

69TH BIENNIAL
CONVENTION

PHILADELPHIA, PA

JULY 21-25, 2014

NALC 125 YEARS OF SERVICE, SOLIDARITY AND PROGRESS

Philadelphia is known as the city of brotherly love and sisterly affection, and a week of convention proved that both sentiments remain strong in the membership of the National Association of Letter Carriers. NALC's 69th Convention, held in Philadelphia July 21 through 25, took on special significance as the union celebrated its sesquicentennial—125 years of service, solidarity and progress. But the delegates didn't just look back at where we've been, they also looked forward to where letter carriers and the Postal Service must go to survive and prosper well into the future.

Through a selection of videos and invited historians, the union embraced its history. While the historical focus understandably lingered on the late NALC President Vincent Sombrotto (who died since the last convention) and the Postal Strike of 1970, videos of eras before and after showed how far NALC has come. Historians also explained the special significance that postal work and postal workers have had on the upward movement of African-Americans.

Dealing with the challenges of the present and crafting a future for letter carriers also were on the agenda. NALC President Fredric Rolando explained the victories and difficulties born of the Das arbitration award, and how NALC must continue to press the Postal Service to improve the lot of city carrier assistants, a tier of worker created in the new national agreement. He also painted a picture of the dysfunction in Congress, and how NALC will continue to fight for meaningful postal reform that will protect and strengthen the postal networks.

The future of the union and its finances were discussed through the data presented by a Special Review Committee. The future of our union can't be decided in one week. Instead the discussion will continue, as letter carriers will, well beyond NALC's 125th birthday.

In the following pages, you'll get a summary marking these and other highlights of the Convention, along with day-by-day accounts of all the action from Philadelphia.



JULY 21, 2014
MONDAY



Above: President Fredric Rolando thanked the delegates for their work in fighting to save the Postal Service and called on them to continue the effort in future struggles. Below: Secretary-Treasurer Jane Broendel was recognized by the delegates for her years of leadership.



the regional administrative assistants to stand up and take a bow. Broendel returned to the microphone and introduced the NALC's resident national officers.

As Rolando took the stage to the sounds of Ike and Tina Turner's version of "Philadelphia Freedom," the letter carrier

REMEMBERING OUR PAST, FINDING FUTURE SUCCESS

In his keynote speech on Monday, July 21, to the more than 5,300 delegates on hand for the National Association of Letter Carriers' 69th Biennial Convention in Philadelphia, President Fredric V. Rolando highlighted the many victories letter carriers have celebrated since the 2012 convention in Minneapolis, while also laying out the challenges the union faces in the coming months and years.

With a balance of wit and gravitas—topped off by some good old-fashioned labor union passion—Rolando noted what a remarkable achievement it is within the labor movement that our union is celebrating its 125th anniversary this year. He used that milestone as a springboard to review the NALC's past successes as they relate to the challenges that lie ahead—for the union and for the U.S. Postal Service.

"The task before us is a daunting one," he said, "because it involves a wide variety of fronts—political, legislative, managerial, commercial, not to mention the media and the public. But the National Association of Letter Carriers is up to the task. Our union is strong and unified, we know what's at stake, and we have the facts on our side."

'LET'S GET TO WORK'

At 10 o'clock sharp, NALC Secretary-Treasurer Jane Broendel called the convention to order and invited South Florida Branch 1071 letter carrier Stephanie Bostic to sing "The Star-Spangled Ban-

ner." Following Bostic were Philadelphia Branch 157's Leo Zachwieja for the Pledge of Allegiance and, for the invocation, the Rev. Al Rossi from Philadelphia's Church of the Living Hope.

Next, Broendel called for a moment of silence to remember and honor the NALC members who have died since the 2012 convention in Minneapolis.

Philadelphia Branch 157 President Randy Zebin was then invited to the stage to welcome delegates to his city. Zebin had the honor of introducing Philadelphia Postmaster Howard Sample and Philadelphia Council AFL-CIO President Patrick Eiding.

In his brief remarks, Eiding noted that the local Teamsters and Carpenters unions have a dispute with the facility that runs the Pennsylvania Convention Center, which was why some members from both of those unions were distributing leaflets to NALC convention-goers outside the center throughout the day. Although those unions were not calling the information effort a picket line, their dispute was enough to prevent Rep. Bob Brady—a card-carrying member of the Carpenters union—from attending the convention. (NALC President Rolando later read a letter of regret from Brady.)

Returning to the podium, Broendel asked the retired national officers on stage to stand and be recognized. She then handed the mic over to NALC Region 12 National Business Agent Bill Lucini, who in turn introduced the other 14 national business agents and called on



Clockwise from top l: Region 12 National Business Agent Bill Lucini, Philadelphia Council AFL-CIO President Patrick Eiding, Philadelphia Postmaster Howard Sample and Branch 157 President Randy Zebin.

delegates stood and cheered.

“Not many institutions get to celebrate their 125th anniversary,” Rolando said. “That’s a remarkable achievement when one considers how much has changed since the NALC was founded in Milwaukee 125 years ago.

“Our union has endured and thrived through tumultuous times,” the president continued. “It is a proud history of service, solidarity and progress—a history we celebrate this week.”

Rolando noted that he had to report to the Minneapolis Convention in 2012 that immense challenges complicated the NALC’s efforts to defend letter carriers at the bargaining table and in Congress—challenges such as the poor economy, congressional dysfunction, misguided USPS leadership and technological change.

“It is sobering to report that many of these obstacles remain with us today,” Rolando said.

And while the Internet technology revolution shows no sign of abating, he said, “technological change may be one area where there is cause for cautious optimism.” The Internet also is generating new business via soaring e-commerce deliveries, Rolando said.

But despite the challenges of the past two years, the president said, letter carriers can point to several positive victories as well, particularly our work with the broader labor movement during the 2012 general election to halt the surge of anti-labor political forces in the United States, and the contract the NALC secured through interest arbitration.

“Although we did not emerge unscathed from the binding arbitration process, we achieved our most impor-

tant strategic goals,” he said. “We won pay increases, kept our COLA clause, maintained the ban on subcontracting, won an all full-time career workforce and developed a pathway to career jobs for non-career bargaining-unit letter carriers. We avoided a permanent two-tier workforce and helped position the Postal Service to become a major player in package delivery again.”

Our satisfaction at these successes, Rolando said, was tempered by the January 2013 death of what he called “our union’s animating spirit over the past 40 years,” former NALC President Vincent R. Sombrotto.

“To call Vince a giant in NALC history would be an understatement,” President Rolando said. “He was a leader like no other.

“Nobody knew better than Vince that NALC conventions are about the future,” Rolando added. “So while we celebrate our distinguished history this week and review the events of the past two years, we should also draw inspiration for the battles ahead.”

Philadelphia marks the third consecutive convention that finds the NALC battling USPS over Saturday delivery, Rolando said. “For L’Enfant Plaza, Saturday delivery is a cost, plain and simple,” he said. “For us, Saturday delivery is the Postal Service’s competitive advantage.”

But our problems aren’t limited to L’Enfant Plaza, the president said. “The past two years, we’ve defeated several legislative efforts that would have harmed the Postal Service, us, and the millions of businesses and people who depend on a robust Postal Service,” Rolando said. “We beat back these proposals, thanks to excellent work from our legislative and political staff and you, our grassroots activists.”

There is a silver lining in the legislative process, the president said. “The Obama administration has agreed to discuss alternative proposals for postal reform in next year’s budget,” Rolando said. “Plus, the recent financial turnaround at USPS and personnel changes at the Office of Management and Budget give us hope that we can turn the administration in our favor.”

The NALC has made other progress, too. “We have built unity among the four postal unions,” Rolando said. “And with them we have reached consensus among key business groups, mailers and trade associations on a sensible industry coalition plan.”

This plan, developed with the other postal unions as part of our recently formed alliance, became the core of a consensus plan the NALC hopes to offer Congress in the future.

The NALC faced two major challenges in the last round of collective bargaining, Rolando said: The Postal Service’s financial losses, and the agreement reached by APWU in 2011, which complicated the task of resisting USPS’ concessionary demands.

“Thanks to the tireless efforts of the NALC’s officers, staff, legal team and expert witnesses,” the president said, “the Das award in January 2013 allowed us to meet most of our strategic goals: producing a fair contract for letter carriers and for the Postal Service.”

The Das award created a path to career employment for part-time letter carriers as well via the city carrier assistant (CCA) position. “The CCA workforce remains a work in progress,” Rolando said. “Looking forward, we will focus on reducing the percentage of non-career carriers, raising CCA compensation by achieving general increases and COLAs, improving their health benefit coverage and winning pension credit for CCA service.

“But we are not waiting for the next round of bargaining to make progress for CCAs,” he said, noting that the NALC has entered into multiple memorandums of understanding with the Postal Service that have resulted in thousands of part-time flexible and CCA conversions to full-time career status.

“The stakes in organizing CCAs are high,” he said, “because CCAs, who are more numerous and who have a clear path to career status, are pivotal to the future of the NALC.”

But even as the NALC fights for long-term job security, the president said, the union remains dedicated to preserving the safety, health and well-being of our active members.

“That has been the focus of the joint Safety-Service Committee,” Rolando said, “set up to deal with routine delivery outside traditional delivery hours and to combat unsafe work conditions, whether in sunshine or after dark.”

The work of the committee, he said, has resulted in major staffing improvements, hundreds of route adjustments, changes to starting times, revised transportation schedules and improved safety equipment and practices.

“At the Minneapolis Convention we began a discussion about the future of the NALC, its structure and possible reforms to become more efficient and effective,”

Rolando said. To advance that debate, Rolando appointed a Special Review Committee composed of branch, state and national leaders to report on these matters to the Philadelphia Convention. “Our goal,” he said, “is to maintain our powerful union so letter carriers can shape their destinies together.”

“It’s up to us to save the Postal Service, just as we have always done,” he said. “We cannot count on USPS management or Board of Governors members. We have to stay strong and mobilize enough allies to force change in Congress. We need a new USPS governance structure and new management.”

“Imagining and building a dynamic postal service for the 21st century is the challenge for the next two years and for the next 25 years as well,” the president said.

“That’s the mission we must embrace in Philadelphia,” Rolando said. “Together, brothers and sisters, nobody can defeat us. Nobody can divide us, and nobody can get in our way.”

“Let’s get to work!” the president said to thunderous applause.

CONVENTION BUSINESS

Following his keynote address, Rolando called to the stage the chairman of the Convention Credentials Committee, Rod Holub of Manhattan, KS Branch 1018, to give the committee’s preliminary report.

Holub stated that by Sunday evening, a total of 5,365 delegates had reported to the Philadelphia Convention, representing 487 branches across 49 states. He also reported that the committee had investigated a protest by a member who claimed to be an elected convention delegate omitted from his branch’s delegate eligibility list. Holub reported that the committee’s investigation had found the protest to be without merit.

Rolando said that the committee’s figures meant that the convention had a quorum under Article 3, Section 3 of the *NALC Constitution*. The Credentials Committee submitted its final report later in the week.

President Rolando next invited Convention Rules Committee Chairman Dan Tegreeny to the stage. Tegreeny, a member of Central Florida Branch 1091, introduced the other members of the committee: Baton Rouge, LA Branch 129’s Troy Scott and Central Iowa Merged Branch 352’s Stephanie Stewart.

By acclamation, the convention voted to accept the convention rules *en bloc*.

President Rolando then introduced his appointee as election commissioner and chairman of the Board of Tellers, Joe DeRossi of Brooklyn, NY Branch 41, who

The following resolutions were approved by the delegates at the National Convention. National agreement resolutions will now be part of the official position of the NALC in future contract negotiations.

Legislative Resolutions:

- NALC will seek to subject the conduct of Independent Medical Examiners to the same review and oversight as injured employees suspected and investigated for injury compensation fraud.

- NALC will seek to allow all non-career employees who become career employees

to make deposits for service time with the Postal Service and/or another federal government agency.

National Agreement Resolutions:

- Revise Article 8.5.G to include PTFs and non-career employees.

- Provide a Sunday premium to CCAs when they work.

- Restore former language in Article 9 concerning COLA pay scales.

- Return the wage differential of new and senior employees to levels prior to the Das award.

listed the Board’s members:

Helen Amill, Branch 36, New York, NY; David Barbuzzi, Branch 25, Mass. NE Merged; Bill Bauder, Branch 442, Spokane, WA; James Beach, Branch 644, Muscatine, IA; Steve Bilzing, Branch 155, Belleville, IL; Kevin Boyer, Branch 763, Columbia, MO; Scott Correll, Branch 115, Wilkes-Bare, PA; Terry Davis, Branch 1358, Tulsa, OK; Tonya Detrick, Branch 443, Hagerstown, MD; Marcus Garcia, Branch 24, Los Angeles, CA; Jim Gleason, Branch 920, Bux-Mont, PA; Richard Griffin, Branch 2502, Las Vegas, NV; Mike Harazmus, Branch 46, Western Massachusetts; Bob Henning, Branch 53, Northeast Florida; Ernest Knight, Branch 1071, South Florida; Doug Lape, Branch 43, Cincinnati, OH; Jim Lostumbo, Branch 134, Syracuse, NY; Wayne Martin, Branch 47, Denver, CO; Vincent Mase, Branch 19, New Haven, CT; Kathy McGarrity, Branch 2805, New Braunfels, TX; Mark McGrady, Branch 38, New Jersey Merged; Timothy McKay, Branch 531, Charleston, WV; David Miller, Branch 458, Oklahoma City, OK; Marie Montano, Branch 504, Albuquerque, NM; John Paige, Branch 927, Pocatello, ID; Margaret Parker, Branch 219, Aurora, IL; Francisco Pecunia-Vega, Branch 1128, Fayetteville, NC; Darla Peterson, Branch 491, Sioux Falls, SD; Jeffrey Rainey, Branch 30, Kansas City, MO; Carlos Rodriguez, Branch 1456, Brownsville, TX; Paul Roznowski, Branch 3126, Royal Oak, MI; Perry Sprachmann, Branch 196, Elyria, OH; Paul Toms, Branch 39, Indianapolis, IN; Chris Verville, Branch 4, Nashville, TN; Andrew Weiner, Branch 562, Jamaica, NY and Timothy Whelan, Branch 157, Philadelphia, PA.

The delegates then voted to approve *en bloc* all proposed resolutions that had been recommended for approval by the Executive Council. They then debated some of the resolutions recommended for disapproval. Two resolutions were approved after the sponsors agreed to make changes recommended by the Executive Council.

The delegates voted to uphold the Executive Council’s disapproval of a resolution that would have called for limiting the percentage of CCAs as a proportion of the total carrier workforce at the installation level rather than the district level. Following a division, delegates upheld the Executive Council’s disapproval of a resolution that would have called for NALC to negotiate for different pay levels in different parts of the country. Several other resolutions were withdrawn.

Rolando then turned the microphone over to President Emeritus William H. Young, who noted the NALC’s work

protecting the Postal Service and letter carriers’ jobs.

“I congratulate all the members of this great union,” Young said.

Rolando then read a letter from President Emeritus

James H. Rademacher. The former president expressed his regret that health problems kept him from attending the convention.

The delegates later viewed an inspirational video about

Rademacher’s vital role in the NALC’s history, including negotiating with the Nixon administration for legislation that created the modern Postal Service and gave letter carriers collective-bargaining rights.

Sen. Elizabeth Warren (D-MA) then greeted the delegates in a video message. Warren noted that she is a co-sponsor of the Postal Service Protection Act (S. 316), legislation supported by NALC that would take actions to put the Postal Service on a footing to thrive and compete, including ending the mandate to pre-fund future retiree health care benefits and preserving six-day delivery. Warren also called for expanding the Postal Service’s role in the economy by allowing access to financial transaction services for rural, low-income and other people who have been shut out of the banking system.

“We need a strong Postal Service to strengthen and grow our economy,” she said. “The Postal Service is a critical part of our community, and hardworking letter carriers are the key to its success.”

The delegates returned the favor of Warren’s video by recording a letter carrier cheer to be delivered to her.

Executive Vice President Timothy C. O’Malley then presented awards to carriers who, since the last convention, have



generated leads of more than \$1 million through the Customer Connect program.

Next, Rolando introduced Richard Nash, eBay's head of U.S., Canada and Latin America government affairs; eBay is one of the Postal Service's largest parcel shipping customers. A quarter of all parcels handled by USPS, Nash said, are generated by eBay, bringing in \$2.2 billion in postage paid.

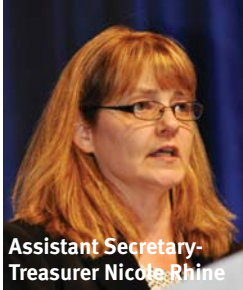
Nash said the Postal Service is essential to his company's success, and eBay is a committed partner in NALC's efforts to



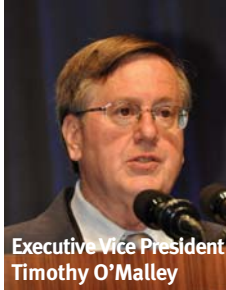
eBay's
Richard Nash

protect the Postal Service. "For every individual or small business with something to sell on eBay, someone needs to pick up the package," he said, "and someone needs to deliver it to the home or business of the buyer. And that someone is you. "It goes without saying that eBay especially loves the six-day delivery schedule," Nash said.

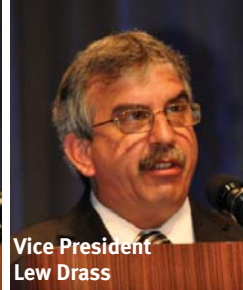
Secretary-Treasurer Jane Broendel then presented her secretary-treasurer's report and financial report to the delegates, noting the opportunities and challenges



Assistant Secretary-Treasurer
Nicole Rhine



Executive Vice President
Timothy O'Malley



Vice President
Lew Drass

that the influx of CCAs has brought to the union. Membership levels, she said, have halted their rapid decline of the last decade—the number of active members remains steady at about 180,000, and retired members at about 89,000. Taking full advantage of the Postal Service's hiring trend will require a focus on organizing, since NALC membership among CCAs lags behind career carriers.

Broendel's report was poignant because it was her last—she will retire at the end of her term in December. She has served as national secretary-treasurer since 2002, after becoming the NALC's first female national officer when she was sworn in as assistant secretary-treasurer in 1998.

"I say thank you, and goodbye, to all of you for all the wonderful years you have allowed me to serve as your national secretary-treasurer," Broendel said. "It's certainly been an honor and a pleasure." The delegates responded with extended standing applause. Rolando then led delegates in a letter carrier cheer for Broendel.

Rolando next introduced the chairman of the Committee on the President's

Biennial Report, Ken Christy of Aurora, IL Branch 219. Christy introduced committee members Kimberly Arnhold of Pasadena, TX Branch 3867 and Joe Henschen of West Coast Florida Branch 1477. A motion to accept the biennial report was approved.

Delegates watched a video, "Remembering Vince," in which many NALC activists and Sombrotto family members shared their memories hero of the 1970 postal strike, Vincent Sombrotto, who passed away last year. The video was an expanded version of the one shown at a celebration of the former president's life that followed the memorial service held in New York in January.

The delegates then observed a moment of silence as Rolando read the names of nine carriers killed in the line of duty since the 2012 convention. Their names will be added to the memorial at NALC Headquarters honoring carriers lost on the job:

Atzelia Borges, San Juan, PR Branch 869; John A. Watzlawick, Independence, MO Branch 30; Stephen K. Bishop, Phoenix, AZ Branch 576; Robert R. Rochester, Wilmington, DE Branch 191; Kenneth C. Carrano, Brick Town, NJ Branch 5420; Juan C. Riestra, West Palm Beach, FL Branch 1690; Alan R. Nobile, Long Island Merged, NY Branch 6000; Leo M. Brandt, Minneapolis, MN Branch 9 and Leo R. Sucharski, Buffalo-Western New York Branch 3.

Rolando recessed the convention at 3:20 p.m.

NALC AUXILIARY



Sounds of the Cleveland letter carrier band greeted Auxiliary delegates at the opening of the 54th Biennial Convention.

Colors were presented by Jim Kirby (Auxiliary 465, retired carrier, Kenosha, WI Branch 574 and Marine Corps veteran) and Mike Rasmussen (Auxiliary 430, retired carrier, Racine, WI Branch 436 and Navy Vietnam veteran). Mike Zagaros of Minneapolis, MN Branch 9 sang the National Anthem and led the Pledge of Allegiance. National Auxiliary Treasurer Pam Fore (Auxiliary 2621, Lakeland, FL) presented a Moment of Grace, followed by the Collect.

Sue O'Malley, wife of NALC Executive Vice President Tim O'Malley, welcomed delegates and guests to Philadelphia and thanked all Auxiliary members for their active support. She said that support goes a long way in allowing our carriers to become active in the union, which serves to better the lives of all carriers and families. President Linda Kirby presented O'Malley a "Proud to be a Friend of the Auxiliary" pin.

President Kirby introduced past national officer Edie Pottenger (Auxiliary 444, Denver, CO) and Patsy Mester (Auxiliary 21, Springfield, IL). First time delegates introduced themselves.

President Kirby made committee assignments. Credentials Chair George Anna Myers (national assistant secretary, Auxiliary 4, Kansas City, MO) and Cynthia Martinez (Auxiliary 377, Phoenix, AZ) were introduced and gave the preliminary credentials report of 31 auxiliaries represented from 24 states, five national officers, six state vice presidents, eight state presidents, 60 delegates and 62 voting delegates.

National Secretary Marie Rasmussen gave a brief presentation on the theme for the convention, "This is What Democracy Looks Like," along with how this phrase became a rallying cry during the 2011 uprising in Wisconsin, and played various audio interviews from that period.

Rules Committee Chair Crystal Bragg (Auxiliary 153, Decatur, IL) and commit-

MONDAY, JULY 21

tee member Sarah Scott (Auxiliary 260, Salem, OR) presented the rules, which were approved as presented. President Kirby thanked them.

The keynote speaker for the opening session was Jody Spencer of Racine, WI Branch 436 and a recent graduate of the NALC Leadership Academy. Spencer gave an interesting and informative presentation on the history of the NALC and the pivotal role the Auxiliary has played throughout history. A key take-away point was when mail delivery went from twice a day to once a day. Said Spencer, "Services lost are never regained," and that this needs to be a reminder as we face the legislative battles we have now.

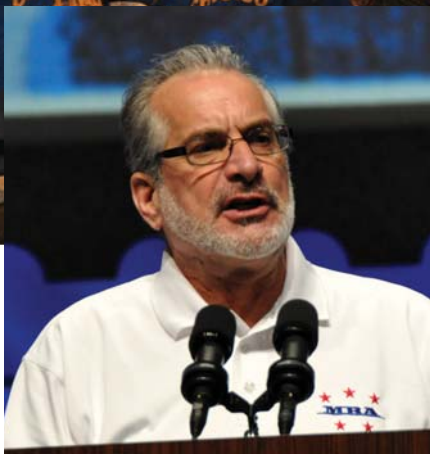
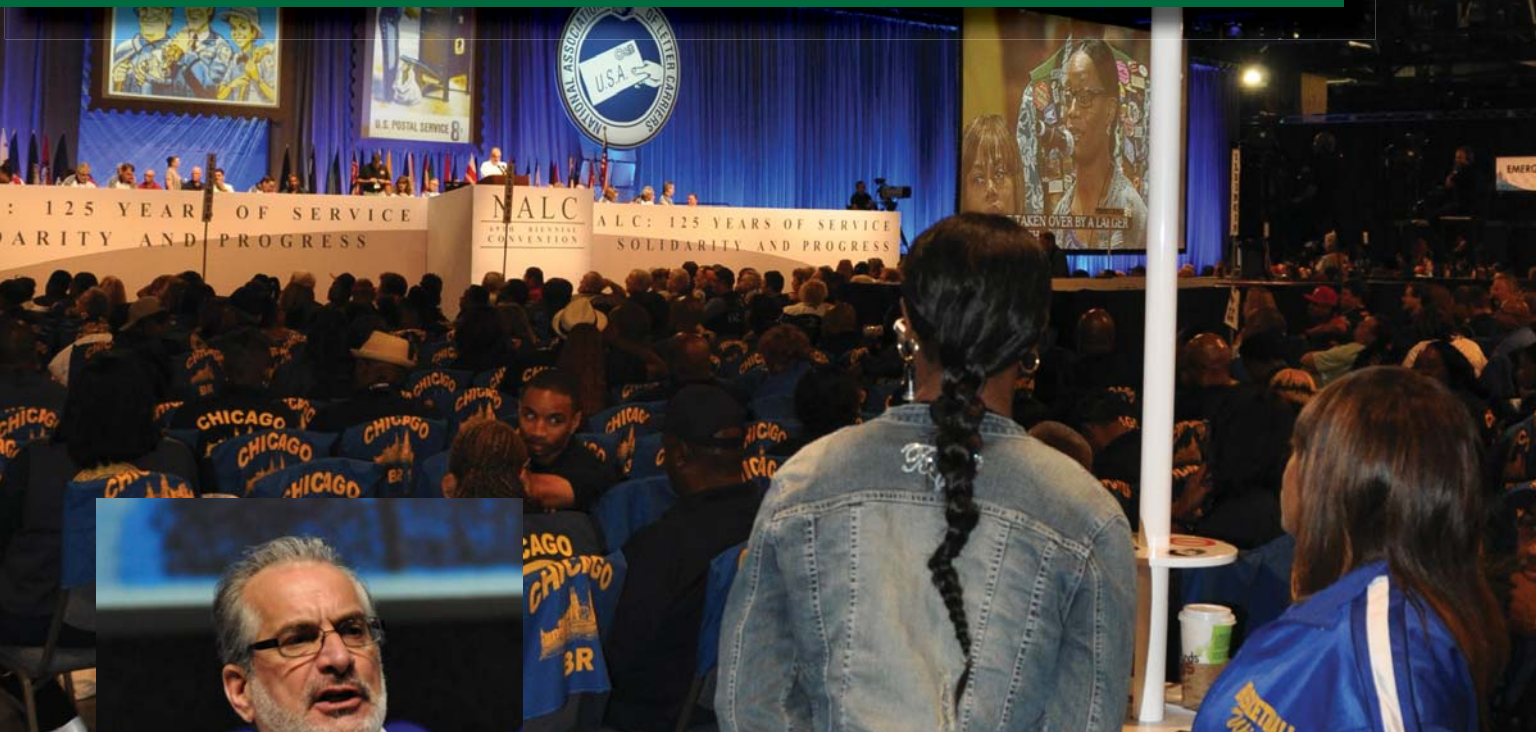
Bylaws Chair Patsy Mester (Auxiliary 21, Springfield, IL) and committee member Nancy Southern (Auxiliary 2621, Lakeland, FL) introduced three bylaw changes. All passed.

The meeting was recessed at 12:53 p.m. Committees then met from 1 p.m. to 2 p.m.

—M. Marie Rasmussen, NALCA Secretary



JULY 22, 2014
TUESDAY



WITH NODS TO THE PAST, PRESENT DELEGATES FACE FUTURE CHALLENGES

Tuesday at the Pennsylvania Convention Center found delegates to the NALC's 69th biennial convention taking time to seriously discuss the various challenges carriers must overcome to progress toward future success, while gaining greater appreciation for the sacrifices made by earlier generations to preserve the pay, benefits and working conditions we enjoy today. Along the way, they dispatched the regular convention business and they heard from friends old and new. It was a day of nostalgia and pride as the National Association of Letter Carriers continues its common cause of delivering for America.

DOWN TO BUSINESS

NALC President Fredric Rolando called the convention to order at 10:01 a.m. and

invited Philadelphia Branch 157's Estes Smith to the stage to sing the National Anthem, followed by the Pledge of Allegiance led by Branch 157's Jay Nichols and an invocation by Rabbi Avi Winokur of Philadelphia's Society Hill Synagogue.

Before the regular business of the convention got under way, delegates entertained a motion to pass the hat to help support the family of Mount Clemons, MI Branch 654 letter carrier David Jorah. The 42-year-old letter carrier died unexpectedly while attending his teenage son's out-of-state baseball game, and his family is dealing with significant financial hardship while it waits for various agencies to sort through a mountain of red tape before benefits get disbursed. The convention approved the motion, which under the convention's Rule 23 also needs to be approved by the National Trustees.

Next, President Rolando dispatched the Committee to Extend Greetings to the NALC Auxiliary, holding its 54th biennial

NALC President Fredric Rolando (left) calls upon members (above and below) to add to the discussion of the data produced by the Special Review Committee.





Above: Carriers from California listen as Amanda Renteria explains why she is running for the House seat in the 21st District.



Left: Delegates escort Rep. Mike Fitzpatrick (R-PA) to the stage.

SPECIAL REVIEW COMMITTEE

The president then asked the convention to suspend the normal rules for debate to allow for a free-flowing discussion about the future of the NALC.

“In Minneapolis two years ago, I created a Special Review Committee to dig into some ideas we had for the NALC to be more efficient and effective,” Rolando said. “Since then, the committee has been meeting and gathering data, and the members are here to report on their initial findings as well as to share some ideas we’ve received since we gathered in Minneapolis.

“The influx of CCAs has eased the pressure some,” he said, “but this is still a valuable discussion for us to have.”

The president then introduced the members of the committee, who he said represented every facet of the NALC’s governance structure: Chicago, IL Branch 11 President Mack Julion; Mid-Michigan Branch 256 President Paul Gillie; Pawtucket, RI Branch 55 President Jim Langlois; Utah State Association President Philip Rodriguez; NALC Board of Trustees Chairman Larry Brown; NALC Assistant Secretary-Treasurer Nicole Rhine; and NALC Secretary-Treasurer Jane Broendel.

Julion, Gillie, Langlois and Rodriguez each took turns at the mic to review the various ideas the committee has discussed about revamping the union’s structure as well as its method of planning and holding conventions.

Then, for about an hour, one delegate after another rose under personal privilege

convention at the Pennsylvania Convention Center that week.

NALC Assistant Secretary-Treasurer Nicole Rhine was at the podium next to give the report of the Executive Council on amendments to the *NALC Constitution*. Rhine then called to the stage National Trustees Chairman Larry Brown and Board of Trustees members Mike Gill and Randy Keller, who led discussion of the five proposed amendments.

Before the trustees began, the convention approved a motion to accept *en bloc* those amendments recommended for approval by the NALC Executive Council. Following divisions, the Committee’s recommendations for disapproval were upheld for Amendments No. 1 (calling for a minimum dues structure for city carrier assistants) and No. 3 (regarding deduction of dues from a member’s branch per capita check). Amendment No. 2 was withdrawn by its makers.

Next, Vice President Lew Drass briefly reviewed the convention appeals process. Appeals will be addressed by the convention during Friday’s general session.

Drass outlined a change in the appeals procedure that the Executive Council felt would allow both sides of the dispute to be fully and fairly presented to the convention. Following the appellant’s presentation,

the affected branch or state association is allowed to have a representative address the convention for five minutes to respond. Such representatives needed to get in touch with Drass before Friday.

Also, the appellant can reserve one minute of his or her five minutes of presentation time for rebuttal to the branch or state association, and the appellant has an opportunity to indicate whether he or she wishes to reserve that one minute of rebuttal time.

AMANDA RENTERIA, CANDIDATE FOR CONGRESS

Invited to the stage to speak next was Amanda Renteria, a Democrat running for a seat in the House of Representatives for California’s 21st Congressional District.

“Our city center is the post office,” Renteria said of her small town located in California’s Central Valley. “It’s where everyone gathers, and letter carriers go around and share that community spirit.

“A postal job should be a good-paying, middle-class job,” she said. “No matter how hot, how heavy, you deliver. And you don’t just carry letters. You care for your community.”

President Rolando led delegates in a letter carrier cheer for Renteria.

to offer a wealth of new ideas as well as to share some serious concerns they had over concepts presented in Philadelphia as well as in Minneapolis in 2012.

“This is the beginning of the process,” Rolando stressed. “We’ve made no decisions or recommendations, but we’re setting up a deliberative review process before we recommend any changes the next time we meet as a body in Los Angeles in 2016.”

In closing the discussion, Rolando urged carriers to send their ideas to the committee, which will continue its work and present its recommendations at the 2016 convention in Los Angeles.

ORGANIZING AWARDS

Rolando then presented awards to the best-organized branches in three size categories. The winners were: Branches with 1,000 or more members—South Florida Branch 1071 and Boston, MA Branch 34 (tie), both with a 97.8 percent membership rate; branches with 500 to 999 members—Rochester, NY Branch 210, with a 98.4 percent membership rate; and branches with fewer than 500 members—Albany, NY Branch 29, with a 100 percent membership rate.

Branches with the highest rate of organization of CCAs also received awards. The winners were: Branches with 1,000 or more members—Hartford, CT Branch 86, with a 95.4 percent rate of CCA membership; branches with 500 to 999 members—San Bernadino, CA Branch 411, with 100 percent of its CCAs signed up as members; and branches with fewer than 500 members—Albany, NY Branch 29, with a 100 percent CCA organization rate.

MILEAGE AND PER DIEM

Antonia Shields of Birmingham, AL Branch 530, chairman of the Mileage and Per Diem Committee, then came to the stage. Shields introduced committee members Kenneth Montgomery of Rochester, NY Branch 210, and Lyn Liberty of Phoenix, AZ Branch 576. Shields reported that the per diem amount was set at \$441.08. The recommendations of the committee were adopted by voice vote.

REP. MIKE FITZPATRICK

Rolando introduced Congressman Mike Fitzpatrick, a Republican who represents Suburban Philadelphia’s Bucks County. After being escorted to the stage by delegates from his district, Fitzpatrick told the convention that members of Congress from both political parties ought to share his strong support for the Postal

The following amendments to the NALC Constitution were approved by the delegates at the National Convention.

- Amend General Law 1 of the Constitution and General Laws of the United States Letter Carriers Mutual Benefit Association to include parents or legal guardians of NALC members.

Service, especially given the fact that it is enshrined in the U.S. Constitution.

“It is crucial that Congress do all that is possible to ensure [the Postal Service’s] fiscal solvency,” he said. “It’s the letter carriers who are the front lines of making that happen.”

Fitzpatrick described his struggles in Congress to preserve six-day delivery, solve the pre-funding of future retiree health benefits and stand up to congressional foes who don’t see the value of the Postal Service. “Some have even hinted that the Postal Service is not needed in the 21st century, and to them I say, That’s dead wrong,” he said. Quoting the city’s favorite son and first postmaster general, Benjamin Franklin, Fitzpatrick said, “When the well is dry, then we’ll know the worth of water.”

Rolando echoed the call for members of both political parties to commit to a strong Postal Service. Fitzpatrick, he said, is “a reminder that the Postal Service is not a blue state service or a red state service; it is an American service that deserves broad, bipartisan support.”

President Rolando led delegates in a letter carrier cheer for Fitzpatrick.

DOCUMENTING 125 YEARS

The delegates then watched a documentary, “125 Years of Delivering for America,” that celebrated NALC’s history, from the first letter carriers who worked for pennies a letter, to the struggle for rights, respect, safety and decent pay, to the strike of 1970 that lifted carriers into the middle class. Hosted by letter carrier and part-time actor Lorenzo Hudson of Long Island Merged, NY Branch 6000, the piece concluded with the activism by today’s letter carriers to protect their jobs, pay, benefits and work conditions—activism that follows in the footsteps of their predecessors. Following the video, Rolando introduced Hudson, who was rewarded with a letter carrier cheer.

The delegates then approved two resolutions offered from the floor to produce commemorative belt buckles and pins celebrating the 125th anniversary of the union.

- Delete the word “Career” from all references to the “Postal Career Service” in the NALC Constitution, the Constitution for the Government of Subordinate and Federal Branches, the Constitution for the Government of State Associations, and the Constitution and General Laws of the United States Letter Carriers Mutual Benefit Association in order to ensure that non-career bargaining unit employees are covered.

RETIREMENT COMMITTEE AND NALCREST

Rolando introduced NALC Director of Retired Members Ron Watson, who in turn introduced the members of the Retirement Committee: Ron Brown of Royal Oak, MI Branch 3126; Doug Gulley of Columbus, OH Branch 78; and John Walsh of Albany, NY Branch 29. Watson presented the committee’s report to the delegates.

After showing a video about Nalcrest that focused on the celebration of the 50th anniversary of the letter carriers’ retirement community in Florida, Rolando gave the microphone to Nalcrest President Matty Rose of South Florida Branch 1071. Rose introduced Nalcrest trustees Tom Young of Garden Grove, CA Branch 1100 and Don Southern of Lakeland, FL Branch 1779. Rose, Young and Southern each told the delegates about the many amenities available to retirees who choose to live at Nalcrest.

NATIONAL AUXILIARY

Rolando then presented the microphone to Executive Vice President



Chairman of the National Trustees Lawrence Brown Jr.



Trustee Mike Gill



Trustee Randall Keller



The NALC Auxiliary Executive Council applauds new president Cynthia Lang.

Timothy O'Malley, who is liaison to the NALC Auxiliary. O'Malley introduced the chairman of the Greetings to the Auxiliary Committee, Ron Bergstrom of Green Bay, WI Branch 619, and committee members Emre Edwards of Austin, TX Branch 181 and Mary Smith of Greenwood, MS Branch 1080.

After presenting the committee's report, O'Malley introduced Auxiliary President Linda Kirby, who in turn introduced the Auxiliary's officers: Vice President Cynthia Lang, Secretary Marie Rasmussen, Assistant Secretary George Anna Myers and Treasurer Pam Fore. Kirby announced that she was retiring as presi-

dent and that Lang had been elected to take the helm of the Auxiliary.

"I promise to carry out the great Auxiliary tradition while moving the organization forward to keep up with the times," Lang said.

DALE HART

In a heart-warming tribute, Rolando

then welcomed former Director of City Delivery Dale Hart to the stage. Hart, who is in a wheelchair after breaking his neck in a fall, defied doctors who told him he would not regain the ability to speak.

Hart urged the delegates to harness the power of the labor movement to once again elevate the middle class. "You are the NALC—you're members of the strongest union in the United States of America," he said. "Stand up and show that."

Hart expressed gratitude for the donations, cards and well wishes letter carriers have sent him. "I'm deeply touched by your generosity." The delegates gave Hart a standing ovation and a letter carrier cheer.

Rolando recessed the convention at 3:19 p.m.



NALC AUXILIARY TUESDAY, JULY 22

Following the National Anthem and Pledge of Allegiance, NALCA Vice President Cythensis Lang (Auxiliary 2517, Mobile, AL) led a poignant memorial service in memory of auxiliary sisters and brothers who have passed since our last convention.

An updated credentials report was given by Assistant Secretary George Anna Myers (Auxiliary 4, Kansas City, MO), chair of the credentials committee, and member Cynthia Martinez (Auxiliary 377, Phoenix, AZ): 35 auxiliaries, 25 states, five national officers, six state vice presidents, eight state presidents, 65 delegates and 67 voting delegates. President Linda Kirby thanked the committee members for their diligence and service.

Kirby called on the bylaw committee to continue with proposed bylaws. Five bylaws were presented and adopted. Kirby thanked Bylaw Committee Chair Patsy Mester (Auxiliary 21, Springfield, IL) and committee member Nancy Southern (Auxiliary 2621, Lakeland, FL) for their diligence and service.

Pam Donato, NALC director of community membership and outreach, stressed the importance of awareness of needs in our communities in order to continue to grow community involvement programs. Donato stressed that she is the conduit for local outreach activities and thanked the auxiliary delegates for the help and support given.

Kirby welcomed to the podium NALC Executive Vice President Timothy C. O'Malley, NALC greeting committee chair Ron Bergstrom of Green Bay, WI Branch 619 and committee members Emre Edwards of Austin, TX Branch 181 and Mary Smith of Greenwood, MS Branch 1080. O'Malley remarked, "The NALC has always had two secret weapons when it comes to political action and legislation—we actively seek to retain retirees as members and we have supported the NALC Auxiliary." O'Malley recognized that for much of the NALC's 125-year history, letter carriers were politically muzzled, but had a way around that constraint—the NALC Auxiliary.

In accordance with NALCA bylaws, Article X, Section XI, a professional audit was performed within 30 days of the convention for the dates July 21, 2012, to May 31, 2014. Bill Katt, C.P.A. of Kenosha, WI, gave the Auxiliary a clean report. Audit committee Chair Sandi Williams (Auxiliary 138, Dayton, OH) and committee members Ruth Myers (Auxiliary 260, Salem, OR) and Gaye Meredith (Auxiliary 28, Dallas, TX) reported the books of the secretary and treasurer were in good order and meet all specifications according to NALCA bylaws and protocol. President Kirby thanked the committee members for their diligence and service.

Mileage and Per Diem Chair Ann Borowski (Auxiliary 144, Milwaukee, WI),

and committee members Geneva Robinson (Auxiliary 4, Kansas City, MO) and Judy Arldt (Auxiliary 111, Austin, TX) reported that their review of all expenses incurred are consistent with travel, lodging and per diem of the convention and moved to accept the report as presented. The motion passed. President Kirby thanked the committee members for their diligence and service.

Nominations for national officers for the 2014 to 2018 term were made: president—Cythensis Lang; vice president—Cynthia Martinez; secretary—George Anna Myers; treasurer—Pam Fore (Auxiliary 2621, Lakeland, FL) and assistant secretary—Linda Davis (Auxiliary 194, Yakima, WA). In accordance with NALCA bylaws, when only one candidate has been nominated for each office, the candidate is declared the elected officer.

NALC Director of Health Benefits Brian Hellman addressed the delegates; Hellman told the delegates that his job and desire is to be in a position to help people. His office stands ready to assist carriers and families on matters related to the HBP. Hellman also thanked the Auxiliary for its long, rich history of supporting the NALC.

President Kirby recessed the meeting at 12:47 p.m.

—M. Marie Rasmussen, NALCA Secretary



JULY 23, 2014
WEDNESDAY

A DAY FOR STRENGTH, SAFETY AND SOLIDARITY

The third day of Convention Week saw delegates come together to stand up against conservatives in Washington who strive to destroy the middle class, stand shoulder to shoulder with postal and other labor unions, and stand together to make sure we all stay safe on and off our jobs. In Philadelphia, it was truly a day for brotherly love.

TELLING LABOR'S STORY

NALC President Fredric Rolando called the convention to order at 10 a.m. Performing "The Star-Spangled Banner" to get the day started was Seattle Branch 79's Austin Cooper. Southeast Pennsylvania Merged Branch 725 President Jim McCullough led the Pledge of Allegiance, followed by an invocation from Michael Reilly, pastor of South Philadelphia's St. Richard of Chichester Roman Catholic Church.

The day's first speaker was Ed Schultz, host of "The Ed Show" on the MSNBC cable TV network as well as host of his eponymous nationally syndicated radio show.

"There is no greater defender of unions and no stronger warrior for workers anywhere in the media than Ed Schultz," President Rolando said.

Greeted by a standing ovation from the delegates, Schultz described himself as a friend and advocate for letter carriers.

"I'm for the workers," Schultz said. "I know the righties are not, and that's just the way the world is turning right now."

But change is coming, he said. "The politicians who thought they had a better way for America? They're all losing. And they might defeat us individually, but they will never do that collectively.



Top: The 'Stop Staples' rally held after the afternoon workshops

Above right: Ed Schultz

Right: Two injured carriers embrace after the safety and health presentation

"You have my commitment that I will be there for you," he said to cheers and applause. "We will tell the story. We will make the change. And we will save the Postal Service and restore it to where it's got to be."

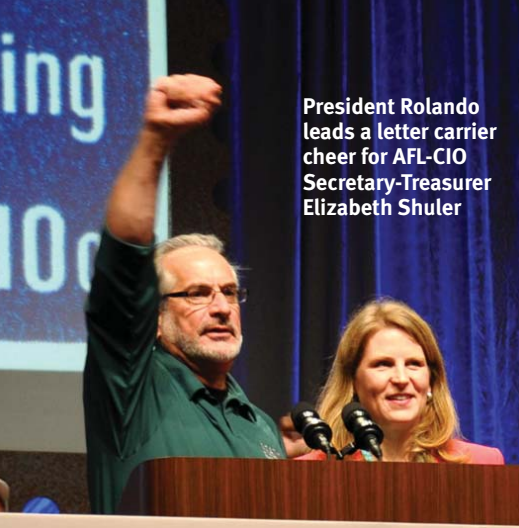
Before Schultz left the stage, President Rolando led an enthusiastic letter carrier cheer for him. Later, delegates approved a motion from the floor to make Schultz an honorary member of the NALC.

HEALTH AND SAFETY

Rolando shifted gears to discuss what he called "a very important topic for letter carriers and the NALC: Protecting the health and safety of letter carriers.

"Over the past year," he said, "I have tried to talk about two very alarming





President Rolando leads a letter carrier cheer for AFL-CIO Secretary-Treasurer Elizabeth Shuler

threats to carriers that have been on the rise in recent years.”

Describing suicide as a heart-breaking problem, the president noted that although suicide does not arise primarily or exclusively from workplace pressures, “I think we need to talk about this problem and figure out what we can do to help.”

The second health and safety issue is an “unacceptable increase” in park point accidents, the president said. These are where carriers are struck by cars or trucks while they work the mail from the back of their postal vehicles.

He then invited NALC Director of Safety and Health Manuel Peralta to come to the stage to drive home the threat of unsafe park points.

Peralta noted that there had been a workshop that morning on this very topic. “But we feel this issue is so important that we wanted to come before the whole convention to raise the issue,” he said.

The director went on to relate the story of Los Angeles Branch 24 letter carrier Anthony Dunn, who was struck by a car while standing at the rear of his vehicle. Dunn died from his injuries the following morning.

“Had his vehicle been parked in a safe location,” Peralta said, “and not in ‘the most efficient’ location chosen by management, Anthony would be among us as a delegate to this convention.”

The director said that before Dunn’s death, NALC had demanded that management address unsafe park points. It took Dunn’s tragic passing for management to listen and to work with the union to organize a national park point safety stand-up talk.

“The hazard has not ended,” Peralta said. “Since Anthony’s death, more letter carriers have been struck.”

The director then introduced to delegates seven such carriers who traveled to Philadelphia to be a part of the convention:

Columbus, OH Branch 78’s Doug Poole; Seattle, WA Branch 79’s Keith Wagner; Garden Grove, CA Branch 1100’s Joel Cabrera and Lydia Ray; Denver, CO Branch 47’s Dan Hohenstein; New Hampshire Merged Branch 44’s Dave Betts; and Pawtucket, RI Branch 55’s Timothy Fournier.

“We can help prevent these kinds of accidents by insisting that the stand-up talk be given often and by taking action to convince our members to be vigilant about the safety of the park points,” Peralta said.

The director then asked Wagner to say a few words.

“I speak for this group as well as for Manny and the safety team,” Wagner said. “We’re selfish; we don’t want anyone else to join this club. You need to take this message home, and you need to scream it as loudly as we scream it.”

Delegates gave the seven injured carriers in front of the stage a standing ovation and a letter carrier cheer.

Returning to the podium, President Rolando said letter carriers should ask themselves two questions each day: How do I keep myself out of harm’s way? And am I doing enough to protect the safety of letter carriers in my station?

“As union activists, we must work toward making a safer work environment every day,” the president said.

Delegates called for several moments of silence to honor fallen carriers.

NOMINATIONS

Shortly before noon, President Rolando turned to the next order of business, as required by the *NALC Constitution*: calling for nominations for national office. President Rolando ceded the chair to Executive Vice President Timothy O’Malley, since the first nomination was for the office of president. O’Malley called for nominations, and two were forthcoming from the floor—for Fredric V. Rolando of Sarasota, FL Branch 2148, and for David Noble of Washington, DC Branch 142.

Returning to the microphone, President Rolando sought nominations for all remaining offices, which were offered from the floor as follows (uncontested nominees were elected by consent; contested nominees are listed in alphabetical order):

Executive Vice President (contested)

—Catherine Jones, Minneapolis Br. 9
—Timothy C. O’Malley, Philadelphia Br. 157

Vice President (contested)

—Deidre Beal, South Florida Br. 1071
—Lew Drass, Huntsville, AL Br. 462

Secretary-Treasurer

—Nicole Rhine, Lincoln, NE Br. 8

Asst. Secretary-Treasurer (contested)

—Sharella Spikes, South Florida Br. 1071
—Judy Willoughby, Tallahassee Br. 1172

Director of City Delivery

—Brian Renfroe, Hattiesburg, MS Br. 938

Director, Safety and Health (contested)

—Travis Lober, Arizona Merged Br. 1902
—Manuel L. Peralta Jr., Garden Grove, CA Br. 1100

Director of Life Insurance

—Myra Warren, Dallas Br. 132

Director Health Benefit Plan

—Brian Hellman, New York City Br. 36

Director, Retired Members (contested)

—Ken Ring, Minneapolis Br. 9
—Ron Watson, Corvallis, OR Br. 1274

National Trustees (three positions; contested)

—Erica Bloom, South Florida Br. 1071
—Lawrence D. Brown Jr., Los Angeles Br. 24
—William Haller, St. Petersburg, FL Br. 1477
—Brett Israel, Fort Lauderdale, FL Br. 2550
—Randall L. Keller, Mass. Northeast Mgd. Br. 25
—Mike Gill, South Florida Br. 1071

Region 1 NBA

—Christopher Jackson, Garden Grove, CA Br. 1100

Region 2 NBA

—Paul L. Price, Portland, OR Br. 82

Region 3 NBA (contested)

—Michael Caref, Chicago Br. 11
—Tony Hutson, Galesburg, IL Br. 88

Region 4 NBA

—Roger Bledsoe, Oklahoma City Br. 458

Region 5 NBA

—Mike Birkett, Dubuque, IA Br. 257

Region 6 NBA (contested)

—Patrick C. Carroll, South Macomb, MI Br. 4374
—Gary Smith, Grand Rapids, MI Br. 56

Region 7 NBA

—Chris Wittenburg, St. Paul, MN Br. 28

Region 8 NBA

—Peter S. Moss, Gulf Coast Mgd., MS Br. 1374

Region 9 NBA

—Kenneth Gibbs, Brunswick, GA Br. 313

Region 10 NBA (contested)

—Kathy Baldwin, Beaumont, TX Br. 842
—David Pratt, Albuquerque, NM Br. 504

Region 11 NBA

—Dan Toth, Lorain, OH Br. 583

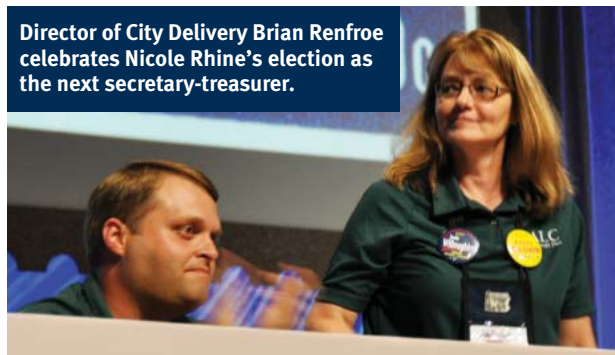
Region 12 NBA

—William J. Lucini, Philadelphia Br. 157

Region 13 NBA

—Timothy W. Dowdy, Virginia Beach, VA Br. 2819

Director of City Delivery Brian Renfroe celebrates Nicole Rhine’s election as the next secretary-treasurer.



Region 14 NBA

—John J. Casciano, Boston Br. 34

Region 15 NBA

—Lawrence D. Cirelli, New Jersey Mgd. Br. 38

ELIZABETH SHULER

President Rolando then introduced AFL-CIO Secretary-Treasurer Elizabeth Shuler. “The winds of change are blowing in the labor movement,” he said, “and Liz is surely part of that fresh new breeze.”

“As important as your work is to every family and business in America,” Shuler said, “millions of people count on you for what you do besides deliver mail.” She specifically cited letter carriers’ work with the Muscular Dystrophy Association and our annual national food drive.

“As letter carriers, you’re fortunate,” she said. “You have the benefit of a strong union. That’s not the case for most people.”

Shuler also said that the upcoming mid-term elections are very important. “If we want to elect the right leaders for working families,” she said, “and if we want to build support for the things that make America work, like the Postal Service, we’ve got to engage all working people—working voters.”

Rolando then introduced the NALC’s delegates to the AFL-CIO convention held last September: Ingrid Armada of Providence, RI Branch 15; Denise Brooks of Medford, OR Branch 1433; Anita Guzik of Los Angeles, CA Branch 24; Steve Hanna of York, PA Branch 509; Charles Heege of New York, NY Branch 36; Lloyd Doucet Jr. of New Orleans, LA Branch 124; and Elise Foster of Chicago, IL Branch 11. Guzik presented the delegation’s report.

BACK TO BUSINESS

The delegates then discussed resolutions related to the National Agreement. Delegates voted to approve two resolutions after the sponsors agreed to changes recommended by the Executive Council, and also approved a resolution calling for USPS to provide traffic cones for postal vehicles to improve safety. The delegates upheld the Executive Council’s disapproval of a resolution related to time limits on emergency placements and another calling for USPS to give letter carriers a percentage of the funds brought in by the Customer Connect program.

Rolando then introduced Stephen Sombrotto, son of former NALC President Vincent Sombrotto, who passed away last year. Stephen Sombrotto shared memories of his father and his family’s experiences with the NALC. “We’ve always looked at

The following national agreement resolutions were approved by the delegates at the National Convention. They will now be part of the official position of the NALC in future contract negotiations.

- include CCAs in Article 10 and allow CCAs to carry over the maximum amount of leave.
- add significant other in the definition of a family member for Bereavement Leave.
- include CCAs as eligible employees to receive military pay.
- earn sick leave while on military duty.
- CCAs receive holiday scheduling premium.
- eliminate Article 12.1.
- allow for mutual exchanges between CCAs.

- negotiate a higher employer contribution to the cost of premiums for CCAs who want to participate in any health plan beyond self only.
- CCAs receive a retirement account with matching contributions from the Postal Service.
- apply Article 25 to CCAs.
- CCAs receive their yearly uniform allotment on the same method as career carriers.
- provide postal vehicles for CCAs traveling on the clock from station to station.
- discontinue the Postal Service’s use of Managed Service Points.
- a 204b must be working in their own installation in order for provisions in Article 41.1 to apply.

NALC members as our stepbrothers and stepsisters,” he said. “The letter carriers will always be attached to our lives and our families.”

The delegates gave Sombrotto a letter carrier cheer.

CREDENTIALS COMMITTEE

Rolando handed the microphone to Credentials Committee Chairman Rod Holub of Manhattan, KS Branch 1018, who introduced the members of the committee:

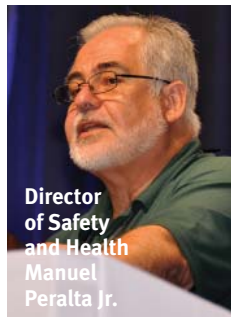
Rick Abbarno of West Palm Beach, FL Branch 1690; Craig Bishop of Sacramento, CA Branch 133; Marie Didier of Elmhurst, IL Branch 825; John Dyce of Youngstown, OH Branch 385; Ethel Ford of Houston Branch 283; Robbie Gardiner of Fort Wayne, IN Branch 116; Sonny Guadalupe of New York City Branch 36; Christine Guziejewski of Brick Town, NJ Branch 5420; Kyle Inosencio of Grand Rapids, MI Branch 56; Cindy Kirby of Denver Branch 47; Terry Long of Redwood Falls, MN Branch 2013; John Oross of Dayton, OH Branch 182; Lynne Pendleton of Central Florida Branch 1091; Tony Perconte of Scotch Plains, NJ Branch 4102; Grace Pery of South Florida Branch 1071; Brian Simmons of Southeast Massachusetts Merged Branch 18; Amy Steffens of Fargo-West Fargo, ND Branch 205; Mike Wahlquist of Salt Lake City Branch 111; Greg White of Gulf Coast Merged, MS Branch 1374 and Delano Wilson of Silver Spring, MD Branch 2611.

Holub gave the committee’s final report, stating that 6,276 delegates representing 588 branches from all 50 states, the District of Columbia and Puerto Rico were in attendance, along with 72 at-large delegates and 28 national officers.

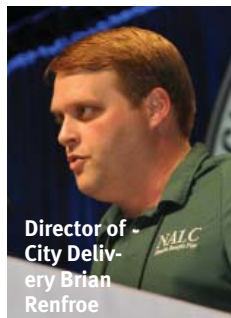
E-ACTIVIST NETWORK

Rolando then gave awards for e-Activist Network participation. The winners were Branch with the highest percentage of e-Activists with 50 to 99 members—Pearl City, HI Branch 4682, 85 percent; branch with the highest participation, 100 to 499 members—Eugene, OR Branch 916, 72 percent; branch with the highest participation, 500 to 999 members—Royal

Oak, MI Branch 3126, 60 percent; branch with the highest participation, 1,000 to 1,999 members—Kansas City, MO Branch 30, 33 percent; branch with the highest participation, 2,000 to 3,999 members—Philadelphia Branch 157, 28 percent; branch with the highest participation, 4,000 or more members—South Florida Branch 1071, 26 percent; state with the highest participation—Alaska State Association, 42 percent; and region with the highest participation—Region 5 (Missouri, Iowa, Nebraska and Kansas), 27 percent.



Director of Safety and Health
Manuel Peralta Jr.



Director of City Delivery
Brian Renfroe



Director of Retired Members
Ron Watson

MARK DIMONDSTEIN

The delegates viewed a videotaped greeting from American Postal Workers Union President Mark Dimondstein, who thanked letter carriers for their participation in the Postal Union Alliance, the four postal unions that are working in unison to protect the Postal Service and postal jobs, including the struggle to save six-day delivery and stop closure of postal facilities.

“The Postal Union Alliance is a vital step in the process of building a grand alliance with the people of this country in defense of the public’s Postal Service, in defense of their national treasure,” he said.

As an expression of solidarity, Rolando announced that following the end of the



Above: Phil Rubio (l) and Calvin Ramsey.
Right: Stephen Sombrotto



day's session, delegates would rally against the arrangement between the Postal Service and Staples that outsources postal clerk jobs. At the "Stop Staples" rally, letter carriers signed a petition that was delivered to a Philadelphia Staples store; a video of the events was sent to the APWU convention being held this week in Chicago.

HISTORY LESSONS

The delegates then enjoyed a film made from restored color footage taken at the NALC's 32nd biennial convention held in Milwaukee in 1939, the year NALC turned 50.

Rolando next welcomed former letter carrier Phil Rubio, associate professor of history at North Carolina A&T University, to the mic. Rubio described in his book, *There's Always Work at the Post Office*,

how postal jobs have offered upward mobility to African-Americans. Rubio has asked convention delegates who participated in the strike of 1970 to provide him with their recollections.

Next, Rolando welcomed author and playwright Calvin Ramsey to the podium. Ramsey

explained the historical framework of his children's book, *Ruth and the Green Book*,



Photo by Douglas Adams Jr

which tells the almost forgotten story of the *Green Book*, published by letter carrier Victor Green before the civil rights era, which listed places where traveling African-Americans could find places to eat, sleep, use restrooms or get medical care without facing discrimination. The delegates thanked both Rubio and Ramsey with letter carrier cheers.

COMMITTEE REPORTS

Rolando then invited the Board of Trustees to the microphone. Trustees Chairman Lawrence D. Brown Jr. of Los Angeles Branch 24, assisted by trustees Randall Keller of Northeast Massachusetts Merged Branch 25 and Michael Gill of South Florida Branch 1071, gave the trustees' report.

Next, Rolando introduced the members of the Band Committee—Chairman Charles Sexton of St. Louis Branch 343 and Ernest Phillips of Cleveland Branch 40—who gave their committee's report.

Rolando recessed the convention at 3:14 p.m.

President Rolando threw out the first pitch at the Phillies game on Tuesday night.

NALC AUXILIARY



WEDNESDAY, JULY 23

The Milwaukee, WI Letter Carriers' Band, under the direction of Bill Berlyn, welcomed delegates to their Wednesday session with lively sounds of music including a special rendition of "On Wisconsin" as retiring NALCA Board President Linda Kirby and Secretary Marie Rasmussen entered the room. Accompanied by the Milwaukee Letter Carriers' Band, Greg White (Branch 4475, Forest, MS), sang the National Anthem.

President Kirby reconvened the meeting at 9 a.m. The Moment of Grace was led by NALCA Assistant Secretary George Anna Myers (Auxiliary 4, Kansas City, MO). The minutes of the previous day were approved as presented.

NALCA President and Greetings Committee Chair Linda Kirby (Auxiliary 465, Kenosha, WI) reported on the greetings given to the NALC convention delegates. Kirby reminded carriers about the importance of having spouses and significant others as well as retirees joining the Auxiliary because "their fight is our fight." President-elect Cythensis Lang (Auxiliary 2517, Mobile, AL) also spoke as a member of the greetings committee and reminded carriers that the 125th

anniversary video failed to mention that through 106 of their 125 years of existence, the Auxiliary has been there as their support, and at times, their voice.

NALCA Secretary Marie Rasmussen (Auxiliary 430, Racine, WI) presented the We-Care We-Share awards for 2013-2014 as follows: NALCA President Linda Kirby, NALCA Vice President Cythensis Lang, NALCA Secretary Marie Rasmussen, NALCA Treasurer Pam Fore, NALCA Assistant Secretary George Anna Myers, Maria Zakrzewski (Auxiliary 79, Colorado Springs, CO), Carrie Strobl (Auxiliary 413, Green Bay, WI) and Tonya Lloyd (Auxiliary 111, Austin, TX). Rasmussen congratulated all who achieved membership and encouraged other members to think about their donations to COLCPE through We-Care We-Share and the important ways these funds are used for political awareness and activity.

Carrier Corps gold members were announced as follows: Vicki Cotton (Auxiliary 2720 Tulsa OK), Mary Gibson, Pam Fore and Rachel Mitchell (Auxiliary 2621, Lakeland, FL), Linda Kirby, Marie Rasmussen, George Anna Meyers, Cythensis Lang and

Maria Zakrzewski (Auxiliary 79, Colorado Springs, CO).

The Organizer's Report for 2013-2014 was presented by Cythensis Lang. Auxiliaries reinstated since last convention include Belfort, PA; Swansboro, NC; Elizabethtown, KY; Yakima, WA; Odessa, TX; New York, NY; Santa Clara, CA; Kirkwood, NY; Puyallup, WA; and Aurora, CO.

NALCA Secretary Marie Rasmussen facilitated an open forum with delegates on ways to bring awareness about the auxiliary to carriers and union leadership (on all levels) and with that, increase membership, viability and sustainability. Discussion was healthy and many excellent comments and solid ideas were brought up. All notes garnered from the discussion will be used by the newly elected board to enter into the "brand transformation" of this organization to carry us forward as supporters of the NALC.

The meeting was recessed at 10:15 a.m. for delegates and guests to attend the Auxiliary-sponsored activity of a Duck Tour and luncheon.

—M. Marie Rasmussen, NALCA Secretary



JULY 24, 2014 THURSDAY



GIVING OUR ALL

From Carrier Alert to the Muscular Dystrophy Association to their political action committee, letter carriers are well known for doing more than delivering the mail. This idea was evidenced by the thousands of letter carrier delegates filing into the general session hall, proudly wearing blue T-shirts symbolizing their combined commitment to political action. This internal unity was complemented by the thread of solidarity woven through the day's proceedings, as delegates heard from the leaders of sister labor unions both here and abroad. The unity was also directed at others, as delegates contributed to several worthwhile causes.

SHOW OF STRENGTH

Dressed as "Rocky," NALC President Fredric Rolando started the day's proceedings by running from the back of the hall to the main stage while the movie's theme song played over the loudspeakers—a nod to the fact that the movie was filmed in Philadelphia.

Next, Asheboro, NC Branch 2560 letter carrier Tim Greene sang the National Anthem, followed by the Pledge of Allegiance led by Philadelphia Branch 157 Vice President Joe Rogers and an invocation from the Rev. Joseph Leggeri of Thomas Jefferson University Hospital.

Then, on an enthusiastic voice vote, delegates passed a floor motion of no confidence in Postmaster General Patrick Donahoe, calling on the Postal Board of Governors to replace Donahoe with someone "more positive" about USPS.

President Rolando next appointed a National Election Committee made up of:

Brooklyn, NY Br. 41's Joe DeRossi (chairman); Manhattan, KS Br. 1018's Rod Holub; Birmingham, AL Branch 530's Antonia Shields; Garden Grove, CA Br. 1100's Barbara Stickler; Jamaica, NY Br. 562's Andrew Wiener; Royal Oak, MI Br. 3126's Paul Roznowski; Van Nuys, CA Br. 2462's Calvin Brookins; Houston, TX Br. 283's Ethel Ford; Central Florida Br. 1091's Lynne Pendleton; and Silver Spring, MD Br. 2611's Delano Wilson.

GENERAL RESOLUTIONS

On Monday, the convention had voted to accept *en bloc* those general resolutions approved by the NALC Executive Council. Director of Retired Members Ron Watson, Director of Life Insurance Myra Warren and Health Benefit Plan Director Brian Hellman took turns reading the remain-

Top: COLCPE blue
Above: President Rolando enters the hall to the theme from 'Rocky'
Right: Muscular Dystrophy Association National Ambassador Reagan Imhoff explains the need for MDA

ing resolutions on which the Executive Council had taken a position either of disapproval or of no recommendation.

The Council's disapproval of General Resolution 3, calling for an unlikely-to-be-successful lawsuit against the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), was upheld following a teller vote, with 2,323 voting in favor of the Council's disapproval and 1,921 voting against.

General Resolution 7 was withdrawn by its makers.

The Council had no recommendation on a resolution calling for NALC to negotiate with USPS a no-smoking policy in all postal vehicles. The resolution was approved by the convention following a division.



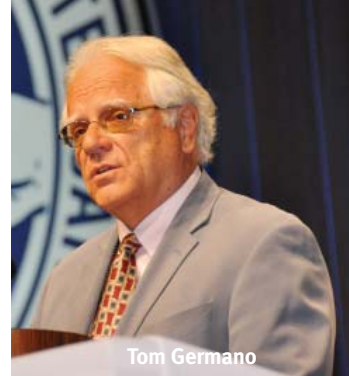
J. David Cox



John Hegarty



Billy Hayes



Tom Germano

Four floor resolutions were approved by the Executive Council.

The convention also passed a motion that any money collected when delegates passed the hat would be matched by National Headquarters. Tellers collected \$17,421 for Noe Herrera and the family of David Jorah.

Before inviting National Postal Mail Handlers Union President John Hegarty to the stage for an address, President Rolando showed delegates a brief video of highlights from Wednesday afternoon's "Stop Staples" rally. He said that the video had been sent to the American Postal Workers Union to be shown on Thursday as part of their convention, which was taking place that week in Chicago.

JOHN HEGARTY

"The members of the mail handlers' union have an extraordinary leader in John Hegarty, who has the unflinching support of the NALC," Rolando said as he introduced the NPMHU president. "He has been a very effective voice in Washington for all postal employees. He's smart and reasonable, but firm."

Hegarty told delegates that postal reform has been at the top of his union's legislative agenda for more than a decade.

"I think it's apparent that we have an uphill battle for passage of postal reform this year," he said, "but we're not going to give up and we're certainly not going to give in."

"All four unions are on the same page," Hegarty said, "and all four unions are going to work together."

COLCPE AWARDS

President Rolando then presented awards for participation in COLCPE, the union's political action committee. The winners were: Branch with the highest overall rate of member participation—Newport, RI Branch 57, 78 percent; state with the highest participation rate—North Dakota State Association, 37 percent; region with the highest participation rate—Region 8, 16 percent; branch with the highest percentage of "Gimme 5" automatic contributors with 50 to 99 members—Hattiesburg, MS

Branch 938, 38 percent; branch with the highest "Gimme 5" percentage, 100 to 499 members—Newport, RI Branch 57, 66 percent; branch with the highest "Gimme 5" percentage, 500 to 999 members—Honolulu, HI Branch 860, 27 percent; branch with the highest "Gimme 5" percentage, 1,000 to 1,999 members—Salt Lake City, UT Branch 111, 12 percent; branch with the highest "Gimme 5" percentage, 2,000 to 3,999 members—Minneapolis, MN Branch 9, 9 percent; branch with the highest "Gimme 5" percentage, 4,000 members or more—Chicago, IL Branch 11, 11 percent; state with the highest "Gimme 5" percentage—Rhode Island State Association, 27 percent; and region with the highest "Gimme 5" percentage—Region 8, 10 percent.

MILEAGE AND PER DIEM

Next, Rolando gave the microphone to members of the Mileage and Per Diem Committee, who delivered the committee's final report. The total per diem and mileage to be paid for the convention, the committee reported, is \$143,992.42. The delegates voted to accept the report.

J. DAVID COX

Rolando then welcomed J. David Cox, president of the American Federation of Government Employees (AFGE). Cox spoke with passion about his respect for letter carriers and his union's commitment to standing with us to protect USPS and our jobs.

"We're going to join with you to keep six-day delivery of the mail going; we're going to fight with all our might to fight consolidation and privatization," Cox said. "We join with you to stop closures and reduced services and we join with you to fight for your safety and health to keep letter carriers out of harm's way."

Cox also had choice words for congressional foes of labor such as Rep. Darrell Issa (R-CA). "He wants to privatize everything that moves, he doesn't like government and he doesn't like government workers," Cox said. "We're going to whoop his ass before we're through."

The delegates showed their appreciation for Cox with a letter carrier cheer.

FUTURE CONVENTIONS

Rolando then invited to the podium Secretary-Treasurer Jane Broendel, who introduced the Convention Site Committee: Howard Komine of Honolulu, HI Branch 860; retired NALC Assistant Secretary-Treasurer Jim Korolowicz of South Macomb, MI Branch 4374; and Glen Norton of Las Vegas Branch 2502. The committee reported that a decision on the 2018 site was on hold.

Larry Brown, president of Los Angeles Branch 24, and delegates from that branch took the stage to invite delegates to Los Angeles for the 70th Biennial Convention in 2016. The 2016 convention has been set for August 15-19 at the Los Angeles Convention Center.

BILLY HAYES

Rolando then handed the microphone to Billy Hayes, general secretary of the Communication Workers Union in the United Kingdom. Hayes described the challenge of protecting mail service and employees' interests after the U.K.'s postal system, the Royal Mail, was privatized last year. He urged the NALC delegates to fight to protect service in their postal system.

"Saturday delivery is a key part of the Postal Service in the U.S.A.," he said, "and let's fight to keep it."

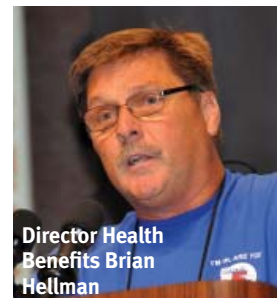
The delegates gave Hayes a letter carrier cheer.

MUSCULAR DYSTROPHY

The convention then turned its attention to NALC's official charity, the Muscular Dystrophy Association. Delegates watched a video recording of a television broadcast from 1952—the first install-



Director of Life Insurance Myra Warren



Director of Health Benefits Brian Hellman

The following general resolutions were approved by the delegates at the National Convention.

- seek to issue a commemorative postage stamp honoring Vincent R. Sombrotto.
- observe Postal Heritage Day on July 26th.
- hold local public meetings to educate the American people on how to "Save the Postal Service."
- support a rally in Washington, DC to defend and expand public service.
- defend door-to-door delivery.
- support a \$15 minimum wage.
- support workers' rights in Illinois.
- support fired UPS drivers of Teamsters Local 804 and publicize their victory.
- adopt a policy banning smoking in all postal vehicles.

Below are the resolutions that came from the floor of the convention, reprinted as presented and approved at the convention.

NATIONAL AGREEMENT RESOLUTIONS

Provide CCA'S With Sick Leave

Whereas: Currently CCA's do not earn sick leave.

Whereas: CCA'S have limited leave provisions that are addressed in the 2013 Interest Arbitration Award. (DAS)

Whereas: CCA'S are an important part of our workforce. They are the future of our Union, and of the Letter Carrier Craft, and deserve the same sick leave benefits as a career employee, so they can take care of themselves and their families in a time of need.

Resolved: That our National Officers negotiate with the US Postal Service to include sick leave for our CCA'S in the leave provisions outlined in Article 10 of The National Agreement.

Submitted by Branch 72, Concord, NH

Article 14 – Safety Cones

Whereas, letter carriers have been killed or injured while working out of the backs of their vehicles, and

Whereas, some of these accidents may have been avoided with little effort and lives may have been saved,

Therefore, be it resolved that the National Director of Safety and Health request that the Postal Service provide one safety cone for each postal vehicle.

Submitted by Branch 2207, Torrance CA

GENERAL RESOLUTIONS

Build a Coalition and Campaign Against Privatization

Whereas, since the time that President Reagan began the attacks on government services, they have faced numerous attempts at privatization, and

Whereas, privatization turns public services over to the control of for-profit entities, which drain taxpayer dollars and reduce the quality of services, in the interest of private profits, and

Whereas, privatization reduces the transparency and accountability of the services in question, and reduces the degree of democratic control that citizens have over them, and

Whereas, privatization is frequently inefficient, usually more expensive, and often conducive to corruption, and

Whereas, schools and teachers unions across the country are facing the threat of privatization of education through charter schools, which are no more effective at education, but which increase inequities, weaken teachers' unions, and reduce community control, and

Whereas, privatized prisons are a highly profitable business, but create inhumane and unsafe conditions for prisoners and employees alike, and

Whereas, the U.S. Postal Service has become more brazen in its efforts to privatize postal work, notably its attempt to set up Staples postal units and to outsource MVS work, and *Whereas,* the attacks on government services in the media have prejudiced a large body of public opinion, therefore be it

Resolved, that NALC shall work together with other unions that represent government-employed workers to fight privatization in specific cases, and further be it

Resolved, that NALC shall work in concert with unions and other allies to develop a broad-based educational campaign on the evils of privatization, and the value of preserving effective, transparent and responsive public services with public accountability and oversight.

Submitted by Branch 82, Portland, OR

Unsafe delivery and poor service

Whereas, letter carriers are in every community, every day and while this allows us to provide the highest level of universal service and the opportunity to help those in need and save lives, it also results in exposure to crime, safety hazards and injury; and

Whereas, in most instances, routine delivery in the dark increases the risk of crime, safety issues and injury; and

Whereas, service to postal customers has suffered in some locations due to routine delivery of mail after traditional delivery hours and non-delivery of mail caused by poor management decisions, understaffing, late start times and inadequate mail processing and transportation; and

Whereas, the dedicated men and women who deliver our nation's mail should not work in unsafe conditions, whether during daylight hours or after dark;

Therefore be it Resolved, that NALC reaffirm our position to address all unsafe delivery, whether during daylight hours or after dark; and

Be it further Resolved, that NALC at the national level continue efforts through the safety and service review process to ensure that delivery units are properly staffed with letter carriers and clerks, letter carrier start times are set as early as possible, a mail processing and transportation network that provides the highest quality service and allows letter carriers to deliver mail within traditional delivery hours is maintained, routes are adjusted as near 8 hours as possible, alternative route structures are considered and implemented where appropriate, all equipment necessary to perform all letter carrier work safely in all conditions is provided, quality training is provided to all letter carriers, and any other action necessary to ensure that letter carriers are able to work safely and be in a position to provide excellent service to postal customers is taken; and

Be it further Resolved, that NALC at the national, regional and branch level utilize all contractual tools at our disposal to ensure that letter carriers are in the best position to work safely and provide excellent service to postal customers; and

Be it further Resolved, that NALC at the national, regional and branch levels utilize various means to communicate important safety messages such as, but not limited to, print media, social media and written, email and oral communications, including organized campaigns or other efforts necessary to improve letter carrier safety and service to postal customers; and *Be it further Resolved,* that NALC reach out to communities and organizations to create safer work environments for letter carriers and increase awareness and visibility of the dedicated men and women that deliver our nation's mail.

Submitted by NALC Executive Council

Support Postal Workers: Boycott Staples

Whereas, the US Postal Service has a no-bid, sweetheart deal with the big-box chain Staples to operate "postal" counters in more than 80 stores in four states, and is considering expanding this operation to more than 1,500 Staples stores across the United States;

Whereas, these "postal" counters are staffed by low-wage, high-turnover Staples employees with little training and no credentials to handle US mail. The Postal Service and Staples are refusing to staff these counters with unionized, uniformed USPS employees who have the training and experience to properly handle US mail, and who have sworn an oath to uphold the security and sanctity of the mail and the highest standards of public service;

Whereas, non-union "postal" jobs at Staples are replacing living-wage, union jobs of Postal Service employees, as the Postmaster General reduces staffing and hours, closing and selling off community post offices;

Whereas, consumers are increasingly concerned about identity theft at large retail chains, and privatizing the handling of US mail will jeopardize the privacy, sanctity, and security of the mail;

Whereas, instead of offering lower quality service and selling off public assets, the Postal Service can and should use its unmatched nationwide network of people and facilities to better serve the public with expanded hours and new services, such as low-costs postal banking, which would be a tremendous benefit for our people;

Whereas, along with other public employees we are fighting a common battle to oppose privatization of public services in schools, colleges, hospitals and other public institutions, as well as the Post Office;

Whereas, the AFL-CIO Executive Council has endorsed the American Postal Workers Union boycott of all Staples retail stores, and Staples website and branded products;

Whereas, according to the Boston Globe, "Doody, the Staples executive, said the company does not want to get in the middle of the fight between the post office and its union, but acknowledged the issue could become a problem if more unions backed the postal workers. He said the retailer will continue to evaluate the situation to determine whether the negative backlash is worth the benefits of the partnership."

Therefore be it resolved that the National Association of Letter Carriers joins the American Postal Workers Union and AFL-CIO in urging all our members, friends and family not to shop at Staples stores, and to spread the boycott widely.

Submitted by Branch 214, San Francisco, CA



ment of what became the annual MDA Telethon—that demonstrated the union’s early commitment to the cause.

Jim Williams, a member of Portland, OR Branch 82 and NALC’s liaison with MDA, announced that a 50/50 raffle for MDA had sold \$10,862 worth of tickets. Williams said that Escondido, CA Branch 2525’s Willie Little had won a Harley-Davidson motorcycle in a raffle held Wednesday evening, which netted \$40,000 for MDA.

Following a video about MDA’s goodwill ambassadors—children with neuromuscular diseases who spread the word about MDA—Rolando interviewed the current ambassador, Reagan Imhoff of New Berlin, WI.

Imhoff charmed not only Rolando but also the convention delegates, who gave the little girl a letter carrier cheer and passed a motion to make her an honorary NALC member.

Rolando then presented awards to branches that had raised the most money for MDA. The winners were: Among branches with 10-49 members—Adrian, MI Branch 579, \$3,117; 50-99 members—Jefferson City, MO Branch 127, \$5,289; 100-199 members—Fargo-West Fargo, ND Branch 205, \$18,895; 200-349 members—Saginaw, MI Branch 74, \$11,583; 350-499 members—Rockford, IL Branch 245, \$13,097; 500-699 members—Colorado Springs, CO Branch 204, \$12,697; 700-999 members—Northeastern New York Branch 358, \$20,006; 1,000-1,499 members—Hartford, CT Branch 86, \$44,913; 1,500-1,999 members—Atlanta, GA Branch 73, \$25,679; 2,000 or more members—Long Island Merged, NY Branch 6000, \$57,277; and the grand prize for the most raised among all branches—New Jersey Merged Branch 38, \$82,632.

THE GREAT POSTAL STRIKE

The delegates then viewed a video of television coverage of the 1970 strike.

Following the video, Rolando introduced teacher and arbitrator Tom Germano, who, as a New York City Branch 36 letter carrier in 1970, helped lead his fellow strikers. Germano shared his reflections on how the strike changed the Postal Service and energized rank-and-file letter carriers. Though he left the craft, his time as a carrier left an indelible mark. “I am first a union person,” he said, “and the NALC will always be my union. Always.

“Underneath it all, in my heart of hearts, I will always be a letter carrier.”

The convention voted to make Germano an honorary permanent member of the NALC.

Rolando then recessed the convention at 3:28 p.m.

NALC AUXILIARY

The Letter Carriers’ Band from Cleveland, OH welcomed delegates to the final session of their convention. The meeting was re-convened at 10:02 a.m. by President Kirby. Minutes from the previous day were approved as presented.

President Kirby called Resolutions Chair Patricia LaCaze (Auxiliary 1223, Alexandria, LA) and committee member Patricia Steffen (Auxiliary 2809, Mankato, MN) to the podium. The committee presented four resolutions: appreciation to retiring President Linda Kirby and retiring Secretary Marie Rasmussen; a thank-you to Jody Spencer (Branch 436, Racine, WI), who presented an organized, informative and entertaining keynote address; a thank-you to the NALC for appointing letter carriers’ bands to play each day; and a thank-you to NALC Executive Vice President Tim O’Malley for his outstanding comments on the important role the Auxiliary has played. The resolutions were adopted unanimously.

President Kirby welcomed NALC Executive Vice President Tim O’Malley to the podium to install the NALCA officers for the 2014-2018 term: President Cythensis Lang (Auxiliary 2517, Mobile, AL) Vice President Cynthia Martinez (Auxiliary 377, Phoenix, AZ) Secretary George Anna Myers (Auxiliary 4, Kansas

City, MO), Treasurer Pamela Fore (Auxiliary 2621, Lakeland, FL) and Assistant Secretary Linda Davis (Auxiliary 194, Yakima, WA).

National MDA coordinator for NALC Jim Williams was welcomed to the podium. Williams told the delegates that the most enjoyable job he has held with the union has been “raising money for best charity with the best union in the country.” Williams thanked the Auxiliary for caring enough to invest in the lives of families affected and struggling with neuromuscular diseases. “When you give help and hope,” he said, “you have lived a life of significance.”

Marie Rasmussen reported preliminary numbers on funds raised during convention: Chinese Auction—\$239; Luncheon—\$3,390; Country Store—\$3,200; 50/50 raffle—\$631 (half to be paid to winner); baseball card raffle—\$185; and custom shoe raffle—\$620. President Lang thanked Country Store Chair Sue Baxter (Auxiliary 327, Appleton, WI) and committee member Linda Davis (Auxiliary 194, Yakima, WA) for the service and dedication during the convention.

Chair of Distributions Hope Maestas (Auxiliary 444, Denver, CO) and committee member Janice Vandenberg (Auxiliary 78, Omaha, NE) reported that all reports were

THURSDAY, JULY 24

distributed as requested by the NALCA.

President Lang thanked Tellers Chair Miriam Keller (Auxiliary 482, Minot, ND) and committee members Stacy Rubner (Auxiliary 193, Cedar Rapids, IA) and Joyce Chapell (Auxiliary 353, Tuscaloosa, AL) for the dedication to serve that had they been called upon during this convention. President Lang also thanked Sergeant-at-Arms Edie Pottenger (Auxiliary 444, Denver CO) and Color Guard Mike Rasmussen (Branch 436 and Auxiliary 430, Racine, WI) and Jim Kirby (Branch 574 and Auxiliary 465, Kenosha, WI) for their diligence and service to the Auxiliary during this convention.

Under new business, President Lang asked for a show of hands to continue a Country Store for Convention 2016. The consensus was to continue. Liesel Polichette, a new member from Provo, UT, volunteered to chair the 2016 Country Store.

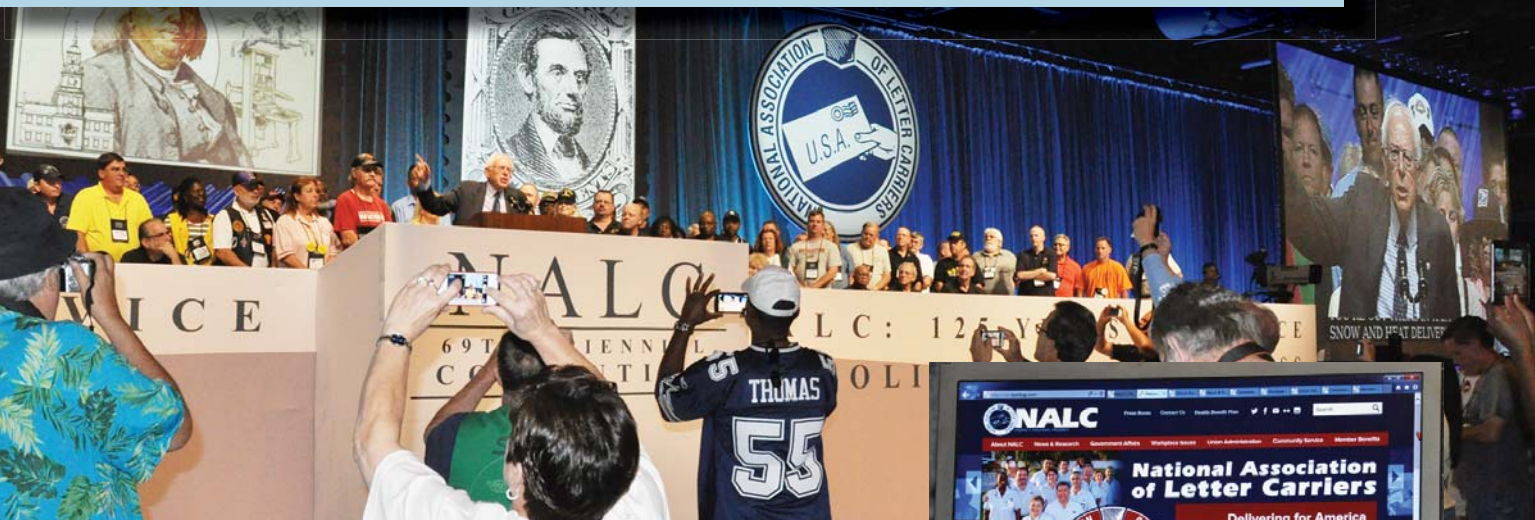
Remarks from the newly installed officers were given to the delegates. Each officer gave a brief bio and thanked the delegates for the faith and trust being placed in them.

The colors were retired by honorary color guards Marie Rasmussen and Linda Kirby. President Lang brought the gavel down to adjourn the convention at 11:36 a.m.

—M. Marie Rasmussen



JULY 25, 2014
FRIDAY



FOCUSING ON OUR FUTURE

Closing a week that showcased the union's spirit of solidarity, strength and commitment, delegates meeting in this historic city in the NALC's 125th year turned from looking with pride at their past to looking forward to a bright future and readying for the challenge of securing it. This was a day to draw confidence from our past successes and apply it to our efforts across the country to preserve the service the American people have enjoyed since Philadelphia's favorite son, Benjamin Franklin, first led the Post Office in 1775.

Before the opening of Friday's session, arriving delegates were entertained by the Milwaukee letter carriers' band as well as by a video showing highlights from the biennial convention held in Honolulu in August of 1970, just a few months after that year's historic postal strike.

President Rolando called the convention to order at 10 a.m. with the airing of a highlight video of the week's events at the Pennsylvania Convention Center. He invited Minneapolis Branch 9 President Mike Zagaros to the microphone to sing

the National Anthem. Marge McCann of Philadelphia Branch 157 led the Pledge of Allegiance, followed by an invocation by Branch 157 Chaplain Lillian Young.

The convention then approved a motion offered from the floor to honor retiring NALC Auxiliary officers at future NALC retiring officers' dinners.

President Rolando next invited Director of Life Insurance Myra Warren to the podium. Warren introduced the members of the Uniform Committee: Chairman Tom Gavin of Scranton, PA Branch 17, and Stafford Price of Chicago Branch 11. The committee reported that it was working to convince USPS to allow carriers to wear several new items that would enhance their visibility in the dark and comfort in bad weather.

Warren then introduced the members of the Mutual Benefit Association Committee: Chairman Zulma Betancourt of West Coast Florida Branch 1477; Dan Torres of San Antonio, TX Branch 421; and Michael Keels of Seattle Branch 79. The committee reported that the MBA is in very good financial shape and continues to grow.

Top: Sen. Bernie Sanders (I-VT) thundered about the need to save the Postal Service and the middle class.

Above: NALC offered a preview of its new website.

SEN. BERNIE SANDERS

Rolando next introduced Sen. Bernie Sanders (I-VT), who came to the stage to enthusiastic applause, accompanied by members of the Vermont delegation and veterans from all 15 NALC regions. Sanders is the author of the Postal Service Protection Act (S. 316), legislation supported by NALC.

Sanders told delegates that the struggle to strengthen the Postal Service and to stop plans by Postmaster General Patrick Donahoe and hostile members of Congress to cut service and jobs is about much more than the mail or postal employees.

"I want you to know that the work you are doing is not only important to the jobs in the Postal Service," Sanders said, "it is vitally important to the future of the entire American economy.

"At a time when the middle class of this country is disappearing, at a time when unemployment is much too high, at a

Attendees paid tribute to Secretary-Treasurer Jane Broedel (pictured), former Director of Retired Members Ernie Kirkland, Region 3 National Business Agent Neal Tisdale and Region 5 NBA Dan Pittman at the Retiring Officers' Dinner on Thursday night.



time when most of the new jobs being created are part-time and low-wage, we are not going to destroy middle-class jobs at the Postal Service.”

Sanders then described his bill, which would give the Postal Service more flexibility to offer new products and services and free it from the mandate to pre-fund retiree health care benefits, a burden that has obscured the Postal Service’s operational profits of \$1.6 billion since October of 2012.

“There is no business in America, no corporation in America, no government agency in America that has anything close to this onerous and horrendous mandate,” he said. “We have got to get rid of that mandate once and for all.”

Sanders told delegates that we may not have the money wielded by the billionaires working to privatize the Postal Service and destroy unions, but we have strength in numbers. “We are the majority of America—we are America—and when we stand together, there’s nothing that we can’t accomplish,” the senator said.

The delegates adopted a motion to make Sanders an honorary NALC member and gave him a letter carrier cheer.

WEBSITE & PUBLICATIONS

Rolando then invited Director of City Delivery Brian Renfroe to the mic. Renfroe showed delegates what the NALC’s redesigned website will look like when it goes live in the next few months. Delegates cheered the news that it would be fully functional on mobile devices, such as smart phones.

Rolando then presented plaques and certificates to the first-place winners of the branch publication awards:

Best News or Feature Story (tie): Dale Thaler, *The ‘B’ Mike*, Portland, OR Br. 82, and John Curtis, *The Maine Letter Carrier*, Central Maine Merged Br. 391; Promoting Unionism (tie): David Teegarden, *Viewpoint*, Kansas City, MO Br. 30, and Tony Boyd, *Timely Messenger*, San Antonio, TX Br. 421; Best Website: nalc916.org, Eugene,

OR Br. 916; Best Editorial or Column (tie): Warren Cooke, *The Mountaineer*, Springfield, MO Br. 203, and Ivars Lauersons, *The Voice*, San Francisco, CA Br. 214; Best Cartoon or Photo: Neal Couey, *The Beast of Burden*, Santa Barbara, CA Br. 290; General Excellence, Large Branch or State Association Publication (tie): *South Florida Letter Carrier*, South Florida Br. 1071, and *Branch 34’s CLAN*, Boston Br. 34; General Excellence, Small Branch Publication: *The Relay Box*, Eugene, OR Br. 916.

STEPHEN DEMATTEO

Coming to the stage next was Stephen DeMatteo, the director of Union Network International (UNI) Global Union’s post and logistics division. Based in Geneva, Switzerland, UNI is a federation of national and regional trade unions, of which NALC is a member.

DeMatteo, who formerly worked at NALC Headquarters as a researcher, told delegates that postal unions and postal workers are a tough bunch. “We’re standing up against privatization and fighting back,” he said. “We know as unions and workers that there is a future for the Postal Service. Together we’ll break through, we’ll fight and we’ll win.”

COMMITTEE ON APPEALS

Next, President Rolando asked Vice President Lew Drass, chairman of the Committee on Appeals, to come to the stage. Drass told delegates that two appeals had been presented to his committee for presentation to the convention. For the first appeal, neither the appellant nor a representative of the appellant spoke to the assembly. The Appeals Committee’s recommendation to deny the appeal was upheld by a voice vote.

For the second appeal, the appellant addressed the convention, the branch gave its rebuttal, and the appellant was permitted a minute for a response to the rebuttal. The committee’s decision to

deny part of the appeal was overturned by the convention, and the decision was remanded to the Appeals Committee for further consideration.

SCHOLARSHIP AND HEALTH BENEFITS COMMITTEES

President Rolando then invited the members of the Scholarship Committee to come to the stage to give the committee’s report: Los Angeles Br. 24’s Jacqueline White (chairman), Detroit Br. 1’s Sandra Laemmel, and Buffalo-Western New York Br. 3’s Larry Kania.

The president next asked Health Benefit Plan Director Brian Hellman to come to the stage and introduce the members of the Health Benefits Committee. Garden Grove, CA Br. 1100’s Marilyn Youman (chairman); Cleveland Br. 40’s Robert Murphy; and Nashville Br. 4’s Geoff Quimet presented their report to the convention.

POSTAL BANKING

Next, President Rolando turned the convention’s attention to the subject of postal banking and invited two speakers to the stage to talk about the growing momentum to bring back a postal savings bank—“an idea that’s not only doable,” Rolando said, “it’s been done.”



President Rolando recognized Region 9 as the champs at collecting food for the annual food drive.

First to address the convention was Marc Armstrong, a postal banking advocate and founder of BankAct. “In Minneapolis, the NALC convention passed a resolution in support of postal banking,” Armstrong said. “The vision and the leadership that you showed has led to many exciting postal banking developments.”

Following Armstrong at the podium was George Collins, post and logistics’ national industry organizer for New Zealand’s Engineering, Printing and Manufacturing Union



George Collins



Marc Armstrong



Stephen DeMatteo



President Rolando told the delegates about the birthday wish of Danny Nickerson, of Foxboro, Massachusetts, a 5-year-old boy battling cancer. All he wanted for his 6th birthday was a box of birthday cards. NALC delegates came through, as shown by this picture from Southeast Mass. Merged Branch 18.

(EPMU), that country's largest private-sector union.

"Kiwibank is a New Zealand success story," Collins said. "Through nationalistic support and great marketing, after 12 years it is now seen as one of the major banks in New Zealand. A wholly owned subsidiary of New Zealand Post, it capitalized on the post's existing retail network to provide banking services and, like last year, makes most of the New Zealand Post's profit."

FOOD DRIVE

Coming to the stage next to talk about the Letter Carriers' Food Drive was Pam Donato, NALC Headquarters' community membership outreach coordinator. "Because of the NALC's dedication and commitment to the food drive," Donato said, "we've been able to grow this gift of food in our communities for more than 20 years in a way that has surpassed even our wildest expectations."

Donato showed the convention a video recap of this year's national food drive, which gathered 72.5 million pounds of non-perishable food. Donato also introduced Feeding America of South Jersey's Sabine Mehnert, who expressed her appreciation for the letter carriers' annual food collection effort.

President Rolando then presented this year's food drive awards: Category 11 (1-25 members): Grand Haven, MI Br. 1147, 51,450 lbs.; Category 10 (25-49 members): Beaufort, SC Br. 3262, 86,125 lbs.; Category 9 (50-99 members): Ocala, FL Br. 1103, 212,344 lbs.; Category 8 (100-199 members): Billings, MT Br. 815, 367,000 lbs.; Category 7 (200-349 members): Sun City, AZ Br. 6156, 392,999

lbs.; Category 6 (350-499 members): Fort Wayne, IN Br. 116, 542,365 lbs.; Category 5 (500-699 members): Clearwater, FL Br. 2008, 1,230,750 lbs.; Category 4 (700-999 members): Nashville, TN Br. 4, 650,643 lbs.; Category 3, (1,000-1,499 members): West Coast Florida Br. 1477, 1,670,688 lbs.; Category 2 (1,500-1,999 members): Central Florida Br. 1091, 1,485,608 lbs.; Category 1 (2,000 members or more): Garden Grove, CA Br. 1100, 1,158,725 lbs.; NALC Regional Champion (most food collected by a region): Atlanta Region 9.

RULE 23 REPORT

Convention Rule 23, approved by the convention on Monday, states that all motions calling for expenditure of money shall be referred to the convention for approval. Two pass-the-hat motions were approved by the convention during the week, as was a motion for the national union to match the donations. National Trustees Chairman Larry Brown reported that delegates had donated a total of \$17,421. With the match, the amount rises to \$34,842. The trustees proposed distributing the collected funds evenly to former Hayward, CA Branch 1707 president Noe Herrera, who is being treated for cancer, and to the family of Mt. Clemons, MI Branch 654 member David Jorah, who recently died unexpectedly. The convention accepted the trustees' report.

DISTRIBUTION COMMITTEE

President Rolando next called to the stage Canoga Park, CA Branch 4006's Jill Lemons, the chairman of the Distribu-

tion Committee. Lemons introduced the members of her committee:

Marc Ashmon, Br. 2876, Linden, NJ; Alex Criegio, Br. 84, Pittsburgh, PA; Eddie Davidson, Br. 382, Durham, NC; David Dry, Br. 258, Reading, PA; Angela Dunn, Br. 73, Atlanta; Scott Dulas, Br. 114, Duluth, MN; Rene Eberhardt, Br. 1681, Casper, WY; Kevin Flaherty, Br. 34, Boston; Al Friedman, Br. 2008, Clearwater, FL; Robert Fuentes, Br. 11, Chicago; Bryant Funches, Br. 11, Chicago; Marcos Gonzalez, Br. 989, Santa Fe; Wayne Harlow, Br. 439, Greenville, SC; Kevin Hevelone, Br. 8, Lincoln, NE; Ricky Horton, Br. 916, Eugene, OR; Darryl Johnson, Br. 24, Los Angeles; Melissa Kinworthy, Br. 209, Pekin, IL; Brian Manning, Br. 34, Boston; Alvin Matsumura, Br. 860, Honolulu; Joseph Pease, Br. 725, Southeast PA Mgd.; Vicki Piotter, Br. 916, Eugene, OR; Melody Roberts, Br. 27, Memphis, TN; Joe Rutkoski, Br. 38, New Jersey Merged; George Sarvis, Br. 137, Hudson Valley Mgd., NY; Timothy Sheehan, Br. 358, Northeastern NY; Eric Sloan, Br. 73, Atlanta; Troy Smith, Br. 30, Kansas City, MO; Tammy Sneed, Br. 62, Chattanooga, TN; Steve Strayer, Br. 205, Fargo-West Fargo, ND; Dan Szucs, Br. 38, New Jersey Mgd.; Steve Terry, Br. 14, Louisville; Trelle Thomas, Br. 129, Baton Rouge, LA; Tim Turner, Br. 533, Kokomo, IN; Darrel Vance, Br. 500, Harrisburg, PA; Charles Walls, Br. 5, Omaha, NE; and Daniel Yianakopoulos, Br. 44, New Hampshire Mgd.

THANK YOU

Winding down the proceedings, President Rolando took a few moments of personal privilege to thank the convention delegates for their participation and attendance. He also thanked and led a letter carrier cheer for Philadelphia Branch 157's officers and members, the hosts of this year's convention.

The president also thanked NALC Headquarters staff members, giving special recognition to NALC Chief of Staff Jim Sauber. And he expressed his appreciation to his fellow members of the NALC Executive Council.

"I also want to thank my wonderful wife and children, who support me being your national president," he said.

The convention approved a motion to adjourn *sine die* at 2:08 p.m.



The delegates thanked Philadelphia Branch 157 for its work hosting the convention.



LOTS TO LEARN

With more than 40 workshop sessions covering a wide range of topics from community service to planning retirement, women in leadership to communicating our message, delegates had nine opportunities—at the beginning and end of each day (except Friday afternoon)—to learn more about how to further the membership’s goals and interests.

Many classes attracted standing-room-only crowds, including the four-part Shop Steward Training School, led by Director of Education Jamie Lumm. Classes covered stewards’ rights, investigation, Informal and Formal Step A, and led to Thursday’s mock arbitration. By the end, attendees had a full sample case file to help in handling grievances when they returned to their stations.

The workshops weren’t all presented in a lecture format. Several incorporated skits, such as Forrest Gump as a CCA trying to make regular and the Flintstones explaining relative standing, to keep attendees entertained as they learned. And for those looking for some entertainment combined with history, there was “Hard Travelin’ with Woodie,” the one-man show about famed folksinger Woody Guthrie.

Specialized classes focused on groups of delegates, including branch trustees, those dealing with elections and by-laws, those appealing Office of Workers’ Compensation Programs decisions, and legislative activists.

Delegates took to the floor of the convention praising the workshops, vowing to return to their branches with their new-found skills and to help train and inform the local members who didn’t get the chance to attend the Philadelphia Convention. **PR**

