



THE SPIRIT OF SOLIDARITY

**71ST BIENNIAL
CONVENTION**

JULY 16-20

DETROIT

In Detroit, MI, a key birthplace of the U.S. labor movement, thousands of letter carriers from every state and territory gathered in solidarity for the National Association of Letter Carriers' 71st biennial convention in July to rededicate themselves to working together for the betterment of all city letter carriers.

NALC President Fredric Rolando opened the convention with an explanation of the challenges that the White House and congressional gridlock represent to letter carriers, and delivered a spirited call to arms to meet those challenges. At the top of his list of the challenges to counter was a proposal to privatize the Postal Service.

Throughout the week, labor leaders from the American Postal Workers Union, United Automobile Workers, United Steelworkers, National Postal Mail Handlers Union, Canadian Union of Postal Workers, United Food and Commercial Workers International

Union, UNI Global Union and Association of Flight Attendants—capped by a Friday appearance by AFL-CIO President Richard Trumka—praised carriers' activism and pledged solidarity. Members of Congress from both parties encouraged delegates to fight to preserve the Postal Service and its tradition of service, and vowed to join their struggle.

The delegates fulfilled the union's democratic process by nominating candidates for NALC national officer elections and considering resolutions and amendments to the *NALC Constitution*. They also demonstrated letter carriers' commitment to service, on the job and in their communities, by working at the convention to provide for homeless military veterans in Detroit and by recognizing the work of volunteer carriers who support the Muscular Dystrophy Association (MDA) and the Letter Carriers' Food Drive.

The following pages contain day-by-day accounts of the action in the Motor City.



JULY 16, 2018

MONDAY



President Rolando spoke to delegates about the many difficulties facing letter carriers as a result of the 2016 elections.

‘THE CHALLENGES OF OUR TIME’

The 71st biennial convention of the National Association of Letter Carriers began on Monday, July 16, with a rigorous assessment of the challenges facing letter carriers—especially political, legislative and regulatory—and a call to action by NALC President Fredric Rolando to the 5,000-plus delegates gathered at the Cobo Center in Detroit.

Rolando pointed to Detroit’s historic role in building the U.S. labor movement, as well as to the city’s ongoing economic

After Secretary-Treasurer Nicole Rhine convened the convention (below), Detroit Branch 1 President Sandra Laemmel (bottom r) and Region 6 National Business Agent Patrick Carroll (bottom l) welcomed delegates.



rebound from the local ravages of the 2008 Great Recession, as symbols of resilience and resurgence.

“Just as Detroit’s comeback is a work in progress, so too is the Postal Service’s,” Rolando said. Even as USPS has made significant progress in recent years, policy decisions in Washington, DC—including pre-funding and pricing—pose difficulties that need to be addressed.

“Ultimately, the fate of the postal comeback depends on what Congress and the [Postal Regulatory Commission] do on postal reform legislation and rate regulation,” he said. “That, in turn, depends on how well we do our jobs at NALC. Starting with the delegates gathered here in Detroit, our task is to educate our members about the issues we face and the tools we have to respond. We must organize letter carriers and mobilize an army of activists to lobby Congress and inspire public support for a strong and vibrant public Postal Service.

“It’s a lot of work, but guess what? We can and we will do it.”

PAST AND PRESENT

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

Minneapolis Branch 9 President Mike Zagaros was next on

stage to deliver a rousing rendition of “The Star-Spangled Banner.” He was followed by Detroit Branch 1 Vice President Cornell Fears, who led delegates in reciting the Pledge of Allegiance. Father Ryan Adams of St. Anne Catholic Church gave the invocation.

Rhine then called to the stage Detroit Branch 1 President Sandra Laemmel, who warmly welcomed delegates to her city. She then introduced Detroit Chief of Police and Deputy Mayor James Craig, as well as Detroit Postmaster Derron Bray, who each made brief welcoming remarks.

Next, Rhine introduced the retired national officers in attendance at this year’s convention and asked Patrick Carroll, the national business agent for Region 6 (which includes Michigan) to come to the microphone to introduce his fellow NBAs and to acknowledge the union’s regional administrative assistants (RAAs), regional workers’ compensation assistants (RWCAs) and NALC Headquarters letter carrier staff.

Returning to the lectern, Rhine introduced NALC’s resident national officers before calling President Rolando to the microphone to deliver his keynote address.

CHALLENGES IN WASHINGTON

“Elections—they have consequences,” Rolando said early in his speech, refer-



NALC President Fredric Rolando delivered his keynote address.

ring to the 2016 elections that put a single party in control of the White House as well as both congressional chambers, not to mention the courts. And those consequences, he said, have been “largely negative for the Postal Service, letter carriers and other American workers. Postal reform has remained stalled and federal employee unions have been targeted by the new administration and its Capitol Hill allies.”

Rolando then explained some of the ramifications of those elections:

- The appointment of Supreme Court Justice Neil Gorsuch helped lead to the anti-union decision in the *Janus vs. AFSCME* case.
- The \$2 trillion tax cut is ballooning the federal budget deficit and exposing federal employees’ jobs, pay and benefits to potential cuts.
- Executive orders are harming workers with the loss of overtime provisions and are gutting federal employees’ union rights.

The Postal Service is not immune from the consequences, with vacancies on the Postal Board of Governors and Postal Regulatory Commission hindering its capabilities. Perhaps most troubling is the creation of an administration task force to develop ways to “restructure” USPS and to examine the definition of universal service.

Months ago, NALC organized a full-throated defense of the Postal Service and its business through the development of a white paper, together with the other three postal unions, that was presented to the task force, President Rolando said. It challenged the White House’s assumptions and offered policy recommendations. With the task force’s report due in August, NALC was preparing for an expected call for postal privatization.

“But we’re not waiting,” he said.

NALC mobilized behind the introduc-

tion of a bipartisan House resolution that calls on Congress to oppose postal privatization. H.Res. 993 was introduced in Congress by a bipartisan group of 10 House members Monday morning.

“You can count one thing for sure: NALC will be at the center of the fight to preserve and strengthen the Postal Service for the 21st century,” Rolando said. He forcefully proclaimed that NALC will work against privatization and deregulation while protecting affordable universal service, the sanctity of the mail, the security of America’s mailboxes and letter carriers’ rights to collective bargaining. “You can take that to the bank,” he thundered, drawing a sustained standing ovation. “And you can take it to the White House!”

But the task force hasn’t been the only battlefield. The administration’s budgets have targeted federal and postal employee pension and health care, as well as USPS door and Saturday delivery. The Office of Personnel Management requested that Congress cut postal and federal workers’ pension benefits. The Government Accountability Office initiated a study of the Mailbox Statute, with United Parcel Service and some Republican leaders in Congress falsely claiming it is an unfair subsidy to USPS. And Congress continues to refuse to lessen the impact on Civil Service Retirement System retirees of the Windfall Benefit Provision and the Government Pension Offset.

“So, as this wide range of legislative and regulatory activity should make clear to all of us, our capacity to lobby and represent letter carriers is crucial,” Rolando said. “But at the end of the day, lobbying only goes so far. The best way to influence legislation and policy is to determine who serves in Washington. That requires political organizing and political action.”

He added that every election—midterm or otherwise—is vital to our future, active and retired carriers alike.

RISKS, AUDIENCE AND TOOLS

Returning to a message he’s delivered far and wide, Rolando spoke about how NALC must convince a bipartisan majority in both chambers of Congress to support letter carriers and the Postal Service.

“Fortunately, at least postal issues are not particularly partisan,” he explained. “So we’re well-positioned to appeal to our key audience, even in these polarized times. But that alone is not enough—

we’ve also developed the tools to appeal to what matters most to Washington politicians: their desire to be elected and re-elected. That takes votes and money—and we can deliver both.”

Rolando added that union members’ political diversity is also a strength; because NALC members come from all points on the political spectrum, we can connect with politicians of all stripes.

He pointed to the NALC Member App as a way to help NALC influence votes, through push notifications sent directly to members’ smartphones. This communication can help members know NALC’s stance on which lawmakers to vote for and against. It also instantly alerts them when Congress is getting ready to vote on important postal matters.

“I urge every delegate to spread the word on the Member App to the carriers in their stations,” Rolando said. “Downloading the app is free and easy. Best of all about that app, you can choose the type of communications that you want to receive from the union—making members who are interested in legislation and politics, which right now needs to be everybody, easy to identify and easy to activate.”

For the money needed to help friends of letter carriers get elected, NALC relies on the Letter Carrier Political Fund (LCPF), since by law union dues are not used for politics.

“Not everyone wants to donate to a fund that goes to politicians,” he said. “But I’ll tell you what: If we do our job and educate our members about the risks we face, the audience we must reach and the tools at our disposal, our members will step up and they will take action. We don’t need a lot from anybody, we just need a few dollars from a whole lot of our members, and we’ve got our war chest.”

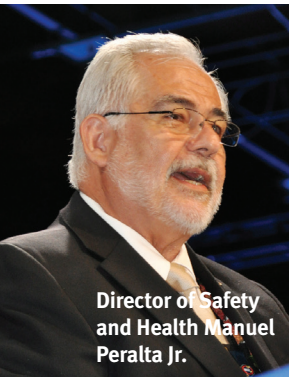
‘TREMENDOUS UNITY’

The president’s confidence stems from the accomplishments shown to be possible when NALC members stick together, as was the case with the most recent National Agreement. NALC successfully negotiated a contract that met the major goals the union had set for itself:

- Rewarding all city carriers for their exceptional service;
- Narrowing the compensation gap between city carrier assistants (CCAs) and career letter carriers;
- Improving CCAs’ prospects for career conversion;

- Providing step advancements for certain former transitional employees; and
- Preserving our protections against contracting out and layoffs.

That agreement was overwhelmingly approved by members. “This tremendous unity within NALC is incredibly gratifying because it will be vital as we prepare for the next round of bargaining,” Rolando said, pointing out that negotiations for the next contract will begin in June 2019, and that the union’s priorities will be guided by the National Agreement resolutions adopted



Director of Safety and Health Manuel Peralta Jr.

during this convention (see page XX).

President Rolando also discussed the less noticeable work done to strengthen the union by deepening alliances, promoting solidarity within the membership and raising the capacity to serve those members. He spoke highly of the value of working with the AFL-CIO as well as with such organizations as A Grand Alliance to Save Our Public Postal Service, UNI Global Union and the National Vote at Home Coalition. These allies are vital in promoting our goals as a union.

Within NALC, the Veterans Group continues to expand. Plans to organize a disaster relief program are being discussed. The union has created a Members Only section on the website to increase members’ access to resources and information. And NALC continues to offer training on a wide variety of topics, and will do more as necessary.

‘THE SOLIDARITY OF HUMAN BROTHERHOOD’

In closing, President Rolando called for letter carriers to continue working for the betterment of humanity as trade unionists and as good citizens. He cited both Pope Francis, who has called on people to be kind and decent as “artisans of the common good,” and the late Walter Reuther, a longtime president of the Detroit-based United Auto Workers (UAW).

Reuther famously said, “There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood.” He also said, “There

is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well.”

Adding to that idea, Rolando concluded, “Let’s embrace this power and this calling this week in Detroit. And more importantly, over the next two years, let’s embrace them and the spirit of solidarity to improve the lives of our members, their families and our fellow workers in America and around the world.”

BUSINESS AS USUAL

Following a spirited standing ovation for Rolando, Silver Spring, MD Branch 2611 letter carrier Delano Wilson came to the stage to deliver the preliminary report of the Convention Credentials Committee.

Wilson reported that by 10 a.m. on Monday, July 16, the convention had registered 28 national officers, 60 delegates-at-large and 5,256 delegates, for a grand total of 5,344 delegates representing 595 branches from all 50 states, the District of Columbia, Guam, Puerto Rico and the Virgin Islands.

Convention delegates continued to arrive and be registered throughout the convention; the Credentials Committee gave 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 Branch 1091 (chairman); Troy Scott, Baton Rouge, LA Branch 129; Margaret Parker, Aurora, IL Branch 219; Tim Foote, Harrisburg, PA Branch 500; and Carol Bailey, Columbus, GA Branch 546. 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 Andrew Weiner, a member of Jamaica, NY Branch 562 who also serves as election commissioner. Weiner then introduced the members of his committee: Raquel Acasio, San Diego Branch 70; Helen Amill, New York, NY Branch 36; David Barbuzzi, Massachusetts Northeast Merged Branch 25; James Brown, Nashville Branch 4; David Bugay, Pittsburgh, PA Branch 84; Alvin Charleston, Chicago Branch 11; Rene Eberhardt, Casper, WY Branch 1681; Rich Folmer, Princeton, NJ Branch 268; Henry Gomez, Youngstown, OH Branch 385; Corey Grotte, Eau Claire, WI Branch 728; Robert Hamilton, Brunswick, GA Branch 313; Mike Harazmus, Western Massachusetts Branch 46; Jeff Hartman, Centennial, CO Branch 5996; Colleen Haynes, Southeast PA Merged Branch 725; Bob Henning, Northeast Florida Branch 53; Keith Hooks, Washington, DC Branch 142; Brad

Johnson, Salina, KS Branch 486; David Kennedy, Cincinnati, OH Branch 43; Jim Lostumbo, Syracuse, NY Branch 134; Vincent Mase, New Haven, CT Branch 19; Guillermo McPherson, Austin, TX Branch 181; Mark Meyers, Seattle Branch 79; David Miller, Oklahoma City, OK Branch 458; Marie Montano, Albuquerque, NM Branch 504; Ronny Morgan, Chicago Branch 11; Dishonte Munnings, South Florida Branch 1071; Karen Nance, Washington, DC Branch 142; Carmen Penny, Montgomery, AL Branch 106; Francisco Pecunia-Vega, Fayetteville, NC Branch 1128; Salvadore Rodriguez, El Paso Branch 505; Gary Smith, Northern Kentucky Branch 374; Jerri Stockberger, Lafayette, IN Branch 466; Richard Thurmon, St. Louis, MO Branch 343; Timothy Whelan, Philadelphia, PA Branch 157; and Traci Wyrick, Killeen, TX Branch 4217.

President Rolando invited Director of Safety and Health Manuel Peralta Jr. to the podium to read resolutions for consideration. The delegates then discussed, debated and adopted several of them. Among the resolutions adopted was one that supported converting CCAs with TE time to career status and another supporting additional limits on CCA temporary reassignments.

President Rolando then called UAW President Gary Jones to the podium. Jones derided the recent Supreme Court *Janus* ruling as a political decision, but said unions would resist as they have throughout their history when necessary.

“I guarantee we’ve been hit even harder in our shared history and we’ve come back to win again and again and again,” Jones said. He cited the recent successes by teachers in several states as an example of how determined workers can win even in a hostile political environment.

The delegates rewarded Jones with a letter carrier cheer.

The letter carriers in the convention hall viewed a film featuring new carriers talking about the demands of their jobs, what they like best about carrying the mail and how the Postal Service can do a better job of retaining and converting CCAs to career status.

In a video, Sen. Gary Peters (D-MI) greeted delegates, telling them, “Your work keeps our communities connected to the whole world,” and pledging to fix the Postal Service’s financial challenges

UAW President Gary Jones





Executive Vice President
Brian Renfroe

without cuts to health or retiree benefits for postal employees.

President Rolando read a letter of greeting from NALC President Emeritus William Young, who could not attend this convention. "The danger we face is clear," Young warned. "All the gains we have made in negotiations can be taken away by Congress. We must elect as many worker-friendly candidates as possible."

Sen. Debbie Stabenow (D-MI) also greeted the convention in a video. "Every day, you're moving our nation forward," she said, "and just as importantly, you're fighting for our working families."

NALC Executive Vice President Brian



Assistant to the President
for Community Services
Christina Davidson and
Special Assistant to the
President Paul Barner

Renfroe presented awards for branches with the best organizing rates, noting that the union's overall organization rate is 92.1 percent of letter carriers, the best among national open-shop unions in the country. The winners were:

- Under 500 members—Joliet, IL Branch 325—100 percent organized
- 500-999 members—San Bernadino, CA Branch 411—97.36 percent organized
- 1,000 or more members—Boston, MA Branch 34—97.6 percent organized

President Rolando welcomed Thea Lee, president of the Economic Policy Institute (EPI), to the stage. Lee called letter carriers "heroes of the American economy."

Lee explained how EPI presents data and analysis to counter anti-labor messages by pro-corporate think tanks. Pro-union policies boost economic growth and improve equality, she said, not the failed ideas that help only the wealthy and corporate interests.

"A healthy, vibrant economy is one where we actually invest in our workforce," Lee said. "If workers don't have money in their pockets, consumers don't have money in their pockets and the economy cannot be strong."

The delegates gave Lee a hearty letter carrier cheer.

President Rolando called Alvin Matsumura of Honolulu, HI Branch 860, chairman of the Committee on the President's Biennial Report, to the podium. Matsumura introduced

committee members Tony Diaz of Tampa, FL Branch 599, Andy Tuttle of Lawrence, KS Branch 104, Amanda Greer of St. Paul, MN Branch 28 and Louise Jordan of San Antonio, TX Branch 421.

The delegates approved a motion to accept the president's report.

The president also called to the podium Special Assistant to the President Paul Barner, who introduced Assistant to the President for Community Services Christina Davidson. Barner said the NALC Veterans Group would distribute 2,000 personal care knapsacks to homeless veterans in Detroit that week, including postcards from delegates thanking them for their service. The postcards were available at the Veterans Group booth to be filled out and returned to the booth by Monday afternoon. Veterans Group members who wanted to help fill the knapsacks gathered Monday afternoon from 3:15 to 4:45 in Exhibit Hall E.

Throughout the day, the delegates honored letter carriers who deserve special recognition. They remembered carriers who had died since the previous biennial convention; recognized delegates who are CCAs, former CCAs and participants in the Great Postal Strike of 1970; honored deceased broadcaster Ed Schultz (a friend of letter carriers); and memorialized six letter carriers who recently died while on the job.

The convention adjourned for the day shortly after 3 p.m.



EPI President
Thea Lee



NALC AUXILIARY

MONDAY, JULY 16

The meeting for the National Association of Letter Carriers Auxiliary was called to order by President Cythensis Lang at 10:14 a.m.

The color guard, consisting of Rick Baird (WA) and Timothy Meurer (FL) presented the flag. All members recited the Pledge of Allegiance; that was followed by the collect. The National Anthem was sung by Austin Cooper (Branch 79, Seattle, WA).

We welcomed our three past national officers, Linda Kirby, Marie Rasmussen and Edith Pottenger.

First-time delegates were asked to introduce themselves. We were happy to have seven new delegates.

Lang announced the committees for the week. The committees were as follows:

Mileage and Per Diem: Linda Davis (WA), Jennifer Scott (CA) and Janice Vandenberg (NE).

Rules and Resolutions: Cythensis Lang (AL), Gaye Meredith (TX) and Doris Lauer (NY).

Bylaws: Cynthia Martinez (AZ), Samantha Yerg (OH) and Margret Castilleja (TX).

Sergeant-at-Arms and Color Guard: Rick Baird (WA) and Timothy Meurer (FL).

Credentials: George Anna Myers (MO), Linda Kirby (WI) and Tessy Fisher (NM).

Audit: George Anna Myers (MO), Linda Becker (TX) and Ann Borewski (WI).

Nominations: Linda Davis (WA), Evelyn A. Jones (MD) and Patsy Davis (MO).

Teller: Rick Baird (WA) and Timothy Meurer (FL).

The Credential Committee reported that 25 auxiliaries were represented from 14 states with two past national officers and five state presidents, and a total of 47 voting delegates.

Rules for the convention were adopted. Six bylaws were approved, three were not approved and one was tabled.

President Lang reminded delegates about the Veterans Group project on Tuesday. Auxiliary members wore their Auxiliary shirts. Bags were stuffed at 3:15 p.m. in Hall E. Donations for the Muscular Dystrophy Association and the Letter Carrier Political Fund were to be collected on Wednesday.

President Lang recessed the meeting at 1:49 p.m.

—Submitted by George Anna Myers,
NALCA secretary



JULY 17, 2018

TUESDAY

**‘WE’VE
GOT
YOUR
BACK’**



Standing shoulder to shoulder in unity, delegates to NALC’s 71st biennial convention in Detroit on Tuesday celebrated the power of solidarity and heard from union leaders who pledged their support in the struggles ahead.

Leaders from sister postal unions and the broader labor movement encouraged letter carriers to rely on the power of unity in the battles to stop privatization, preserve retirement benefits and maintain a high level of

service, six days a week, among other issues, and renewed their support for our cause.

Delegates recognized those among them who had served their country in a military uniform, many of them wearing special red NALC Veterans Group T-shirts reading “Veterans Helping Veterans.” Their work wasn’t done: On Tuesday afternoon, veteran carriers volunteered to help their fellow veterans in need.

And solidarity doesn’t end when carriers hang up their satchels. Retired carriers and family members also must do their part to preserve the gains they helped win in the past through political activism, collective bargaining and the Great Postal Strike of 1970.

Letter carriers face many challenges, but speaker after speaker vowed that our fight is their fight. The spirit of solidarity shone through when each delegate turned to their neighbor and told them, “I’ve got your back.”

BUSINESS RESUMES

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

second day of the union’s 71st biennial convention.

The president first called to the stage Lafayette, LA Branch 1760 member Tiffany Rubin to sing “The Star-Spangled Banner.” Western Wayne County, MI Branch 2184 President Mark Judd led delegates in reciting the Pledge of Allegiance. Delivering the day’s invocation was Pastor Kenneth Flowers of Greater New Mt. Moriah Missionary Baptist Church in Detroit.

Rolando next asked all letter carrier

Executive Vice President Brian Renfroe



Secretary-Treasurer Nicole Rhine



A teller vote was called for during debate on resolutions.



military veterans in the room to stand and be recognized in their red veteran T-shirts. He thanked them for their service and said he was confident that there would be enough volunteers Tuesday afternoon to pack 2,000

homeless care kits to be distributed to four veterans' homes in Detroit.

He then released NALC Executive Vice President Brian Renfroe and the members of the Committee to Extend Greetings to the NALC Auxiliary: Elisabeth Goodwin of Houston Branch 283 (chairman); Laurie McLemore of Chatta-

nooga, TN Branch 62; Jim Thigpenn of Northeast Florida Branch 53; Patrick VanEgeren of Green Bay, WI Branch 619; and Lou Wagner of Grand Rapids, MI Branch 56.

AMENDMENTS AND RESOLUTIONS

NALC Secretary-Treasurer Nicole Rhine was on stage next to kick off consideration of constitutional amendments. Leading the discussion of the four amendments before the convention were the members of the NALC Board of Trustees: Larry Brown (chairman), Mike Gill and Mack Julion.

Convention delegates ultimately approved three proposed amendments to the *NALC Constitution* that clarified existing language about the minimum monthly dues structure and retirees not having a vote in contract ratification.

NALC Vice President Lew Drass then announced that members who wished to make appeals to the convention would do so on Friday.

A delegate asked the convention to hold a moment of silence for John W. Boulton, a longtime NALC member and president emeritus of West Coast Florida Branch 1477, who died on the first day of the convention.

Rolando next brought NALC Director of City Delivery Chris Jackson, followed by NALC Director of Retired Members Ron Watson, to the podium to resume discussing three resolutions that were not included in the *Resolutions and Amendments* book. Convention delegates approved two:

- A resolution to provide for the option of darker blue uniforms and cargo pants with large pockets, and
- A resolution to negotiate the placement of the blind spot negating front area view Pot Lid mirror in all ProMaster vehicles.

A lively debate took place around a proposed resolution suggesting that letter carriers who are at least 55 years of age with 20 years of service or have 30 years of service at any age, should not be forced to work off their bid assignments. Delegates ultimately voted down this resolution via a teller vote of 2,197 to 2,075.

'SOLIDARITY IS EVERYTHING'

At noon, President Rolando called to the stage Sara Nelson, president of the Association of Flight Attendants-CWA.

In a fiery speech, Nelson spoke about the challenges her union has faced from corporate interests. She stressed the importance of unions during these times and urged convention delegates not to let the powers that be divide us.

"The attacks on federal workers, the attacks on our union rights, are really about getting rid of the last roadblock to those who have the power and money to control everything," she said.

She told the delegates that postal unions are not the only ones fighting against privatization. Nelson became emotional remembering flight attendants who died when United Airlines Flight 175 hit the South Tower of the World Trade Center in New York City on Sept. 11, 2001. "My friends died and, by God, this country will not forget," she said. Nelson used that emotion in a successful fight against privatizing TSA workers at the Orlando airport.

She vowed that her union would stand in solidarity with postal workers in our own fight against privatization.

"We know one thing: We work. They don't," Nelson added. "Which side are we on? We're on your side. We've got your back. Solidarity is everything. It's a force stronger than gravity, and solidarity will win."

She said that solidarity comes in many forms: "Sometimes we fight by rallying. Sometimes we fight by marching. Sometimes we fight by voting. Sometimes we fight by singing. Sometimes we fight by striking—but above all else, when we fight, we fight together."

After she led a singalong of "This Land Is Your Land," delegates gave Nelson an enthusiastic letter carrier cheer.

President Rolando then called Rhine to the microphone to deliver her secretary-treasurer's report.



Director of City Delivery
Christopher Jackson



Director of Retired
Members Ron Watson

After that, the president welcomed American Postal Workers Union (APWU) President Mark Dimondstein to the podium. Dimondstein warned delegates to take seriously the recent proposals to privatize the Postal Service.

“Those in power mean business and want their hands on the \$70 billion of public postal revenue for their private profit—and they believe their time is now,” he said. “For us, it must be a call to arms and action.”

Pledging his union’s support for coordinated advocacy against privatization and other threats through the group A Grand Alliance to Save the Postal Service, Dimondstein urged letter carriers to redouble their efforts.

“Maximum joint work of all four postal unions around our common cause is more vital than ever in this moment of crisis,” he said. “Sisters and brothers, see you in the trenches, and solidarity forever!”

The delegates showed their appreciation with a letter carrier cheer.

COMMUNICATING OUR MESSAGE

Emphasizing the vital need for external and internal communications, Executive Vice President Brian Renfroe explained NALC’s latest communications tools, including a new emphasis on social media and the members-only portal accessible through the union’s website, nalc.org. Renfroe announced that NALC is testing a members-only smartphone app to track work hours. The new app should be available soon.

President Rolando then presented the first place awards for branch publications:

- Best Website—Boston, MA Branch 34.
- Best Cartoon or Photo—Philip Navaro, Tri-Valley, CA Branch 2902.
- Best News or Feature Story—“Reflections of World War II Veteran Ted Hempen” by Tom Schulte

of St. Louis, MO Branch 343.

- Promoting Unionism—“What Has the Union Done For Me?” by Kevin Flaherty of Boston, MA Branch 34.
- Best Editorial or Column—“Dicktation” by John Dick of Royal Oak, MI Branch 3126.
- General Excellence among Small Branch Publications—*The 44 Magnum*, New Hampshire Merged Branch 44.
- General Excellence among Large Branch or State Association Publications—*Branch 34’s CLAN*, Boston Branch 34.

The delegates then viewed a video, the first in a series that was shown throughout the week that highlighted how letter carriers stepped up in a time of crisis. The video focused on the massive flooding suffered by the people of Houston and the Gulf Coast in August 2017 as a result of Hurricane Harvey.

President Rolando then called Paul Hogrogian, president of the National Postal Mail Handlers Union, to the stage. Pointing to previous wins and the struggles ahead over privatization and retirement benefits, Hogrogian called for all postal union members to remain united and resist the urge to bicker over small issues.

“We’ve got bigger battles to fight,” he said. “We can’t be fighting each other.”

Hogrogian harkened back to his union’s cooperation with NALC on issues affecting each craft: “That’s how it works—we support you, you support us.”

Contrasting the Trump administration’s claimed goal of building trust in government with the Postal Service’s

high public trust rating in surveys, year after year, Hogrogian derided the administration’s proposal to privatize USPS.

“If they want to restore trust in the government, they should work with us, not against us,” he said. “Work with us to fix it—don’t sell it to the highest corporate bidder who will just run it into the ground.”

Looking toward the coming struggle, Hogrogian invoked the power of solidarity. “We’ve got to let them know we’re not alone,” he said. “It’s not just the postal workers; we’ve got the federal workers. It’s not just the federal workers; we’ve got the whole labor movement behind us. It’s not just the labor movement behind us; we’ve got the American people behind us!”

The delegates showed their appreciation with a letter carrier cheer.

The NALC trustees, from l: Chairman Larry Brown, Mike Gill and Mack Julion



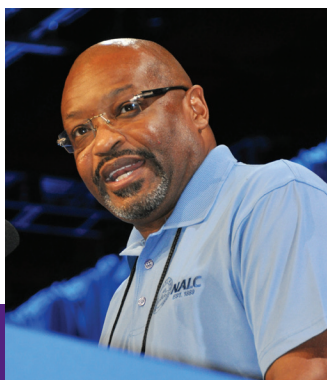
Delegates gave Association of Flight Attendants-CWA President Sara Nelson a letter carrier cheer.



APWU President Mark Dimondstein



NPMHU President Paul Hogrogian





FRIENDS AND FAMILY

President Rolando then brought the Mileage and Per Diem Committee to the stage: Antonia Shields of Birmingham, AL Branch 530 (chairman); Barry Bode of Jonesboro, AR Branch 1131; Kenneth Montgomery of Rochester, NY Branch 210; Vanessa Sanchez of San Antonio, TX Branch 421; and William Wray of Raleigh, NC Branch 459. Shields announced that the committee had set a per diem rate of \$180. The recommendations of the committee were adopted by voice vote.

The president then brought the members of the Nalcrest Committee to the stage: Matty Rose of South Florida Branch 1071 (chairman); Tom Young of Garden Grove, CA Branch 1100; and Don Southern of Lakeland, FL Branch 1779. The committee

With an overwhelming turnout, hundreds of veterans in red shirts helped stuff 2,000 bags with toiletries and food during the Tuesday afternoon workshop session. The bags were delivered to organizations in the Detroit area serving homeless veterans.

members gave delegates an update on activities at Nalcrest, including improvements to make the retirement facility more environmentally friendly.

Renfro then introduced NALC Auxiliary President Cyntesis Lang, who introduced Vice President Cynthia Martinez, Secretary George Anna Myers and Assistant Secretary Linda Davis. Lang urged delegates to support the Auxiliary and to ask family members of their fellow branch members

NALC Auxiliary President Cyntesis Lang introduced members of the Auxiliary Board.

back home to join.

“We want to grow this Auxiliary,” Lang said. “The Auxiliary are the people who are going to stick with you through thick and thin.”

President Rolando then called on Director of Retired Members Ron Watson, who introduced the Retirement Committee: Chairman Ernie Kirkland of Lexington, KY Branch 361; Doug Gulley of Columbus, OH Branch 78; JoAnn Pyle of Seattle Branch 79; Michael Sheridan of South Macomb, MI Branch 4374; and John Walsh of Albany, NY Branch 29. Kirkland delivered the committee’s report.

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



NALC AUXILIARY

TUESDAY, JULY 17

President Cyntesis Lang reconvened the meeting at 10:14 a.m. All members recited the Pledge of Allegiance and the collect.

President Lang then asked the members to read over the minutes from the previous day. There were a couple of minor corrections, and the minutes were approved as corrected.

President Lang then called Auxiliary Vice President Cynthia Martinez to the podium for the memorial service. Martinez gave greetings to the members before reading Psalm 23, leading the members in prayer and reciting a poem. Members lined up to bring flowers to the table for each of the 36 deceased members whose names were read. Austin Cooper of Seattle, WA Branch 79 honored our members with a song, “It’s

so Hard to Say Goodbye to Yesterday.”

NALC Executive Vice President Brian Renfro brought his committee over to speak with us about the importance of the Auxiliary in our current political climate, as well as how much he appreciated what we are doing to help our letter carriers. The committee consisted of Elisabeth Goodwin of Texas (chairman); Patrick VanEgeren of Wisconsin; Laurie MacLemore of Tennessee; Jim Thigpenn of Florida; Lou Wagner of Michigan; and Larissa Parde of Nebraska.

Ohio State Association President John Dyce came over to thank the Auxiliary for all that we do.

President Lang asked the members to send in items they have going on in their states, along with pictures, so that she

may submit them to *The Postal Record*.

Bylaws Chairman Cynthia Martinez returned to continue with bylaws. Six were adopted, one was not and one was tabled.

Washington State Association President Brian Wiggins stopped in with some supporting words and appreciation for the Auxiliary.

The Nominating Committee, consisting of Chairman Linda Davis, Patsy Davis and EveLynn Jones, had two nominees, which were Crystal Bragg of Illinois and Samantha Yerg of Ohio, for the national secretary position. Voting would take place at 10:30 a.m. on Wednesday, followed by our luncheon at 11:30 a.m.

—Submitted by George Anna Myers, NALCA secretary



JULY 18, 2018

WEDNESDAY



Delegates from Region 3 celebrate National Business Agent Michael Caref's election by consent.

On the third day of NALC's 71st biennial convention, delegates demonstrated that when union members use the democratic process to forge a common goal, they fulfill the promise of solidarity. With strength in numbers, they can effect positive change in their workplaces, for their families and for the whole country by unleashing the power of democracy.

At Wednesday's session, delegates meeting in Detroit put democracy into action, nominating candidates for election to the Executive Council. As a result, NALC members across the country will elect 10 national officers, three national trustees and national business agents for three regions by mail-in ballot this fall; 12 candidates for uncontested NBA seats were elected by consent.

In the same spirit of openness, the delegates debated the pros and cons before voting on resolutions guiding the future of their union and spoke their minds on a range of issues. To-

gether, they engaged in the democratic process that has kept the union strong and united since 1889.

Several speakers also brought inspiration from nearby Flint, MI, from across the Detroit River in Canada and from the worldwide postal labor movement. They rallied delegates with stories about how everyday people, and rank-and-file union members, are standing up to protect the vulnerable against moneyed interests and neglectful governments—and preserving the blessings of democracy for all.

RESOLUTIONS

NALC President Fredric Rolando called the convention to order at 10 a.m. Performing the National Anthem was San Diego, CA Branch 70 member George Elias. He was followed by Detroit Branch 1 Recording Secretary Elaine Jones, who led the Pledge of Allegiance, and by Pastor Steve Bland of Liberty Temple Baptist

Church in Detroit, who delivered the invocation.

Coming to the stage at Rolando's invitation was NALC Director of Life Insurance Myra Warren, who read five resolutions to the National Agreement, which were all approved by the convention delegates. These were: emergency suspensions being given priority consideration by the dispute resolutions teams; GPS data not being used for discipline; adding dry-fit and UV-protected fabric as well as cold wear clothing to the uniform program; and ensuring that street communications between letter carriers and supervisors

Director of Life Insurance Myra Warren





Region 10 NBA Javier Bernal (l) and Region 14 NBA Richard DiCecca celebrate their elections.



be conducted via the Mobile Delivery Device (MDD).

Rolando next asked NALC Secretary-Treasurer Nicole Rhine to come to the stage to begin the convention's considerations of general resolutions. One was approved, one disapproved and another was withdrawn.

The one that was approved, General Resolution 3, called for NALC members to participate in legislative and grass-roots efforts with postal allies to oppose Trump administration policies. Letter carriers are encouraged to download the NALC Member App, contribute to the Letter Carrier Political Fund, and to perform get-out-the-vote actions such as phone and text banking and canvassing.



A delegate makes a point of privilege.

NOMINATIONS

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 Brian Renfroe, because the

first nomination was for the office of president. Renfroe 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 nominating order):

Executive Vice President (contested)

—Brian Renfroe, Hattiesburg, MS Br. 938
—Rachael Elmore, Freehold, NJ Br. 924

Vice President (contested)

—Lew Drass, Huntsville, AL Br. 462
—Sara Gresham, Newport News, VA Br. 609

Secretary-Treasurer (contested)

—Nicole Rhine, Lincoln, NE Br. 8
—Jerry Kerner Jr., Baltimore, MD Br. 176

Assistant Secretary-Treasurer (contested)

—Paul Barner, Roswell, GA Br. 4862
—Kathryn R. Myers, Billings, MT Br. 815

Director of City Delivery (contested)

—Christopher Jackson, Garden Grove, CA Br. 1100
—Thomas A. Houff, Richmond, VA Br. 496

Director, Safety and Health (contested)

—Manuel L. Peralta Jr., Garden Grove, CA Br. 1100

Director of Life Insurance (contested)

—James W. Yates, Long Island Merged, NY Br. 6000
—Alan Nagata, Salt Lake City, UT Br. 111

Director, Health Benefit Plan (contested)

—Stephanie Stewart, Central Iowa Merged Br. 352
—Robert R. Brunette, Sheboygan, WI Br. 102

Director, Retired Members (contested)

—Daniel Toth, Lorain, OH Br. 583
—Thomas E. Fath, Decatur, IL Br. 317

National Trustees (three positions; contested)

—Lawrence D. Brown Jr., Los Angeles, CA Br. 24
—Michael Gill, South Florida Br. 1071
—Mack I. Julion, Chicago Br. 11
—Carol E. Paxton, New Orleans, LA Br. 124
—Rolando Rodriguez, Anderson, IN Br. 489

Region 1 NBA

—Bryant Almario, Santa Clara, CA Br. 1427

Region 2 NBA (contested)

—Nick Vafiades, Longview, WA Br. 2214
—Michael Wahlquist, Salt Lake City, UT Br. 111

Region 3 NBA

—Michael B. Caref, Chicago, IL Br. 11

Region 4 NBA (contested)

—Dan Versluis, Tucson, AZ Br. 704
—Anita Lewallen, Conway, AR Br. 1592

Region 5 NBA

—Michael Birkett, Dubuque, IA Br. 257

Region 6 NBA

—Charles Troy Clark, Lexington, KY Br. 361

Region 7 NBA

—Troy D. Fredenburg, Minneapolis Br. 9

Region 8 NBA

—Steve Lassan, Nashville, TN Br. 4

Region 9 NBA (contested)

—Kenneth R. Gibbs Jr., Brunswick, GA Br. 313
—Lynne Pendleton, Central Florida Br. 1091

Region 10 NBA

—Javier Bernal, Houston Br. 283

Region 11 NBA

—Mark Camilli, Northeastern New York Br. 358

Region 12 NBA

—David J. Napadano, New Castle, PA Br. 22

Region 13 NBA

—Vada E. Preston, Tidewater Virginia Br. 247

Region 14 NBA

—Richard J. DiCecca, Massachusetts Northeast Merged Br. 25

Region 15 NBA

—Larry Cirelli, New Jersey Merged Br. 38

CREDENTIALS COMMITTEE

Rolando turned the microphone over to Credentials Committee Chairman Delano Wilson of Silver Spring, MD Branch 2611, who introduced the other committee members: Marc Ashmon of Linden, NJ Branch 2876; Linda Boroughs of Dallas Branch 132; Jon Calloway of Springfield, IL Branch 80; BaLynda Croy of Appleton, WI Branch 822; Chris Crutchfield of Anchorage, AK Branch 4319; John Dyce

of Youngstown, OH Branch 385; Ethel Ford of Houston Branch 283; Rachael Freehauf of Fargo-West Fargo, ND Branch 205; Sonny Guadalupe of New York, NY Branch 36; Tina Hunt of St. Louis, MO Branch 343; Caroline Jones of High Point, NC Branch 936; Anthony Lauderdale of Nashville, TN Branch 4; John McPherson of Sacramento, CA

Branch 133; Fran Meader of Newark, DE Branch 1977; Bobby Moore of Arizona Merged Branch 1902; John Oross of Dayton, OH Branch 182; Bill Phillips of Cherry Hill/Haddonfield, NJ Branch 769; Yesenia

Robles of Garden Grove, CA Branch 1100; Brian Simmons of Southeast MA Merged Branch 18; Percy Smith of Emerald Coast, FL Branch 4559; Robert Sweerus of Camden, NJ Merged Branch 540; Michelle Szafran of Western Wayne County, MI Branch 2184; and Derlwyn Taylor of Detroit Branch 1.

Wilson gave a committee report, stating that 5,552 delegates representing 605 branches from all 50 states, the District of Columbia, Guam, Puerto Rico and the Virgin Islands were in attendance.

Rolando then brought NALC Director of Safety and Health Manuel Peralta Jr. to the stage, who addressed the convention delegates on recent successes in the Customer Connect program, including several carriers who have made \$1 million sales, which were displayed on the convention screens. Since the program's inception in 2002, letter carriers have secured sales leads totaling \$2.60 billion in annual revenue.

CLEAN WATER AND JUSTICE

The delegates then viewed a video about the 1936-37 Flint, MI, autoworkers' strike against GM, a critical turning point in labor history.

Segueing from Flint's past to its present and future, President Rolando next

welcomed Dr. Mona Hanna-Attisha, the pediatrician in Flint who revealed in 2015 that lead levels in the blood of children in the city had doubled after the city's water source changed.

A daughter of union workers, Hanna-Attisha told delegates that the Flint public health crisis involved far more than bad drinking water. It reflects a broader problem involving inequality, injustice and erosion of democracy—a connection that union members understand. "The union movement got it immediately," she said. "You understood what was happening in Flint and you understood that it was a symptom of a larger problem that is happening throughout our nation.

"To truly fix Flint, and the Flints everywhere, it will take a rebuilding of the American Dream—that grand bargain that was first born in Flint," she said. "As a pediatrician, the most important medication I can prescribe to our children is living-wage jobs for their parents."

Hanna-Attisha compared the Flint crisis to letter carriers' current struggle: "The fight against privatization of the post office—the public post office—is the same as our fight to preserve our public spaces and our public resources, and it is the same fights in our struggle in Flint to fight for affordable and safe public water."

The delegates rewarded Hanna-Attisha with a letter carrier cheer. They also approved a motion to pass the hat to support the Flint Child Health and Development Fund.

After considering more resolutions, the delegates viewed a video highlighting carriers who work in the Florida Keys and how they responded to the impact of Hurricane Irma in September 2017, the second video in a series shown during the week about letter carriers responding to natural disasters.

INTERNATIONAL SOLIDARITY

President Rolando brought Christy Hoffman, General Secretary of UNI Global Union, to the podium. Hoffman told the delegates that her organization strives to bolster solidarity on a global scale.

"All of our problems," she said, "are bigger than one union, one town, one state—or even one country."

She pledged to support the struggle against postal privatization in the United States using her experience with similar fights elsewhere, including European Union (EU) members, pointing to the failure of privatization schemes in some EU countries.

"Here's the bottom line—it's not a positive experience for postal workers in the EU. It has not improved service. It has not cut costs for the public. On every level, it does not work—except for the opportunity for private companies to make profits." Some countries outside the EU that privatized their postal services, she added, have already gone back to a public system.

Hoffman urged letter carriers to stand in solidarity with workers worldwide and promised to join our struggles in the United States. "It is on all of our shoulders, our collective shoulders, to safeguard dignity at work, to hold big employers accountable, to win our fair share and to make the world a better place," she said. "We can do this together!"

The delegates gave Hoffman a letter carrier cheer.

President Rolando then welcomed Mike Palacek, national president of the Canadian Union of Postal Workers, to the stage. Palacek shared his union's recent success in saving his country's postal system, Canada Post, from a proposal by the Canadian government to make severe cutbacks in service.

Pointing to the pending recommendations by the White House task force on the U.S. Postal Service, Palacek



Director of Health Benefits Brian Hellman



Dr. Mona Hanna-Attisha



UNI Global Union
General Secretary
Christy Hoffman

The Spirit of Solidarity



Canadian Union of Postal Workers President Mike Palacek led delegates in a union chant.

said, “That’s how they started in Canada—when they released a report about the post office where they predicted the sky was going to fall and the stars wouldn’t shine. They used that to justify their attacks on working people in public services.”

Canadian postal workers mounted an aggressive campaign against the cuts. “Everywhere we went, people told us it was a done deal,” Palacek said. “We refused to believe that.”

“Together, we are more powerful than any government,” Palacek said, but not without the help of the public. “We knew we couldn’t do it ourselves. We had to reach out to the communities we serve because we know that at the end of the day, people care about their postal service.

“We fought them on every plane we could think of,” he said, including at the ballot box. Activists made postal cuts one of the top five issues on voters’

minds. In the 2015 election, Canadian voters overturned a conservative majority in Parliament, and the new government suspended the postal cuts.

“No matter how bad it looks, no matter how dark it gets, even when everybody tells you it can’t be done,” Palacek said, “don’t believe it, brothers and sisters.”

Palacek led the delegates in a Canadian union chant: “So-so-so-solidarity!” The delegates then responded with a letter carrier cheer.

COMMITTEE REPORTS

President Rolando invited the NALC trustees, Larry Brown of Los Angeles Branch 24 (chairman), Mike Gill of South Florida Branch 1071 and Mack Julion of Chicago Branch 11, to the stage. The three trustees delivered their Board of Trustees report.

Next, President Rolando brought Health Benefit Plan Director Brian Hellman to the stage for the Health Benefit

Committee report. Hellman introduced the members of the committee: Pete Bednarz of New Jersey Merged Branch 38 (chairman); Robert Murphy of Cleveland, OH Branch 40; and Tom Nelson of New York, NY Branch 36. The committee reported that the NALC Health Benefit Plan currently has 253,711 enrollees, 7,106 of whom enrolled during the last Open Season.

President Rolando summoned the Scholarship Committee to the stage, introducing committee members Jacqueline White of Los Angeles Branch 24 (chairman), Sandra Laemmel of Detroit Branch 1 and Larry Kania of Buffalo-Western New York Branch 3. The committee members delivered their report.

Throughout the day, the delegates honored several NALC members and family members who had lost their lives or been injured.

After consideration of a few more resolutions, the session adjourned at 3 p.m.



NALC AUXILIARY

The meeting was reconvened at 9:33 a.m. by President Cythensis Lang.

The Pledge of Allegiance and collect was recited by the members. Assistant Secretary Linda Davis gave the thought for the day.

The Credentials Committee gave an updated report. There are 26 auxiliaries present, with 14 states represented, four national officers, five state presidents and one past national president, for a total of 48 delegates.

The Bylaws Committee returned to address the last tabled motion. The bylaw was not adopted.

President Lang gave a door prize. She also gave a gift to Legion Cresswell of

Dallas, TX Aux. #28 for all his hard work at our Country Store. He is also our youngest member in attendance.

Vice President Cynthia Martinez gave as door prizes two convention pins donated by Laurie MacLemore, the state president of Tennessee.

President Lang then called for the election process to begin. After the voting, members attended our Wednesday luncheon at Andiamo on the Detroit Riverfront.

We were very pleased to have 44 members and guests in attendance. A blessing was given by Jim Dorman of Aux. #1248 in Oklahoma. Guests were treated to an awesome meal and a Chinese auction.

WEDNESDAY, JULY 18

Auction items were two beautiful handbags, a pretty dress and two bottles of excellent wine. The winner of the red MK handbag was Teré Petrey of Aux. #1064 in Texas. The winner of the green-and-white cross-body bag was Tessy Fisher of Aux. #698 in New Mexico. The winner of the beautiful dress was Beatrice Fuentes of Aux. #233 in Texas. The winner of the rosé wine was Selina Dorman of Aux. #1248 in Oklahoma. The winner of the white wine was Sharon Ward of Aux. #47 in Maryland.

After the auction, the luncheon was concluded.

—Submitted by George Anna Myers, NALCA secretary



JULY 19, 2018

THURSDAY



From l: NALC President Fredric Rolando with Jaxson Hunt, Ady Barkan and Marc Perrone



‘BE HEROES IN THIS MOMENT’

On the fourth day of the 71st biennial convention, delegates embraced their power to effect positive change beyond the workplace. Whether bringing their message to voters and to Congress, feeding hungry families through the Letter Carriers’ Food Drive or working for social and economic justice, letter carriers meeting in Detroit renewed their commitment to creating a better world.

Speakers urged delegates on Thursday to remember that in their unity lies the power to embrace their values by helping the hungry, giving hope to the sick, defending the powerless and resisting those who discriminate or seek to divide.

The delegates responded, donating money on the floor and in raffles for those in need and wearing blue T-shirts displaying their support for the union’s political fund, which helps broadcast our message. They strengthened their resolve to stand up for working men and women everywhere and build stronger communities—to “be heroes in this moment.”

BACK TO WORK

The day began at 10 a.m. as NALC

President Fredric Rolando called the delegates to order and invited to the stage Los Angeles Branch 24’s Juanetta McKissick to perform “The Star-Spangled Banner.” Detroit Branch 1 Treasurer Michael Slavin led the Pledge of Allegiance, and Pastor Ian Reed Twiss of Trinity Episcopal Church in Belleville, MI, delivered the invocation.

Before moving to the day’s business, Rolando took a few comments and questions from the microphones.

‘YOU CAN BE AN AMERICAN HERO’

Rolando next invited to the stage Ady Barkan of the Center for Popular Democracy.

Barkan, who has ALS and needs Medicaid to help pay for his care, has been an advocate on Capitol Hill for progressive change.

“I’m losing my ability to speak, so I’m asking people to be my voice,” he said in a moving introductory video shown to the delegates. “I’m losing my ability to walk, so I’m asking people to march for me—to vote to replace these Republicans in Congress with people

who listen to families like ours.”

Barkan began his speech by saying that the country’s values of justice and equity are under attack from a president who cares only about profits, not people.

“And I know that you, as the women and men who are our neighbors, block by block, door by door, you know better than anyone what this government is doing to our families and friends and neighbors,” he said.

He continued by saying that, because we have the power of solidarity and the power of the American people, it is our duty to use that power against hatred, greed and xenophobia. Barkan urged delegates in the hall to turn out in force for the mid-term elections in November, and to become community organizers as proud, brave Americans committed to a different vision.

“Think

Assistant Secretary-Treasurer Judy Willoughby





about how close we are to building a dramatically different world,” he said. “We need each and every one of you to be heroes in this moment.”

Delegates gave Barkan an enthusiastic letter carrier cheer and later passed a motion to make him an honorary member of NALC.

COMMITTEES

Rolando continued the day’s events by announcing the members of the National Election Committee: Barbara Stickler, Garden Grove, CA Branch 1100; Mike O’Neill, New Jersey Merged Branch 38; Rod Holub, Manhattan, KS

Branch 1018; Delano Wilson, Silver Spring, MD Branch 2611; Antonia Shields, Birmingham, AL Branch 530; Paul Roznowski, Royal Oak, MI Branch 3126; Ethel Ford, Houston, TX

Branch 283; Tom Dlugolenski, Syracuse, NY Branch 134; Market Parker, Aurora, IL Branch 219; and Brian Wiggins, Seattle, WA Branch 79.

The president then called Special Assistant to the President Paul Barner to the podium. Barner introduced the members of the Public Relations Committee: Dan Garhofer, St. Paul, MN Branch 28 (chairman); Larissa Parde, Lincoln, NE Branch 8; and Paul Glavin, Nashville, TN Branch 4. Garhofer delivered the committee’s report, updating delegates on the progress of many of the union’s efforts to make the world a better place, including the annual

Stamp Out Hunger food drive, the NALC Heroes program, and Carrier Alert.

The Mileage and Per Diem Committee returned to the stage. Chairman Antonia Shields gave the committee’s final report. 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 viewed a video trailer for a documentary titled “Detroit 43202” that explores the ongoing crisis in Detroit resulting from decades of racial injustice and deindustrialization—but that also reveals the hopeful efforts of determined citizens to stay and fight for a better future via the lens of a letter carrier’s longtime mail route.

After viewing the trailer, Rolando introduced filmmaker Pam Sporn and retired Detroit 1 letter carrier Wendell Watkins, the subject of the film. “I learned so much and I was really deeply inspired by the stories of Wendell and these great, resilient Detroiters,” Sporn told the audience.

A SEA OF BLUE

President Rolando returned to the stage. “Boy, do we have a sea of blue out there,” he commented, seeing the myriad of contributors in the crowd clad in their stylish light blue Letter Carrier Political Fund (LCPF) T-shirts.

“Currently, over 24,000 members contribute to the Letter Carrier Political Fund. That’s impressive—but it’s only 9 percent of our membership,” Rolando said. “One thing I know for sure is we are more than a 9 percent union, and we’ve made good progress educating our members and growing the PAC since we last met in Los Angeles.”

He then announced the awards for participation in LCPF by branch size through June 15. The first place winners were:

PARTICIPATION RATE

2,000-plus members—Chicago Branch 11, 14.58 percent

1000-1,999 members—Austin, TX Branch 181, 35 percent

500-999 members—Birmingham, AL Branch 530, 30.85 percent

300-499 members—Reading, PA Branch 258, 46.5 percent

Under 299 members—Newport, RI Branch 57, 83.8 percent

State Association—Rhode Island, 33.94 percent

Region—Region 8 (Alabama, Louisiana, Mississippi and Tennessee), 15.32 percent

PER CAPITA DONATIONS

2,000-plus members—Chicago Branch 11, \$25.02

1,000-1,999 members—Austin, TX Branch 181, \$63.55

500-999 members—Honolulu, HI Branch 860, \$80.48

300-499 members—Central California Coast Branch 52, \$68.79

50-299 members—Newport, RI Branch 57, \$151.26

LARGEST INCREASE

2,000-plus members—New Jersey Merged Branch 38, 4.89 percent

1,000-1,999 members—Austin, TX Branch 181, 5.29 percent

500-999 members—Birmingham, AL Branch 530, 12.92 percent

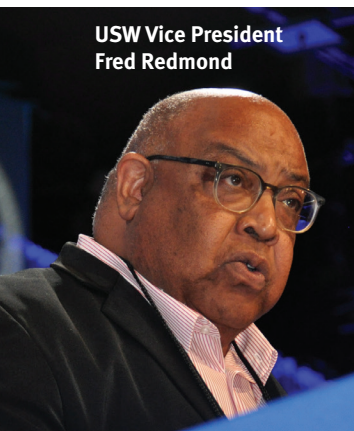
300-499 members—Reading, PA Branch 258, 21.64 percent

50-299 members—Linden, NJ Branch 2876, 39.19 percent

State Association—Rhode Island, 7.82 percent

Region—Region 3 (Illinois), 4.06 percent

Rolando then introduced NALC Assistant Secretary-Treasurer Judy Willoughby, who read three legislative resolutions pertaining to how to use NALC fact sheets, as well as the union’s stances on social and ecological issues. All three were approved after recommended changes.



USW Vice President
Fred Redmond



'TOUGH IS WHAT WE DO'

After a video of the Rev. Dr. Martin Luther King Jr. delivering his "I Have a Dream" speech in Detroit, Rolando said racism is still a challenge for America before introducing Fred Redmond, international vice president of the United Steelworkers Union of America.

Redmond reminded the delegates of the labor movement's central role, from its earliest years to today, in promoting social and economic justice and opposing racism, sexism and other forms of discrimination. Our united action in service of our values, he said, prepares us for the struggles that face us today.

"These are tough times," Redmond said. "But in the labor movement, tough is what we do. We fight every day for working families, because in this labor movement, we pride ourselves on the morality of our core values and our mission of being a collective voice for the voiceless."

Redmond harshly criticized the Trump administration's disrespect for human rights and dignity, shown, for example, by its treatment of undocumented immigrant families.

"I think we are all astonished and saddened that our country has stooped to separating children at the border from their parents," he said. "Brothers and sisters, that's not the America that we know. That's not the America that some of you in this room served to defend by your military service."

He urged letter carriers to rise to the many challenges as one. "If we stand by the principles of the labor movement, if we work with our community partners and allies, then one day, one day soon, we will be able to stand up and look our children square in the eye and tell them, because of what we have done in this movement, the best days of America are not behind us," he said.

The delegates showed their appreciation with a letter carrier cheer.

The delegates then viewed a video in the "We Carry On" series about how their brothers and sisters in Puerto Rico, St. Thomas and St. Croix dealt with the devastating impact of Hurricanes Irma and Maria last September.

STAMP OUT HUNGER

President Rolando invited to the stage Marc Perrone, president of the United Food and Commercial Workers (UFCW) International Union, a national sponsor of the Letter Carriers' Food Drive.

"Bag by bag and door by door, millions of pounds of food have been donated by our union and your union," Perrone said. "We have changed the lives of countless families all across this country, and I want to thank you for the work that you've done."

Perrone praised letter carriers for their role in uniting the American people. "You help remind people that, every day, we are a nation—a single nation. You treat everybody equally," he said. "You reflect our values: equality, unity, community, respect and dignity, decency and selflessness."

He reminded the delegates that their hard work, and unions' struggle overall to win a fair share for their labor, is what makes America run. "No organization, no company, no government has ever succeeded in spite of its workers," he said. "We succeed because of our workers."

"When those with wealth and power and political agendas come after us," he added, "it isn't because we've

done something wrong—no, it's because we've done something right."

Perrone urged the delegates to transform their values into action. "Let me call on all of you to embrace the power that you all have, that we all have, to be able to shape the kind of America that we believe in."

In a memorable moment following his speech, Perrone announced that UFCW will double its contribution to the Letter Carriers' Food Drive next year.

The delegates rewarded Perrone with a letter carrier cheer.

President Rolando invited Gerry Brisson, president and CEO of Gleaners Community Food Bank in Detroit, to the podium. "We are inspired and deeply grateful to you," Brisson said.

Tellers then moved through the convention hall to collect donations for letter carriers suffering personal setbacks, to raise money to help fund a Fisher House for injured veterans' families in Ann Arbor, MI, and for the children of Flint, MI. The effort raised \$15,369, which the NALC trustees will decide how to distribute on Friday. Additionally, donations of bottled water for Flint were to be collected on the floor Friday.

The president then announced the



Danielle Harada raffled off her art as prizes to raise money for MDA.



Delegates from Hawaii marched to the stage to invite delegates to the 2020 convention in Honolulu.

top collections of food in last May's Letter Carriers' Food Drive:

1-25 members—Avon Park, FL Branch 4000, 63,992 pounds

26-49 members—Helena, MT Branch 220, 148,242 pounds

50-99 members—Butte, MT Branch 621, 166,500 pounds

100-199 members—Charlottesville, VA Branch 518, 349,164 pounds

200-349 members—Columbia, MO Branch 763, 1,095,148 pounds

350-499 members—Fort Myers, FL Branch 2072, 292,095 pounds

500-699 members—North Oakland County, MI Branch 320, 537,683 pounds

700-999 members—Oklahoma City, OK Branch 458, 1,802,922 pounds

1,000-1,499 members—West Coast Florida Branch 1477, 1,312,092 pounds

1,500-2,499 members—Central Florida Branch 1091, 1,062,835 pounds

More than 2,500 members—Los Angeles, CA Branch 24, 2,017,939 pounds
Branch 24 also collected the most pounds of any branch, while Branch

458 collected the most money, \$105,217, for the food drive.

DELIVERING THE CURE

The president invited Jacob Hunt and his family, including son Jaxson, to the stage. Hunt described his family's struggle to deal with Jaxson's diagnosis with Duchenne muscular dystrophy (DMD) and how the Muscular Dystrophy Association (MDA)—NALC's official charity—boosted his confidence in facing Jaxson's future.

"What do you have if you don't have hope?" asked Hunt. "We're here today because we have hope."

"Today, boys with DMD often become men," he said. "They live into their 20s and 30s, which was often not the case 15 or 20 years ago."

President Rolando announced the top MDA fundraising branches. The grand prize winner, with \$60,221 raised last year, was Long Island Merged, NY Branch 6000. The other top branches were St. Louis, MO

Branch 343; Portland, OR Branch 82; Arizona Merged Branch 1902; North-eastern New York Branch 358; Colorado Springs, CO Branch 204; Yonkers, NY Branch 387; Green Bay, WI Branch 619; Fargo-West Fargo, ND Branch 205; Manitowac, WI Branch 490; and Sheridan, WY Branch 1006. The Gold Level Prize winner for the most raised per capita (\$111.36) was Branch 1006.

President Rolando introduced Danielle Harada, an artist and MDA ambassador who provided several works of art she raffled at the convention to raise money for MDA. Harada said NALC's support for MDA has helped develop a treatment for the type of muscular dystrophy she has. And she announced the winners of the raffle.

The president said that NALC's raffle and sales for MDA at the convention had raised about \$63,000 so far.

The Convention Site Committee took the stage. Rhine introduced the members of the committee: Howard Komine, Honolulu, HI Branch 860 (chairman); Jim Korolowicz, South Macomb, MI Branch 4374; and Glenn Norton, Las Vegas, NV Branch 2502. Rhine delivered the committee's report and Komine explained the process of choosing a site for future conventions. As president of the host branch for the 72nd biennial convention in Honolulu in 2020, Komine led his branch in inviting delegates to his city in two years.

After some housekeeping items, the convention adjourned shortly after 3 p.m.



NALC AUXILIARY THURSDAY, JULY 19

President Cythensis Lang reconvened the meeting at 10:10 a.m.

All members recited the Pledge of Allegiance and the collect.

The thought of the day, about putting positive impulses into action, was given by Auxiliary Vice President Cynthia Martinez.

The minutes were approved as read. The Executive Board will approve the minutes for the last meeting.

All committees gave their final reports and were thanked for their service by President Lang.

The nominating committee reported the election results. The elected officers are as follows: president, Cythensis Lang; vice

president, Cynthia Martinez; secretary, Crystal Bragg; assistant secretary, Linda Davis; and treasurer, Pamela Fore.

Past National Auxiliary President Linda Kirby swore in the newly elected officers.

After six years of service to our NALCA Board, George Anna Myers retired from the position of secretary. Myers has retired from the Auxiliary but will continue to work hard for NALC and NALCA.

Brooks Bennett of Washington thanked the Auxiliary for all our work in helping letter carriers. Luke Wigpen shared a touching video of his mother's last day on her route in Washington. It was beautifully done and illustrated the connection between letter



The NALCA Board was installed on Thursday.

carriers and their customers.

Geneva Robinson of Aux. #4 in Missouri shared her thoughts about the benefits of an optimistic attitude.

The flags were retired and the meeting was closed until the 72nd NALC biennial convention in Honolulu.

—Submitted by George Anna Myers, NALCA secretary

‘FIGHT LIKE HELL’



AFL-CIO President Richard Trumka called on letter carriers to get mobilized in the efforts to protect workers' rights.

On the closing day of the 71st biennial convention, speakers from both sides of the political aisle energized the delegates meeting in Detroit as they prepared for the return to their cities and branches. The guests encouraged delegates to stand strong in the ongoing struggle to defend union rights, protect wages and benefits, and stop privatization and other assaults on the Postal Service.

Two letter carrier-friendly Republican members of Congress praised the Postal Service and pledged to join letter carriers in their quest to defend it, including from the White House's overtures to privatize it. House Minority Leader Nancy Pelosi (D-CA) also committed to opposing any efforts at privatization or cuts to service or postal employee benefits.

AFL-CIO President Richard Trumka told delegates that their struggles to protect their pay and benefits were not isolated. He explained that the labor movement is strong and determined, and has the backing of workers everywhere. By standing in unity, the nation's workers can succeed.

The delegates took the message to heart, taking the opportunity to renew

the spirit of solidarity before rejoining the fight. Remembering brothers and sisters who passed away, they closed the convention in the spirit of legendary mine workers organizer Mother Jones, whose motto was, "Pray for the dead, and fight like hell for the living!"

BACK TO WORK

Friday's session opened with Tim Greene of Asheboro, NC Branch 2560 singing the National Anthem, followed by the Pledge of Allegiance led by Michael Hendren, president of South Macomb, MI Branch 4374. The Rev. Timothy Thompson Sr. of Emmanuel House in Detroit delivered the invocation.

Executive Vice President Brian Renfroe reported that during the week, 472 delegates had become new donors to the Letter Carrier Political Fund, 215 increased their contribution levels and 65 non-delegates contributed.

REPUBLICAN SUPPORT

President Rolando then welcomed Rep. Dan Donovan (R-NY) to the podium to address the convention.

Donovan, a GOP member from New York City, praised letter carriers for their reliable service and for the many ways they look out for their neighborhoods, including taking heroic actions to save the lives of customers.

"We are a grateful nation for your service to our community," he said. "What can Congress do for you to show our appreciation? We will make sure that we maintain that six-day delivery service." Donovan also said the Postal Service should preserve door delivery and keep USPS a public agency.

"How do you guys feel about this privatization thing?" he asked, drawing boos. "Hey, you know what? So do I."

Donovan pledged to work with members of Congress on both sides of the aisle to stand up for the Postal Service.

The delegates rewarded Donovan with a letter carrier cheer.

The president invited to the stage Rep. Rodney Davis (R-IL) to address the delegates.

"You all don't get enough credit for what you do every day," he said, "and too many people take it for granted."

Davis is a co-sponsor of H.Res. 993, the bipartisan House resolution introduced on Monday, the convention's first day, to reject postal privatization. "We're going to make sure the United States Postal Service remains an independent establishment of the federal government and is not subject to privatization," he said.



New York Rep. Dan Donovan (R)

Pointing to his vote as part of a bipartisan defeat on Wednesday of an amendment in the House that would have blocked the Postal Service from being able to explore the prospect of offering financial services, Davis said that when letter carriers get their message out, they can generate support for USPS in both parties. "Republicans and Democrats came together to make sure that we stopped a bad provision from being put into law."

The delegates thanked Davis with a letter carrier cheer.

COMMITTEE REPORTS

Director of Life Insurance Myra



National Vote at Home Coalition's Mike Pfeifer

Warren then came to the stage. She introduced the MBA Committee members present: Christine Strasser of New Jersey Merged Branch 38 (chairman); Kyle Inosencio of Grand Rapids, MI Branch 56; and William Lodek of Reading, PA Branch 258; as well as Darren Brooks of Chicago Branch 11, who was not present on stage. Strasser gave the report of the committee, saying that the MBA had issued 20,955 policies, generating assets of more than \$252 million.

Warren then introduced the members of the Uniform Committee: Stafford Price Jr. of Chicago Branch 11 (chairman); Gina Mendoza-Telck of Fort Worth, TX Branch 226; and Greg Klopfer of Jamaica, NY Branch 562. The committee delivered its report.

HELPING OTHERS

The delegates viewed the final video in the "We Carry On" series about how letter carrier brothers and sisters in Santa Rosa, CA, are dealing with the aftermath of historic wildfires in October.

Rolando then introduced Special Assistant to the President Paul Barner, who spoke about the NALC Disaster Relief Foundation, which the union has established to respond to disasters. He said that the relief effort would set up response teams trained by government agencies. When disasters strike, the program will provide food, clothing and financial aid. The relief foundation has filed for tax-exempt status and, once details are finalized, Barner said, the program can begin helping carriers.

Board of Trustees Chairman Larry Brown reported how the trustees chose to allocate Thursday's collection of donations from delegates. The trustees allocated \$7,815.53 each to the Flint Child Health and Development Fund and to Naomi Martinez of Garden Grove, CA Branch 1100, who suffered a recent injury, with NALC matching each donation. The delegates donated \$4,771 for Fisher House in Michigan, which NALC also will match.

'THE CARRIERS OF DEMOCRACY'

President Rolando introduced Mike Pfeifer of the National Vote at Home Coalition, an effort co-founded by NALC to encourage more states to allow voting by mail.

"I'm here today to get you fired up about voting, our most fundamental right as citizens of this great country," he began. "You, the letter carriers of America, the carriers of democracy, can make the United States a stronger, more representative democracy by leading us to a system where more people participate."

The coalition supports vote-by-mail efforts in all 50 states, and vote-by-

mail already exists in three states (Colorado, Oregon and Washington), where voter turnout has increased dramatically, Pfeifer said.

"Vote-at-home hedges against bad weather, sick kids and an unexpected bit of forced overtime, and allows you to vote whenever you want to," he said. "It's a paradigm shift, to be sure."

Pfeifer also stated that voting at home puts the onus on the government to get ballots in the hands of registered voters, and that the process is both safer and less expensive.

The delegates rewarded Pfeifer with a letter carrier cheer.

'WE ARE THE AMERICAN LABOR MOVEMENT'

President Rolando then introduced AFL-CIO President Richard Trumka, who was escorted to the stage by NALC's AFL-CIO delegates.

Invoking the recent death on her route of Tri-Valley, CA Branch 2902 member Peggy Frank in 117-degree heat, Trumka rallied letter carriers to the labor cause. "We're not going to let Peggy die in vain," he said. "It's time to fight like hell to end the injustice that's plaguing us, to end the indignity that we face, to end the inequality that's crippling our country and to end the egregious idea that exploitation is the cost of doing business."

"This is our time to reclaim America for the people who built it," Trumka said. "We organize, we mobilize, we bargain, we agitate, we march, we register and vote because this is our country. It's time that we took it back."

Trumka girded carriers for their fight against postal privatization: "I have a message for every single one of those corporate hacks who want to upend our lives and line their pockets," he said. "Letter carriers don't just deliver the mail—they also know how to deliver a giant can of whoop-ass!"



Illinois Rep. Rodney Davis (R)

The Spirit of Solidarity

Delegates gave President Trumka a letter carrier cheer.

NALC

71ST BIENNIAL CONVENTION

Despite attempts to chip away at the power of the labor movement, Trumka said, “we’re still strong. We’re powerful. We’re united. And it’s high time we took our country back, because we’re the ones who carry the mail; we’re the ones who teach the classes; we make the roads; we bake the bread; we lift the load. We stand tall—we don’t run and hide. We wake our country up every day and we tuck her into bed. We are the American labor movement, and we will not be denied!”

The delegates showed their appreciation with a letter carrier cheer.

‘STAND OUR GROUND’

Rolando then returned to the stage to introduce the final guest speaker of the day, House Minority Leader Nancy Pelosi (D-CA).

Pelosi praised letter carriers for their role in America’s social fabric. “You bind the nation and the world together, connecting friends, family and far-flung communities and businesses,” she said. “Every corner of the country relies on you, not only as letter carriers, but as neighbors and leaders.”

Pelosi said that members of her party in Congress support letter carriers and a public Postal Service, noting that House Democrats voted overwhelmingly to kill Wednesday’s measure that would have barred USPS from providing financial services to the public.

To restore financial stability to the Postal Service, Pelosi called on Congress to end the mandate that USPS

pre-fund retiree health care and to return the billions of dollars already set aside for pre-funding to the agency.

“Congress should solve this crisis,” she said. “It could do it in a heartbeat.”

“Democrats will fight any measure that fails to provide a long-term solution,” she added, “or that exploits the crisis to push an anti-worker agenda.”

Pelosi pledged to seek bipartisan solutions to postal and labor concerns, but not to capitulate in the process. “If we can’t find common ground, we must stand our ground.”

Reflecting on this fall’s elections for House and Senate, Pelosi said, “Elections can be about who wins—what person—but also at stake in the elections is what is important. And whoever wins, the American people must win, and America’s working families must win.” She urged letter carriers to boost their activism in politics.

Pledging to stand up for letter carriers and working people in Congress, Pelosi drew a line in the sand, saying:

“To those who wish to kill your jobs, and curb your benefits, and cut your wages, who want to contract out your work and close your doors; to those who wish to end six-day delivery, eliminate door delivery and erode your service—we say ‘no!’”

The delegates gave Pelosi a letter carrier cheer.

ORDERS OF BUSINESS

President Rolando introduced NALC’s delegates to the AFL-CIO: Ingrid Armada of Providence, RI Branch 15; Denise Brooks of Medford, OR Branch 1433; Anita Guzik of Los Angeles Branch 24; Charles Heege of New York Branch 36; Lloyd Doucet Jr. of New Orleans, LA Branch 124; Elise Foster of Chicago Branch 11; and Steve Hanna of York, PA Branch 509, who was not present on stage. Guzik presented the report of the delegates.

Vice President Lew Drass took the podium to give the report of the Committee on Appeals, comprised of Drass,



House Minority Leader Nancy Pelosi (D-CA) was escorted to the stage by California letter carriers.



NALC's AFL-CIO delegates gave their report to the convention.

Secretary-Treasurer Nicole Rhine and Board of Trustees Chairman Larry Brown. The delegates considered five appeals of rulings by the Committee on Appeals, upholding all.

The delegates then considered and approved some resolutions and observed moments of silence for carriers who had recently died.

The president introduced Distribution Committee Chairman Jill Lemons of Conoga Park, CA Branch 4006. Lemons addressed the convention and introduced the committee's members: Paul Belanger, Nashua, NH Branch 230; Loretta Brodeur, Las Vegas, NV Branch 2502; Lakeyshyan Bryant, Greenwood, MS Branch 1080; Richard Byrne, Greeley, CO Branch 324; Homer Christian, Huntington, WV Branch 359; Alan Davenport, Lansing, MI Branch 122; Brenda Dobrosky, Pittsburgh, PA Branch 84; Angela Dunn, Atlanta, GA Branch 73; Andy Fontanetta, Flushing, NY

Branch 294; Glenn Gilbert, Anniston, AL Branch 448; Mark Godbee, Ballwin, MO Branch 5050; Michael Hamilton, Charleston, SC Branch 3902; Carly Hook, Santa Clara, CA Branch 1427; Sheila Hudson, Chicago Branch 11; Roy Jancio, New Jersey Merged Branch 38; Eddie Lofland, Sioux City, IA Branch 69; Brian Manning, Boston, MA Branch 35; Stephanie Matthews, Atlanta, GA Branch 73; Cheryl Mayda, Oak Brook, IL 825; Dave Norton, Portland, OR Branch 82; Ruben Perez, Austin, MN Branch 717; Mary Phelps, Greater East Bay, CA Branch 1111; Leon Prude, Los Angeles Branch 24; Melody Roberts, Memphis, TN Branch 27; Rai Santiago, Elizabeth, NJ Branch 67; Craig Schadewald, New Bern, NC Branch 780; Timothy Sheehan, Northeastern New York Branch 35; Eric Sloan, Atlanta, GA Branch 73; Norm Spence, South Jersey Branch 908; Cinque Stevens, Downers Grove IL Branch 1870; Kelly Strottman, Cen-

tral Iowa Merged Branch 352; Trelle Thomas, Baton Rouge, LA Branch 129; Tamara Twinn, Albuquerque NM Branch 504; Rich Wilson, Harrisburg, PA Branch 500; and Jerry Wyatt, Danville, VA Branch 595.

President Rolando announced that the convention had raised more than \$87,000 for the Muscular Dystrophy Association.

After delegates viewed a highlight video of the week's activities, the 71st biennial convention adjourned at 12:59 p.m.

Delegates considered five appeals of rulings by the Committee on Appeals.



LOTS TO LEARN

With nearly 40 workshop sessions covering a wide range of topics from community service to work hour fraud, 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 before and after the general session Monday through Thursday. Many classes attracted capacity crowds, and several incorporated humor

to keep attendees entertained as they learned.

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.



APPROVED 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 NALC in future contract negotiations.

NATIONAL AGREEMENT RESOLUTIONS

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

- Convert CCAs to career status after a defined number of months.
- Provide that all remaining CCAs with creditable TE time who are at the top of the relative standing list in their installation receive a promotion to career status.
- Ensure CCAs are utilized at the straight-time rate in their employing office prior to assigning such work to a CCA who is temporarily reassigned from another office.
- Seek to negotiate the same temporary reassignment provisions for CCAs that exist for part-time flexible letter carriers, that a CCA cannot be temporarily reassigned during their first 90 working days or 120 calendar days, that a 1723 be provided to the union when a CCA is loaned and any mileage or expenses are paid by the Friday following the end of the pay period during which the request for reimbursement was submitted.
- Omit detailed 204-b's from filling residual vacancies.
- Move all letter carriers with 25 years of creditable service to the highest pay rate in the letter carrier craft.
- Allow career postal employees to donate sick leave.
- Increase the maximum number of administrative leave days/hours for bone marrow, stem cell, blood platelet and organ donations.

- Provide for an additional 104 hours of Wounded Warrior Leave each year to eligible veterans.
- Explore the idea of a neighborhood first responder program.
- Require the dispute resolution teams to give priority consideration to grievances involving emergency suspensions.
- Not allow GPS data to be used for discipline.
- Provide for dry-fit and UV-protecting uniforms.
- Provide for additional uniform items in darker colors.
- Provide for additional cold weather uniform items.
- Provide that street communications between letter carriers and supervisors be conducted via the Mobile Delivery Device (MDD), except in cases of emergency.
- Place a pot-lid mirror on all Pro-Master vehicles.

GENERAL RESOLUTIONS

- That NALC, its state associations and branches fully participate in legislative and grassroots efforts to combat anti-postal policies and participate in the labor 2018 program to get out the vote for candidates who will support letter carriers.
- That NALC support teachers and public workers.
- That local branches encourage their city councils to urge members of Congress to defend door delivery and co-sponsor H.Res. 28.
- That NALC opposes the privatization of the Veterans Health Administration.
- That NALC, through its affiliation with the AFL-CIO and the UNI Global Union, calls on the administration to stop all seizing of children from families and obey U.S. and international law on refugees.

LEGISLATIVE RESOLUTIONS

- That when the NALC Executive Council deems necessary, fact sheets providing the union's position on the state of the Postal Service will be created for distribution to the public.
- That NALC will, along with its allies in the AFL-CIO, urge the U.S. Congress to enact effective legislation to reduce pollution of the atmosphere that is known to cause global warming while continuing to secure and maintain employment, pensions and health care for the affected workers.
- That NALC urges the Trump administration, Congress and all local and state politicians to make schools and all public places safe.

CONSTITUTIONAL AMENDMENTS

Amendments to the *Constitution of the National Association of Letter Carriers*:

Article 2, Section 1(a)—Deleted language to clarify the long-standing position and practice of NALC that retirees, OWCP departees and non-letter carrier regular members shall have no voice or vote in any matter pertaining to the ratification of a national working agreement, local memorandum of understanding or proposed work stoppage.

Article 7, Section 2(a)—Added language to conform the minimum dues structure to the changes in the letter carrier pay schedule on Nov. 24, 2018, provided by the 2016 National Agreement.

Article 16—Added language to clarify the long-standing position and practice of NALC that retirees and OWCP departees are excluded from national contract ratification votes.



BIG3 BALLERS IN DETROIT

A few days prior to the start of the National Convention in Detroit, several NALC employees encountered former National Basketball Association players who were in Detroit for a Big3 event.

There were some intriguing conversations—and expressions of solidarity—between union letter carriers and union basketball players, as captured by one of *The Postal Record* reporters.

The recently retired NBA players were in the Motor City to play several games in the new Big3 basketball league, a 3-on-3 league formed in 2017.

Derrick Byars, a former Vanderbilt University standout who was drafted by the Portland Trailblazers and then traded to the Philadelphia 76ers before landing with the San Antonio Spurs, proudly told *The Postal Record* that his late father, David Byars, had carried mail for 37 years in Memphis, TN.

A subsequent call to Memphis Branch 27 revealed more to the story. Branch Executive Vice President **Clifford Jefferson** asked a branch letter carrier named **Darryle Byars** about Derrick, and Darryle, a 15-year letter carrier, responded with equal pride: “That’s my baby brother!”

The Postal Record then called Barbara Byars, Derrick’s mother, who said that besides her son and husband, a daughter named Desiree also worked for the Postal Service, albeit not as a letter carrier.

How did she end up with so many USPS employees in her family? “Look, I have no idea what happened,” she said. “I guess the timing was right for it.” One fond family memory, she added, was that she never missed a home game during Derrick’s “fantastic” college career in Nashville, saying of her husband, David: “He always finished his route on time, or he took postal leave. We made those games.”

With similar pride, Glen “Big Baby” Davis, whose Boston Celtics won the 2008 NBA championship in his rookie year, told NALC, “My mom carried mail for 17 years in Baton Rouge (LA).”

Dahntay Jones, whose NBA career began in Memphis and included stints with eight teams, said that two family members—a carrier and a clerk—worked for USPS.

Other players also engaged in conversations with various NALC employees who arrived in Detroit early to set up for the convention. Among them: Reggie Evans, Drew Gooden, Gary Payton, Chris (Birdman) Anderson, Metta World Peace (formerly known as Ron Artest), Baron Davis, Josh Powell, Charles Oakley, Al Thornton, Chauncey Billups (who won a title in Motown with the Detroit Pistons), Mario West and Mike Bibby.

Bonzi Wells, who had standout seasons with Portland, Memphis and Sacramento, was asked by *The Postal Record* for an interview. He responded by putting his arm around an NALC staff member and saying, “Whatever you need. Walk with me, my brother.” Asked what he thought of the fledgling Big3, Wells, whose 10-year career ended a decade ago, replied: “It gives someone like me a chance to suit up again, play in an arena.”

Perhaps the most fortunate letter carrier was Chicago Branch 11 President and National Trustee Mack Julion, who had a chance to discuss their comparative finger roll shots separately with Big3 coaches and NBA legends George Gervin (aka Iceman) and Julius Erving (Dr. J). Asked by Julion whose was better, Iceman shrugged his shoulders and said with a smile, “I guess it’s a matter of opinion.” Dr. J later inquired as to what Gervin had said. Informed by Julion, Doc said, “He’s being generous. His was sweet.” **PR**

Mack Julion’s selfies with (from top) Gary Payton, Charles Oakley, Michael Cooper, Julius Erving and George Gervin.

