERALL TOTAL	\$18,533.00

Thank you to all the individuals and auxiliaries who made donations to the charities supported by the NALCA. It is always a risk to publicly thank individuals, as invariably someone will be inadvertently omitted from the list; however, we would like to recognize the following: Crystal Bragg (Aux. 153—Decatur, IL) for donating fantastic items to the Chinese auction held during the luncheon; Jeanette Strohl (Aux. 1—Portland, OR) for donating an adorable quilt for our Auxiliary Chinese auction; Donald Becker (Aux. 111—Austin) for creating and donating the amazing historical poster for the Auxiliary Chinese auction; Sue Prather (Aux. 141—Oklahoma City) for the beautiful quilts for our raffle; all the Auxiliary members and residents of Nalcrest for the donations to our Country Store, Auxiliary 111 (Austin) for chairing the Country Store and thank you to all the delegates who supported our country store and raffles.