

SOLIDARITY IN ACTION

70TH BIENNIAL CONVENTION

LOS ANGELES

AUG. 15-19

The City of Angels lived up to its name for the National Association of Letter Carriers' convention, as thousands of those who stand up for the rights of their fellow workers, both in and out of the United States Postal Service, flew to the city's convention center for a week to celebrate "Solidarity in Action."

At the start, NALC President Fredric Rolando explained the challenges in negotiating a new national agreement with the Postal Service while also attempting to navigate the dysfunction of the U.S. Congress. He pointed to successes in converting nearly 40,000 former transitional employees and new city carrier assistants into career carriers, while vowing to continue to work to improve the working conditions for CCAs and all letter carriers.

Throughout the week, leaders from the American Postal Workers Union, UNI Global Union, UNITE HERE, the United Mine Workers of America, and even the American Federation of Labor and Congress of Industrial Organizations' (AFL-CIO) president, Rich Trumka, swore to stand with letter carriers as the union promised to assist them with their struggles.

And the angels in uniform—including those who work to make the Stamp Out Hunger Food Drive the largest one-day food drive in the world, those who continually renew their commitments to delivering a cure for muscular dystrophy, those who served in the armed forces when called—were recognized for their contributions.

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 in Los Angeles.



AUGUST 15, 2016

MONDAY



President Fredric Rolando used his keynote address to explain to the delegates where the union stands on contract negotiations, legislation and politics, union building and other issues.

NALC: 'WE ARE A FAMILY. WE ARE A UNION.'

The 70th biennial convention of the National Association of Letter Carriers began on an enthusiastic and powerful note on Monday, Aug. 15, as NALC President Fredric Rolando, at one point during his keynote address, asked the nearly 4,000 delegates gathered at the Los Angeles Convention Center to look around the hall.

"Every union is like a family," he said. "Families often have disagreements. We may disagree with each other from time to time, but we are one. We are a family. We are a union. We are the NALC."

"While the NALC has real adversaries in postal management, in Congress and in the media," he said, "you have no enemies in here."

Rolando said that one of his goals was to take the convention's theme—"Solidarity in Action"—and use it to develop ways to improve the lives of America's letter carriers.

"Our mission this week is to organize, strategize and mobilize our entire membership to build a better union," he said. "I have no doubt that we will do just that."

PAST AND PRESENT

Shortly after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order.

South Florida Branch 1071 letter carrier Stephanie Bostic was next on stage to deliver a rousing *capella* rendition of "The Star-Spangled Banner." She was followed by California State Association of Letter Carriers President John Beaumont, who led delegates in reciting the Pledge of Allegiance. The Rev. Johnny Harris, director of retired members for the convention's host branch, Los Angeles Branch 24, gave the invocation.

Returning to the microphone, Rhine called to the stage Branch 24 President

Larry Brown, who also serves as chairman of NALC's board of trustees.

Brown warmly welcomed delegates to his city. He then introduced Los Angeles Mayor Eric Garcetti, who noted that the last time NALC gathered here for a convention was 1941–75 years ago.

"We are here to say that we support you," Garcetti said. "Government at its best is reflected by you. You connect this nation."

Next, Rhine introduced the retired national officers in attendance at this year's convention and asked the national business agent for the region that includes California, Chris Jackson, to come to the microphone to

NALC Secretary-Treasurer Nicole Rhine (r) opened the convention on Monday morning. She introduced local leaders, who welcomed the delegates to the city (from l): Los Angeles Branch 24 President Larry Brown, L.A. Mayor Eric Garcetti and Region 1 NBA Christopher Jackson.



introduce his fellow NBAs and to acknowledge the union's regional administrative assistants (RAAs).

Returning to the lectern, Rhine introduced the NALC's resident national officers, then called President Rolando to the microphone to deliver his keynote address.

COMPARE, CONTRAST

"The Postal Service's core business continues to get stronger," Rolando said at the start of his speech, with letter mail volume stabilizing and package deliveries rising sharply. And the city letter carrier craft has grown for the first time in 10 years, he said, since the Das arbitration award took effect in January 2013.

"More than 38,000 former transitional employees and new city carrier assistants have secured career appointments," Rolando said.

Another change was the appointment of Megan Brennan as postmaster general in 2015, replacing Patrick Donahoe. "A former letter carrier and NALC member from Pennsylvania," Rolando said, "Brennan is pragmatic and straightforward—and unlike her predecessor, she is not single-mindedly zealous about slashing service."

While this new leadership hasn't solved all of NALC's problems with management, Rolando said, the union is at least able to deal with her in a professional manner.

Also different since 2014 has been an ongoing change in the "conventional wisdom" regarding USPS, he said, thanks largely to our aggressive media efforts and coalition building. "There is a growing recognition among the public, its elected representatives and the media that the Postal Service can thrive in the digital age," he said.

Since the previous contract between NALC and USPS expired on May 20, the status of contract negotiations was no doubt

top-of-mind for most delegates, and the president provided a general update.

"I am happy to report that the quality of this round of negotiations has been good," he said, cautioning that he did not mean the process has been easy.

However, "we narrowed the topics to focus on issues of mutual interest," he said, "enough to extend the talks beyond May 20 while leaving the terms of the 2011-2016 contract in place.

"NALC remains committed to bringing these negotiations to a successful conclusion," Rolando said. "Our goal is to reach a contract that can be strongly ratified by NALC members. We remain hopeful, but realistic."

And if we should need to resort to interest arbitration, he said, "we certainly will."

EVER FORWARD

The union also remains committed to getting positive postal reform legislation passed in Congress. Calling the recently introduced H.R. 5714 "a huge step in the right direction," Rolando cautioned that a provision to give USPS authority to require businesses to convert to curb or centralized delivery prevents NALC from endorsing the bill. And while the bill supports greater integration of Federal Employees Health Benefits Program coverage with Medicare, it fails to grant a hardship exemption for current annuitants who would be required to sign up for Medicare Part B.

"Fortunately, our opposition to the door delivery cuts is shared by most business partners in our coalition" of mailers, postal unions and other stakeholders, he said. "We will continue to use the legislative process to try to fix the major problems in the House bill."

The outlook for any type of postal reform by the end of the year remains uncertain, though. "No matter what, the NALC and our coalition will be players in the legislative debate," Rolando said before turning to a related topic: political activity.

"Few workers have more at stake in national elections than do letter carriers," Rolando said, "given how Congress and the president can affect our day-to-day work lives." That's why NALC has no choice but to mobilize members to help elect pro-letter carrier candidates, he said.

"Getting into politics can be controversial and divisive," Rolando admitted, "because our membership embodies the political diversity of America."

But that's a strength, not a weakness, he noted. "We welcome, and need support from, every coordinate on the political spectrum," he said.

Rolando stressed that, regardless of their political party, NALC backs candidates who support letter carriers, USPS and workers' rights. That's why the NALC Executive Council voted unanimously in July to endorse former Secretary of State Hillary Clinton to serve as the next president of the United States, he said.

He noted Clinton's history of supporting a strong USPS and collective-bargaining rights for postal employees. "As a senator from New York," he said, "she was among the first in the Senate to support legislation prohibiting the contracting out of letter carrier jobs to low-wage private contractors." She also has defended six-day mail delivery and has supported federal workers.

"This endorsement was not a difficult one to make, given the choice before us," Rolando said: "Hillary Clinton versus Donald Trump."

Trump, the president noted, would not acknowledge—let alone answer—NALC's candidate questionnaire. "Moreover," Rolando said, "we've learned a lot about Trump's views toward workers and unions, over this campaign." For example, Trump has refused to accept the vote to unionize workers at his Las Vegas hotel, he opposes an increase to the federal minimum wage (arguing that American workers are overpaid), and he strongly supports so-called "right to work" laws.

PREPARING FOR WHAT'S NEXT

Rolando then briefly outlined the union's plans to mobilize members to vote for letter carrier-friendly candidates this fall, regardless of their party.

"Politics, legislative action or media relations aren't for everybody," Rolando said. "But every letter carrier can do something to strengthen our union and improve the lives of their fellow letter carriers."

The president explained that this is why providing a variety of ways for members



Director of Life Insurance Myra Warren reads a resolution.



Executive Vice President Timothy O'Malley

SOLIDARITY IN ACTION

APWU President Mark Dimondstein

to get involved in union-building will be crucial going forward:

- The NALC Member App for smartphones, which was to be officially presented to delegates on Tuesday, has been designed to help activists get information they need to fully participate in the union.
- Programs have been developed to help organize and train CCAs, and a national conference for CCAs was held in St. Louis earlier this year.
- Training workshops for branch officers, stewards, arbitration advocates and retiring letter carriers continue to be worked on and rolled out across the country.
- Seven regional workers' compensation advocates have been assigned to represent injured letter carriers in dealing with the Office of Workers' Compensation and to train others on such issues.
- Letter carriers' charitable work with the Muscular Dystrophy Association and the "Stamp Out Hunger" Food Drive will be furthered with help from the recently revived Public Relations Committee, as will be the case with the union's significant new outreach to the military veterans among us with the formation of the NALC Veterans Group.

"Union building is hard work," he said. "And don't forget what makes us strong as a union: It's all of you, and thousands more like you across the country—letter carriers who step up and serve your brothers and sisters."

"So it's time to get to work," he said.

BUSINESS AS USUAL

Following an energetic standing ovation for Rolando, Secretary-Treasurer Rhine returned to the microphone for a few announcements, and Silver Spring, MD Branch 2611 letter carrier Delano Wilson was asked to come to the stage to deliver the preliminary report of the Convention Credentials Committee.

Wilson reported that by the end of the day on Sunday, August 14, the convention already had registered 28 national officers, 39 delegates-at-large, and 3,916 delegates, for a grand total of 3,955 delegates representing 491 branches from all 50 states, the District of Columbia, Puerto Rico, Guam and the U.S. Virgin Islands.

Convention delegates would continue to arrive and be registered throughout the convention; the Credentials Committee would give its final report later in the week.

President Rolando next called the Rules Committee to the microphone to deliver its report: Dan Tegreeny, Central Florida Br. 1091 (chairman); Troy Scott, Baton Rouge, LA Br. 128; Margaret Parker, Aurora, IL Br. 219. Delegates approved a motion to accept the convention rules as listed in the *Amendments and Resolutions* booklet.

Invited to the stage next was Board of Tellers Chairman Joe DeRossi, a member of Brooklyn, NY Branch 41 who also serves as election commissioner. DeRossi then introduced the members of his committee:

Helen Amill, New York Br. 36; David Barbuzzi, Massachusetts NE Mgd. Br. 25; Bill Bauder, Spokane, WA Br. 442; James Beach, Muscatine, IA Br. 644; Pete Bednarz, New Jersey Mgd. Br. 38; James Brown, Nashville, TN Br. 4; Gary Butts, Tulsa, OK Br. 1358; Tonya Detrick, Hagerstown, MD Br. 443; Brent Fjerstad, Sioux Falls, SD Br. 491; Rich Folmer, Princeton, NJ Br. 268; Henry Gomez, Youngstown, OH Br. 385; Richard Griffin, Las Vegas Br. 2502; Robert Hamilton, Brunswick, GA Br. 313; Mike Harazmus, Western Massachusetts Br. 46; Ricky Holmes, South Florida Br. 1071; Keith Hooks, Washington, DC Br. 142; Elaine Jones, Detroit Br. 1; David Kennedy, Cincinnati Br. 43; James Kimbrell, San Antonio, TX Br. 421; Joseph Kohler, Philadelphia Br. 157; Jim Lostumbo, Syracuse, NY Br. 134; Kim Marshall, Bloomington, IL Br. 522; Wayne Martin, Denver Br. 47; Vincent Mase, New Haven, CT Br. 19; Kathy McGarity, Burk Burnett, TX Br. 1227; David Miller, Oklahoma City, OK Br. 458; Marie Montano, Albuquerque, NM Br. 504; Anna Mudd, Louisville, KY Br. 14; Mark Nembhard, Virginia Beach, VA Br. 2819; John Paige, Pocatello, ID Br. 927; Francisco Pecunia-Vega, Fayetteville, NC Br. 1128; Jeffrey Rainey, Kansas City, MO Br. 30; Carlos Rodriguez, Brownsville, TX Br. 1456; Paul Rozzi, Mon-Yough, PA Br. 332; Derek Sykes, Chicago Br. 11; Andrew Weiner, Jamaica, NY Br. 562; and Timothy Whelan, Philadelphia Br. 157.

Later in the week, the convention would nominate delegates to the AFL-CIO.

HONORING O'MALLEY

Following a few more announcements from Secretary-Treasurer Rhine, President Rolando invited NALC Executive Vice President Timothy C. O'Malley to the stage to begin the process of reviewing proposed convention resolutions. Rolando announced that O'Malley was retiring at the end of the convention week, and he invited the executive vice president to make a few remarks before proceeding with the resolutions.

"NALC has been instrumental in ensuring the rights and benefits of postal employees and the entire labor movement," O'Malley said with admiration. "It fights for you all the time; our unity is our strength."

"It's been a great ride," a visibly emotional O'Malley said as he closed out his remarks. "Thank you."

Delegates gave O'Malley a letter carrier cheer.

RESOLUTIONS

The delegates voted to approve a motion to accept all proposed resolutions that had been recommended for approval by the Executive Council. Among the resolutions adopted was one offered by San Francisco, CA Branch 214 that calls for the NALC to work for improved working conditions and benefits for CCAs, including at least one day off per week; more training time; the same sick leave, annual leave, health insurance and pension benefits as regular carriers; and no second probation and career seniority from the date of hire.

President Rolando then welcomed American Postal Workers Union President Mark Dimondstein to the stage. Dimondstein reiterated his union's support for the efforts of all the postal unions, and of the labor movement as a whole, in the struggle for economic justice and for resisting corporate efforts to privatize postal delivery.

Pointing to the united effort of all postal unions known as A Grand Alliance to Save Our Public Postal Service, Dimondstein told

the delegates that “solidarity is not an option we have, but rather the key to rebuilding our labor movement—a movement on the defensive at the lowest unionization rate in 100 years.”

Dimondstein said that efforts by some in Congress to weaken or dismantle USPS have been stymied by the trust the public has in letter carriers. “Since the people trust the Postal Service, and trust you, outright privatization is not so easy,” he said.

The delegates thanked Dimondstein with a letter carrier cheer.

HONORING THE DEPARTED

The convention then watched a video honoring NALC President Emeritus James Rademacher, who died last December.

Rolando next read a letter from NALC President Emeritus William Young, who could not attend the convention. Young extolled every NALC member to work to elect pro-union candidates in the elections this fall, saying that strengthening unions is the solution to the anger many voters feel.

“Every member should volunteer to work on a worker-friendly candidate’s election,” Young wrote. “It may be our last chance to save the labor movement.”

President Rolando then recognized with sadness four letter carriers who have been killed in the line of duty since the last convention in 2014. Their names will be added to the plaque in the lobby of NALC Headquarters in Washington, DC, that lists carriers who died on the job.

The delegates honored these lost brothers with a moment of silence.

WE ARE ‘EVERYWHERE’

The convention delegates then viewed a video that explained to members of the public, to legislators and to other decision-makers how letter carriers do their jobs, the first video in a series NALC has commissioned to demonstrate five particular ways we serve the public interest through universal service, heroism, innovation, compassion and recovery following natural disasters.

President Rolando then welcomed special guest Philip Jennings, general secretary of UNI Global Union, which represents the interests of postal employees in 150 countries and other international organizations, including NALC. “We fight everywhere, all the time, for you and the ideas you represent,” Jennings told the delegates.

Jennings criticized international trade agreements that harm workers, and he said that the growth of e-commerce points to a bright future for public postal services. “We need to make our mark in the e-commerce space—we know how to do this,” he said. “We are not dying, we are living, and we are going to grow this business.”

The delegates thanked Jennings with a letter carrier cheer.

SPECIAL REVIEW

President Rolando then introduced the Special Review Committee: Mack Julion of Chicago Branch 11; Paul Gillie of Mid-Michigan Branch 256; Jim Langlois, president of Pawtucket, RI Branch 55; and Phillip Rodriquez, president of the Utah State Association. The Special Review Committee was charged by the NALC convention in

Minneapolis in 2012 with considering reforms and adjustments that might become necessary to keeping the union ready for the challenges ahead.

The committee’s members gave a progress report on its consideration of several ideas, some of which already have been implemented and others that were to be voted on during Tuesday’s session, all to help make the union more efficient and effective. The committee tabled an idea to consider merging with the National Rural Letter Carriers’ Association, and it is continuing an effort to assure that all NALC members belong to functioning branches. After considering another of the committee’s ideas—to alter NALC’s regional structure—the Executive Council recently resolved to study realigning the borders of the union’s 15 regions to better serve NALC members.

The president then introduced Kevin Boyer of Columbia, MO Branch 763, chairman of the Committee on the President’s Biennial Report. Boyer introduced committee members Kimberly Arnhold of Pasadena, TX Branch 3867 and Tony Diaz of Tampa, FL Branch 599. The committee recommended accepting the president’s biennial report; the delegates approved a motion to accept the report of the committee.

Following a few more announcements from Secretary-Treasurer Rhine, the Monday session was adjourned shortly after 3 p.m.



UNI Global Union General Secretary Philip Jennings



NALC AUXILIARY

MONDAY, AUG. 15

The sounds of the St. Louis, MO Letter Carrier Band greeted Auxiliary delegates at the opening of its 55th Biennial Convention.

Donald Becker (Auxiliary 111, Austin, TX) presented the colors. The band performed the national anthem.

National Auxiliary Vice President Cynthia Martinez (Auxiliary 377, Phoenix, AZ) presented a moment of grace followed by the collect.

President Cythensis Lang introduced past national officer Edie Pottenger (Auxiliary 444, Denver, CO). First-time delegates introduced themselves and were welcomed.

President Lang went over the rules of the convention and introduced the national

board members.

Credentials Committee Chair George Anna Myers (national secretary, Auxiliary 4, Kansas City, MO), and committee members Geneva Robinson (Auxiliary 4) and Patsy Davis (Auxiliary 4) were introduced and gave the preliminary credentials report of 20 auxiliaries represented by delegates from 15 states, five national officers, seven state presidents, 33 delegates and 33 voting delegates.

Rules Committee Chair Linda Davis (national assistant secretary, Auxiliary 194, Yakima, WA) and committee members Sandy Williams (Auxiliary 138, Dayton, OH) and Deborah Parr (Auxiliary 353, Tuscaloosa, AL) presented the rules, which

were approved as presented. President Lang thanked all for their service.

The keynote speakers were NALC Director of Legislative and Political Affairs Kori Keller and NALC Political Director Ed Morgan, who spoke particularly about the Letter Carrier Political Fund. Morgan gave important information on the support that is needed this election year.

Bylaws Chair Cynthia Martinez (national vice president, Auxiliary 377) introduced bylaw changes.

The meeting was recessed at 12:54 by President Lang.

—Submitted by George Anna Myers,
National Secretary



AUGUST 16, 2016

TUESDAY



VARIOUS VOICES, NEW PERSPECTIVES

From politics to postal banking, delegates to NALC's 70th biennial convention in Los Angeles heard from individuals on both sides of the political divide—and even from both sides of the Pacific Ocean—as a line-up of speakers injected fresh takes into a number of thought-provoking and often exciting ideas.

There were awards for excellence in the more traditional means of getting NALC's message out to letter carriers, right alongside the introduction of cutting-edge technology for reaching out directly to members' smartphones.

Letter carriers even heard a speech delivered in Japanese while they simultaneously read its translation as it scrolled on the hall's monitors.

And of course there were the usual civil, healthy and democratic debates over the future of the union as delegates discussed proposed amendments to NALC's constitution.

BUSINESS RESUMES

At 10 a.m. sharp, NALC President Fredric Rolando called to order the

The Board of Trustees presented the amendments to the convention. From l: Larry Brown (chairman), Mike Gill and Randall Keller.

second day of the union's 70th biennial convention.

The president first called to the stage San Diego Branch 70 letter carrier George Elias to sing "The Star-Spangled Banner." Los Angeles Branch 24 retiree Ray Espana led delegates in reciting the Pledge of Allegiance.

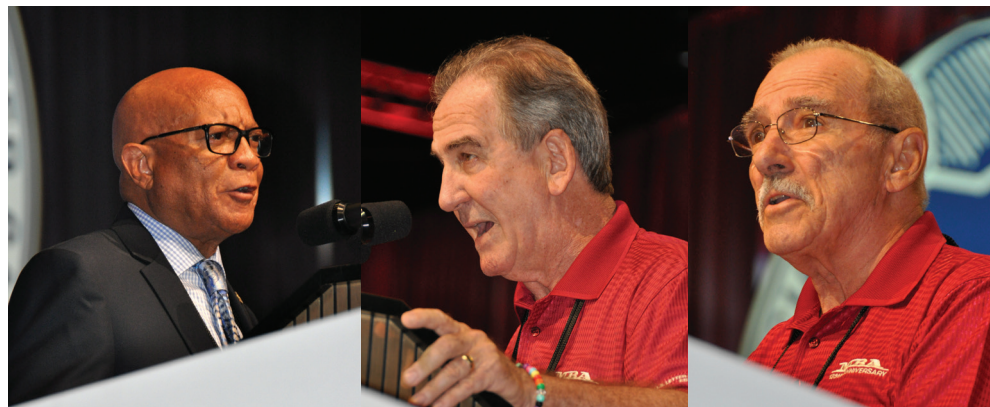
Delivering the day's invocation was Monsignor John Morretta from Resurrection Catholic Church of Los Angeles. Morretta told delegates that while he was in training to be a priest in the 1960s, he worked for a short time as a letter carrier.

Rolando next asked Board of Tellers Chairman and Election Commissioner Joe DeRossi of Brooklyn, NY Branch 41

Delegates took to the microphones to debate amendments to the NALC Constitution.

to come to the microphone to explain the rules regarding the election of delegates to the AFL-CIO convention. DeRossi said that nominations were to take place on Wednesday, with the election on Thursday.

Next, Rolando released NALC Executive Vice President Timothy C. O'Malley and the members of the Committee to Extend Greetings to the NALC Auxiliary: Scott Van Derven of Milwaukee, WI Branch 2 (chairman); Elisabeth Goodwin of Houston Branch 283; and Frank Morris of Gulf Coast Merged, MS Branch 1374.



CONSTITUTIONAL AMENDMENTS

NALC Secretary-Treasurer Nicole Rhine was on stage next to kick off consideration of constitutional amendments. Leading the discussion of the

seven amendments before the convention were the members of the NALC Board of Trustees: Larry Brown (chairman), Mike Gill and Randall Keller.

Convention delegates ultimately approved all of the Executive Council's recommendations for

Mehrsa Baradaran,
author of *How the Other Half Banks*

proposed constitutional amendments. For example:

- > An amendment to Article 3, Section 1, now grants the council greater flexibility for deciding future locations for national conventions.
- > An amendment to Article 6, Section 2, will allow for a possible future realignment of the boundaries of NALC's 15 regions. An amendment to this amendment, calling for convention approval of any such realignment, passed on a teller vote, 2,516 to 2,032. No realignment announcement will happen earlier than 2020.
- > A lively debate took place around a proposed addition to

Article 7, Section 2(a)(1) calling for changing the procedure for collecting dues from certain members who are in a no-deduction status, such as those on military or workers' compensation leave, or full-time union officers. While delegates ultimately upheld the Executive Council's recommendation of disapproval for this amendment, union leaders said they are aware that the current dues-collection procedure can be a burden for some branches and they are looking into ways to alleviate that burden.

> And portions of Article 7, Section 3 were amended to eliminate the Letter Carriers Band Fund, to take the 20 cents per member per year that had been allocated from members' dues for that fund and to add it to the 75 cents per member per year dues allocated for the National Convention Fund.

Shortly after noon, President Rolando called to the stage Mehrsa Baradaran, an associate professor at the University of Georgia's law school and the author of *How the Other Half Banks*.

Secretary-Treasurer
Nicole Rhine



Baradaran has extensively researched the idea of allowing the U.S. Postal Service to offer banking services such as savings accounts, as it did under the Postal Savings System from 1910 to 1967. She asked delegates to consider whether the solution to the problem of unbanked communities was an old one.

"If we return to a system of postal banking," she said, "we would eliminate banking deserts in this country, leaving no American unbanked."

Delegates gave Baradaran a letter carrier cheer.

NALC Vice President Lew Drass, chairman of the Committee on Appeals, took the stage next to go over the convention appeals process. Drass said there were four appeals to the national convention that were scheduled to be addressed on Friday, and he asked that appellants or their representatives present at the convention who wished to address delegates in support of the appeals get in touch with him prior to Friday's session.

Next, the delegates approved, by

Director of City
Delivery Brian
Renfroe



voice vote, a motion to pass the hat for donations for a retired Chicago Branch 11 member whose son was killed.

ORGANIZING

President Rolando then called to the microphone Secretary-Treasurer Rhine, who presented her report to the convention. "Overall, the membership of the NALC has grown since the 2014 convention in Philadelphia," she said, noting that the organizing percentage for CCAs has reached 86.2 percent, up from 77.2 percent in 2014.

"Obviously, organizing CCAs is extremely important," she said, "as they are the future of the letter carrier workforce and of the NALC."

Rolando then gave awards to the branches with the largest organization rates. The best organized small branch, with fewer than 500 members, is Branch 120 of Paterson, NJ. The branch is 100 percent organized.

The best organized branch with between 500 and 999 active city carriers is Branch 15 of Providence, RI, with a

Vice President
Lew Drass



98.9 percent organization rate.

The best organized branch with 1,000 or more active carriers is South Florida Branch 1071, with 98.1 percent of active carriers who are members of the union.

Next, the president introduced Rep. David Joyce (R-OH), who addressed the convention. Joyce told the delegates that letter carriers in Ohio had quickly reached out to him after he took office in 2013 and explained the truth about the Postal Service's financial state as well as the importance of supporting its mission.

"I can tell you, I've had your back ever since," Joyce said.

He said there is momentum behind legislation designed to restore the USPS to health and strengthen its service, and he urged NALC members to continue to get their message to members of Congress in both political parties.

The delegates thanked Joyce with a letter carrier cheer.

COMMUNICATION

To introduce NALC's new mobile app for smartphones, the NALC Member App, President Rolando called Director of City Delivery Brian Renfroe to the microphone. Renfroe reviewed some of the capabilities of the app, including a personalized non-scheduled-day calendar, comprehensive political and legislative tools, and push notifications tailored to the individual interests of the user. The app is now available for free download from the iTunes Store and from Google Play.

After that, President Rolando turned to presenting awards for branch publications:

Best Website: Garden Grove, CA



The delegates gave Rep. David Joyce (R-OH) a letter carrier cheer.

Br. 1100—third place; Massachusetts Northeast Merged Br. 25—second place; Eugene, OR Br. 916—first place.

Best Cartoon or Photo: Christine Delgado, South Florida Br. 1071—third place; Jack Hayes, Seattle Br. 79—second place; Ken Bonin, Massachusetts Northeast Merged Br. 25—first place.

Best News or Feature Story: Richard Thayer, North Carolina State Association—third and second place; Jess Stoner, Santa Barbara, CA Br. 290—first place.

Promoting Unionism: Mark Travers, South Florida Br. 1071—third place; Dave Welsh, San Francisco Br. 214 and Peggy Durso, South Florida Br. 1071—second place (tie); Javier Rodriguez, South Florida Br. 1071—first place.

Best Editorial or Column: Susan Lewis, Buffalo-Western New York Br. 3—third place; Javier Rodriguez—second place; Richard Thayer—first place.

General Excellence among Small Branch Publications: Toms River, NJ Br. 2128—third place; Santa Barbara, CA Br. 290—second place; Eugene, OR Br. 916—first place.

General Excellence among Large Branch or State Association Publications: New Hampshire State Association—third place; South Florida Br. 1071—second place; Boston Br. 34—first place.

The delegates then viewed a video, "Delivering Courage," that highlights the valor and caring often displayed by letter carriers when they encounter emergencies or patrons in need of help, as well as the warm relationships carriers often have with customers.

President Rolando next welcomed Rep. Judy Chu (D-CA), who represents the Los Angeles area, to the microphone.

With a crucial election approaching this fall, Chu reminded letter carriers of their role in our electoral system.

"You ensure that those absentee ballots get to the polling places on time," she said. "Our very system of democracy depends on our Postal Service—and you."

Chu promised to continue her partnership with NALC in the effort to pass legislation to strengthen the Postal Service this fall. "When Congress comes back from recess in September," she said, "we will need your continued advocacy."

"You can count on me to be your steadfast ally," she added.

The delegates thanked Chu with a letter carrier cheer.



Japan Post Group Union President Toshimichi Omata

A STRUGGLE WITH PRIVATIZATION

President Rolando welcomed Toshimichi Omata, president of the Japan Post Group Union, to the lec-



Delegates from California escorted Rep. Judy Chu (D-CA) to the stage.



Director of Retired Members Ron Watson (r) introduced the Retirement Committee.

tern. Omata addressed the delegates in Japanese while a translation was projected on video screens.

Omata described his union's efforts to adapt to the partial privatization of his country's postal delivery, banking and insurance services, and he called for greater cooperation by labor unions across national borders to confront the forces of privatization and globalization.

"Let's make a new step in the history of the international labor movement, and unite to help workers," he said. "I look forward to a deeper friendship with NALC."

Next, President Rolando brought the Mileage and Per Diem Committee to the stage: Committee Chairman Antonia Shields of Birmingham, AL Br. 530; Kenneth Montgomery of Rochester, NY Br. 210; and Lyn Liberty of Phoenix, AZ Br. 576. Shields announced that the committee has set a per diem rate of \$214. The recommendations of the

South Florida Br. 1071; Tom Young of Garden Grove, CA Br. 1100; and Don Southern of Lakeland, FL Br. 1779. Rose said Nalcrest is financially stable thanks to full occupancy, and now has a wait list of more than 60.

NALC AUXILIARY

NALC Executive Vice President Timothy O'Malley then told the delegates about a plan to broaden the NALC Auxiliary as a grassroots activist organization to include children, friends and community allies of letter carriers, along with spouses. O'Malley introduced Auxiliary President Cyntensis Lang, who in turn introduced the Auxiliary's national officers: Vice President Cynthia Martinez, Secretary George Anna Myers, Assistant Secretary

NALC Auxiliary President Cyntensis Lang spoke about the future of her organization.

committee were adopted by voice vote.

The president then brought members of the Nalcrest Committee to the stage: Committee Chairman

Linda Davis and Treasurer Pam Fore.

Lang urged NALC members to help expand the Auxiliary. "We are going in a new direction and we need your help to increase our membership," she said.

President Rolando then called on Director of Retired Members Ron Watson, who introduced the Retirement Committee: Chairman Ernie Kirkland of Lexington, KY Br. 361; Doug Gulley of Columbus, OH Br. 78; and John Walsh of Albany, NY Br. 29. Before Kirkland delivered the committee's report, Rolando recognized retiree Tom Deaton of Anderson, IN Br. 489, who turned 100 the previous Saturday and is reaching 80 years of membership this year.

Kirkland delivered the committee's report and called for a moment of silence for all members who have died since the last convention.

During the Tuesday session, general resolutions 9 and 12 along with national agreement resolution 15 were withdrawn by their makers.

After a few housekeeping announcements, the session adjourned shortly after 3 p.m.



NALC AUXILIARY

TUESDAY, AUG. 16

Delegates were greeted with music from the Salt Lake City Letter Carriers Band.

President Lang reconvened the meeting and introduced NALC Executive Vice President Timothy O'Malley, who came to the microphone and introduced the NALC Committee to Extend Greetings to the Auxiliary: Scott Van Derven of Milwaukee Br. 2; Elisabeth Goodwin of Houston Branch 283; and Frank Morris of Gulf Coast Merged, MS Branch 1374. They gave the delegates and guests a warm welcome filled with hopes for a wonderful convention.

The morning was filled with guest speakers from the NALC. First was Geneva Kubal of St. Paul, MN Br. 28, NALC headquarters staff member and MDA coordinator, who spoke

on all the hard work the Auxiliary has done over the years for MDA. She also shared that we can send in pictures of different events to be shared on their Facebook page by e-mailing them to mda@nalc.org.

NALC Special Assistant to the President Pam Donato of Minneapolis Br. 9 addressed the members about the vision for the Auxiliary. She spoke on how the Auxiliary has always been there for the NALC, standing side-by-side with the NALC for anything it has needed. She also stated that in the new vision, she hopes to see the Auxiliary become involved with such programs as Carrier Alert, the NALC Veterans Group, social services and service to the aging, to name a few.

We also had NALC Health Benefits Director Brian Hellman and his assistant, Beth Morris, speak about the Health Benefit Plan. Hellman thanked the Auxiliary for all that we do.

The last visitor of the day was NALC Director of Life Insurance Myra Warren, who wanted the Auxiliary to know how important we had been to the continued success of the NALC. President Lang thanked all for coming to speak with us.

The bylaws committee completed its reports. All bylaws were passed.

The meeting was recessed at 1:06 p.m.

—Submitted by George Anna Myers, NALCA Secretary



AUGUST 17, 2016

WEDNESDAY

SOLIDARITY IN ACTION

GETTING INVOLVED, STAYING INVOLVED

Sister unions, business allies and partners in our struggle to support the Postal Service, to protect middle-class jobs and to work for justice implored delegates to NALC's 70th biennial convention to redouble their efforts and to encourage letter carriers in their branches back home to get involved and stay involved.

The delegates heard from the president of the AFL-CIO and from a major, active sister union about the importance

of activism in trying times. Delegates were greeted by the leader of a mailing business that stands firmly with us. There were awards for letter carriers who helped bring billions of dollars in new revenue to the Postal Service just by keeping an eye out for ways the agency can serve its customers better than competitors. Delegates also took pride in backing civil rights in an effort spearheaded by carriers from both coasts.

And they discussed, and voted on, resolutions as part of the union's democratic process—a process that involved more than 5,000 delegates hailing from 600-plus branches in all 50 states, the District of Columbia and three U.S. territories.

LABOR LEADS THE WAY

NALC President Fredric Rolando called the convention to order at 10 a.m. on Wednesday and asked Los Angeles Branch 24 member Juanetta McKissick to come the stage to perform "The Star-Spangled Banner." She was followed by Branch 24's Doile Banks, who led the Pledge of Allegiance, and by Rabbi Jonathon Klein of Los Angeles' Clergy and Laity United, who delivered the invocation.

NALC President Fredric Rolando and AFL-CIO President Richard Trumka stand together after Trumka's rousing speech.

Getting the business of the day underway, Rolando introduced AFL-CIO President Richard Trumka, recalling how the federation's leader had asked delegates to NALC's 2010 convention in Anaheim, CA, to travel to Los Angeles and join a massive jobs rally AFL-CIO had organized for that same week at city hall.

"While pushing for a huge infrastructure program," Rolando said, "Rich also defended our jobs at that rally and helped us mobilize the labor movement and the American people to defeat the Postal Service's plan to eliminate 100,000 full- and part-time jobs by ending Saturday mail delivery.

"We won that fight, thanks to folks in this room, and thanks to Rich Trumka," Rolando added.

An enthusiastic Trumka noted that the efforts of letter carriers—through a variety of means such as writing letters to the editor and engaging one-on-one with congressional representatives—have changed the national conversation about USPS.

"Most Americans know that the Postal Service is absolutely critical for

AFL-CIO President
Richard Trumka





AFL-CIO Delegate Anita Guzik explained the importance of the labor federation.

America,” Trumka said. “Nobody’s talking about cutting Saturday delivery anymore. I love that they’re talking about Sunday delivery now, because they know that they need you.

“You’re there every time America calls,” he said. “You always, always get the job done.”

Rolando led a letter carrier cheer for Trumka, then called to the microphone Los Angeles Branch 24’s Anita Guzik, one of NALC’s delegates to the AFL-CIO convention, to deliver the delegates’ convention report. Guzik noted that the presidents of 56 unions comprise AFL-CIO’s executive council and that Rolando serves as a vice president on it.

After her report, Rolando took a few comments from delegates at microphones before reviewing the voting process for AFL-CIO delegates and asking for nominations from the floor.

NALC’s membership size means that the union can send nine delegates to the federation’s convention. Rolando and

NALC Secretary-Treasurer Nicole Rhine serve as delegates by virtue of their offices; election of the remaining seven was to take place on Thursday.

The nominees are (in ballot order): Anita Guzik, Los Angeles Br. 24; David Hyman, Tri-Valley, CA Br. 2902; Ingrid Armada, Providence, RI Br. 15; Elise Foster, Chicago Br. 11; Jeffrey Cushner, Wilmington, DE Br. 191; James “Fred” Brown, Central Florida Br. 1091; Everett Wyllie, Waco, TX Br. 404; Derrick Jones, Tallahassee, FL Br. 1172; Ernestine Hernandez, Tri-Valley, CA Br. 2902; Kevin Byrne, West Palm Beach, FL Br. 1690; Charles Heege, New York City Br. 36; Denise Brooks, Medford, OR Br. 1433; Michael Carnahan, Tucson, AZ Br. 704; Jeffrey Parr, Santa Rosa, CA Br. 183; Lloyd Doucet, New Orleans Br. 124; Ronney Harper, Atlanta Br. 73; and Stephen Hanna, York, PA Br. 509.

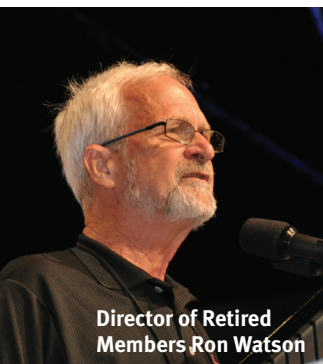
Following the nominations, the president took more comments and questions from the floor, and then invited to the stage NALC Director of Retired Members Ron Watson to continue consideration of national agreement resolutions. Watson was followed by Vice President Lew Drass and by Assistant Secretary-Treasurer Judy Willoughby, who wrapped up consideration of this set of resolutions.

YOUR CONTRACT, YOUR CONCERNS

Rolando announced that two surveys were being taken at the convention. One asked delegates who are current city carrier assistants, as well as those who have been converted to full-time employment, about their particular concerns regarding workplace issues and the National Agreement. The other survey asked for similar feedback from active city letter carriers.

Coming to the stage at Rolando’s invitation next was NALC Director of Safety and Health Manuel L. Peralta Jr., who began the convention’s consideration of general resolutions.

General Resolution 1 called for repeal of the Windfall Elimination Provision and the Government Pension Offset, two laws that hurt the retirement benefits of a large portion of NALC’s members as well as many federal retirees. While the resolution was approved by the Executive Council, Rolando announced that he also was directing NALC’s lawyers to explore the feasibility of filing a class-action lawsuit in an effort to help members



Director of Retired Members Ron Watson



Vice President Lew Drass



Assistant Secretary-Treasurer Judy Willoughby

CCAs and those converted to full-time employment filled out a survey at the request of President Rolando.



adversely affected by the laws, since congressional action up to now has failed to do so.

"If they will be able to develop a lawsuit that meets the appropriate standards," Rolando promised, "NALC will spare no resource in supporting this lawsuit."

The awarding of pins to NALC's let-



The first letter carrier congressional liaison pin went to Robert "Rabbit" Riley.

ter carrier congressional liaisons was the focus of General Resolution 3, also approved by the Executive Council. President Rolando called to the stage Northeastern New York Branch 358 retiree Robert "Rabbit" Riley to recognize his work in pushing for this pin, awarding the first one to Riley.

Following some discussion, the Executive Council's recommendation of disapproval for General Resolution 4, to amend the in-town expenses of NALC's national officers, was upheld by the convention on a voice vote.

LABOR ALLIANCES

Next, President Rolando invited to the stage Maria Elena Durazo, UNITE HERE's vice president for civil rights



and immigration. UNITE HERE represents 270,000 workers across the U.S. and Canada who work in such industries as hotel, gaming, food service and manufacturing.

"There's a place for the private sector," Durazo said, "but it's not in the Postal Service."

Durazo noted that UNITE HERE and NALC have in common a strong commitment to collective bargaining, since organizing is how workers gain power.

"Respect is more powerful than greed," she said.

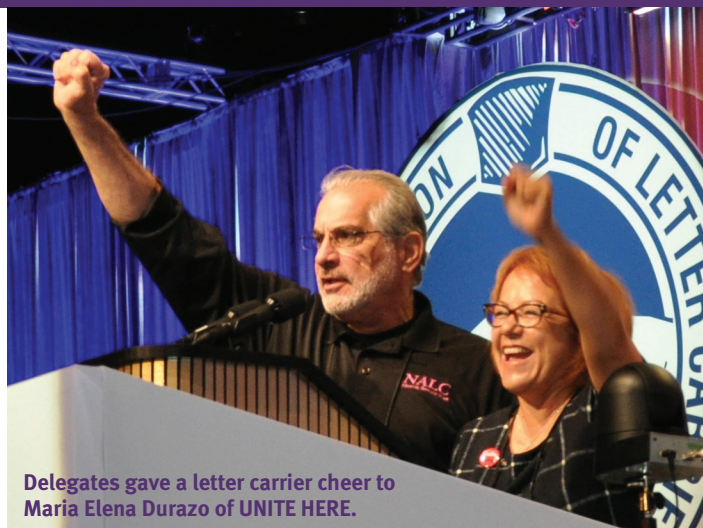
Rolando led a letter carrier cheer for Durazo.

DELEGATES FROM ACROSS THE NATION

The president then brought Delano Wilson of Silver Spring, MD Branch 2611, chairman of the Credentials Committee, to the lectern.

Wilson introduced the members of the committee: Charles Balmos, Willingboro, NJ Br. 5801; Craig Bishop, Sacramento, CA Br. 133; BaLynda Croy, Appleton, WI Br. 822; John Dyce, Youngstown, OH Br. 385; Ethel Ford, Houston, TX Br. 283; Rachael Freehauf, Fargo-W. Fargo, ND Br. 205; Cindy Groves, Reno, NV Br. 709; Sonny Guadalupe, New York Br. 36; Scott Haney, Peoria, IL Br. 31; Servando Iglesias, South Florida Br. 1071; Caroline Jones, High Point, NC Br. 936; Don Karl, Grand Rapids, MI Br. 56; John McLaughlin, St. Louis Br. 343; Fran Meader, Newark, DE Br. 1977; John Oross, Dayton, OH Br. 182; Tony Perconte, Scotch Plains, NJ Br. 4102; Brian Simmons, Southeast Massachusetts Merged Br. 18; Chris Strickland, Tuscaloosa, AL Br. 1096; Robert Sweerus, Camden, NJ Merged Br. 540; Dan Versluis, Tucson, AZ Br. 704; Mike Wahlquist, Salt Lake City, UT Br. 111; Robyn Williams, North Oakland County, MI Br. 320; Traci Wyrick, Killeen, TX Br. 4217.

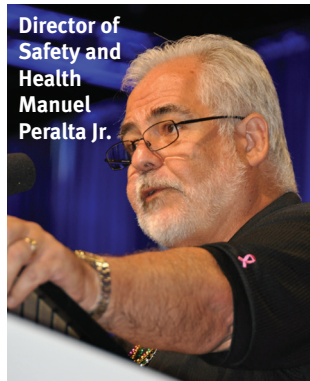
President Rolando asked active city carriers to fill out a survey as well.



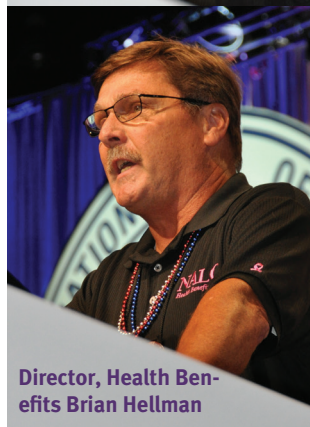
Delegates gave a letter carrier cheer to Maria Elena Durazo of UNITE HERE.

Wilson announced that the total number of delegates registered was 5,410, representing 612 branches.

The delegates then discussed and voted on several resolutions. By voice vote, the delegates disapproved a resolution that called for NALC not to support investing limited amounts of retiree health benefit funds in index funds. The delegates also discussed a pair of resolutions previously approved by the Executive Council declaring solidarity with the goals of the Black Lives Matter movement, one offered by the Oregon State Association and the other by Greensboro, NC Br. 630.



Director of Safety and Health Manuel Peralta Jr.



Director, Health Benefits Brian Hellman

GROWING IN THE 'NEW ECONOMY'

The delegates viewed a video titled "Delivering Innovation" about the ways letter carriers are helping mail customers succeed in the e-commerce economy.

Executive Vice President Timothy O'Malley recognized letter carriers who worked to bring in Customer Connect



Sarah Moe Meyers, vice president for government affairs for Hallmark Cards, delivered a greeting to the delegates.

sales leads worth \$1 million or more to the Postal Service over the last two years: Jose Quintero, Torrance, CA Br. 2207; Kerri Cimino, Las Vegas Br. 2502; Lavonne Buening, Seattle Br. 79; Steven Haworth, Olympia, WA, Br. 351; Steven Rubino, South Macomb, MI Br. 4374; Jeff Bowser,

Wilmington, DE Br. 191; Bruce Durda, Woonsocket, RI Br. 54; Paulo Vieira, New Jersey Merged Br. 38; Joseph Colella, Paterson, NJ Br. 120; Waitak Lam, Flushing, NY Br. 294; Chris Montano and Katrina



Director of City Delivery Brian Renfroe

Whitfield, Jamaica, NY Br. 562; Rontarin David, Br. 562; Kasim Campbell, Br. 562; Michael Sciallo and Justin Puglisi, Long Island Merged, NY Br. 6000.

O'Malley said the Customer Connect program generates an average of \$2 billion a year in new revenue for the Postal Service. "By finding the Postal Service new customers,"

O'Malley said, "Customer Connect serves to secure a better future for all fellow letter carriers."

STANDING TOGETHER

President Rolando welcomed Sarah Moe Meyers, vice president for government affairs for Hallmark Cards, to the stage.

Meyers told the delegates that her company is committed to working with NALC to ensure that the Postal Service remains strong and that high service standards, including six-day delivery, remain. The imperative to keep USPS healthy, she added, is about more than letter carrier jobs or Hallmark's bottom line—7.5 million Americans are employed by the mailing industry, which depends on a robust Postal Service.

"That is 6 percent of all U.S. jobs,

and they support \$1.4 trillion in revenue," Meyers said. "Now, you can't tell me that there is not a correlation between a viable Postal Service and a growing economy."

"And that is why it is so critical for mailers and unions to stand together for common-sense postal reform," Meyers said.

Following Meyers' remarks, President Rolando introduced Board of Trustees Chairman Lawrence D. Brown Jr. of Los Angeles Branch 24 and trustees Randall Keller of Northeast Massachusetts Merged Branch 25 and Michael Gill of South Florida Branch 1071. Brown reported that an independent audit had found that the union's finances are sound.

The president introduced Band Committee Chairman Ernest Phillips of Cleveland Branch 40, who introduced committee members Barry Bode of Jonesboro, AR Branch 1131 and Rich Accord of Beckley, WV Branch 2420. The committee delivered its report to the convention.

After a few announcements, the convention adjourned just before 3 p.m.



Executive Vice President Timothy O'Malley



NALC AUXILIARY

WEDNESDAY, AUG. 17

The delegates were greeted with music from the Seattle Letter Carrier Band, led by band director Kenny Eline (Auxiliary 99, Seattle, WA).

President Cythensis Lang reconvened the meeting and the national anthem was performed by the band. The Pledge of Allegiance was recited.

National Treasurer Pam Fore (Auxiliary 2621, Lakeland, FL) gave a brief history of the Seattle Letter Carrier Band. It was formed in 1892 and has continued through the years.

The corrected minutes from Monday were approved. The minutes for Tuesday were approved as read.

National Assistant Secretary Linda Davis (Auxiliary 194, Yakima, WA) gave the moment of grace.

National Secretary George Anna Myers (Auxiliary 4, Kansas City, MO) then explained to the membership that a per capita form should be filled out even if there is only one 50-year member, making that an active auxiliary.

The memorial service was conducted by National Vice President Cynthia Martinez (Auxiliary 377, Phoenix, AZ). Martinez read the 23rd Psalm and a poem titled "The Dash." She then read the names of the 40 deceased members as delegates placed flowers in a vase for each person.

The Seattle Letter Carrier Band played "Amazing Grace" while band member Tony McCarthy sang a beautiful rendition of the song. Martinez then read a closing poem and thanked Tony and the Seattle band. She had made a beautiful plaque for the

members to take back to their states for the deceased members.

The Mileage and Per Diem Committee was introduced by President Lang. Gaye Meredith (Auxiliary 28, Dallas) and Andi Cooley (Auxiliary 1064, Lubbock, TX) gave the report on expenses and travel; all were approved. The travel for the 2018 convention in Detroit was also approved.

The Executive Board was asked to come over to the NALC general session on Tuesday afternoon. NALC Executive Vice President Timothy O'Malley introduced President Lang. She introduced the board members and brought greetings to the general session.

—Submitted by George Anna Myers, NALCA Secretary



AUGUST 18, 2016

THURSDAY



SALUTING SERVICE: ON AND OFF OUR ROUTES

On the fourth day of NALC's 70th biennial national convention, the delegates were reminded about the many levels of service that letter carriers provide on and off their routes. It was a day for celebration and recognition of the numerous charitable activities NALC members undertake—such as our six decades of close association with the Muscular Dystrophy Association, or our near quarter-century of feeding the hungry in our communities through the annual national “Stamp Out Hunger” Food Drive.

And throughout the day, those who served their country in a military uniform were called upon to stand and be recognized. Many of them wore the special desert-sand colored T-shirts signifying their membership in NALC's Veterans Group.

Rounding out the day was a succession of speakers who extolled the vital role that letter carriers provide as members of every community in the country and of the larger labor movement.

United Mine Workers of America President Cecil Roberts delivered a rousing speech.

BACK TO WORK

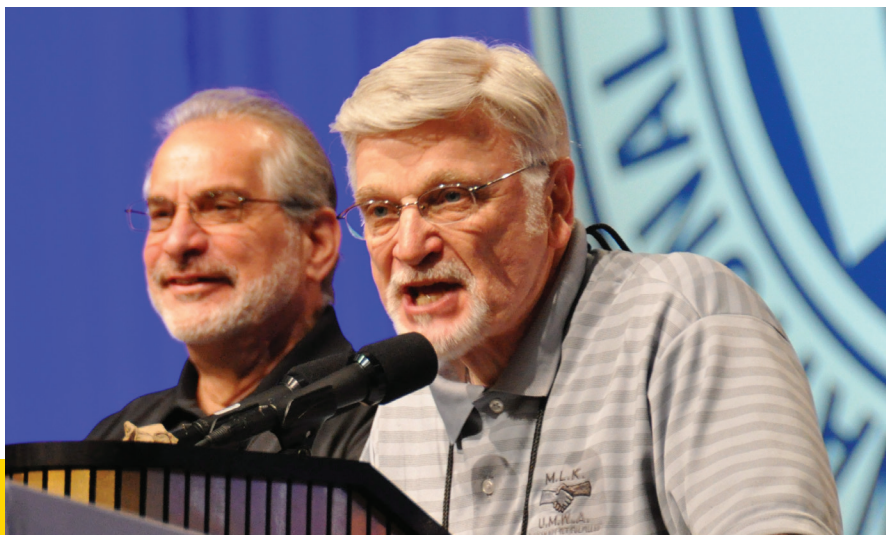
Day 4 of the convention began at 10 a.m. as NALC President Fredric Rolando called the delegates to order and invited to the stage Minneapolis Branch 9's Mike Zagaros to lead the national anthem. Los Angeles Branch 24's Jimmy Cumming led the Pledge of Allegiance, and Pastor Diego Mesa of Rancho Cucamonga, CA's Abundant Living Family Church delivered the invocation.

Before moving to the day's business, Rolando took a few comments and questions from the microphones. Among the subjects discussed were the

Many delegates throughout the hall wore NALC Veterans Group T-shirts to signify that they served in the armed forces.

union-sponsored blood drive that was taking place in the convention center; a thank-you from a Flint, MI, delegate for the ongoing assistance letter carriers have given during that city's water contamination crisis; a recognition of NALC's participation in “A Grand Alliance to Save Our Public Postal Service;” and a lighthearted invitation for Rolando to participate in a “22 pushup challenge” to raise awareness of the serious problem of military suicides.

And after a delegate noted that





NALC Region 15 National Business Agent Larry Cirelli was celebrating his birthday on Thursday, President Rolando led the delegates in singing “Happy Birthday to You.”

The regular order of the day soon followed, beginning with a report

from the newly revived Public Relations Committee: Dan Garhofer, St. Paul, MN Branch 28 (chairman); Larissa Pardee, Lincoln, NE Branch 8; and Paul Glavin, Nashville, TN Branch 4.

Rolando explained that giving back to our country helps to strengthen the image of letter

carriers with the American public, and that the Public Relations Committee was designed to help publicize this.

“We aim to raise our game in this area,” he said.

Garhofer, in his report, outlined some of NALC’s programs that help highlight the reasons why letter carriers have been, and continue to be, the most trusted government employees—programs such as the annual Stamp Out Hunger Food Drive, NALC’s Heroes of the Year awards, our eye-on-the-elderly Carrier Alert program, our fund-raising for MDA, and—as explained earlier in the week—the broadening of the NALC Auxiliary’s work as a grassroots activist organization.

NALC Executive Assistant to the President Paul Barner joined the committee on the stage and added to their

report a summary of the union’s effort regarding the NALC Veterans Group.

Building on Barner’s report, President Rolando asked all military veterans to stand and be recognized.

BRINGING THE FIGHT

Rolando next invited to the stage a man he called “the heart and soul of the American labor movement,” United Mine Workers of America President Cecil Roberts.

The UMWA president recalled speaking to NALC’s convention in 2010 in Anaheim. “When we left your convention,” Roberts said, “we wrote letters on your behalf to members of Congress and told them that we stand by you.

“So today,” he said, “Brother Fred stands with the mine workers on your behalf.”

In fact, Rolando announced that NALC planned to organize buses to carry letter carrier activists from East Coast cities to attend a Sept. 8 UMWA rally at the U.S. Capitol in Washington, DC, in support of bills to prevent coal companies from reneging on their promised health care and pension benefits for miners.

Roberts told letter carriers that they provide a crucial service for his union’s members—by delivering medicine to those who live in some of the most remote areas of the country, and who might not be able to get those medicines themselves otherwise.

Roberts declared his union’s solidarity with NALC. “We are fighting this fight together!” he exclaimed. “I urge you to leave this convention with this spirit moving forward!”

Congress needs to act to make it easier to join a union, Roberts said: “And we will do the rest.”

Roberts then began his fire-and-brimstone litany:

Rep. Loretta Sanchez (D-CA) told the delegates that they had an advocate for letter carrier issues in the halls of Congress.

If you want higher wages; a pension; more time off; a safer workplace; health care for your family; to protect Social Security and Medicare; a voice at work; equal pay for women; to end discrimination; fair trade; national health care; and a fairer nation—the answer for each of these is the same: “Join a union!”

“This one’s mine,” he added: “If you want to tell your boss to kiss your ass, join a union!”

Delegates gave Roberts a standing ovation and an enthusiastic letter carrier cheer.

A LONG-TIME FRIEND

Following Roberts on stage was Rep. Loretta Sanchez (D-CA), who declared her affection for letter carriers.

“You connect me to my grandmother in the way I know she wants,” Sanchez said: “By hand, with love.”

The 10-term representative from Orange County, CA, told letter carriers that she understands our issues well and often is in the halls of Congress explaining them to her fellow legislators.

“Postal reform cannot sacrifice employees or the people who built the system,” she said. “Postal reform doesn’t happen on the backs of the workers.”

HELPING OTHERS

By voice vote, the delegates approved a motion to devote part of the collection of monetary donations made by delegates on the floor Wednesday to help a letter carrier whose two sons have a rare, terminal genetic disorder.

Delegates from Louisiana requested help for victims of the recent floods in the Gulf of Mexico region. Donations may be sent to Baton Rouge Branch 129, 1953 Beaumont Drive, Baton Rouge, LA 70806. To donate through the American Red Cross, visit redcross.org, call 800-RED CROSS or text the word “LAFLOODS” to 90999 to make a \$10 donation.

MILEAGE AND PER DIEM

The Mileage and Per Diem Committee returned to the stage to deliver its final report. Committee Chairman Antonia Shields reported that



NALC Executive Assistant to the President Paul Barner

the total mileage and per diem was set at \$10,163.46. Board of Trustees Chairman Lawrence D. Brown told the delegates that the trustees had accepted the report. The delegates then approved the report by voice vote.

The delegates then viewed a video titled “Delivering Compassion” about two letter carriers who have transformed personal challenges into service to others. Following the video, President Rolando introduced the two carriers featured: James Robledo of Garden Grove, CA Br. 1100 and Kim Truong of San Francisco Br. 214. The delegates gave the two NALC members a letter carrier cheer.

CONVENTION SITE COMMITTEE

Secretary-Treasurer Nicole Rhine introduced the Convention Site Committee: Howard Komine of Honolulu Br. 860; Jim Korolowicz of South Macomb, MI Br. 4374; and Glenn Norton of Las Vegas Br. 2502. The committee delivered its report and told delegates to look forward to meeting in Detroit, site of the 71st Biennial Convention in 2018.

MDA

The president brought to the microphone Geneva Kubal, NALC’s Muscular Dystrophy Association (MDA) coordinator. Kubal introduced Joe Akmakjian, goodwill ambassador for MDA, the

union’s only official charity, following a brief video showing Akmakjian skydiving—one way he is living up to MDA’s new slogan, “Live Unlimited.”

“Because of the efforts that you have done, individuals with muscular dystrophy and the families who love them are living longer and growing stronger,” he said. “I am living proof that the work you are doing is making an impact.”

The delegates responded to his speech with a letter carrier cheer.

President Rolando then presented awards to the top MDA fundraising branches in 2015, by size category: Long Island Merged, NY Br. 6000, \$57,487; Portland, OR Br. 82, \$22,821; Arizona Merged Br. 1902, \$15,137; Northeastern New York Br. 358, \$20,122; Grand Rapids, MI Br. 56; Yonkers, NY Br. 387, \$11,487; Green Bay, WI Br. 619, \$13,313; Fargo-West Fargo, ND Br. 205, \$15,892; Jefferson City, MO Br. 127, \$8,371; New City, NY Br. 5229, \$3,373.

The president also announced a special Gold Prize award for the branch that raised the most per capita: Manteca, CA Br. 4249 (now merged with Stockton, CA Br. 213), which raised \$122.73 per branch member.

With Akmakjian’s help, President Rolando drew the names of the five winners of the MDA raffle, who each won a \$3,000 travel voucher. The raffle raised more than \$50,000 for MDA (after deducting for expenses).

FOOD DRIVE

The president called Pam Donato, NALC Director of Community Services, to the microphone. Donato said recent enhancements

to the Letter Carrier Food Drive helped it yield a record 80 million pounds of food last May. The delegates viewed a brief video about the food drive, then Donato introduced Mark Lowery, director of the Orange County, CA Food Bank, who thanked the delegates for their commitment to feeding the hungry.

Donato also introduced United Food and Commercial Workers International Union (UFCW) Executive Assistant Christyne Neff. UFCW is now a key partner in the annual food drive.

Neff noted that, like letter carriers, many members of her union, which include cashiers and other grocery store workers, have in common their daily contact with the public. “We are the daily face of the labor movement,” she said. “That is a special bond between our unions.”

Neff brought several local members of her union to the stage to talk about their experiences as partners in the food drive.

The delegates responded with a letter carrier cheer.

President Rolando presented awards for the top branches, by size, in food collection in May’s food drive: Category 1 (2,000 or more members)—Los Angeles Br. 24, 1,523,525 pounds of food; Category 2 (1,500-1,999 members)—Central Florida Br. 1091, 2,233,365 million pounds; Category 3 (1,000-1,499

NALC’s MDA Coordinator Geneva Kubal



NALC Director of Community Services Pam Donato

MDA’s first adult goodwill ambassador, Joe Akmakjian, told the delegates about how children diagnosed with muscular dystrophy are living into adulthood.



members)—West Coast Florida Br. 1477, 1,260,176 pounds; Category 4 (700-999 members)—Clearwater, FL Br. 2008, 1,303,559 pounds; Category 5 (500-699 members)—North Oakland County, MI Br. 320, 260,096 pounds; Category 6 (350-499 members)—Fort Wayne, IN Br. 116, 485,028 pounds; Category 7 (200-349 members)—Fort Myers, FL Br. 2072, 294,899 pounds; Category 8 (100-199

**Executive Secretary
Treasurer of the
Los Angeles County
Federation of Labor
Rusty Hicks**



members)—Charlottesville, VA Br. 518, 317,008 pounds; Category 9 (50-99 members)—Ocala, FL Br. 1103; Category 10 (26-49 members)—Beaufort, SC Br. 3262, 66,500 pounds; Category 11 (1-25 members)—Thomasville, GA Br. 1026, 50,957 pounds.

L.A. LABOR

The president called to the lectern Rusty Hicks,

executive secretary treasurer of the Los Angeles County Federation of Labor, which comprises 300 local unions in the Los Angeles area.

Hicks noted that among NALC's first major achievements was the 1893 establishment of the eight-hour day for letter carriers. "And now, while you're here in California 123 years later," he said, "the California state legislature is considering giving 400,000 California farm workers that same eight-hour day that you fought for and won so long ago."

Hicks asked delegates to support AB 1066—a state bill that would extend legal protections for wages, hours and working conditions to farm laborers—

President Rolando thanked UFCW members for their support of the Stamp Out Hunger Food Drive.

by contacting California Assembly Speaker Anthony Rendon at 916-319-2063 or speaker.rendon@assembly.ca.gov, and Senate President Pro Tem Kevin de León at senator.deleon@senate.ca.gov or 916-651-4024.

The delegates gave Hicks a letter carrier cheer.

Following a few announcements, the session adjourned at half past three. As the delegates left the hall, tellers distributed ballots for the election of NALC delegates to the AFL-CIO convention. The results were to be announced at Friday's closing session.



NALC AUXILIARY

THURSDAY, AUG. 18

President Lang reconvened the session at 10:02 am. Band Director Doris Ulrich led us in the national anthem, followed by all reciting the Pledge of Allegiance.

Lang ask the band members how many were veterans and welcomed them to join the Auxiliary. She thanked them for their service before dismissing them.

President Lang led members in the collect and National Treasurer Pam Fore gave a moment of grace. She thanked the Auxiliary members for wearing their "We Are Family" shirts today.

Treasurer Pam Fore gave a report on the country store sales through Wednesday afternoon. We are happy to report the store has made \$1,347.76.

Brian Wiggins, president of the Washington State Association of Letter Carriers, came in to thank the Auxiliary for all we have done and continue to do. He is very supportive of the Auxiliary and is helping it to grow in Washington. Wiggins also took the time to take pictures of our delegation in our new "We Are Family" shirts.

President Lang told everyone that the luncheon was a big success. The food was

very good and the company was great. We sat on the patio at the Yard House and the weather was perfect.

A Chinese auction was held in our morning session. The Arizona sports basket was won by Legion Cresswell (Auxiliary 28, Dallas, TX). The Miche bag was won by EveLynn Jones (Auxiliary 46, Baltimore, MD). The postal apron was won by Judy Arldt (Auxiliary 111, Austin, TX). The Vera Bradley bag was won by Nancy Southern (Auxiliary 2621, Lakeland, FL).

A delegation from Washington State came to talk to the Auxiliary. We enjoyed greetings from Washington State Vice President Ray Johnson, Secretary-Treasurer Maleah Smitham, Director of Education Sharee Eschenbacher, executive board member Tammy Gatlin, Yakima, WA Br. 852 President T.J. Davis, and newsletter editor Brooks Bennett.

Nalcrest trustees Don Southern and Thomas Young shared valuable information about the retirement community for letter carriers. They told us about all the wonder-



ful upgrades at Nalcrest.

Southern also presented a certificate to Auxiliary 2621, Lakeland, FL, for its donation of \$1,390 to MDA. The certificate was accepted by Pam Fore and Nancy Southern.

The Auxiliary would like to give a special "thank you" to Lesiel Polichette (Auxiliary 426, Provo, UT) for working the country store. Also, thank you, T.J. Davis, for all the hard work you did for us behind the scenes; it was invaluable.

All information about the raffle winners and final totals will be in *The Postal Record*. We want to thank all of the letter carriers and Auxiliary members who supported our raffles and support us in our everyday lives.

**—Submitted by George Anna Myers,
NALCA Secretary**



AUGUST 19, 2016 FRIDAY



LOOKING BACK, MOVING FORWARD

During their final general session, the delegates to NALC's 70th Biennial National Convention looked back at the work they had accomplished throughout the week, and set forth, back to their stations, branches and regions, to continue to work toward the goals they have set for themselves. They welcomed new friends to the fold, and they bid a bittersweet farewell to a longtime leader who's beginning a new chapter in his life's story.

Delegates heard from two longtime allies in the legislative arena, as well as from many rank-and-file delegates, eager to share their struggles and triumphs. Awards were given for legislative and political activism, and the supreme body of our union finished with the hardest work of all—deciding on appeals made directly by brother and sister letter carriers.

The delegates left the convention hall recharged, fully prepared to face the many challenges that lie ahead. The closing day of the convention began at 8 a.m.—two hours earlier than the other business days this week, in an effort to get as much business accomplished by noon to accommodate the many delegates with cross-country flights scheduled.

FINAL SESSION

NALC President Fredric Rolando called the gathering to order and invited to the stage Stephanie Bostic of South Florida Branch 1071 to sing the national anthem. Los Angeles Branch 24 Executive Vice President Steve Abasta led delegates in reciting the Pledge of Allegiance, followed by the invocation by the Rev. Ann Hayman of St. Paul's Presbyterian Church in Los Angeles.

After a few announcements, the president opened the floor to some comments from the microphones and then turned to regular business.

UNIFORM AND MBA COMMITTEES

NALC Director of Life Insurance Myra Warren introduced Uniform Committee Chairman Stafford Price Jr. of Chicago Br. 11, who in turn introduced committee member Greg Klopfer of Jamaica, NY Br. 562 and acknowledged another committee member who could not attend the convention: Gina Mendoza-Teick of Fort Worth, TX Br. 226. Price delivered the committee's report, saying that recent tests of new uniform items had yielded mostly positive reviews from testers.

President Rolando spoke to delegates about preserving door-to-door delivery service at a rally before the general session began.

Warren then introduced the chairman of the Mutual Benefit Association (MBA) committee, Zulma Betancourt of West Coast Florida Br. 1477, who introduced committee members Patrick Johnson of Milwaukee Br. 2 and William Lodek of Reading, PA Br. 258. The committee members delivered its report, saying that the MBA is growing and continues to have a strong financial base.

DANCING ON TO DETROIT

The delegates viewed a video recap of the week's events, and then members of Detroit Br. 1, led by Branch President Sandra Laemmel, danced through the hall and onto the stage to welcome letter carriers to Detroit, the site of the 71st Biennial Convention in 2018. Delegates viewed a video about attractions in the Motor City.

"Detroit is a labor town," Laemmel said, "where the middle class was born."

AFL-CIO DELEGATES

Board of Tellers Chairman Joe DeRossi of Brooklyn Br. 41 then announced the

results of the election of delegates to the AFL-CIO convention. The top seven (in bold) vote winners were elected:

- **Denise Brooks**, Medford, OR Br. 1433 —9,745
- **Anita Guzik**, Los Angeles Br. 24 —9,707
- **Charles Heege**, New York City Br. 36 —9,420
- **Lloyd Doucet**, New Orleans Br. 124 —9,084
- **Stephen Hanna**, York, PA Br. 509 —9,073
- **Elise Foster**, Chicago Br. 11—8,922
- **Ingrid Armada**, Providence, RI Br. 15 —8,569
- David Hyman, Tri-Valley, CA Br. 2902 —1,242
- Jeffrey Cushner, Wilmington, DE Br. 191—1,056
- Michael Carnahan, Tucson, AZ Br. 704—743
- Ronney Harper, Atlanta Br. 73—687
- Everett Wyllie, Waco, TX Br. 404 —675
- Jeffrey Parr, Santa Rosa, CA Br. 183 —631
- James “Fred” Brown, Central Florida Br. 1091—606
- Kevin Byrne, West Palm Beach, FL Br. 1690—568
- Ernestine Hernandez, Tri-Valley, CA Br. 2902—568
- Derrick Jones, Tallahassee, FL Br. 1172—283

REP. MAXINE WATERS



President Rolando introduced Rep. Maxine Waters (D-CA), who addressed the convention.

Waters told the delegates to hold strong in their advocacy efforts to reject cuts to mail

service, and to move the Postal Service forward by supporting efforts in Congress to give USPS greater flexibility and expand the services it provides to the public.

“Let’s be creative,” she said. “Let’s get our constituents advocating for the use of the Postal Service in creative ways.”

Waters pledged to support letter carriers and their efforts to preserve middle-class jobs and the Postal Service’s role in the economy. “I will continue to fight on behalf of all the families here today,” she said.

HBP AND SCHOLARSHIP COMMITTEES

NALC Health Benefit Plan Director Brian Hellman introduced Health Benefit Plan Committee Chairman Marilyn Youman of Garden Grove, CA Br. 1100, who in turn introduced committee members Robert Murphy of Cleveland Br. 40 and Tom Nelson of New York City Br. 36. The committee delivered its report, saying that 7,314 new members in the last year had boosted total enrollment in the NALC Health Benefit Plan to 236,445.

Rolando introduced the Scholarship Committee: Chairman Jacqueline White, Los Angeles Br. 24; Sandra Laemmel, Detroit Br. 1; and Larry Kania, Buffalo-Western New York Br. 3. The committee delivered its report and read letters from grateful scholarship recipients.

VIDEOS OF RECOVERY AND GREETINGS

President Rolando asked the delegates to watch the final video in the five-part series that was created for the convention. This one, titled “Letter Carriers: Delivering Recovery,” was about how carriers tend to be the first public employees back on the job following a natural disaster, providing residents with a measure of hope that things will eventually return to normal. The video focused specifically on letter carriers’ role in recovery efforts in the Gulf of Mexico coastal region following Hurricane Katrina and in the New Jersey and New York region after Hurricane Sandy.

Following the video, Rolando turned delegates toward politics. “This week, we’ve been talking a lot about the importance of the November elections,” he said. “The thing we can all

directly influence is who serves as the next president of the United States.”

For letter carriers, he said, the best choice for that office is Hillary Clinton, noting that “her history with us goes back more than 20 years:”

- Clinton invited NALC President Vincent Sombrotto to the White House in 1993 to discuss health care.
- As a senator, Clinton was among the first to sponsor a bill to ban the Postal Service’s practice of contracting out letter carrier jobs to low-wage, non-union workers.
- In 2009, she helped mobilize support for a Senate bill supporting the right of employees to form unions.
- This summer, she and Sen. Bernie Sanders (I-VT) came together to support a postal plank in the Democratic National Committee’s platform.

Clinton could not join us for the convention in person, the president said: “We’re meeting in a state that’s not exactly in play this fall.”

Instead, Clinton had prepared for delegates a video greeting, which Rolando invited delegates to watch.

“I am very honored to have your endorsement,” Clinton said in the video. “You’re a big reason most Americans rank the Postal Service the most trusted government agency.”

Clinton noted how letter carriers have strengthened the fight for unions and the middle class. “When I’m president, you’ll always have a champion in the White House,” she said. “I honestly don’t know what our country would do without you.”

E-ACTIVIST AWARDS

Rolando next presented awards for participation in NALC’s e-Activist Network:

- Medford, OR Branch 1433: Highest percentage of e-Activists among





Members from Detroit Branch 1 encouraged delegates to get excited for the next national convention to be held there in 2018.

branches with 250 or fewer members (82 percent)

- Eugene, OR Branch 916: Highest percentage of e-Activists among branches with 251 to 999 members (76 percent)
- Portland, OR Branch 92: Highest percentage of e-Activists among branches with 1,000 members or more (54 percent)
- Alaska State Association: Highest percentage of e-Activists among state associations with fewer than 2,000 members (50 percent)
- Oregon State Association: Highest percentage of e-Activists among state associations with 2,000 to 7,499 members (59 percent)
- New Jersey State Association: Highest percentage of e-Activists among state associations with 7,500 members or more (37 percent)
- Region 5: Highest percentage of e-Activists among regions with fewer than 15,000 members (34 percent)
- Region 6: Highest percentage of e-Activists among regions with 15,000 to 19,999 members (26 percent)
- Region 9: Highest percentage of e-Activists among regions with 20,000 members or more (25 percent)

LETTER CARRIER POLITICAL FUND AWARDS

The president then handed out awards for the branches and the state association that have the highest per capita contribution rate, and the highest per capita contribution, to the Letter Carrier Political Fund:

- Branches under 250 members—Newport, RI Branch 57: 91 percent participate, \$172 per capita
- Branches with 250 to 999 members—Aurora, IL Branch 219: 45 percent participate, \$91 per capita
- Branches with 1,000 or more members—Austin, TX Branch 181: 34 percent participate, \$70 per capita
- State association: Hawaii—33 percent participate, \$76 per capita

APPEALS

NALC Vice President Lew Drass, chairman of the Committee on Appeals, told delegates that four appeals had been presented to his committee for presentation to the convention. The members presented their appeals directly to the convention, the highest governing body in the union. The convention upheld the committee's decisions to deny appeals in three of the four cases. It overturned the committee's decision in the final case, and the committee will now advise the branch on how it should proceed.

SOLIDARITY AND SYMPATHY

On Wednesday, a collection was taken for a retired Chicago Branch 11 member whose son was killed, and on Thursday, delegates approved a motion to devote part of that collection to help a letter carrier whose two sons have a rare, terminal genetic disorder. NALC Board of Trustees Chairman Larry Brown announced that \$9,587 had been collected on Wednesday, that the amount would be matched by NALC Headquarters (for a new total of \$19,174), and that the two recipients would each receive a 50-percent share of that new total.

President Rolando returned to the microphone and noted that the 30th anniversary of the Edmonds, OK, postal shooting tragedy was on Saturday, Aug. 20. Fourteen people were killed that day; that incident, and a similar one in Royal Oak, MI, in 1991, were the main forces behind the adoption of the landmark Joint Statement on Violence and Behavior in the Workplace in 1992. The president called for a moment of silence to honor the memory of those who had died.

DISTRIBUTION COMMITTEE

The president then called to the stage for a report the members of the Distribution Committee: Jill Lemons,

Br. 4006, Canoga Park, CA (chairman); Mike Alexander, Br. 124, New Orleans; Mark Ashmon, Br. 2876, Linden, NJ; Cathy Bodnar, Br. 580, Hammond, IN; Linda Boroughs, Br. 132, Dallas; Paul Boulanger, Br. 44, New Hampshire Mgd.; Tony Bultinck, Br. 292, Rock



Members had the opportunity to voice their appeals of branch decisions to the national convention.

Island, IL; Homer Christian, Br. 359, Huntington, WV; Eddie Davidson Jr., Br. 382, Durham, NC; Holly Dexter, Br. 11, Chicago; Angela Dunn, Br. 73, Atlanta; Rene Eberhardt, Br. 1681, Casper, WY; Albert Friedman, Br. 2008, Clearwater, FL; Lorita Frost, Br. 24, Los Angeles; Anthony Gambone, Br. 542, Norristown, PA; Mark Godbee, Br. 5050, Ballwin, MO; Charles Goushian, Br. 540, Camden, NJ Mgd.; Michael Hamilton, Br. 3902, Charleston, SC; Ricky Horton, Br. 916, Eugene, OR; Eddie Lofland, Br. 69, Sioux City, IA; Brian Manning, Br. 34, Boston; Alvin Matsumura, Br. 860, Honolulu; Ronald Oree, Br. 294, Flushing, NY; Joseph Otero, Br. 38, New Jersey Mgd.; Sharon Patterson, Br. 1624, Crown Point, IN; Vicki Piotter, Br. 916, Eugene, OR; Michael Powles,



Timothy O'Malley thanked the delegates and bid them farewell in his last act as executive vice president of the union.

Br. 24, Los Angeles; Christopher Verville, Br. 4, Nashville, TN; Warren Wehmas, Br. 2942, Hopkins, MN; and Jerry Wyatt, Br. 595, Danville, VA.

Following a few final announcements from NALC Secretary-Treasurer Nicole Rhine, Rolando returned to the microphone to thank Los Angeles Branch 24 for its work in putting together a successful national convention. The president also thanked

staff members from NALC Headquarters and from the regional offices for their work, noting that many performed their tasks well behind the scenes.

Rolando took a few final comments from the floor microphones, including the motion to adjourn the convention. Before he called for a vote on that motion, he asked Timothy C. O'Malley—NALC's executive vice president who announced on Monday that he was retiring at the end of the convention—to say a few final words. A clearly emotional O'Malley, with his wife at his side, thanked delegates and bid them farewell.

Then, with the voiced approval of the delegates, President Rolando adjourned the convention *sine die* shortly before noon.

Br. 22, New Castle, PA; Jesse Reed, Br. 11, Chicago; Melody Roberts, Br. 27, Memphis, TN; Timothy Sheehan, Br. 358, Northeastern NY; Eric Sloan, Br. 73, Atlanta; Christine Strasser, Br. 38, New Jersey Mgd.; Kelly Strottman, Br. 352, Central Iowa Mgd.; Maria Tarango;

LOTS TO LEARN

With nearly 40 workshop sessions covering a wide range of topics from community service to planning retirement, charity work to handling workers' compensation issues, delegates had many opportunities to learn more about how to further the membership's goals and interests.

Classes were held on Monday afternoon and at the beginning and end of each day Tuesday through Thursday. Many classes attracted capacity crowds, and several incorporated humor to keep attendees entertained as they learned—such as a “Jeopardy!”-style NALC history challenge.

There were workshops specially targeting branch officers' responsibilities, such as managing branch finances, training trustees, handling dues and learning NALC's constitution. Other classes focused on workroom floor concerns, mobilizing members and communicating the union's message.

Specialized classes focused on letter carriers' safety and health, on dignity and respect in the workplace, on the rights and benefits of city carrier assistants, and on member benefits such as the Mutual Benefit Association, the NALC Health Benefit Plan and the Thrift Savings Plan.

Several opportunities were made available for delegates to learn more about the union's history through presentations of such videos as “The Strike at 40,” the 2010 video commemorating the Great Postal Strike of 1970. And in one workshop, many members received a first up-close look at version 1.0 of the NALC Member App for smartphones.

Several delegates took to the floor of the convention to praise the workshops, vowing to return to their branches with their newfound skills and to help train and inform the local members who didn't get the chance to attend the Los Angeles Convention.



RESOLUTIONS AND AMENDMENTS

The following resolutions and amendments 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.

NATIONAL AGREEMENT RESOLUTIONS

NALC will negotiate with the Postal Service in pursuit of provisions that would:

- Protect cost-of-living adjustments (COLAs) and the no-layoff clause
- Include city carrier assistants (CCAs) in maximization provisions
- Provide at least one day off per week for CCAs
- Provide more training time for CCAs
- Provide the same leave, insurance and benefits for CCAs as career carriers have
- Provide for no second probation for CCAs and for seniority beginning from date of hire
- Require the payment of penalty overtime to all carriers for all hours worked on the seventh day of the service week
- Limit the hours per week worked by a CCA to 60 hours
- Exclude carriers from the Letter Carrier Paragraph when management refuses to properly conduct a special inspection on a carrier's route
- Credit time spent as a TE from 2006 to 2013 by advancing a former TE's position, once converted to career to the step equivalent to the amount of time spent as a TE
- Raise the starting pay of CCA employees
- Eliminate Table Two of the City Carrier Schedule
- Provide leave sharing as soon as an employee is out of leave or in a non-pay status
- Increase the hours of Sick Leave for Dependent Care for FMLA-covered conditions
- Explore the concept of geographical zones to expand opportunities for career city positions within a district
- Explore new methods of dog deterrence
- Address flagrant bad faith behavior by postal management
- Expunge a CCA's disciplinary records upon conversion to career status
- Allow the Mobile Delivery Device to be used for notification of forwards, holds, documented conditions and

environmental warnings, not for disciplinary purposes

- Provide for expedited consideration of suspensions under Article 16.7 in the dispute resolution process
- Include CCAs in provisions pertaining to "Acts of God" and other emergencies that provide for administrative leave for career employees
- Provide lifetime credit monitoring protection
- Provide that on-the-job instructors receive Grade 2 pay at their appropriate step while training
- Include CCAs in Article 25
- Increase the first year's uniform allowance
- Provide for uniform and other items to improve the safety of carriers delivering in the dark
- Provide that the posting of seniority rosters be on a monthly basis
- Require 24-hour notification of a one-day street observation
- Require notification to the branch president of the conversion of a CCA to regular

GENERAL RESOLUTIONS

- That NALC file a class-action lawsuit to repeal the government pension offset (GPO) and windfall elimination provision (WEP)
- That each CCA be assigned a mentor
- That the NALC commission a Letter Carrier Congressional Liaison pin
- That the children and grandchildren of members who are 18 years old and older be able purchase their own individual MBA accounts
- That NALC declare solidarity with the aims of the Black Lives Matter movement
- That NALC branches recruit local and state groups to affiliate with A Grand Alliance to Save Our Public Postal Service
- That NALC work with USPS and Congress to implement a plan for conversion of postal vehicles and facilities from using fossil fuels to using renewable sources of energy
- That a list of the resolutions to be presented at the convention be sent to each branch president
- That nominees to the USPS Board of Governors must be willing to acknowledge, and state their support

for, the basic principles of a strong public postal service

- That various aspects of the "organizing model" be encouraged to be included as part of training conducted by the NALC

LEGISLATIVE RESOLUTIONS

- That NALC support legislation repealing increased pension contributions imposed on federal and postal employees hired after 2012
- That members support H.R. 973 and ask for House members to co-sponsor it

CONSTITUTIONAL AMENDMENTS

CONSTITUTION OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS

Article 3, Section 1 – Deleted language that had required the previous two geographic regions be eliminated from consideration for the national convention. Amended language now requires that only the previous two sites be eliminated from consideration.

Article 6, Section 2 – Added language that authorizes the NALC Executive Council to announce any realignment of the geographic boundaries of the 15 regions to the convention preceding the next convention at which nominations will take place and for such realignment to be voted on by the convention.

Article 7, Section 3 – Deleted section (c) that had required 20 cents per annum of all per capita tax be placed in the Letter Carriers Band Fund and that the Letter Carriers Band Fund to be used to send up to five letter carrier bands to the national convention. An amendment to section (b) reallocated the 20 cents previously placed in the Band Fund to the National Convention Fund.

CONSTITUTION OF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION

Article 6, Section 1 – Deleted obsolete language that indicate that the director of life insurance and members of the Board of Trustees are elected at conventions.

CONSTITUTION OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS HEALTH BENEFIT PLAN

Article 7, Section 1 – Deleted obsolete language that indicate that the director of the Health Benefit Plan and members of the Board of Trustees are elected at conventions.