



A UNION of ESSENTIAL WORKERS



Gathered together for the first time since the 2018 convention, delegates to the 72nd Biennial Convention in Chicago mourned their brothers and sisters lost to the pandemic that caused the cancellation of the 2020 convention, celebrated their role as essential workers during the pandemic, and vowed to fight for the rights of all working people now and in the future.

In a city brimming with labor history, guest speakers called on all letter carriers to renew their union activism for the benefit of letter carriers and all workers, by such means as organizing letter carriers and supporting strikes by other unions. Speakers electrified the delegates with stories of the steadfast determination of their brothers and sisters at other unions and the success they achieved when they stuck together in solidarity with each other and with all workers.

The delegates doubled down on NALC's determination to defend democracy as we did in the 2020 election by working with USPS to ensure that all ballots are delivered on time. And they pledged to support, in this fall's election and beyond, candidates who back a strong democracy. They also demonstrated how a healthy democracy functions: The delegates debated and voted on several resolutions and amendments to the *NALC Constitution*. They also nominated—and, in uncontested races, elected—candidates for national office and for the position of national business agent, beginning the process of handing the union to new leadership as President Fredric Rolando, presiding over his sixth convention, plans to retire at the end of his term in December.

The following pages contain day-by-day accounts of the business conducted during the NALC's 72nd Biennial Convention.



Secretary-Treasurer
Nicole Rhine



Mayor Lori
Lightfoot



Region 3 NBA
Michael Caref

FACE TO FACE

occasion to serve our members and to preserve our unity.”

While the challenges that NALC faces are daunting, Rolando said that his faith in letter carriers is undiminished.

“This is what the past four years have taught us: When we stay united and strong, NALC can achieve its goals no matter how difficult the circumstances,” he said. “Remember that, brothers and sisters, as we focus on the next two years and the future of our union.”

CONVENTION CONVENES

Shortly after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention in Chicago’s McCormick Place to order.

Otis Bowden of Chicago Branch 11 was next on stage to deliver a rousing rendition of “The Star-Spangled Banner.” Branch 11 Executive Vice President Elise Foster led delegates in reciting the Pledge of Allegiance. The Rev. C.J. Hawking of Arise Chicago gave the invocation.

Secretary-Treasurer Rhine asked delegates to observe a moment of silence in remembrance of members who have died since the 2018 convention.

She then called to the stage Chicago Branch 11 President and NALC National Trustee Mack I. Julón, who welcomed delegates to the city. Julón then introduced Chicago Mayor Lori Lightfoot,

who made brief welcoming remarks.

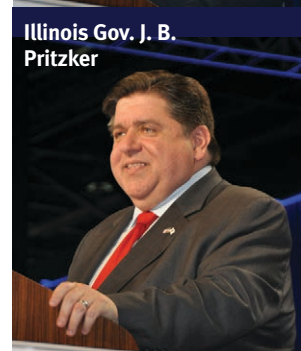
Later in the session, President Rolando introduced Illinois Gov. J. B. Pritzker, who heaped praise on letter carriers.

Rhine introduced the retired national officers and national business agents (NBAs) in attendance at this year’s convention and asked Michael Caref, NBA for Region 3 (which includes Chicago), to come to the microphone to introduce his fellow NBAs and to acknowledge the union’s regional administrative assistants (RAAs), regional office assistants (ROAs), regional grievance assistants (RGAs), legislative and political organizers (LPOs), regional workers’ compensation assistants (RWCAAs) and NALC Headquarters letter carrier staff.

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



Branch 11 President
Mack I. Julón



Illinois Gov. J. B.
Pritzker

outlined the present and future challenges that loom for letter carriers.

“I will remember these years for the turmoil we faced as a country,” he said. “Through it all, the NALC rose to the

CHALLENGES AND VICTORIES

Rolando began by thanking the delegates for abiding by the protocols to protect them from COVID-19, recognizing Honolulu Branch 860 for the work it did to prepare for the ultimately canceled 2020 convention, and reflecting on NALC and the labor movement's history in and around Chicago.

He then reminded delegates about the challenges that the 2018 convention in Detroit had confronted, including collective bargaining for a new contract and dealing with legislative gridlock in Congress. "Despite the dire challenges facing the country, we racked up several major victories," Rolando said.

In the last four years, Rolando said, NALC has:

- negotiated and ratified a 44-month contract with the Postal Service that included better pay and benefits for CCAs and the automatic conversion to career status after no more than 24 months; three general wage increases; seven cost-of-living adjustments; a new top Step P for the career pay scale; protections against contracting out and layoffs; and a series of MOUs to address route adjustments, workplace culture and more.
- resisted efforts by the Trump administration to privatize the Postal Service and repeal collective-bargaining rights.
- worked to elect pro-letter carrier majorities in both houses of Congress and a friend in the White House.
- helped calm public fear about vote-by-mail as letter carriers delivered nearly all of the 2020 ballots on time, even as the percentage of ballots cast rose by 25 percentage points from 2016.
- fought to secure supplies of personal protective equipment, develop new safe-work protocols, restructure workplaces and work schedules to accommodate social distancing, and negotiate a variety of COVID-19 leave policies.
- convinced the Postal Regulatory Commission to adopt a more favorable price cap to improve USPS's financial condition.
- pushed for the passage and enactment of postal reform legislation that included repeal of the pre-funding of retiree health benefits mandate and made the requirement of six-day mail delivery permanent.

"All these victories were made possible by the incredible solidarity, unity and strength of the NALC membership—and by the work of thousands of activists at

all levels of our union," Rolando said to thunderous applause. "We should all take pride in this progress."

LOOKING AHEAD

Letter carriers cannot rest on their laurels, Rolando said, because they face ongoing challenges, including the 2022 midterm elections and the 2023 round of collective bargaining. NALC's president encouraged delegates to attend the many workshops being held before and after the general sessions on Monday through Thursday, to be informed about those and other subjects and to get involved.

"We're also going to begin to address some longer-term challenges—those that the NALC's present and future leaders are sure to face far beyond the next two years," he said.

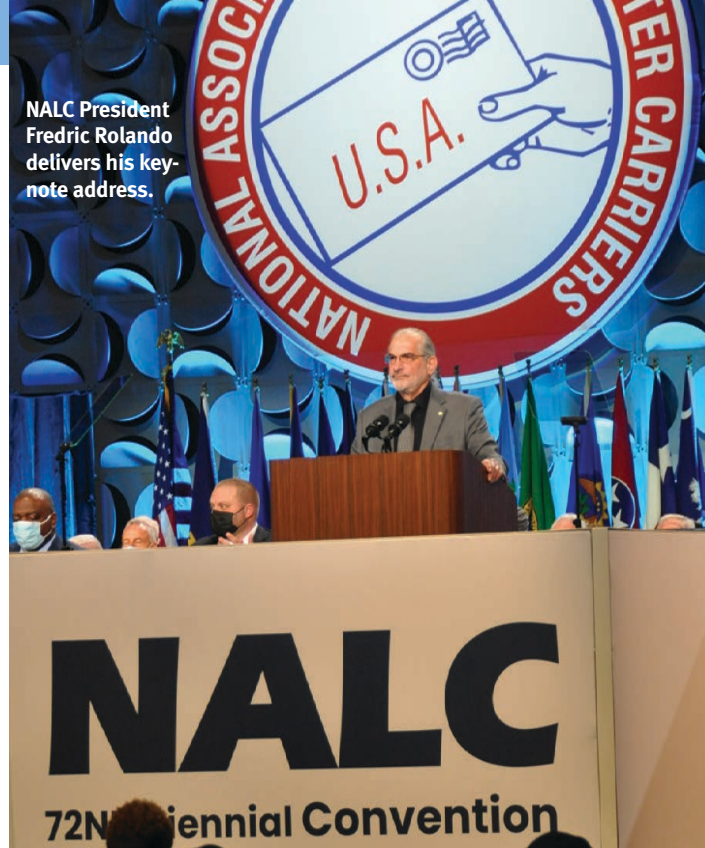
First, Rolando discussed Postmaster General Louis DeJoy's 10-year strategic Delivering for America (DFA) plan. "[The DFA plan] combines a massive reorganization of the managerial structure of the Postal Service with proposed legislative and administrative actions, and a strategy to fundamentally restructure the operations of the Postal Service," Rolando said. "It features ambitious goals to both invest in the Postal Service's networks and dramatically increase the agency's revenues by growing its competitive product streams."

While commending DeJoy for embracing six-day delivery and adding capacity rather than downsizing, President Rolando criticized the service standard changes, and called upon DeJoy to embrace letter carriers as partners.

"Our union must be involved up front as partners in this transformation—not just be informed and tolerated. Not consulted after key decisions are made," Rolando said. He added that if letter carriers are not at the table, "It will not work."

He also said that any transformation of the Postal Service won't succeed unless it solves its chronic staffing problems. And, he added, this will continue to guide NALC in its approach to collective bargaining.

NALC President Fredric Rolando delivers his keynote address.



"Even if we're filing grievances to compensate letter carriers for work-hour limits and other Article 8 violations of the National Agreement, we also are engaging management to address staffing issues with additional career conversions and the direct hiring of career employees rather than non-career employees," he said.

While the City Delivery and Workplace Improvement Task Force's pilot programs to improve the new employee experience are showing promise, Rolando vowed that the union would continue to push for an all-career workforce with competitive starting wages.

TAMING AMAZON

The rise of Amazon was the second long-term challenge Rolando broached. Because the Postal Service's finances now are closely tied to package delivery, it's much more driven by market forces and the competition: UPS, FedEx and Amazon, with the latter expected to become the nation's largest package delivery company this year.

For letter carriers, the focus is on Amazon's workforce. "We support the unionization of Amazon workers—both to help these suffering workers and of course to curb Amazon's market power," Rolando said.

While much attention has been paid to the organizing efforts for Amazon's

warehouse employees, organizing Amazon's delivery drivers will be much more difficult, he said.

"Rather than employing delivery drivers directly, Amazon contracts with a handful of delivery companies at each of their Amazon facilities," Rolando said. "These small companies, known as delivery service providers (or DSPs), then hire drivers themselves. So this means a union would need to organize anywhere between five to 15 DSPs at each facility—while also hiding these efforts from Amazon, which can and will just cancel contracts with DSPs with little warning."

Rolando told delegates that NALC is working with more than a dozen other U.S. unions to organize these workers and with the AFL-CIO and international labor partners to come up with successful strategies to engage the company going forward.

CRISIS OF DEMOCRACY

Turning to his third long-term challenge, Rolando explained how the will of the powerful few is diminishing the power of the many, connecting the dots between the filibuster's effect in the Senate with the Supreme Court's decisions removing limits on political spending and gutting the Voting Rights Act of 1965.

"Very powerful economic interests are both making it harder for working-class people to vote and drowning out their voices in the media," he said.

The assault on the Capitol on Jan. 6, 2021, and the continued belief by 40 percent of Americans that the 2020 presidential election was stolen, despite all evidence to the contrary, is now fueling a wave of voter suppression efforts in many states, Rolando said. This comes despite the 2020 election's successes with voter turnout soaring to the highest level in more than 100 years, thanks largely to vote-by-mail.

"The legacy of the 2020 elections should be the remarkable everyday heroism of postal workers who made this surge in mail-in voting possible, not the attack on the Capitol," Rolando said.

He then called on delegates to return home at the end of the week and ask their friends and family to vote for democracy in the upcoming midterm elections.

"By voting, we can begin the arduous work of restoring confidence in our public institutions—and send a message that we won't let democracy fail on our watch," he said.

'ESSENTIAL'

Rolando finished his speech by recognizing how letter carriers have delivered for the American public during the pandemic—helping people to work from home and stay safe; distributing relief checks, health bulletins, and COVID-19 tests; and delivering and collecting vote-by-mail ballots.

"Letter carriers have always known how essential we are to the political, social and economic well-being of our country—long before COVID-19 struck," Rolando said. "But now the rest of the country has taken notice, too."

He recognized the delegates for all the well-recognized and lesser-noticed tasks they do for the success of their branches and NALC as a whole, from the shop stewards to the food drive coordinators, and the active carriers to the retirees.

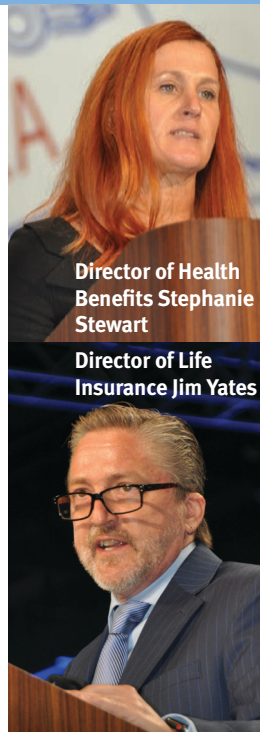
"Today we are together a union of essential workers," he said.

BACK TO BUSINESS

Following Rolando's remarks, the chairman of the Credentials Committee, Delano Wilson of Silver Spring, MD Branch 2611, called the committee to the floor to deliver a preliminary report. Wilson said that 4,273 delegates representing 554 branches were present.

Rolando then called Dan Tegreeny, chairman of the Rules Committee, to the podium. Tegreeny introduced the committee members: Renee Eberhardt, Casper, WY Br. 1681; Joe Henschen, West Coast Florida Br. 1477; Walter Sanko, Scranton, PA Br. 17; and Troy Scott, Baton Rouge, LA Br. 129. After the committee read its report, the convention voted to approve the rules.

The president then called Andrew Weiner of Jamaica, NY Br. 562, election commissioner and chairman of the Board of Tellers, to the floor. He introduced the members of the board: Dave Barbuzzi, Massachusetts Northeast Merged Br. 25; Barry Bode, Jonesboro, AR Br. 1131;



Director of Health Benefits Stephanie Stewart

Director of Life Insurance Jim Yates

James Brown, Nashville, TN Br. 4; Gary Butts, Tulsa, OK Br. 1358; Keith Deason, Wichita Falls, TX Br. 1227; Daniel Estep, Toledo, OH Br. 100; Tom Filipone, Philadelphia, PA Br. 157; Robert Fuentes, Chicago, IL Br. 11; Wayne Green Jr., Winston-Salem, NC Br. 461; Corey Grotte, Eau Claire, WI Br. 728; Mike Harazmus, Western Massachusetts Br. 46; Keith Hooks, Washington, DC Br. 142; Shauna Houghton, New Hampshire Merged Br. 44; Chris Hubble, West Coast Florida Br. 1477; Yvette Kinard, New York, NY Br. 36; Eric Lomax, Jamaica, NY Br. 562; Jemmayen Macaraeg, Van Nuys, CA Br. 2462; Guillermo McPherson, Austin, TX Br. 181; Marie Montano, Albuquerque, NM Br. 504; Lori Ann Mottolo, Wil-

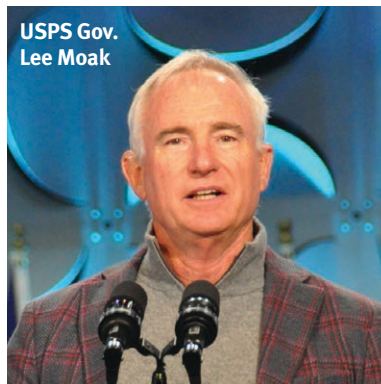
loughby, OH Br. 3688; Mark Myers, Seattle, WA Br. 79; Karen Nance, Washington, DC Br. 142; Edwin Oliveras, South Florida Br. 1071; Joe Otero, New Jersey Merged Br. 38; Bryan Pate, Champaign, IL Br. 671; Francisco Pecunia-Vega, Fayetteville, NC Br. 1128; Salvadore Rodriguez, El Paso, TX Br. 505; Jerri Stockberger, Lafayette, IN Br. 466; Michael Stockman, Fort Wayne, IN Br. 116; Ted Thompson, Cincinnati, OH Br. 43; Richard Thurman, St. Louis, MO Br. 343; Chuck Walls, Omaha, NE Br. 5; Christina Williams, New Jersey Merged Br. 38; and Rick Zerenner, Trenton, NJ Br. 380.

The convention then heard a video greeting from President Joe Biden. "Each of you who carry the mail from home to home and business to business are essential to our economy, our democracy and our national identity," Biden told the delegates. "As president, I've got your back—I promise you."

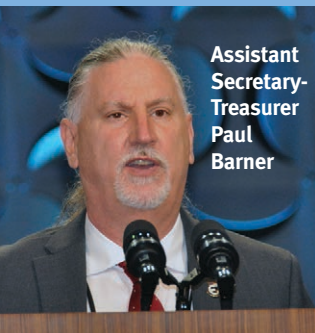
The convention turned to resolutions, with Director of Health Benefits Stephanie Stewart presenting several before the body paused so Rolando could introduce Lee Moak, a member of the USPS Board

of Governors (BOG), who addressed the convention. Moak is the first former union president to serve on the BOG—he was president of the Air Line Pilots Association from 2011 to 2014.

Moak praised letter carriers for getting their jobs done despite deteriorat-



USPS Gov. Lee Moak



Assistant Secretary-Treasurer Paul Barner

ing conditions and equipment, a situation he is working to turn around. “I don’t know how you did it,” he said. “Without you, the letter carriers, we would have turned the lights out.”

Despite the difficult conditions, “you still accomplish the mission. Imagine what you could do with all the proper support,” he said. Moak said that the BOG is striving to improve facilities and vehicles, as well as safety, security and workforce issues, a task that will be easier without the burden of pre-funding of retiree health care following the passage of the Postal Service Reform Act this year.

The delegates then debated more resolutions, with Director of Life Insurance Jim Yates presenting a few. The body also passed a motion to adopt proposed resolutions that were approved by the Executive Council, with the caveat that if anyone wants to discuss one, they can.

After further announcements by Executive Vice President Brian Renfroe and Assistant Secretary-Treasurer Paul Barner, the president introduced the chairman of the Committee on the President’s Biennial Report, Alvin Matsumura of Honolulu, HI Br. 860, who introduced the committee members: Janell Harris, Grand Forks, ND Br. 517; Louise Jordan, San Antonio, TX Br. 421; Sylvin Stevens, Charlotte, NC Br. 545; and Andy Tuttle, Lawrence, KS Br. 104. The delegates voted to accept the report.

President Rolando then delivered a presentation honoring fallen letter car-

riers, and he explained the City Carrier Memorial at NALC Headquarters.

The president next called on delegates to celebrate the 50th anniversary of the Great Postal Strike of 1970, including watching a trailer for the film “The Revolt of the Good Guys.”

“The 1970 strike was nothing less than a rebirth of the National Association of Letter Carriers,” Rolando said. He then called on delegates who were active letter carriers when the strike occurred to stand and be recognized. The delegates gave them a resounding ovation and a Letter Carrier Cheer.

Several speakers throughout the day spoke about the pivotal labor history that occurred in Chicago, from the Pullman Strike to the Haymarket Massacre. Speaking in detail about that history was Dr. Robert Bruno, director of the Labor Studies Program and a professor of labor and employment at the University of Illinois-Chicago, who connected labor history to what carriers do today.

“If you don’t think what you do matters, a generation from now, America will be different because of what you did in the 2020 election,” he said. “America will be different because of what you do when you come out of this convention. Generations beyond you will come to understand how history was changed.”

He continued: “There is no other institution here in America, or anywhere else, that is more equipped, more built for and more capable of creating this world of beauty, opportunity and equality for all than the American labor movement.”

After that, President Rolando recognized the first-place winners of the publication awards for 2020 and 2022:

- Best Website: Duluth, MN Br. 114—

2020; Garden Grove, CA Br. 1100—2022.

- Best Cartoon or Photo: William Stinson, Royal Oak, MI Br. 3126—2020; Neal Couey, Santa Barbara, CA Br. 290—2022.

• Best News or Feature Story: Julie McCormick, Greater East Bay, CA Br. 1111 and John T. Dick, Royal Oak, MI Br. 3126 (tie)—2020; Dick Bussa, Tacoma, WA Br. 130—2022.

• Promoting Unionism: Bill Rayson, South Florida Br. 1071 and Beki Serwach, South Macomb, MI Br. 4374 (tie)—2020; Matt Pierce, Portland, OR Br. 82—2022.

• Best Editorial or Column: Javier Rodriguez, South Florida Br. 1071 and John McLaughlin, St. Louis, MO Br. 343 (tie)—2020; Tim Ihssen, Tacoma, WA Br. 130—2022.

• General Excellence among Small Branch Publications: Royal Oak, MI Br. 3126—2020; Tacoma, WA Br. 130—2022.

• General Excellence among Large Branch or State Association Publications: Garden Grove, CA Br. 1100 and Louis, MO Br. 343 (tie)—2020; Garden Grove, CA Br. 1100—2022.

Following some closing business, the session adjourned at 3:09.



Executive Vice President Brian Renfroe



Dr. Robert Bruno



NALC AUXILIARY

Madam President Cythensis Lang called to order our 59th Biennial Convention. Rick Baird was appointed sergeant-at-arms. All members recited the Pledge of Allegiance and the collect.

Secretary Crystal Bragg gave the thought of the day. She also presented every member with a penny, since we are in the land of Lincoln. She gave the credentials report, and we had a quorum. We played human bingo to get to know our members and we had four winners.

We had three bylaws changes, which we accepted with additions and corrections.

The meeting was recessed until 10 a.m. on Aug. 9.

—Submitted by Linda Davis, NALCA Assistant Secretary

MONDAY, AUG. 8





STANDING TOGETHER

On the second day of the 72nd annual NALC convention, letter carriers stood together for the common good. Working as one, the delegates

demonstrated the power of unity and the strength of a union whose members hail from every corner of the nation.

They stood together as they carried out the democratic process of their union, discussing and voting on resolutions and amendments to make NALC even stronger, and even more representative.

They stood for American

democracy, renewing their commitment to supporting access to the ballot for all citizens, especially voting by mail.

And they stood in solidarity with their union brothers and sisters as United Mine Workers President Cecil Roberts brought them frequently to their feet to proclaim their support for striking miners in Alabama.

When we stand together, Roberts told the delegates, workers can accomplish what seems impossible. "The American labor movement is one," he said, "and we are everywhere."

BUSINESS RESUMES

Tuesday's session of the NALC convention was called to order with a video from the 2000 convention in Chicago of the late Percy McRae of New York, NY Branch 36 singing the National Anthem. The Pledge of Allegiance was led by Anthony Bultinck, a member of Moline, IL Branch 292 and president of the Illinois State Association. Rabbi Rena Singer of



Temple Shalom in Chicago delivered the invocation.

President Rolando brought Executive Vice President Brian Renfro to the stage to introduce the Greetings to the Auxiliary

Top: The crowd erupts in applause for UMW President Cecil Roberts.

Above: President Fredric Rolando

Left: Delegates discuss resolutions and amendments.





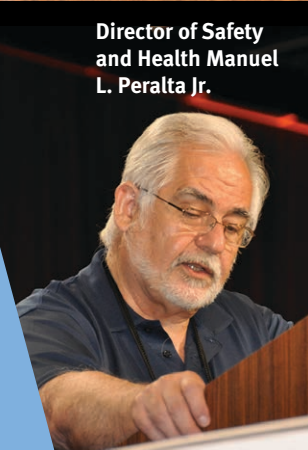
National Trustees Sandra D. Laemmel, Chairman Lawrence D. Brown Jr. and Mack I. Julion

Committee, which was then released to go to the Auxiliary Convention, located elsewhere in McCormick Place. The members of the committee are Elisabeth Goodwin, Houston, TX Br. 283; Steve Amrhein, Indianapolis, IN Br. 39; Jim Thigpenn, Northeast Florida Br. 53; Trelle Thomas, Baton Rouge, LA Br. 129; and Patrick VanEgeren, Green Bay, WI Br. 619.

AMENDMENTS AND RESOLUTIONS



Director of Retired Members Dan Toth



Director of Safety and Health Manuel L. Peralta Jr.

The president then handed the microphone to Board of Trustees Chairman Larry Brown and Trustee Mack Julion to present the Executive Council's reports on proposed constitutional amendments. After delegates dealt with all 10 amendments, Rolando introduced recently appointed Trustee Sandy Laemmel.

Vice President James D. Henry then explained the process for the delegates

REP. JAMES COMER

President Rolando then introduced Rep. James Comer (R-KY), ranking minority member of the House Committee on Oversight and Reform. Comer was escorted by delegates from Kentucky to the stage.

Comer, who played a crucial role in passage of the Postal Reform Act earlier this year, told delegates that the dedication of letter carriers was a critical part of the reform effort's success. In particular, the pandemic demonstrated how essential the Postal Service is to the public.

"Due to COVID, we all got a reminder just how important it is to all Americans," he said. "The letter carriers stepped up. I think America realized and appreciated the sacrifices you made."

The reform bill corrected a fundamental disconnect that Congress had imposed on USPS, he said, adding that Congress had said that the Postal Ser-

vice "had to consider appeals, which will be presented in Friday's session.

Rolando called Director of Retired Members Daniel Toth and Director of Safety and Health Manuel L. Peralta Jr. to the podium to discuss proposed resolutions.

The delegates debated and voted on several resolutions.

vice "had to operate like a business, yet required it to do things no other business would have to do, nor could do," such as having to pre-fund retiree health benefits.

Comer said that previous reform efforts in Congress or by postal management had failed because they focused on cutting service, while the Postal Reform Act freed USPS to change its business model to instead focus on growth.



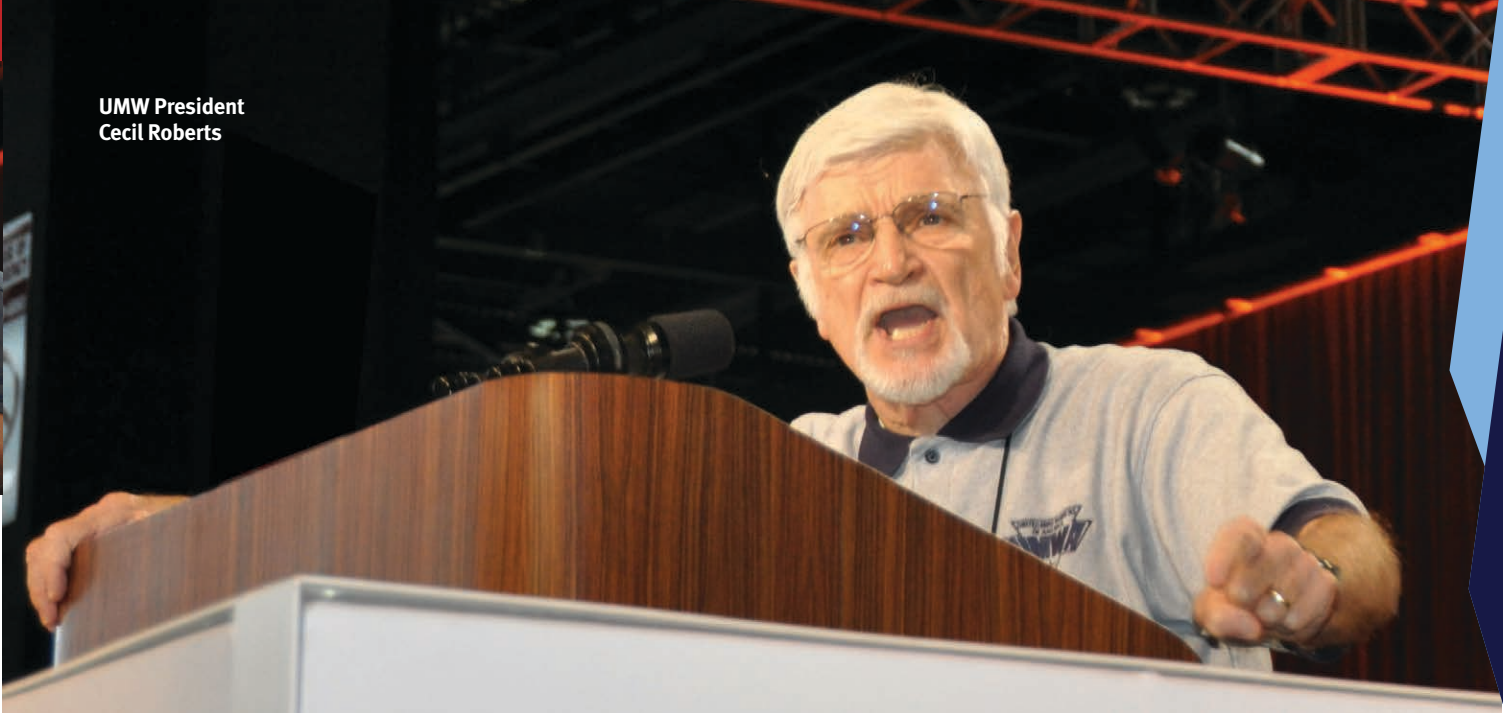
Vice President James D. Henry



Rep. James Comer (R-KY) was escorted to the stage by delegates from Kentucky.



Many members of Congress like to compare USPS to its private competitors UPS and FedEx. Comer noted that USPS beat both in on-time performance last Christmas. "That's a big deal," he said, "because your performance last Christmas helped us make the case to Congress that the Postal Service is on the right track."



The delegates thanked Comer with a Letter Carrier Cheer.

Returning to resolutions, the Executive Council did not make a recommendation on Resolution 13, which dealt with mandatory overtime and maximization of the use of junior full-time regulars. After hearty debate, the delegates voted down the resolution, with a teller vote of 1,151 for and 1,395 against.

UMW'S CECIL ROBERTS

Rolando then welcomed United Mine Workers President Cecil Roberts to the lectern. As he has done at past NALC conventions, Roberts electrified the delegates with a rousing speech.

Roberts praised NALC for its early monetary support of striking miners in Alabama. "Solidarity is not just a word; it's not just a verse in a song," he said. "You practice solidarity in this union, and so do we."

Pointing to the uncommon successes his union has achieved in Congress through activism and protest, Roberts said, "The labor movement is one, and we are everywhere."

Roberts called for reform of bankruptcy laws to prevent companies like Warrior Met Coal, the company that mine workers have continued to strike against for more than a year in Alabama, from escaping its commitments to its workers through bankruptcy.

"Did you know you don't even have a right to your job when the bankruptcy judge hits that gavel?" he asked.

"You don't have a right to be represented by your union," he continued, adding, "Brothers and sisters, we not only need labor law reform, we need bankruptcy reform."

Roberts then led delegates in a call-and-response cheer, which was

videotaped as a show of support for striking Alabama miners: "Warrior Met," he called, and the delegates responded, "has got no soul!"

"We are not totally free until we can join any union we want," Roberts declared.

"We need to be in the business of organizing," he said. "All we need from politicians is to give us our God-given right to join a union free of harassment.

"And then we'll go out across this country, and we'll pose these questions," he added. "Do you want higher wages? Join a union! If you want health care? If you want retirement security? If you want job security?" The delegates responded to each query with: "Join a union!"

The delegates jumped to their feet and rewarded Roberts with a Letter Carrier Cheer.

The convention observed a moment of silence for victims of mass shootings. Secretary-Treasurer Nicole Rhine then took the floor to deliver the secretary-treasurer's report. Following her report, the delegates viewed Part 1 of the film about the Great Postal Strike of 1970, "Revolt of the Good Guys."

VOTE AT HOME

Rolando then introduced Lori Augino, executive director of the National Vote at Home Institute (NVAHI), to speak to the delegates.





National Vote at Home Institute's Lori Augino with Executive Vice President Brian Renfroe

She lauded carriers for their work in 2020, delivering 4 billion pieces of political mail—a 96 percent increase over 2016—as well as 135 million mail ballots for the 2020 general election alone, even amidst a pandemic, social unrest and questions about USPS's ability to deliver so many ballots.

“Letter carriers, every one of you in this room, have been an essential partner in preserving our democracy and ensuring that voters can cast their ballots by mail with confidence,” she said, adding, “Without you, elections would not happen in this country.”

Augino presented Executive Vice President Renfroe with a plaque and a signed World Series baseball bat for his commitment to the NVAHI, for which he's served as a board member since its founding in 2018.

COMMITTEES

Rolando called Birmingham, AL Branch 530 member Antonia Shields, chairman of the Mileage and Per Diem Committee, to the stage to deliver her committee's report and introduce the committee members: Amy Breault, Pittsfield, MA Br. 286; Kenneth Montgomery, Rochester, NY Br. 210; Jim Moulton, Aurora, IL Br. 219; and Jose Romero, Albuquerque, NM Br. 504. Shields reported that

the committee had determined a per diem of \$266 per day per delegate.

Board of Trustees Chairman Brown announced that the board had approved the committee's report. By voice vote, the delegates voted to accept the report.

Renfroe then introduced the president of the NALC Auxiliary, Cythensis Lang, who delivered greetings to the convention. The other members of the board introduced themselves: Vice President Cynthia Martinez, Secretary Crystal Bragg and Assistant Secretary

Linda Davis.

“It is so good to be able to come together and fight for this union,” said Lang, who is retiring as president. “It's been my pleasure to serve you.”

Vice President Cynthia Martinez told the delegates that she had been elected Auxiliary president for the next term earlier in the day.

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

Auxiliary President Cythensis Lang and the Auxiliary Board addressed the NALC Convention.



NALC AUXILIARY

Madam President Cythensis Lang resumed the convention with the Pledge of Allegiance and the collect.

Minutes from yesterday were corrected and approved.

Cynthia Martinez, our vice president, hosted our beautiful memorial service. She had a flower and a plaque made for all our deceased members. Martinez recited a poem and the 23rd Psalm. Donna Beckwood of Birmingham, AL Branch 530 sang a beautiful song called “If It Had Not Been” to conclude the memorial service.

NALC Executive Vice President Brian Renfroe and the Greetings to the Auxiliary

Committee came to welcome us. Renfroe addressed us about legislation, health benefits and, most importantly, about how he is a big supporter of the Auxiliary. He is going to be working with the National Auxiliary Board to close the gap between the NALC and Auxiliary. We are excited!

Crystal Bragg, our secretary, updated the credentials report to 42 registered delegates.

Ohio State President John Dyce let our members know that he is a big supporter of the Auxiliary. We truly appreciate all the support we can get.

We had elections this year, and our new National Auxiliary Board for 2022-

2026 will be: President Cynthia Martinez from Phoenix, AZ; Secretary Crystal Bragg from Decatur, IL; and Treasurer Samantha Yerg from Toledo, OH.

We continued with our bylaw changes. Four were accepted with additions and corrections.

The meeting was recessed to join the NALC Convention to be introduced by NALC President Fred Rolando to his members. Our meeting will continue at 10 a.m. on Aug. 10.

—Submitted by Linda Davis,
NALCA Assistant Secretary



NALC CONVENTION

WEDNESDAY

Aug. 10, 2022



LEADING BY EXAMPLE

On the third day of NALC's 72nd National Convention, leadership was on display from all quarters. On the day designated by the *NALC Constitution* for nominations of the union's national and regional leaders for the next four years, activists from within and without NALC demonstrated that leadership is not simply a title—it comes from the determination to stand up and do what is right.

The delegates were inspired by leaders of courageous efforts by everyday workers to organize at Amazon, despite the odds, as well as by postal and international union leaders who are carrying on the struggle around the world.

They nominated for election and in some cases chose their union's leadership team, embracing the democratic process for choosing leaders.

They honored carriers who are military veterans, leaders of another kind who showed—once again—what they are made of when they held a ruck march fundraiser, hiking along Chicago's lake-shore to raise funds for fellow veterans in need in the Chicagoland area.

And they celebrated a watershed event

in the union's history—the Great Postal Strike of 1970, led by ordinary members who stood up to the federal government and won.

Delegates heard from participants of the strike, many of them veterans of World War II, the Korean War and the Vietnam War, who reminded them that the strike came “from the rank-and-file carriers—from the ground up.”

It's a lesson that delegates will take from the convention to their branches and beyond.

BACK TO WORK

Wednesday's session of the NALC national convention kicked off with Stephanie Bostic of South Florida Branch 1071 singing a soaring rendition of the National Anthem and Chicago, IL Branch 11 member Tim L. Willis leading the Pledge of Allegiance. The Rev. Michael L. Pfleger, pastor at the Faith Community of Saint Sabina in Chicago, gave the invocation.

President Rolando announced that, following the release of the July consumer price index, the sixth cost-of-living adjustment (COLA) under the current contract

is \$2,455, an increase of 3.8 percent. He noted that the COLA clause would generate at least a 10 percent salary increase over the course of the current National Agreement.

ORGANIZING

President Rolando then called to the microphone Executive Vice President Brian Renfroe to recognize branches with the highest percentage of organization.

Top: Vice President James Henry stands, along with fellow veterans, to be thanked by the delegates for their service.

Below: Bruce Didriksen is congratulated on being elected Region 15 national business agent by consent.



"For many years, we've been the best-organized open-shop union in America," he said, noting that NALC's overall organization rate is 93 percent.

Renfroe then handed out first-place organizing awards.

The top organized branch with 2,500 or more active carriers is Boston, MA Branch 34 with a 97.72 percent organization rate.

The best-organized branch with between 1,500 and 2,499 active carriers is Flushing, NY Branch 294 with a 97.59 percent organization rate.



CUP-W's Jan Simpson



Caroline Wyatt of Birmingham, AL Branch 530

The most-organized branch with between 1,000 and 1,499 active carriers is St. Paul, MN Branch 28 with a 97.25 percent organization rate.

The best-organized branch with between 700 and 999 active carriers is Providence, RI Branch 15 with a 99.06 percent organization rate.

The best-organized branch with between 500 and 699 active carriers is Bergen County Merged, NJ Branch 425 with a 98.36 percent organization rate.

The best-organized branch with between 350 and

499 active carriers is Peoria, IL Branch 31 with a 97.82 percent organization rate.

There was a tie for best organized branch with between 200 and 349 active carriers: Lynn, MA Branch 7 and Pawtucket, RI Branch 55, both with a 100 percent organization rate.

Seven branches with between 100 and 199 active carriers, 14 branches with between 50 and 99 members, and 32 branches with between 25 and 49 members were recognized for a 100 percent organization rate.

Rolando then called Vice President James Henry, Secretary-Treasurer Nicole Rhine and Assistant Secretary-Treasurer Paul Barner to the podium to continue discussion of resolutions.

NOMINATIONS

President Rolando turned to the next order of business, as required by the *NALC Constitution*: calling for nominations for national and regional office, which were offered from the floor as follows (uncontested nominees were elected by consent; contested nominees are listed in nominating order):

President (contested)

—Brian L. Renfroe, Hattiesburg, MS Br. 938
—David Noble, Washington, DC Br. 142

Executive Vice President (contested)

—Paul Barner, Roswell, GA Br. 4862
—Kenneth R. Gibbs Jr., South Florida Br. 1071

—Maureen Valadie, Central Florida Br. 1091

Vice President

—James Henry, Garden Grove, CA Br. 1100

Secretary-Treasurer (contested)

—Nicole Rhine, Lincoln, NE Br. 8
—Cie Sharp, Long Island Mgd., NY Br. 6000

Assistant Secretary-Treasurer

—Mack I. Julion, Chicago, IL Br. 11

Director of City Delivery

—Christopher Jackson, Garden Grove, CA Br. 1100

Director of Safety and Health

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

Director of Retired Members (contested)

—Linda Kellam Mann, Minneapolis, MN Br. 9
—Daniel Toth, Lorain, OH Br. 583

Director of Life Insurance (contested)

—James W. Yates, Long Island Mgd., NY Br. 6000
—William E. Boone, Greater East Bay, CA Br. 1111

Director, Health Benefit Plan (contested)

—Matthew Webster, Cleveland, OH Br. 40
—Stephanie Stewart, Central Iowa Mgd. Br. 352

National Trustees (three positions; contested)

—Lawrence D. Brown Jr., Los Angeles, CA Br. 24
—Francisco Jose Cabrera, Greater East Bay, CA Br. 1111
—Sandra D. Laemmel, Detroit, MI Br. 1
—Charles P. Heege, New York, NY Br. 36
—Dorothy Kay Hall, Wenatchee, WA Br. 1350
—Rolando Rodriguez, Indianapolis, IN Br. 39

Region 1 NBA (contested)

—Markeisha Lewis, Garden Grove, CA Br. 1100
—Calvin Brookins, Van Nuys, CA Br. 2462

Region 2 NBA

—Nick Vafiades, Longview, WA Br. 2214

Region 3 NBA

—Michael Caref, Chicago, IL Br. 11

Region 4 NBA

—Dan Versluis, Tucson, AZ Br. 704

Region 5 NBA

—David A. Teegarden, Kansas City, MO Br. 30

Region 6 NBA

—David L. Mudd, Louisville, KY Br. 14

Region 7 NBA

—Patrick Johnson, Milwaukee, WI Br. 2

Region 8 NBA

—Steve M. Lassan, Nashville, TN Br. 4

Region 9 NBA (contested)

—Cliff Edwin Davidson Jr., Durham, NC Br. 382
—Don Lyerly, West Coast Florida Br. 1477

Region 10 NBA

—Shawn Boyd, Dallas, TX Br. 132

Region 11 NBA

—Mark S. Camilli, Northeastern NY Br. 358

Region 12 NBA

—Brian Thompson, New Castle, PA Br. 22

Region 13 NBA

—Vada E. Preston, Tidewater, VA Br. 247

Region 14 NBA

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

Region 15 NBA

—Bruce Didriksen, New Jersey Mgd. Br. 38

In a subtle acknowledgement that he would not be seeking reelection, President Rolando joked, "Damn, couldn't even get nominated." Letter carrier delegates responded with a round of applause, for which Rolando thanked them.

He then reviewed the voting process for AFL-CIO delegates and asked for nominations from the floor.

NALC's membership size means that the union can send nine delegates to the federation's convention. Rolando and Rhine serve as delegates by virtue of their offices; election of the remaining seven will take place on Thursday.

The nominees are (in ballot order): Michael J. O'Neill, New Jersey Merged Branch 38; Elise M. Foster, Chicago, IL Branch 11; Julie Quilliam, Great Falls, MT Branch 650; Robert James, Snohomish Co., WA Branch 791; Michael L. Willadsen, Hartford, CT Branch 86; Lloyd P. Doucet Jr., New Orleans, LA Branch 124; Jeff Parr, Santa Rosa, CA Branch 183; Rick Horner, Seattle, WA Branch 79; Charles Bonner, Palm Springs, CA Branch 4149; Anita Guzik, Los Angeles, CA Branch 24; Ben Jackson, Atlanta, GA Branch 73; and Paul Rozzi, Pittsburgh, PA Branch 84.

CREDENTIALS COMMITTEE

President Rolando then called Credentials Committee Chairman Delano Wilson of Silver Spring, MD Branch 2611 to the floor. Wilson introduced the committee members: Linda Boroughs, Dallas, TX Br. 132; Jon Calloway, Springfield, IL Br. 80; BaLynda Croy, Appleton, WI Br. 822; John Dyce, Youngstown, OH Br. 385; Oscar Ferreira, Fort Lauderdale, FL Br. 2550; Ethel Ford, Houston, TX Br. 283; Sean Geackel, Bux-Mont, PA Br. 920; Chuck Goushian, Camden, NJ Mgd. Br. 540; Sonny Guadalupe, New York, NY Br. 36; Patrick Harris, Garden Grove, CA Br. 1100; Todd Hornyak, Columbus, OH Br. 78; Brad Jasper, Yonkers, NY Br. 387; Anthony Lauderdale, Nashville, TN Br. 4; Cathy Madrid, San Mateo, CA Br. 1280; Cameron McFarlane, Worland, WY Br. 5384; Jacqueline McGregory, Western Wayne Co., MI Br. 2184; Dave Norton, Portland, OR Br. 82; Robb Petersburg, Minneapolis, MN Br. 9; Ryan Stockton, Sacramento, CA Br. 133; Derlwyn Taylor, Detroit, MI Br. 1; Aishia Tolson, Newark, DE Br. 1977; Susan Ugone, Hartford, CT Br. 86; and Julius Vickers, Northeast Florida Br. 53.

Wilson then gave the committee's final report, stating that 4,461 delegates (as well as 60 delegates-at-large) representing 569 branches from all 50 states, the District of Columbia, Guam and Puerto Rico were in attendance. The delegation voted to accept the report.

SOLIDARITY

The delegates then viewed a videotaped greeting from Mark Dimondstein, president of the American Postal Workers Union (APWU). Dimondstein expressed solidarity with letter carriers and noted that the experience of the pandemic has supercharged the labor movement beyond postal workers.

"Workers are drawing important lessons from the pandemic," he said. They are learning that "workers deserve better, that we make the world go 'round, and we are witnessing a welcome rise in working-class militancy."

Dimondstein called for all workers to build on that momentum: "As we look forward to our personal lives getting back to normal, let's recommit to a fight for a new normal."

President Rolando welcomed Jan Simpson, president of the Canadian Union

of Postal Workers, to the podium. Simpson told delegates about the shared obstacles of U.S. and Canadian postal employees and urged them to overcome them together.

"In Canada, like the U.S., multiple challenges are coming together to shape the future of the postal sector," she said, including automation, deregulation and competition from the private sector. "All of these are interconnected. All of these are being used by employers, even in the public sector, to intimidate workers and diminish our sense of our own value and the value of our work," Simpson said.

"We have to understand, and reject, this," she continued. "We have to know our value and how to build worker power."

The delegates thanked Simpson with a Letter Carrier Cheer.

Rolando then called Caroline Wyatt of Birmingham, AL Branch 530 to the microphone. Wyatt, who has worked as a tireless advocate for union organizers at the Bessemer, AL, Amazon facility, introduced Stuart Appelbaum, president of the Retail, Wholesale and Department Store Union.

Appelbaum told the delegates about his union's struggle to win union representation for workers at Amazon and why the effort is far more than just another organizing campaign. He detailed the harsh working conditions at the Bessemer facility and the aggressive anti-union tactics employed by Amazon. As a uniquely large and powerful corporation whose business model relies on mistreating workers, Amazon poses a threat to workers everywhere, he said.

"If left unchallenged, Amazon would determine what the future of workers would look like and how workers are treated," Appelbaum said. "In that future, we don't want Amazon's model to be everyone's model."

Though union organizers at Amazon's facility lost the first election, the National Labor Relations Board ruled that Amazon had unfairly interfered and ordered a new election. The Board is now counting the ballots in that new election. Even if the results of the new election don't come out in the union's favor, Appelbaum said, the campaign has awakened new organizing efforts among workers in other Amazon facilities and other big corporations that have held unions back, such as Starbucks.

He pledged, therefore, not to give up on

Amazon, regardless of the outcome of the new election.

"Workers everywhere now understand that if you can stand up to Amazon, with all its money and all its power," he said, "you can come together and stand up to your employers anywhere in this country."

More than two-thirds of Americans support unions, he noted—the highest level in 55 years. "We have to take advantage of the moment, and that includes standing up to Amazon," he said.

"A wildfire is spreading. A movement is building. Organizing encourages further organizing," Appelbaum said. "This is our moment!"

The delegates thanked Appelbaum with a Letter Carrier Cheer.

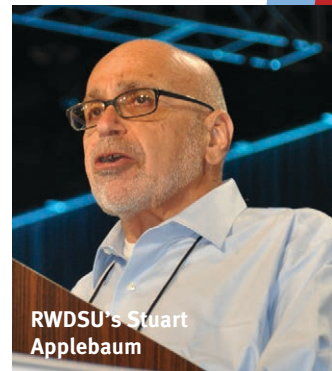
Rolando then invited Director of Safety and Health Manuel Peralta Jr. to the stage. Peralta recognized letter carriers who had excellent results in obtaining Customer Connect leads.

Rolando subsequently called the Board of Trustees—Chairman Lawrence D. Brown Jr., Sandra D. Laemmel and Mack I. Julion—to the stage. Brown delivered the trustees' report.

Rolando then introduced guest speaker Alke Boessiger, deputy general secretary of the UNI Global Union.

Boessiger talked about how the pandemic has massively affected workplaces by accelerating 10 years of changes into two years, including artificial intelligence and automation, and she called for diversification in postal services.

"As we look toward the future in post, postal services must expand into financial, social and logistical services," she said, adding, "This requires different labor skills, the restructuring of business



RWDSU's Stuart Appelbaum



UNI Global Union's Alke Boessiger



Delegates gave a Letter Carrier Cheer to the participants of the 1970 Great Postal Strike.

models, and innovative responses from us as the unions. If we work together, we can create a post which is publicly owned, modern, innovative and carbon neutral.”

She decried Amazon’s anti-unionization stance and its war on workers, and said that strong unions are the key to a world of social justice.

“As trade unionists, our power comes from our members,” Boessiger said. “The work that you do every day—as shop stewards, as union leaders, winning that

The NALC Veterans Group hosted the Ruck March held after the general session.

grievance, negotiating that contract, listening to your members—that’s what builds union powers. Together, you’re stronger. Together, we can change the world.”

The Convention responded by giving Boessiger a Letter Carrier Cheer.

Next, the delegates viewed Part 2 of the strike film “Revolt of the Good Guys.” Following the film, several delegates shared their experiences during the strike, both those who ended up walking off the job and those whose branches didn’t go on strike before the strike ended. After inviting delegates from New York, NY Branch 36, the first branch to go out on strike in

1970, to the stage, the delegates jumped to their feet to deliver a Letter Carrier Cheer to honor them.

Next, Rolando invited the Scholarship Committee to the podium to deliver its report. The committee members are Chairman Larry Kania of Buffalo-Western New York Branch 3; Carly Hook of Santa Clara, CA Branch 1427; and Kimetra Lewis of Dallas, TX Branch 132.

Rolando then called Director of Retired Members Dan Toth to the stage to introduce the Retirement Committee: Chairman Michael Sheridan of South Macomb, MI Branch 4374; Doug Gulley of Columbus, OH Branch 78; Mary Halford of Arizona Merged Branch 1902; JoAnn Pyle of Seattle, WA Branch 79; and John Walsh of Albany, NY Branch 29. Sheridan presented the committee’s report.

NALC’s president brought the Nalcrest Committee—Matty Rose of South Florida Branch 1071; Don Southern of Lakeland, FL Branch 1779; and Tom Young of Garden Grove, CA Branch 1100—to the stage to deliver the committee’s report.

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



NALC AUXILIARY

Madam President Cynthia Lang resumed our meeting with the Pledge of Allegiance and the reciting of the collect. Meeting minutes were approved with additions and corrections.

We collected \$390 for the William Doherty Scholarship and \$495 for the Muscular Dystrophy Association

from our members.

The bylaws were completed.

The meeting was continued upstairs to take photos of the Auxiliary.

The meeting was recessed until 10 a.m. on Aug. 11.

**—Submitted by Linda Davis,
NALCA Assistant Secretary**

WEDNESDAY, AUG. 10



The NALCA Board



THURSDAY

Aug. 11, 2022



THE POWER OF UNITY

On the fourth day of the 72nd Biennial Convention, delegates embraced the power of unity and collective action. They heard from leaders who reminded them that as individuals, our power would be small, but by joining together in service of a common goal, we magnify our power and we can accomplish what otherwise seems impossible.

The NALC's strength is built, branch by branch, by activists who organize letter carriers at a 93 percent rate. And we gain strength by helping other unions organize new workplaces, standing up for the right of every worker to join a union.

We make the impossible possible when we raise funds for the Muscular Dystrophy Association and its research, treatment and support programs.

We increase our voice when we support NALC's political efforts through the Letter Carrier Political Fund and by uniting with other workers to volunteer for campaigns through local labor councils. We demonstrated this power earlier this year by helping to pass a bill that for so long seemed impossible: the Postal Reform Act that ended pre-funding of retiree health care benefits and enshrined six-day delivery in law.

"I'm particularly proud of the fact that, against all odds, in this Congress, despite the war on all of you and the Post Office that had been launched for decades, we passed the Postal Reform Act of 2022," Rep. Hakeem Jeffries (D-NY) told the delegates, "to make sure that all of you will be treated to the dignity and respect that you deserve because of your hard work in keeping the people of the United States of America connected.

"We did that together."

United with each other and with our fellow workers, letter carriers are truly an unstoppable force.

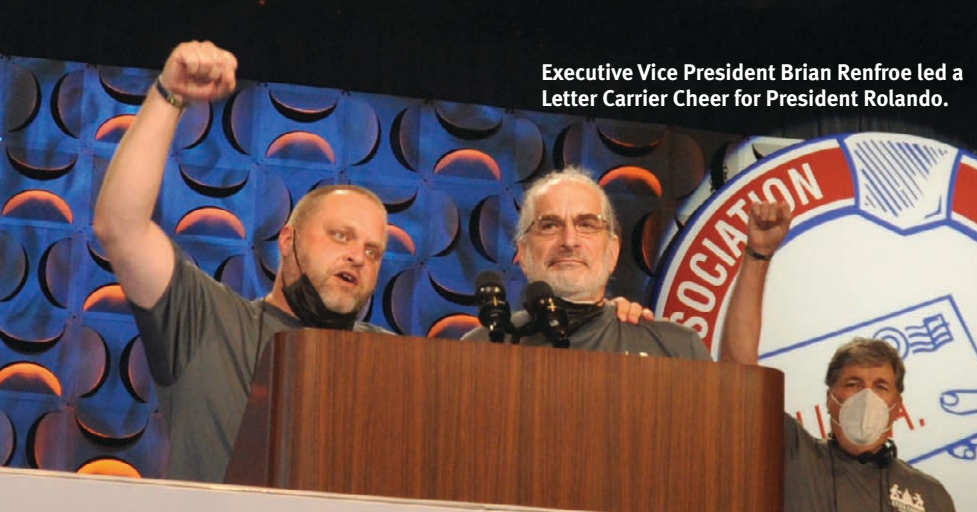


Top: Delegates from New York crowd the stage to cheer on Rep. Hakeem Jeffries (D-NY).

Above: AFL-CIO President Liz Shuler vows to fight for American workers.

Right: President Fredric Rolando leads a cheer for two MDA ambassadors.





Executive Vice President Brian Renfro led a Letter Carrier Cheer for President Rolando.

After, at the request of a delegate, Executive Vice President Brian Renfro came to the lectern to lead a Letter Carrier Cheer for Rolando at his last convention as president.

ORGANIZED LABOR

NALC's president then offered a tribute to the late Rich Trumka, former president of the AFL-CIO, who died last year, calling him a "champion for working people and a happy warrior for every union in the AFL-CIO." The delegates observed a moment of silence to honor Trumka.

Rolando then introduced guest speaker Liz Shuler, AFL-CIO president, who came to the stage escorted by NALC's AFL-CIO delegates.

Shuler praised workers for their efforts in passing the Inflation Reduction Act in Congress last week. "Because we as a labor movement actually fought for this bill to include labor protections and domestic content requirements," she said, "it's going to create millions of good-paying, family-supporting union jobs for generations. That's what's possible when we fight to elect leaders who fight for us."

Seeing that most delegates were wearing Letter Carrier Political Fund T-shirts on the floor, Shuler reminded them that there are only 89 days left before Election Day. "We have to make the most of every one of those 89 days," she said. "We are the only people who can actually get out there and break through the noise."

Shuler noted that public trust in most American institutions has declined—but not for unions. "People trust unions," she said. "We need to make the most of that trust."

She urged delegates to become involved



Robert Reiter Jr.

CALLED TO ORDER

Thursday's session began with Doug Adams of New Jersey Merged Branch 38 singing an *a capella* rendition of the National Anthem and Shanya Bensen, sergeant-at-arms of Chicago, IL Branch 11, leading the Pledge of Allegiance. The Rev. Dr. Otis Moss III of Trinity



Rep. Hakeem Jeffries (D-NY)

United Church of Christ in Chicago delivered the invocation.

President Rolando announced the appointment of members of the National Election Committee: Christa Abraham, Minneapolis, MN Br. 9; Eric Lomax, Jamaica, NY Br. 562; Rod Holub, Manhattan, KS Br. 1018; Delano Wilson, Silver Spring, MD Br. 2611; Antonia Shields, Birmingham, AL Br. 530; Paul Roznowski, Royal Oak, MI Br. 3126; Ethel Ford, Houston, TX Br. 283; Tom Dlugolenski, Syracuse, NY Br. 134; Jeannette Triana, South Florida Br. 1071; Brian Wiggins, Seattle, WA Br. 79; and Andy Weiner, Jamaica, NY Br. 562.

President Rolando then welcomed Rep. Jeffries, who was escorted to the stage by the New York delegation.

Jeffries told the crowd that it was time to put people over politics in the country.

"What an amazing thing," he said, "that, for the American people, the point of comparison, the baseline for what dedication and commitment and hard work means, is the work that letters carriers do each and every day, each and every week, each and every month, each and every year."

The congressman noted that the Postal Service is one of the few institutions mentioned in the U.S. Constitution, and that despite current USPS leadership, progress is being made because of what letter carriers bring to the table.

Jeffries continued by saying that the country is in a difficult moment—while we are fighting for the people and the public interest, others are fighting for the privileged few and special interests.

"As long as we continue to stick together, to stand up and show up and speak up," he told the delegates, "at the end of the day, the people will always prevail."

He continued: "We will ensure, despite the efforts by some, we will never let a single person in the United States Congress get anywhere close to privatizing the United States Postal Service—not now, not ever."

The delegates showed their appreciation with a standing ovation and a Letter Carrier Cheer.

AFL-CIO President Liz Shuler





in their local AFL-CIO labor councils to magnify labor's power and take advantage of its strengths in political activism. "When we build connections and use our organizing capabilities for politics, we build power—power for working people," she said.

Shuler pointed to the widening gap between the wealthy and working people—the ratio between executive wealth and average worker pay has grown to 324 to 1. "The greed that is taking place in our economy right now is unsustainable," she said. "We know the Jeff Bezoses and Elon Musks of the world, they have enough money to pay the workers more and treat them better, and we are going to make sure that they do."

"Let's keep fighting for each other and the future for the next generation!" she concluded.

The delegates rewarded Shuler with a Letter Carrier Cheer.

Rolando introduced guest speaker Robert Reiter Jr., president of the Chicago Federation of Labor.

Reiter welcomed the delegates to Chicago and praised Chicago-area carriers for their commitment to the city's federation.

He told delegates that Chicago labor activists are working to protect workers' rights, including ending "right to work" laws in Illinois and beyond. Their goal, Reiter said, is to "take right-to-work off the table for private-sector employees in the state of Illinois—and then we're taking the show on the road!"

The delegates thanked Reiter with a Letter Carrier Cheer.

Rolando introduced the AFL-CIO delegates—Anita Guzik, Los Angeles Br. 24; Steve Hanna, York, PA Br. 509; Charles Heege, New York, NY Br. 36; Lloyd Doucet Jr., New Orleans Br. 124; and Elise Foster, Chicago, IL Br. 11—to present their report.

A STRONG ALLY

After more discussion of resolutions, Rolando invited Sen. Dick Durbin (D-IL)

to the stage, calling him "a staunch and unapologetic defender of the labor movement" who has "been in our corner right beside us the entire 12 years of trying to achieve postal reform."

Durbin, the No. 2 Democrat in the Senate, began by saying that his first endorsement for Senate came from NALC's Illinois State Association of Letter Carriers. He then congratulated the entire union for the passage of postal reform.

"It came from the administration of a president of the United States who is not afraid to say the word 'union,' is proud of the fact that the unions have made American strong, and wants to make sure that unions are a part of our future," the senator said, adding, "I agree with President Biden."

He said that people count on carriers to bind neighborhoods together and create communities.

"There's a reason the Postal Service is in the Constitution," Durbin declared. "It's as basic as America itself. We want to make sure you're here for a long time to stay."

He continued by saying that letter carriers have always been on the side of working people: "They stand up and speak up for the right values across the nation."

Durbin said the upcoming midterm elections are going to decide what the country looks like, and added that we need to build the economy to give working people a fighting chance to make the cost of living affordable for families.

He said that 250 years ago, "when our Founding Fathers sat down and wrote the Constitution, Americans understood that a healthy economy and a healthy democracy require an affordable, reliable Postal Service."

Durbin concluded by thanking NALC members for all they do to keep our democracy strong. "You're making America a nation of communities," he said.

President Rolando led the delegates in an enthusiastic Letter Carrier Cheer for Sen. Durbin.

He then called for a collection in the convention hall for two causes: the striking workers at Warrior Met Coal whom United Mine Workers President Cecil Roberts had mentioned during his speech on Tuesday, and for the daughter of Indianapolis, IN Branch 39 city carrier assistant Angela Summers, who was killed on her route in April 2020.

Rolando brought Executive Vice President Renfroe, Director of Health Benefits Stephanie Stewart and Director of Life Insurance Jim Yates in turn to the stage to resume discussion of resolutions.

LETTER CARRIER POLITICAL FUND

Rolando subsequently presented awards to branches with the greatest participation, and largest donation per capita, for the Letter Carrier Political Fund for 2020 and 2022 by branch size. The first-place winners were:

Participation rate

2,000-plus members: New Jersey Merged Br. 38 (2020—15.83%/2022—13.75%)

1,000-1,999 members: Austin, TX Br. 181 (2020—31.77%/2022—31.43%)

500-999 members: Birmingham, AL Br. 530 (2020—23.6%/2022—21.35%)

300-499 members: Reading, PA Br. 258 (2020—48.32%), Fall River, MA Br. 51 (2022—46.15%)

50-299 members: Pawtucket, RI Br. 55 (2020—65.95%/2022—69.5%)

Per capita donations

2,000-plus members: Chicago, IL Br. 11 (2020—\$34.21), New Jersey Merged Br. 38 (2022—\$33.28)

1,000-1,999 members: Austin, TX, Br. 181 (2020—\$74.94/2022—\$68.72)

500-999 members: Honolulu, HI Br. 860 (2020—\$78.28/2022—\$67.74)

300-499 members: Reading, PA Br. 258 (2020—\$118.71), Fall River, MA Br. 51 (2022—\$123.80)

50-299 members: Rhode Island Merged Br. 57 (2020—\$161.41), Pawtucket, RI Br. 55 (2022—\$143.18)

Rolando called Assistant Secretary-Treasurer Paul Barner to the podium.



Sen. Dick Durbin (D-IL)



Delegates wore their LC PF shirts to show their support for NALC's PAC.



Christina Davidson



MDA's Dr. Donald S. Wood

He invited the Public Relations Committee to the podium to deliver its report. The members are Dan Garhofer, St. Paul, MN Br. 28; Karen Evans, Stamford, CT Br. 60; Eric Jackson, Southeast PA Mgd. Br. 725; Matt Leger, Fall River, MA Br. 51; and Carolyn Zorn, Pasadena, CA Br. 2200.

The delegates passed a motion calling for NALC to match the donations that delegates gave from the floor to support striking coal miners and the daughter of a carrier

who was killed on the job.

The president invited the Mileage and Per Diem Committee to the lectern. Its chairwoman, Antonia Shields, delivered the final report. NALC Board of Trustees Chairman Larry Brown told delegates that the trustees had approved of the report. The delegates approved a motion to accept the final report.

The delegates then viewed Part 3 of the strike film "Revolt of the Good Guys."

OFFICIAL CHARITY

Rolando brought Assistant to the President for Community Services Christina Davidson to the podium to speak about the Muscular Dystrophy Association (MDA). After a video about MDA, Rolando introduced MDA ambassadors, brother and sister Josh and Holly Szymczak, and their parents, Denise and John Szymczak. Born with a rare form of neuromuscular disease, both Josh and Holly have benefited from MDA's support, including MDA's clinics, where they can see many doctors in a single visit. The Szymczaks thanked letter carriers for their support.

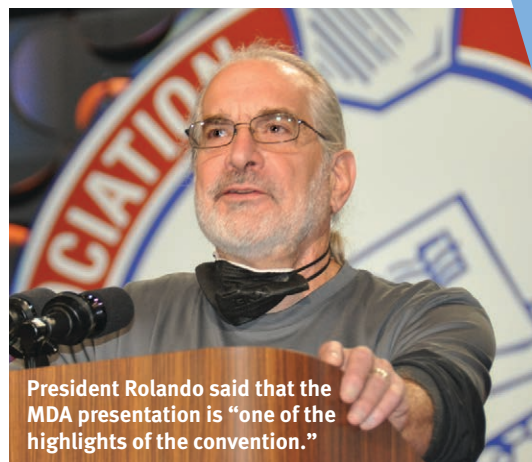
The president invited Dr. Donald S. Wood, chief executive officer of MDA, to the stage. Dr. Wood told the delegates about the many ways MDA had achieved advances in research and treatment that nobody thought possible. "You make the impossible possible with your dedication, your support, your drive, your energy," he said. Dr. Wood presented Rolando with a legacy award for his support of MDA and led the delegates in a Letter Carrier Cheer for the president.

Rolando then presented branch awards for MDA fundraising for 2021, by size category: Category 1—New Jersey Mgd. Br. 38, \$49,465.50; Category 2—Portland, OR Br. 82, \$15,999.00; Cat-

egory 3—Tampa, FL Br. 599, \$13,471.87; Category 4—Northeastern New York Br. 358, \$31,713.74; Category 5—Colorado Springs, CO Br. 204, \$12,985.50; Category 6—Yonkers, NY Br. 387, \$15,535.11; Category 7—South Central Indiana Br. 828, \$15,714.88; Category 8—Burlington, NC Br. 2262, \$7,746.00; Category 9—Gainesville, GA Br. 1441 \$4,000; and Category 10—New City, NY Br. 5229, \$3,551.36.

The president introduced Stewart, who introduced the Health Benefits Committee: Tom Nelson, New York, NY Br. 36; Raquel Acasio, San Diego, CA Br. 70; Cathy Bodnar, Hammond, IN Br. 580; Jacob Morgan, Greater East Bay, CA Br. 1111; and Erick Poston, Cleveland, OH Br. 40. Nelson delivered the report of the committee.

After some announcements, the session adjourned shortly after 3 p.m.



President Rolando said that the MDA presentation is "one of the highlights of the convention."



NALC AUXILIARY

Madam President Cythensis Lang resumed our meeting with the Pledge of Allegiance and the collect.

The Auxiliary Country Store raised \$1,321.25. The registration and per capita collected \$2,052. We raised \$245 for MDA. The scholarship raised \$240.

The 50/50 raffle collected a total of \$1,343. The National Auxiliary collected half of that, \$671.50. We did the 50/50

drawing, and the two winners were Ed-die Mann and Ernest Salazar, who each took home \$335.75.

Madam President Lang thanked Chris Bragg of Aux. #153 for manning the Country Store every day.

Past Auxiliary President Linda Kirby of Aux. #465 installed the newly elected 2022-2024 National Auxiliary Board members: President

THURSDAY, AUG. 11

Cynthia Martinez of Aux. #377, Secretary Crystal Bragg of Aux. #153, and Treasurer Samantha Yerg of Aux. #158.

We adjourned until 2024 in Boston.

—Submitted by Linda Davis





The resident national officers and trustees led delegates in a Letter Carrier Cheer for President Rolando.



LAST HURRAH

The final day of the 72nd Biennial Convention was a time for delegates to look back at what they and their union had accomplished in the past week and in the past decades, and to look forward to a new generation of union activists and leaders. As they prepared to head back to their branches and their routes, the delegates recommitted themselves to stand up for letter carriers on the workroom floor, to deliver for democracy, and to defend the rights of all workers.

The delegates looked back at a convention that highlighted the special role of letter carriers in their communities and their long history of binding the nation together. After a week of educational workshops, they ended the convention with a wealth of new information to share with their branch members and to use to better the lives of their fellow carriers.

They closed the convention with a renewed energy and confidence that, by sticking together, letter carriers and other workers can win ongoing organizing and union rights struggles across the country as part of the emerging renaissance of labor.

With many delegates wearing “I’m Voting for Democracy” wristbands, they headed home to do their part in ensuring that elections remain free and fair, and to work to elect candidates who stand up for working people and for a strong democracy.

As President Emeritus William H. Young reminded delegates in his greeting, unity and activism are “the secret of our success.”

GETTING DOWN TO BUSINESS

Friday’s session of the convention opened with Tim Greene of Asheboro, NC Branch 2560 singing an inspiring rendition of the National Anthem, followed by Jimmy Canada of Chicago, IL Branch 11 reciting the Pledge of Allegiance. Halil Demir of the Zakat Foundation in Chicago gave the invocation.

President Rolando announced that Paul Roznowski of Royal Oak, MI Branch 3126 will serve as chairman of the Election Committee for the upcoming election of national and regional officers.

The delegates then watched a memorial to the 109 active and retired city

letter carriers who were lost due to the COVID-19 pandemic.

Director of Retired Members Dan Toth, Director of Safety and Health Manuel L. Peralta Jr., Assistant Secretary-Treasurer Paul Barner and Vice President James Henry led consideration of resolutions, with many being adopted by the body. A complete list of the approved resolutions will appear in the September/October edition of *The Postal Record*.

Rolando called Assistant to the President for Community Service Christina Vela Davidson to the microphone for a presentation on the Letter Carrier Food Drive, and for the giving of awards to branches with the most food collected in 2022:

- Category 1 (2,500 or more members): Garden Grove, CA Br. 1100—1,000,571 pounds
- Category 2 (1,500-2,499 members): Seattle, WA Br. 79—455,617 pounds
- Category 3 (1,000-1,499 members): West Coast Florida Br. 1477—650,332 pounds
- Category 4 (700-999 members): San Juan, PR Br. 869—2,964,000 pounds
- Category 5 (500-699 members): Ponce, PR Br. 826—199,830 pounds

- Category 6 (350-499 members): Kalamazoo, MI Br. 246—221,912 pounds
- Category 7 (200-349 members): Columbia, MO Br. 763—431,401 pounds
- Category 8 (100-199 members): North Sound, WA Br. 450—748,948 pounds
- Category 9 (50-99 members): Helena, MT Br. 220—214,020 pounds
- Category 10 (26-49 members): Beaufort, SC Br. 3262—137,200 pounds
- Category 11 (1-25 members): Watervliet, NY Br. 178—51,000 pounds
- Top fundraiser: North Sound, WA Br. 450—\$59,724

REP. ROBIN KELLY (D-IL)

President Rolando then welcomed guest speaker Rep. Robin Kelly (D-IL) to the stage.

Kelly, a member of the House Oversight and Reform Committee, lauded NALC members for all they do. “No matter the weather, the busy holiday seasons and even a global pandemic, letter carriers keep working to ensure that everyone gets their mail,” she said. “For more than 130 years, the National Association of Letter Carriers has worked to protect the rights of city letter carriers across the country. The association has been an incredible example of collective bargaining.”

She said that NALC’s high organization rate is a testament to the union’s success in advocating for letter carriers and that she wants to continue to help.

“The past few years have been especially challenging,” she said, adding, “That’s why I have consistently worked in Congress to ensure that you have the tools and support you need to succeed.”

Kelly congratulated NALC on having postal reform passed, including codifying six-day delivery into law.

“This is progress that has been a long time coming, and I know that many of you and your fellow letter carriers deserve a pat on the back for advocating for these priorities for so long,” she said.

“I am confident that this won’t be our last cause for celebration,” she continued. “There is still more work to do to protect the vital services of the USPS. We should continue innovating how we use the USPS network to provide delivery services, expand partnerships and do everything we can to keep our letter carriers’ workload manageable.”



Rep. Robin Kelly (D-IL)

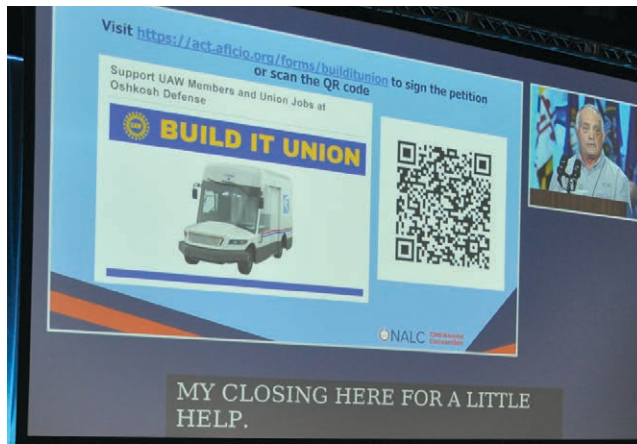
She concluded by telling the delegation, “My door is always open to letter carriers.”

Carriers responded by giving her a Letter Carrier Cheer.

President Rolando invited Assistant Secretary-Treasurer Barner to the lectern. Barner gave a presentation about the NALC Disaster Relief Foundation (NDRF) and recognized the members of its board of directors: Anita Guzik of Los Angeles, CA Br. 24; Sandra Laemmel of Detroit, MI Br. 1; Gary Mullins of Wichita Falls, TX Br. 1227; Matthew Rose of South Florida Br. 1071; and Richard Thurman of St. Louis, MO Br. 343.

He also recognized the NDRF officers: President Davidson of Durham, NC Br. 382; Vice President Peralta of Garden Grove, CA Br. 1100; and Secretary-Treasurer Antonia Shields of Birmingham, AL Br. 530.

Barner reported that between its establishment in July 2018 and May of this year, the foundation had provided nearly \$1.5 million in grants and assistance to victims of 32 storms and wildfires in 23 states.



Delegates were encouraged to add their names to a petition calling for the NGDV to be built by UAW employees in Wisconsin.

UNITED AUTO WORKERS

The president then welcomed Bob Lynk, president of United Auto Workers Local 578 in Oshkosh, WI, and Local 578 Chief Steward Kurt Sauer to the podium. Lynk and Sauer explained how Oshkosh has a union plant in Wisconsin ready to build the Next Generation Delivery Vehicle (NGDV), but that the company had announced that it would move construction to the right-to-work state of South Carolina.


Lynk described his union’s struggle to bring the NGDV back to Wisconsin. “We are proud of the work we do in Oshkosh,” he said. “I am confident that the 84 years of unionized labor [presence] has given us the experience to build a fleet of high-quality electric vehicles for the USPS.”

Lynk and Sauer asked the delegates and other letter carriers to add their names to a petition for the UAW to build the NGDV.

AFL-CIO DELEGATE ELECTION RESULTS

Rolando then brought Andrew Weiner of Jamaica, NY Branch 562, election commissioner and chairman of the Board of Tellers, to the stage to announce the results of the AFL-CIO delegate election (the top seven are listed below and will serve as AFL-CIO delegates):

- Michael O’Neill, New Jersey Mgd. Br. 38—10,447 votes
- Anita Guzik, Los Angeles, CA Br. 24—10,140 votes
- Elise Foster, Chicago, IL Br. 11—10,071 votes
- Lloyd Doucet, New Orleans Br. 124—9,822 votes



Trustees
Chairman Larry Brown
took a moment to honor
his friend, Fredric Rolando.

- Michael Willadsen, Hartford, CT Br. 86—9,485 votes
- Julie Quillam, Great Falls, MT Br. 650—9,369 votes
- Paul Rozzi, Pittsburgh, PA Br. 84—9,353 votes

Weiner then announced the total donations collected from delegates on the floor during the week. Chairman of the Board of Trustees Larry Brown of Los Angeles, CA Branch 24 announced the allocation of the donations. The Ruck March sponsored by the NALC Veterans Group after the Wednesday session raised \$26,244 for homeless veterans in Chicago. The collection on the convention floor, split between the family of a city carrier assistant who died and striking miners in Alabama, yielded \$28,772. Both amounts were matched by NALC Headquarters. The delegates approved the allocations.

A MOMENT OF PRIVILEGE

Trustees Chairman Brown took a moment of privilege to speak about his experience working with President Rolando, who is retiring in December.

Executive Vice President Brian Renfroe then read a letter of greeting from President Emeritus Young, who praised the passage of the Postal Reform Act. “All credit goes to the thousands of letter carrier activists who contributed to our PAC and lobbied their members of Congress,” Young wrote. “I hope every delegate in Chicago understands that this is the secret of our success.”

Delegates then watched a video tribute to Rolando. Surrounded by all the national officers, Rolando thanked Brown, Renfroe and the cheering delegates.

COMMITTEE REPORTS

The president then called Director of Life Insurance Jim Yates to the lectern. Yates introduced the Mutual Benefit Association Committee: Eric Matras, Portland, OR Br. 82; Mark Godbee of Ballwin, MO Br. 5050; Vincent Mase, New Haven, CT

Br. 19; Annette Taylor, Annapolis, MD Br. 651; and Kathy Walter, Tucson, AZ Br. 704. The committee members delivered their report.

Yates then called forward the members of the Uniform Committee: Stafford Price Jr., Chicago Br. 11; Mark Adams, Suffolk, VA Br. 1112; Stephanie Baiungo, Las Vegas, NV Br. 2502; Greg Klopfer of Jamaica, NY Br. 562; and Lisa Schleich of Grand Junction, CO Br. 913. The committee members delivered the committee’s report.

Rolando called Vice President Henry to the microphone to lead consideration of appeals. The delegates considered two appeals and voted to reject both.

The president brought Secretary-Treasurer Nicole Rhine to the lectern. Rhine introduced the members of the Convention Site Committee: Howard Komine, Honolulu, HI Br. 860 and Glenn Norton, Las Vegas, NV Br. 2502 (committee member Jim Korolowicz, South Macomb, MI Br. 4374, was not present). Komine and Norton delivered the report of the committee about the upcoming conventions in Boston (2024) and Los Angeles (2026).

The delegates viewed a video recap of the convention.


The president then called Boston, MA Branch 34 President Mike Murray to the microphone. Murray whetted the delegates’ appetites for the 2024 convention in Boston. The delegates viewed a welcome video about Boston.

President Rolando introduced Jill Lemons of Canoga Park, CA Branch 4006,

chairwoman of the Distribution Committee, to deliver the committee’s report and to introduce the committee’s members: Aldo Alvarez, Des Plaines, IL Br. 2076; Lakeyshon “Keisha” Bryant, Greenwood, MS Br. 1080; Ronnie Blue, Macon, GA Br. 270; Reba Campbell, Knoxville, TN Br. 419; Horner Christian, Huntington, WV Br. 359; Richard Galvin, Boston, MA Br. 34; Angel Garcia, Lansing, MI Br. 122; James Giese, Stockton, CA Br. 213; Sandy Gleim, Rockford, IL Br. 245; Alphonso Floyd, Olympia, WA Br. 351; Wayne Harlow, Greenville, SC Br. 439; Michelle Jellison, Topeka, KS Br. 10; Tammy Jones, Reading, PA Br. 258; Pat Kelly, Levittown, PA Br. 4973; Phil Khan, Flushing, NY Br. 294; Oswald Lecky, South Jersey, NJ Br. 908; Eddie Lofland, Sioux City, IA Br. 908; William Lynch, Framingham, MA Br. 334; Stephanie Matthews, Atlanta, GA Br. 73; Jamaal Mattocks, Raleigh, NC Br. 459; Mark Murphy, Erie, PA Br. 284; Mark Nembhard, Virginia Beach, VA Br. 2819; Matt Parkin, Pocatello, ID Br. 927; Armando Pedreira, New Jersey Mgd. Br. 38; Jose Portales, San Antonio, TX Br. 421; Leon Prude, Los Angeles, CA Br. 24; Andrea Richardson, Memphis, TN Br. 27; Rai Santiago, Elizabeth, NJ Br. 67; Craig Schadewald, New Bern, NC Br. 780; Mark Seitz, Maine Mgd. Br. 92; Vu Tran, Santa Clara, CA Br. 1427; Tyrone Valdez, Chicago, IL Br. 11; Curtis Walker, Kansas City, MO Br. 30; Shanaya Walker (Benson), Chicago, IL Br. 11; and Ed Walsh, Northeastern NY Br. 358.

Rolando closed the last convention he will preside over with words of gratitude: “It’s been an honor to serve as your president for 13 and a half years and to chair these last six conventions,” he said. “Stay well; I love you guys.”

After President Rolando expressed thanks to everyone who worked to make the convention possible, the 72nd Biennial Convention adjourned *sine die* at 12:22 p.m.



Boston Branch 34
members invited
delegates to their
city for the 2024
convention.

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:

- Establish an off-assignment overtime desired list for regularly scheduled workdays.
- Expand Article 2 to prohibit discrimination based on sexual orientation or identity.
- Negotiate to address staffing issues and to streamline the hiring process.
- Until we achieve an all-career workforce, reduce the time a carrier spends in a non-career position to no more than 12 months of relative standing.
- Not require a carrier to work a holiday or designated holiday when leave is used in conjunction.
- Create an additional overtime list for carrier technicians who only desire overtime on the route they are assigned that day.
- Increase annual leave by two weeks.
- Add grandchildren to the definition of family member for bereavement leave.
- Add Juneteenth National Independence Day to Article 11.
- Issue a complete standard uniform package to properly equip new employees.
- Prohibit full-time regular city carriers, whose bid assignment does not include Sunday as a regularly scheduled day, from being mandated to work Sunday.
- Create two overtime lists: one for carriers who desire overtime on each of their five scheduled workdays but not the non-scheduled day, and a second list for overtime only on their non-scheduled day.
- Provide credit on the pay schedule for time served as a CCA or former CCA.
- Add significant other to the definition of bereavement leave.
- Sell back annual leave in the same manner as management.
- Include CCAs in Article 13.
- Give priority consideration at Step B and arbitration to grievances relating to a transfer.
- Employees placed into an emergency placement status will remain in a pay status.
- CCAs to receive 8 hours of administrative leave when a current or former president of the United States dies.
- Leave may be donated for any approved FMLA absence.
- Require the Service to mail a yearly letter informing the carrier of their emergency contact as well as life insurance beneficiary and benefit amount.
- Eliminate Table 2 of the pay schedule.
- Require use of the scanner to alert carriers of an emergency.
- Hire employees directly into career positions.
- Seek full and equal access to information and programs utilized in joint route adjustments.

- Have the interior of postal vehicles cleaned at least once per month.
- Increase the annual leave carryover and terminal leave limit to 520 hours.

GENERAL RESOLUTIONS

- The NALC will advocate to maximize the number of electric NGDVs, for the fleet to be built by union labor, and to expedite the delivery of the vehicles to the field.
- The Mutual Benefit Association will investigate adding a long-term care insurance policy.
- That letter carriers be offered the opportunity to contribute to the NALC Disaster Relief Fund through biweekly payroll allotments.
- Negotiate with the DOL and OWCP to allow NALC members to formally continue their union membership while receiving workers' compensation.
- Create an instructional route count and inspection video if and when returning to a unilateral route adjustment process.
- That the NALC study the French system of checking in on the frail and elderly and seek to negotiate a similar service.
- To advocate and promote non-postal government services at local post offices.
- The NALC Health Benefit Plan will seek to cover necessary travel expenses for Plan members forced to travel to obtain access for covered reproductive health services. The NALC will work to prohibit infringements on federally protected rights, such as collective bargaining and health care benefits.
- Establish a taskforce to study the feasibility of NALC, or in collabora-

tion with other unions, assisting Amazon delivery drivers in organizing a union.

- To advocate for Election Day to become a federal holiday, automatic voter registration, and to make voting by mail a right for all.

CONSTITUTIONAL AMENDMENTS

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

- **Entire Constitution**—Edit the entire *Constitution* to eliminate all gender pronouns and other gender references throughout.

CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES:

- **Article 4, Section 1**—Added language to create a Mutual Benefit Association representative as an officer of the branch.
- **Article 6, Section 1**—Add language to create a Letter Carrier Political Fund coordinator to the branch, to be appointed by the president.

CONSTITUTION AND GENERAL LAWS OF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION:

- **General Laws, Law 3, Sections 5 and 6**—Delete the sections which detail the procedure that a Mutual Benefit Administration representative could be removed from office by the national chairperson of the Board of Trustees.



EXHIBITOR AREA



Outside the convention floor, exhibits supplied the delegates with knowledge, inspiration and one-on-one access to NALC staff and letter carrier volunteers manning the informational booths.

Among the most popular exhibits were a prototype of the Next Generation Delivery Vehicle (NGDV), which delegates could see up close, inside and out, and “The Week the Mail Stopped,” a mini museum about the Great Postal Strike of 1970.

Exhibitors from various NALC departments gave delegates important information, including the ability to look up their own records and to sign up on the spot to participate in union activities and benefits.

The Letter Carrier Political Fund (LCPF) booth provided LCPF T-shirts to delegates who had contributed to NALC’s political action committee while also signing up many new contributors. LCPF supporters proudly wore their shirts on the convention floor during Thursday’s session.

The NALC Health Benefit Plan and the Mutual Benefit Association (MBA) staffs explained the benefits of membership and answered questions at their booths. Chicago Branch 11 and other branches sold items to raise funds for Muscular Dystrophy Association (MDA), the Postal Employees’ Relief Fund (PERF) and other charities.

NALC’s community service activities, including fundraising for MDA and the Letter Carriers’ Stamp Out Hunger Food Drive, were represented with a booth, as were the NALC Disaster Relief Foundation, the NALC Leadership Academy, the NALC Veterans Group, Nalcrest, the NALC Retirement Department, workers’ compensation, and the USPS Employee Assistance Program (EAP). Delegates also could buy NALC apparel and other souvenirs at the NALC Store booth or craft items at the NALC Auxiliary’s Country Store.

A LOT TO LEARN

The work of delegates in Chicago extended beyond the general session. From Monday through Thursday, in the morning and afternoon before and after the daily session respectively, delegates attended workshops to learn valuable information they can take back to their branches and use as leaders to represent and assist their fellow carriers.

Workshop topics included the new Technology Integrated Alternate Route Evaluation and Adjustment Process (TIAREAP); the rollout of the Next Generation Delivery Vehicle (NGDV); the latest city delivery issues; conversion of city carrier assistants (CCAs) to career status; the Postal Service's Delivering for America plan; dues, membership, elections and bylaws, financial management and report-filing requirements for branches; workers' compensa-

tion; legislative and political activism; dignity and respect in the workplace; communicating with branch members; getting the message out through the media, retirement and much more.

The workshops were a two-way learning process. Led by national experts in the union, the workshops gave participants access to their knowledge as well as the chance to ask questions, while also providing delegates with the chance to explain problems they are experiencing in their branches to those experts and to each other.

"The workshops at the national convention give letter carrier activists the opportunity to learn directly from NALC's officers, staff and other experts," NALC President Fredric Rolando said. "The delegates go home with a great deal of new knowledge to put to good use for their members." **PR**

