

‘WE WILL NOT BACK DOWN’

President Rolando and new Executive Council installed



Though this is a time of great challenge for both the United States Postal Service and the nation itself, if the nearly 300,000 members of the National Association of Letter Carriers work together, we can be instrumental in turning things around. That’s the message President Fredric V. Rolando delivered to the approximately 1,000 attendees of the ceremony where he was sworn in for his first full term as president of the NALC.



Opposite page, top: President Rolando vows to never back down in fighting for carriers' jobs and benefits.

Below: NALC's national resident officers, trustees, national business agents and AFL-CIO delegates took the oath of office, administered by President Emeritus William Young.

Following a formula laid down by the union's founders more than a century ago, Rolando and the 27 other newly installed members of the union's Executive Council took the oath of office at the Washington Hilton hotel during a gala celebration on Dec. 4.

"I do solemnly promise on my honor that I will faithfully execute the laws of the National Association of Letter Carriers. I will perform, to the best of my ability, the duties of the office to which I have been elected, guard all property placed in my charge and, at the expiration of my term of office, turn the same over to my successor. I will do all in my power to promote the welfare of the National Association of Letter Carriers and its members."

In his installation speech, Rolando explained that the welfare of the NALC is directly tied to the stability of our employer, the USPS, and he took aim at those who attempt to damage the Postal Service for their own purposes. "As employees of the United States Postal Service, we face challenges," he said. "But the biggest challenge we face is not financial. It is, rather, the misinformation put out by those who seek to destroy the public sector and, sometimes, the misleading statements of Postal Service management itself."

"What we face is not, as some would have it, a choice between Saturday delivery and a taxpayer bailout," he continued. "The real choice is between reducing services, inconveniencing millions of customers, eliminating 80,000 good American jobs and jeopardizing the future of the United States Postal Service on one hand

and, on the other hand, corrective legislative action that would let the Postal Service use its own money in a responsible manner with no downsides for the public or anyone else involved.

"Presented that choice, how do you think the American people would come down, given the facts?"

He vowed that his actions as president would serve to make that choice clear to all Americans.

Installation ceremony

Retiring Executive Vice President Gary Mullins was master of ceremonies for the evening, his final duty as an officer of the union he has served for more than three decades. The event opened with the presentation of colors by the Joint Forces Color Guard, which remained at attention during the national anthem, performed by Mike Zagaros, vice president of Minneapolis Branch 9. Following the Pledge of Allegiance, led by Florida State Association President Matty Rose, Mullins introduced AFL-CIO Secretary-Treasurer Liz Shuler.

Shuler, a former executive assistant to the president of the International Brotherhood of Electrical Workers, is the first woman and youngest person to hold the office of AFL-CIO secretary-treasurer within the 11-million-member federation. She thanked Rolando for the cool reasoning he brings to AFL-CIO Executive Council meetings.

She called on the new NALC leaders to stand firm. "We have to continue to fight, because this year we are looking at a more hostile Congress, more hostile state legislatures, and overlay all that



Top: President Emeritus Young hands over the ceremonial gavel to President Rolando.

Above: Attendees rise to thank the Joint Forces Color Guard for the presentation of colors.



Above: A crowd of almost 1,000 attended the ceremonial dinner, held at the Washington Hilton hotel.

with the truly terrible economic environment that we're operating in. Working families are right in the bullseye. We're struggling with lost jobs, lost homes and lost hopes. We're going to be the focus of a growing corporate attack. ... But if anyone has seen these attacks before, it's you. We are going to be looking to you again and again for guidance, solidarity and for strength."

Also in attendance to show their solidarity were American Postal Workers Union President Cliff Guffey, National Rural Letter Carriers' Association President Don Cantriel and Dallas Jones of the National Postal Mail Handlers Union, along with Ruth Goldway, chairman of the Postal Regulatory Commission. Neither President Emeritus Vincent Sombrotto nor James Rademacher was able to attend, but both sent best wishes.

Father Clete Kiley, director of immigration for Unite Here, offered a thoughtful invocation before dinner was served.

NALC President Emeritus William Young was the installing officer and called forward the 10 resident national officers, three national trustees and 15 national business agents who make up the 28-member Executive Council that guides the union. The NALC's seven elected AFL-CIO delegates also came forward for the oath-taking ceremony.

"My proudest moment [as president of the NALC] was watching this young man—your president—assume the

duties of that office in some of the most troubling times that we've ever faced in this nation," Young said before installing the officers. "He's focused, he's determined, and he will not fail if he gets the level of support that I got from all of you—and I'm sure that he will."

After administering the oath spelled out in the union's Constitution, Young excused the other officers and called Rolando to the podium, formally presenting him with a gavel, signifying his authority, and pronounced him duly installed as the 18th national president in the NALC's 121-year history.

Labor targeted

President Rolando began his speech by addressing the results of the recent congressional elections, promising not to sugarcoat what happened. "Many of our strongest allies lost their seats in Congress, due to misguided public anger over the slow pace of the recovery," he said.

With the new makeup in the House and Senate, organized labor—especially public sector workers—stands as a target for the new right-wing legislators. But attacks on labor are attacks on America's middle class, Rolando argued.

"What our critics overlook, and what we must do a better job of explaining to the public, is that our struggles are waged not just for our members, but on behalf of the nation as a whole. We are



not a special interest; rather, we fight for the national interest.

“When unions have been robust, the middle class has expanded,” he continued. “When labor has been under assault, as in recent years, average Americans have felt the results in their personal lives.”

NALC and the entire labor union must fight back, Rolando said, exposing whose greed, whose excesses and whose corruption for the last decade sent the economy reeling. “Is it really the union halls, or is it rather the corporate suites, that have hurt average people in these difficult times, that put our nation on the brink?”

He offered this promise—the same promise Harry S Truman offered his opposition: “If our foes will stop telling lies about us, we will stop telling the truth about them.”

Fixing postal finances

Closer to home, Rolando also vowed to fight those who would exploit the the Postal Service’s financial problems to weaken the Service itself. From targeting Saturday delivery to citing misleading survey results, right-wing legislators and Postal Service management have tried to institute unnecessary “reforms,” when a transfer of the surplus CSRS funds would end the pre-funding of future retiree health benefits to the tune of \$5.5 billion a year, giving the Postal Service the breathing room it needs to take on the serious but not overwhelming threats of dropping mail volume and Internet diversion.

“Our adversaries may pretend that they seek to improve postal finances,” he said, “but their real aim is what they seek to do everywhere else—to destroy the public sector, to privatize every aspect of American life, not in the interests of the public, but rather to meet their extreme ideological goals and to further enrich their corporate allies.

“As we defend the integrity of the USPS in the months ahead, we also will be entering into negotiations with it for a new contract for our members,” Rolando said. “Here too, especially here, we will not back down. We will fight vigorously to defend the standard of living of the nation’s letter carriers that they have earned by fulfilling—and going well beyond—their contractual duties.

“When it comes to defending letter carriers, take it to the bank: We will not back down.”

Marching orders

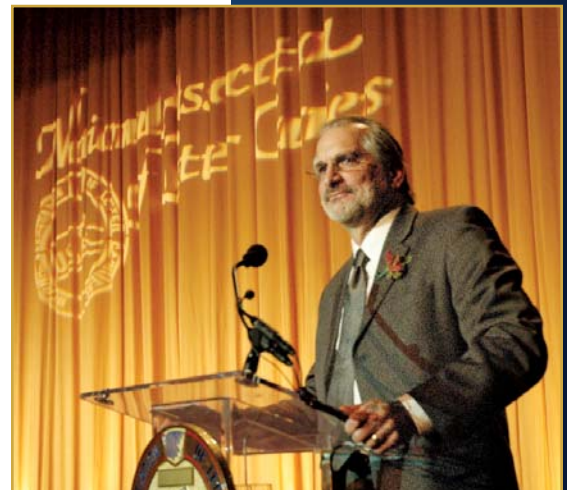
Concluding, Rolando thanked his fellow officers for their commitment to facing the challenges ahead. He called on members and others to join him.

“We will also rely heavily on each of you to [get the message out] in your own manner, whether as union activists, as labor leaders, as friends, as neighbors, as family or simply as informed and fair-minded people. Give the American people the facts, and they will do what they usually do—make reasonable and responsible decisions in the best interests of this country.” ✉

Above left: AFL-CIO Secretary-Treasurer Liz Shuler (l) with NALC Secretary-Treasurer Jane Broendel, whom Shuler credits with helping paving the way for women in labor leadership roles.

Above: Executive Vice President Gary Mullins waves goodbye as he finishes his last official act.

President Rolando calls on all members to help educate the public on why unions are vital for middle-class prosperity.



Profiles of NALC national officers 2011-2014



President
Fredric V. Rolando
Sarasota, FL Br. 2148

Fredric V. Rolando was elected president of the National Association of Letter Carriers by acclamation in 2010 during the 67th National Convention in Anaheim.

A member of Sarasota, FL Branch 2148, Rolando began his letter carrier career in 1978 in South Miami, Florida, as a member of Branch 1071. He served as a steward from 1979

to 1984, then moved to Sarasota and soon became chief steward there.

"I got active in the union because of the antagonistic way management treated letter carriers," Rolando explained.

In 1988, he was elected president of Sarasota Branch 2148 and held that post until 1999. From 1992 to 1999, he also served as a part-time regional administrative assistant for Atlanta Region 9 and was director of education for the Florida State Association of Letter Carriers from 1993 to 1999. He was named a full-time RAA for the Region 9 in 1999.

Rolando was first elected to national office by acclamation at the 2002 Philadelphia Convention as director of city delivery, having been appointed to that post in February 2002 by President Vincent R. Sombrotto to fill a vacancy.

During his service in the city delivery post, Rolando had the opportunity "to become familiar with many of the specific issues that affect

letter carriers, both common and unique to different areas of the country," he said. He took a leading role in preparing the union for "future city delivery issues, which will likely include transitions necessitated by changes in the Postal Service itself."

Rolando's election as NALC executive vice president by acclamation at the 2006 Las Vegas Convention was another affirmation by his fellow letter carriers of their confidence in his abilities as a leader on the Executive Council.

As executive vice president, Rolando focused on working with the U.S. Postal Service to restructure delivery routes of mail carriers in a manner that protected their contractual rights as employees while allowing the Postal Service to have flexibility to meet the financial challenges posed by changing communications technology and the economic crisis.

In July 2009, Rolando was sworn in as the 18th president of the National Association of Letter Carriers following the retirement of William H. Young.

Rolando has a bachelor of science degree in criminology and psychology from Florida International University. He and his wife, Jolene, reside in Fredericksburg, Va, and have two daughters and two sons.



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

Timothy C. O'Malley was elected executive vice president of the National Association of Letter Carriers by acclamation in 2010 during the 67th Biennial Convention in Anaheim, CA.

Prior to this, he served as director of the NALC Health Benefit Plan for five years, from December 2005, when President William H. Young appointed him to fill the position vacated by the retiring Thomas Young. At the 65th Biennial Convention in Las Vegas, O'Malley was elected by acclamation to continue serving as director of the NALC Health Benefit Plan. During his time at the Plan, he worked with the president and national trustees to increase both the benefits and member participation in the Plan.

He served also as national business agent for Philadelphia Region 12, which covers Pennsylvania and south and central New Jersey.

O'Malley brings a substantial amount of experience to his position as a national officer.

He became a letter carrier in Philadelphia at age 18, just 12 weeks after the 1970 wildcat strike. NALC members in the City of Brotherly Love played a significant role in that walkout.

Starting at age 22, O'Malley served 10 years as a Philadelphia Branch 157 steward and was later elected branch trustee and health benefit representative, as well as vice president from 1985 through 1988. He served as branch president from January 1989 up to his election as national business agent in 1998 at the 61st National Convention in Las Vegas. He was re-elected by acclamation in 2002 at the 63rd National Convention in his hometown of Philadelphia. During his tenure as national business agent, he worked tirelessly to protect letter carriers in New Jersey (Trenton and Hamilton Township especially) from exposure to anthrax.

O'Malley and his wife, Sue, have three sons and two daughters.



Vice President
George C. Mignosi
Brooklyn Br. 41

George C. Mignosi was elected national vice president of the National Association of Letter Carriers in July 2010 by acclamation by the 67th Convention in Anaheim.

Mignosi began his postal career in 1979 as a clerk at the GPO in New York City, but he soon moved to the letter carrier craft and became a member of Brooklyn Branch 41 in 1980.

By 1986, he was an NALC shop steward at Canarsie Station and attended the 1986 NALC Convention in St. Paul.

His experience at that 55th national convention was unforgettable and "career-changing."

"For the first time, I really saw and understood the power letter carriers could bring to themselves," Mignosi said. "I learned that we

are stronger, that we are empowered, when we work together to enforce the National Agreement on the workroom floor."

Mignosi served Branch 41 in a series of increasingly responsible offices—assistant financial secretary, vice president and vice president/chief steward. In 1999, President Sombrotto selected him to serve as a regional administrative assistant for Region 15.

He was appointed national business agent in February 2002, and was elected to that office by acclamation at the Philadelphia convention. At the 2006 National Convention in Las Vegas, he was elected assistant secretary-treasurer, again by acclamation. In July 2009, President Rolando appointed him vice president.

Sharpening the national union's administrative operations and assuring the wise and efficient use of union resources remain priorities for Secretary-Treasurer Jane E. Broendel.

A member of Davenport, IA Branch 506, Broendel had served three years as assistant secretary-treasurer when NALC President Vincent R. Sombrotto appointed her secretary-treasurer in February 2002 to fill a vacancy. She was overwhelmingly elected in nationwide balloting later that year to her first four-year term, then was re-elected by acclamation twice—at the 2006 convention in Las Vegas and again at the 2010 convention in Anaheim.

As secretary-treasurer, Broendel manages both the Finance and Membership departments and is responsible for organizing national conventions and other national events.

Broendel became the NALC's first female resident national officer when she was elected assistant secretary-treasurer by acclamation at the 1998 Las Vegas Convention. She served on the National Board of Trustees from 1995 to 1998, which gave her the distinction of being the first woman to sit on the NALC Executive Council.

Broendel holds a bachelor of science degree in dietetics from Illinois State University and did post-graduate work in nutrition at the University of Iowa. She decided to pursue a career as a letter carrier in 1984 and joined the NALC two days after she started carrying mail.

"Within five months, I was actively involved because it didn't take me long to see how the union assisted letter carriers," she said. "The support, education and representation offered by the union motivated me—and so did witnessing others' difficulties with management on the workroom floor."

Broendel filled many roles in Branch 506—Employee Involvement facilitator, steward for five years, branch trustee for 12. She was treasurer of the Iowa State Association of Letter Carriers from 1989 to 1997, and also served as a state legislative liaison.

Noting that difficult days lie ahead for the postal community, Broendel said, "It is now more essential than ever that all letter carriers, their families and friends become active in the legislative process."

She is married to F. John Miller and is the mother of a daughter, Katherine, and a son, Reid.



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

Nicole R. Rhine was elected assistant secretary-treasurer of the National Association of Letter Carriers in July 2010 by the 67th National Convention in Anaheim.

Rhine, a member of Lincoln, NE Branch 8, became an NALC member as soon as she joined the carrier craft, attending branch meetings and state conventions regularly.

"I couldn't wait to become a member of the union," she said. "I learned at an early age what unions stood for and could accomplish because my mother worked at a packing plant and belonged."

At the branch level, Rhine served stints as assistant steward and steward. She was elected branch secretary in 1998, a role she held until her election as branch president in 2004. For three years starting in 1998, Rhine was also the Nebraska State Association of Letter Carriers' legislative representative, until her election as

state association president in 2001.

"I have always had an interest in politics, so becoming active in the state association was a natural fit," she said.

Rhine was a St. Louis Region 5 arbitration advocate from 1999 to 2006. In 2006, she was appointed as a regional administrative assistant by NALC President William H. Young to fill a vacancy. Then, in July 2009, NALC President Fredric V. Rolando appointed her national assistant secretary-treasurer to fill a vacancy.

"It was my desire to educate letter carriers of their rights, and to defend them when those rights were violated, that inspired me to assume my other union roles over the years," she said. "I am excited about the opportunity to serve the membership as a whole after being able to do so previously at the local, state and regional levels."

Rhine holds a journalism degree from the University of Kansas.



**Asst. Secretary-Treasurer
Nicole Rhine
Lincoln, NE Br. 8**

Lew Drass was elected the National Association of Letter Carriers' director of city delivery in July 2010 by the 67th National Convention in Anaheim, the latest milestone in a steady history of union service.

Drass began his postal career in Riverdale, MD, where he served as an NALC shop steward from 1983 to 1989. He transferred to Huntsville, AL, in 1989, and soon made his presence known, becoming assistant newsletter editor and Muscular Dystrophy Association coordinator for Huntsville Branch 462 in 1990, serving in both posts until 1993.

In 1993, Drass was elected president of the 280-member branch, a job he held at the time of his first election as Memphis Region 8 national business agent at the 2002 National Convention in Philadelphia. Along the way, he also served as an Employee Involvement facili-

tator and, starting in 1997, as a local business agent. He was re-elected NBA by acclamation at the 2006 Las Vegas Convention.

Drass served as director of education for the Alabama State Association of Letter Carriers from 1995 to 1997, its vice president from 1997 to 2001, and its president from 2001 to 2002.

Drass explained he became so active in the union because "I never have liked bullies. I still don't. I just couldn't sit by and watch management pick on other letter carriers who couldn't—or wouldn't—defend themselves."

One of his goals has been "to convince every letter carrier to become actively involved in the legislative process," he said.

Drass now serves the NALC in Washington with his primary goal of "helping ensure that letter carriers across the nation receive the best representation possible."



**Director of City Delivery
Lew Drass
Huntsville, AL Br. 462**



Director of Safety & Health
Manuel L. Peralta Jr.
Garden Grove, CA Br. 1100

Manuel L. Peralta Jr. was elected the National Association of Letter Carriers' director of safety and health in July 2010 by the 67th National Convention in Anaheim.

Manny, as he is known to his friends, didn't waste any time becoming active in the NALC. He started his career in October 1979 at Brookhurst Station in Anaheim and became a shop steward shortly after his probation ended. He served Garden Grove, CA Branch 1100 as an equal employment opportunity representative, as a member of the executive council, and then six years as a full-time officer, first as vice president and later as executive vice president.

In December 1990, President Vincent R. Sombrotto appointed him as a regional administrative assistant for Region 1. In 2006, he was elected Region 1 national business agent by acclamation at the Las Vegas National Convention.

As Director of Safety and Health, Peralta works closely with NALC leaders and key Postal Service managers to assure a safe work environment with both through contract enforcement and with the development of new safety programs and the application of best practices nationwide. His responsibilities also

include guarding against biohazards, both in the mail and in the workplace.

"In my life and career, I have been blessed with encouragement and opportunity," he said. "My first union mentor, a truck driver named Jim Linton, preached about the need for and the value of unions, and the good they offer to society to this day."

Peralta says he was "guided and inspired" to become a shop steward by Tom Young and Brian Farris, both of whom served as national business agents in Region 1.

He follows in their footsteps with great pride. "They taught me that our role as union leaders is to always teach, inspire and guide the youth of our union," he said, "never holding back what we know and always guiding them toward success."

"It is becoming more difficult each day to find activists with the time and energy to make the sacrifices necessary to serve this union," he noted. "That is our challenge and we must all meet it."

"I thank my family for the support they have given me and the NALC through the years. I would not have been able to make the necessary sacrifices without them," he said.



Director of Life Insurance
Myra Warren
Dallas Br. 132

Myra Warren was elected by acclamation at the 2010 Anaheim Convention to serve a second term as director of the union's Mutual Benefit Association (MBA). She was already serving as national assistant secretary-treasurer when she was appointed to the MBA post by President William H. Young in January 2005.

A member of Dallas Branch 132, Warren served as regional administrative assistant for Dallas Region 10, which covers Texas and New Mexico, from 1996 until her appointment by President Vincent R. Sombrotto in March 2002 to the vacant assistant secretary-treasurer's position. She was elected by acclamation at the 2002 Philadelphia Convention to a full term.

Warren brings both a spirited commitment to serving the members and a determined sensibility to her duties. She also has a great interest in the legal system and holds a degree in paralegal studies.

She started carrying mail and joined the NALC in August 1981. As a member of Branch 132, she was shop steward, a Step 2 designee,

an equal employment opportunity representative, an AFL-CIO delegate and an elected financial secretary. For six years, she was a local business agent specializing in OWCP, and she handled Family and Medical Leave Act cases before she was appointed RAA.

More recently, she was appointed by President Fredric V. Rolando to serve on the NALC's Uniform Committee.

Myra's passion and belief in her work has been rewarding. "I am blessed with a zeal for sharing knowledge and helping people. It is immensely satisfying to provide my fellow carriers with the tools necessary to stand up to management and obtain the rights to which they are entitled. My goal is to continue steadfast in my responsibility to serve my brothers and sisters in the union."

She is happily married to David Warren, a fellow letter carrier from Tyler, TX Branch 493, who transferred to Baltimore Branch 172 in 2008. They have three adult children as well as three grandsons—Corey, Herbert II and Marquis.



Director, Health Benefit Plan
Brian Hellman
New York Br. 36

Brian Hellman was elected director of the National Association of Letter Carriers' Health Benefit Plan in July 2010 by the 67th National Convention in Anaheim.

Hellman, an Army veteran, began his postal career in January 1980 in New York City as a clerk and became a city letter carrier in 1982. After seeing how aggressive managers badgered carriers, he got active in the NALC, taking on the job of shop steward for New York Branch 36 at the FDR Station in 1985, a post he held until he became a New York Region 15 regional administrative assistant in 1994. He also served Branch 36 as assistant health benefits/compensation representative from 1990 to 1992 and as health

benefits representative from 1992 to 1994. He took office as Region 15 national business agent in 1998.

In 2002, President Vincent R. Sombrotto named Hellman director of life insurance to fill a vacancy. He was subsequently elected to that position by acclamation at the 2002 Philadelphia convention, and he pushed the Mutual Benefit Association to develop new products consistent with good business practices.

President William H. Young appointed Hellman director of safety and health in January 2005 to fill a vacancy. At the National Convention in Las Vegas in 2006, he was elected to that position by acclamation.

Hellman is the father of two boys and a girl.

Ernie Kirkland was elected the National Association of Letter Carriers' director of retired members in July 2010 by the 67th National Convention in Anaheim.

The longtime member of Central Kentucky Bluegrass Branch 361 was first elected president of that branch in 1978. Kirkland was appointed part-time regional administrative assistant for Kentucky-Indiana-Michigan (KIM) Region 6 in 1996, and he said goodbye to branch leadership in 2000 when President Vincent R. Sombrotto made him a full-time RAA for the K-I-M region. He held that post until his election by acclamation as head of the union's retired members department at the 2006 national convention in Las Vegas.

"I have always been concerned for those who needed help, and unionism was a natural way to lend a hand when I saw workers not being given their rights in the workplace," he explains. "I felt the union could—and should—do more."

Kirkland hopes to keep the NALC responsive to the needs of its members, especially its retired carriers. "We were elected for that reason," he said, "and ensuring the rights of our members should be our daily goal."

Kirkland holds a degree in business accounting from Kentucky Junior College of Business. He is the father of two girls and now counts four grandchildren.



Director, Retired Members
Ernest Kirkland
Lexington, KY Br. 361

Trustee Larry Brown continues his commitment "to serve the best interests of the carriers who have placed their confidence in me."

Brown has been president of the 4,600-member Branch 24 in Los Angeles since 1989. He was re-elected to a fifth term as a national trustee by acclamation at the 2008 Anaheim Convention, and is serving his fourth term as chairman of the Board of Trustees.

Brown began his union career as a shop steward at Highland Park Station in 1973 and served in that capacity right up to his election as Branch 24 president. He also was Mutual Benefit Association representative from 1981 to 1989.

He credits his parents for his involvement in the labor movement. "Being raised by two par-

ents involved in civic and church activities," Brown said, "the union was a natural extension of the leadership qualities and organizational techniques I learned at home."

A tireless community activist, Brown is vice president of the Los Angeles Federation of Labor and chairman of the Los Angeles Labor Community Services, AFL-CIO.

He also plays a prominent leadership role in political affairs as the congressional district liaison for Rep. Maxine Waters (D-35th) and as an active member of the Los Angeles County Democratic Central Committee.

Brown's wife Carolyn is also a letter carrier and a Branch 24 member. They have three daughters and a son.



Trustee (chair)
Lawrence D. Brown Jr.
Los Angeles Br. 24

Randall L. Keller was elected by acclamation to a third term on the National Board of Trustees by the 2006 Las Vegas Convention. He continues to bring a no-nonsense New England determination to keep the union strong.

President of Massachusetts Northeast Merged Branch 25, Keller has led the 1,200-member local for the past 20 years. He became a letter carrier in 1982 and got involved because, in his words, "when I witnessed management's mistreatment and abuse of letter carriers, as well as its lack of respect for the National Agreement, I decided to put a stop to it."

As an active-duty Marine, Keller served in Vietnam from 1965 through 1966. After joining the Postal Service, he became a shop steward

in his home post office of Reading, MA, in 1984. He served Branch 25 as Mutual Benefit Association/National Sick Benefit Association representative, Step 2 grievance designee, and executive board member before being elected branch president in 1990. He also has served as an arbitration advocate.

Keller has a bachelor degree in philosophy from Boston State College, with a minor in business administration. In addition to his specific fiscal responsibilities as a national trustee, Keller works with the officers with the goal of improving working conditions and benefits for carriers.

Keller has three adult children: two daughters, Jennifer and Joy, a son, Grant; and two granddaughters, Riley and Ashley.



Trustee
Randall L. Keller
Mass. NE Mgd. Br. 25

A 30-plus-year history of union leadership reached a new height for Mike Gill when he was elected a national trustee by acclamation at the 2006 Las Vegas Convention. He was re-elected to that post, also by acclamation, at the 2010 Anaheim Convention.

Gill, a veteran member of South Florida Branch 1071 based in Miami, started his career with the Postal Service in 1973.

"As a second-generation letter carrier, I understood the importance of the NALC," Gill said. "I saw the need to assist my fellow letter carriers because of the injustice that took place on the workroom floor," particularly on behalf of carriers who were frustrated or exploited in their dealings with "unreasonable" postal managers.

In 1981, Gill was elected Branch 1071's treasurer. Nine years later, the branch membership voted him in as executive vice president, and in 2002 he was elected branch president. The branch, one of NALC's largest, is also one of the best organized in the nation, with more than 98 percent of all carriers belonging to the union.

As a national trustee, Gill has three main goals: to improve the work life of carriers; to make the NALC strong as it addresses the challenges it faces, from Congress to collective bargaining, from COLCPE to the e-Activist Network; and to educate the membership about the importance of staying involved.

Gill and his wife, Denise, are the parents of two adult children, Brett and Katie.



Trustee
Mike Gill
South Florida Br. 1071



Region 1 NBA
Christopher Jackson
Garden Grove, CA Br. 1100

Christopher Jackson began his career with the U.S. Postal Service as an LSM clerk in 1981. He became a letter carrier in 1982 in Downey, CA, later transferring to Riverside where, under the guidance of Garden Grove, CA Branch 1100 officer Manuel L. Peralta Jr. (then a full-time officer), the inception of his career defending letter carriers took place, when he became a shop steward in the Riverside Rubidoux Station.

Jackson's high-level skill set and expertise helped further his career, allowing him to serve as an NALC Joint Route Inspection Team co-leader from 1993 through 2000 for San Diego District North, where he concurrently served on the Employee Involvement Local Joint Steering Committee and as the NALC's DPS coordinator. He also was an area steward, through 2001.

Being well versed in contract language led him into arbitration advocacy by 1999. By the close of 2001, he was serving Branch 1100 as a full-time officer, holding the office of vice president through 2005. At that time, he was appointed to the position of regional administrative assistant for San Francisco Region 1, until his election as national business agent for Region 1 by acclamation at the National Convention in Anaheim in 2010.

Jackson, having received both Intervention and OWCP training after his acceptance of the RAA position, has held key roles during eras of change for the Postal Service, including direct oversight of the various route inspection processes, where he served as NALC regional team leader for Region 1.

Jackson is the proud father of two Cal State Fresno students—Krystina and Emmanuel.



Region 2 NBA
Paul L. Price
Portland, OR Br. 82

Paul Price, the national business agent for Pacific Northwest Region 2, believes that turning "ho-hum" unionists into life-long activists can be the key to a successful future, not only for the NALC but also for every carrier.

"How the union encourages participation of the younger members is crucial and is our biggest challenge," said Price, a member of Portland, OR Branch 82.

Price, re-elected by acclamation at the 2010 National Convention, joined the union "my very first day of orientation" in 1985 on the advice of his father, Richard, who served as a shop steward and Branch 82 officer before retiring.

Price became a branch trustee as well as

steward—for three years, he was his father's steward at Rose City Park station. He became an arbitration advocate in 1992 and also worked as a local business agent from 1990 to 1994. In 1994, he was appointed regional administrative assistant, serving until his first election as Region 2 NBA by acclamation at the Philadelphia Convention in 2002.

Noting that his father needed to work two jobs "to make ends meet," he said, "We don't have to do that today, thanks to the union. Our members, including the younger ones, need to know that and be vigilant to protect that."

Price is married to Sarah Price and has a teenage daughter, Teal.



Region 3 NBA
Neal Tisdale
Springfield, IL Br. 80

Neal Tisdale was re-elected by acclamation to a third four-year term as Chicago Region 3 NBA by the 2010 National Convention.

In July 2002, President Vincent R. Sombrotto appointed Tisdale Region 3 NBA. A few weeks later, the 2002 Philadelphia Convention affirmed that appointment when Tisdale was elected to the position by acclamation.

Tisdale began his postal career in March 1978 as a carrier in Havana, IL. A year later, motivated, he said, by "the mistreatment of letter carriers and the total disregard by management of the labor agreement," he became a shop steward, a role he held until he transferred

to Springfield, IL Branch 80 in 1986.

In 1987, he served a year as Branch 80's financial secretary, followed by four years as branch vice president. In 1991, Tisdale became a local business agent, and a year later began a concurrent stint as the Springfield branch's chief steward. He became a part-time Regional Administrative Assistant for Region 3 in 1994 and was named a full-time RAA in 1998.

Tisdale's other goals include continuing to fight to protect letter carrier jobs and to provide a better work environment.

Tisdale and his wife, Julie, have a son, Michael, and a daughter, Meagan.



Region 4 NBA
Roger Bledsoe
Oklahoma City Br. 458

Roger W. Bledsoe is the national business agent for Denver Region 4, which serves the letter carriers of Arizona, Arkansas, Colorado, Oklahoma and Wyoming. President William H. Young appointed him NBA in May 2009, and he was elected to that position by acclamation at the 2010 National Convention.

Bledsoe, a member of Oklahoma City Branch 458, became a letter carrier and NALC member in 1980. Since then, he has served as shop steward as well as his branch's director of safety and health, as trustee and as recording secretary. Later, he worked with the United States Postal Service as part of the Union Management Pairs

program and on the Oklahoma District's Dispute Resolution Team. He also served as an arbitration advocate.

In 1998, President Vincent R. Sombrotto named Bledsoe a regional administrative assistant for Region 4. Now, as an NBA, Bledsoe says he wants "to see that every letter carrier is treated with dignity and respect."

Bledsoe has studied at Rose State College in Midwest City, OK, as well as at South Oklahoma City College. He and his wife, Melinda, have two daughters, Brooke and Jessica. Jessica and her husband, the son of a Goshen, IN letter carrier, are the parents of Bledsoe's granddaughter, Cadence.

Pittman was elected to be national business agent for St. Louis Region 5 by acclamation at the 2010 National Convention in Anaheim.

He started his postal career at Antioch Station in Kansas City, MO, in August 1978 and quickly became involved in the business of training and protecting letter carriers. From 1979 through 1988, Pittman served as a steward and mentor in the Good Start training program for new carriers.

A U.S. Army veteran who served in Vietnam, Pittman is well prepared for the challenges of defending letter carriers and prosecuting contract violations. First elected vice president of Kansas City Branch 30 in 1988, he also served as a Union Management Pairs

(UMPs) team member and local business agent at the appointment of then-National Business Agent Charlie Coyle. In 1989, Pittman was elected as the full-time president of Branch 30.

In 2000, NALC President Vincent R. Sombrotto appointed Pittman a full-time RAA. Again working for three NBAs, Joe Miller, Art Buck and Mike Weir, Danny has taken advantage of the opportunity to learn valuable lessons from his predecessors about union leadership and hard work.

Danny was married to his beloved wife and friend Sharon for 34 years until her passing in 2009. He has three grown children and four adoring grandchildren.



Region 5 NBA
Danny R. Pittman
Kansas City, MO Br. 30

"If you don't exercise your rights," says Region 6 National Business Agent Pat Carroll, "you will surely lose them." And with more than 25 years of leadership experience in the NALC, Carroll has certainly exercised his rights as a carrier and NALC member.

Carroll was re-elected Kentucky-Indiana-Michigan (K-I-M) Region 6 NBA by acclamation at the 2010 Anaheim Convention. The member of South Macomb, MI Branch 4374 had been appointed to fill that position when it came open in January 2005, with the office becoming the latest in a long line of roles he has held.

The future NBA held a number of elected and appointed positions in Branch 4374, including steward, chief steward, sergeant-at-arms, edi-

tor and treasurer, before beginning a 10-year run as branch secretary in 1981. He was also an arbitration advocate and was active on many fronts, including legislation, intervention and dispute resolution. For six years, he served as an executive board trustee for the Michigan State Association of Letter Carriers. And in 1991, he was elected branch president, an office he held until his 2002 appointment as Region 6 regional administrative assistant. He also has served as a co-chairman for national and area safety committees.

Carroll attended Eastern Michigan University and Lawrence Institute of Technology. He and his wife, Grace, have a daughter, Lisa, and a son, Christopher.



Region 6 NBA
Patrick C. Carroll
South Macomb, MI Br. 4374

Chris Wittenburg is the national business agent for Minneapolis Region 7, which serves the letter carriers of Minnesota, North Dakota, South Dakota and Wisconsin. In 2009, President William H. Young appointed Wittenburg NBA to fill a vacancy. He was elected to that post by the 2010 National Convention.

Wittenburg says he became an activist with St. Paul Branch 28 because he wanted his fellow letter carriers to work in a safe and fair work environment.

Wittenburg served as a shop steward from 1990 to 2002. He has also been his branch's sergeant-at-arms as well as its social and entertainment chairman.

In 2002, he was elected branch vice president, an office he held until 2006, when President Young appointed him as a regional administrative assistant for Region 7.

As Region 7's NBA, Wittenburg says communication plays a vital role in his office.

"It is the responsibility of the regional office to work with the USPS area and district levels, and also with the local branches—not only in a support role for the branches, but also in a proactive contract-enforcement role," he said. "As the USPS evolves, letter carriers must be prepared for changes and be prepared for the challenges that we face."

Wittenburg and his wife, Linda, have two adult children, Jillian and Daniel.



Region 7 NBA
Chris Wittenburg
St. Paul Br. 28

Pete Moss was elected the national business agent for Memphis Region 8 by acclamation at the 2010 NALC Convention in Anaheim.

In 1984, Moss became both a letter carrier and a member of Gulf Coast Merged Branch 1374, headquartered in Gulfport, MS. It wasn't long before he became active in branch leadership—that same year, he was elected branch secretary, a post he held for two years.

The 150 members of Branch 1374 recognized Moss' leadership qualities, first electing him branch president in 1986. He served in that office for 16 years, through 2002.

During his six years as branch president, Moss also was the president of the Mississippi State Association of Letter Carriers.

In 2002, Moss was appointed regional administrative assistant for Region 8. Three years later, the entire Gulf Region bore the brunt of historically devastating Hurricane Katrina in the fall of 2005. Moss was among the regional and local leaders dedicated to helping restore order to the area wrecked by the storm's force.

Moss also worked diligently to grieve "Act of God" route adjustment violations and investigate post-Katrina mail route conditions—an already difficult task complicated by the fact that the affected area sits in two separate Postal Service areas—Louisiana in the Southwest Area, Mississippi in the Southeast.

Moss is the father of two adult daughters, Meghan Leigh and Kristen Sydney.



Region 8 NBA
Pete Moss
Gulf Coast Mgd., MS Br. 1374



Region 9 NBA
Judith R. (Judy) Willoughby
 Tallahassee Br. 1172

Judy Willoughby, a member of Tallahassee, FL Branch 1172, was elected Atlanta Region 9 national business agent by acclamation at the 2006 Las Vegas Convention and again at the 2010 National Convention. She holds the distinction of having become the NALC's first female NBA in April 2004, when President William H. Young appointed her to fill a vacancy created by retirement.

Willoughby began her postal career in 1980 and served as a shop steward for St. Petersburg Branch 1477 before transferring to Tallahassee in 1983. She soon became deeply involved in the 200-member Tallahassee branch, working her way up the leadership ladder, serving as steward, trustee, vice president and president. She also was a member of the Florida State Association executive board as

District 5 chairperson and the association's director of education.

Willoughby served in several appointed NALC positions in the North Florida District, including as an Employee Involvement facilitator, as a member of the local joint steering committee, on the joint route inspection team, and as Delivery Point Sequence coordinator. In addition, she was an arbitration advocate and local business agent for many years. She was serving as a regional administrative assistant for Region 9 when she was tapped to become that region's NBA.

An Army veteran, Willoughby holds two associate's degrees from St. Petersburg Junior College and also attended the University of South Florida. She and her husband Ken are the parents of an adult son, Jeff.



Region 10 NBA
Kathy Baldwin
 Beaumont, TX Br. 842

Kathy Baldwin serves as the national business agent for the letter carriers of Dallas Region 10, which serves Texas and New Mexico. She was appointed NBA in 2009 to fill a vacancy, and was elected to that post by acclamation at the 2010 National Convention.

Soon after becoming a letter carrier and joining the NALC, Baldwin, a member of Beaumont, TX Branch 842, served as the branch's secretary from 1985 to 1990, and also as a shop steward for the last three of those years.

In 1990, Baldwin was elected branch president, a position she held until her appointment as a Region 10 RAA in 1999. Throughout the early '90s, she was a co-chair of both the

Employee Involvement Local Joint Steering Committee and the Local Joint Route Adjustment Task Force. Between 1994 and 1999, she also served as a Region 10 local business agent and an arbitration advocate.

A fervent supporter of the Letter Carriers National Food Drive, Baldwin was the Branch 842 coordinator from the drive's inaugural year through 1998. She has also attended every state and national convention as a delegate since 1985.

Baldwin, who studied liberal arts at Beaumont's Lamar University, is the mother of two adult sons, Chris and Jesse, and four grandchildren, Gabi, Jason, Clint and William.



Region 11 NBA
Dan Toth
 Lorain, OH Br. 583

Dan Toth was elected Cincinnati Region 11 national business agent following balloting held among the region's active and retired members in 2010. President William H. Young had initially appointed Toth to that post in May 2009 to fill a vacancy.

Toth first became active in the defense of letter carriers when he took a shop steward position in Lorain, OH in 1984, and he has been working on behalf of his brother and sister letter carriers ever since.

He later rose to become president of the 200-plus member Lorain Branch 583 and also served as director of education for the

Ohio State Association of Letter Carriers.

In May 2005, President Young named Toth a regional administrative assistant for Region 11, where peers described him as diligent in his pursuit of fairness for NALC members.

Toth brings a great attention to detail to all of his duties, and diligently works on all of the union's many programs, including the food drive, legislative and political issues, and encouraging members to get active through COLCPE and the e-Activist Network. But most of all, he works to protect the members in his region from the abuses of management.



Region 12 NBA
William J. Lucini
 Philadelphia Br. 157

Bill Lucini was elected to a second term in 2010 as Philadelphia Region 12's national business agent in 2010. By then, the Navy veteran had already rolled up more than 30 years of postal service, including a decade's worth of experience in the NBA's office, both as a regional administrative assistant since 1995 and as the NBA since 2006, when President William H. Young appointed him to the office.

Lucini started his postal career in 1975 as a distribution clerk at the main post office in Philadelphia, but became a carrier soon after.

Lucini was assigned to the Jenkintown Post Office in 1980 and he joined the NALC. In less than a year, "the steward asked me to be his assistant and I became the steward in

1983," he said. Jenkintown had merged with Philadelphia Branch 157 and Lucini's commitment to the union was apparent. In 1986, he was asked to serve as branch retirement and death benefit trustee. He was later elected to two other positions, serving four years as trustee and three years as Health Benefit Plan representative.

He was an arbitration advocate, helped negotiate the local agreement, and served on the joint route inspection task force before being named as an RAA. Eight months after he was appointed NBA, the 2006 Las Vegas Convention elected him to that spot by acclamation.

Lucini and his wife, Judy, have a son, Jeffrey.

Tim Dowdy brings to his position as the national business agent for District of Columbia Region 13 a dogged perseverance that has been honed over more than 30 years service, with 17 of those years devoted to fighting for members' rights in Virginia Beach, VA Branch 2819. Dowdy served the branch as a shop steward and in several branch officer positions.

"I got involved with the union because I observed a frequent absence of fairness and competence among supervisors, and a frequent absence of integrity when it came to honoring the national contract," he said. "I've stayed involved all these years to reverse the negative effects these things have on carriers and their families."

A three-term president of the Virginia State

Association of Letter Carriers, Dowdy began his postal career in Virginia Beach in 1977. He served as a local business agent for 11 years, working with three predecessor NBAs.

Dowdy had served as a full-time regional administrative assistant for five years, before succeeding Richard Gentry, who retired at the end of 2004. Dowdy was first elected by acclamation to a full term as NBA by the 2006 Las Vegas Convention, and re-elected by the 2010 National Convention.

"We will step forward and fight for what is right, and improving the work lives and standard of living of letter carrier families is fighting for what is right," he said.

A self-taught musician and artist and an avid reader, Dowdy also enjoys hunting and motorcycling.



Region 13 NBA
Timothy W. Dowdy
Virginia Beach, VA Br. 2819

First elected as national business agent for New England Region 14 in 1998, John Casciano was re-elected in 2002 and 2006 by acclamation, and again in 2010 following balloting held among the region's active and retired members.

Casciano emphasizes the need for direct and frequent communication with the letter carriers he represents in these "very challenging times." He accomplishes this with a monthly newsletter sent to every shop steward and branch president in New England and with a regional website at casciano.com. "And I thoroughly enjoy my many workroom visits with fellow letter carriers," he adds.

Casciano began his postal career as a clerk in Boston in 1980, switching to the carrier craft in 1982, when he became a member of Branch 34. He served as shop steward for 10 years beginning in 1984 and filed grievances on

numerous issues. He was elected area steward in 1989, became a local business agent in 1990, and then served as Branch 34 vice president until his election as Region 14 NBA. At the branch level, he also served as a grievance Step 2 representative and route inspection representative, and was an advocate in more than 100 arbitrations.

Educated in Boston's Catholic school system, Casciano has also studied at the George Meany Center for Labor Studies near Washington. "A well-trained rank and file is the best defense against any of management's mischief," he noted. To that end, he plans to continue ensuring that members are informed and educated.

Casciano and his wife, Kathy, have two grown children, both proud union members—a daughter, Jessica, who is a member of the APWU, and a son, John Jr., an IBEW member.



Region 14 NBA
John J. Casciano
Boston Br. 34

Larry Cirelli was first elected Region 15 national business agent by acclamation at the 2006 Las Vegas Convention, adding a new milestone to a 20-year union career. He was again elected NBA in 2010 following balloting among his region's active and retired members.

The New Jersey letter carrier started out as a member of Jersey City Branch 42 before transferring to New Jersey Merged Branch 38. From branch to branch to the NBA's office, Cirelli held a variety of local and regional positions. Notable among these was a seven-year run as a shop steward starting in 1986.

"I wanted to stop carriers from being bullied by management and to help my fellow employ-

ees," Cirelli said.

From 1993 to 1996, he was an Employee Involvement facilitator, and in 1997, he served as Route Inspection Teams leader for Branch 38. A year later, he began five years of service as a Dispute Resolution Process Step B representative. He went on to become a regional administrative assistant for Region 15 before his election as NBA in 2006.

In his latest role as a member of the NALC's Executive Council, Cirelli continues to strive to give each letter carrier a voice—as well as an ear to hear it.

Cirelli and his wife, Nancy, have four children—a daughter and three sons.



Region 15 NBA
Lawrence D. Cirelli
New Jersey Mgd. Br. 38