

National rap session



Brian L. Renfroe

As NALC president, I am fortunate to travel across throughout the year to be with our members at regional rap sessions, state conventions and branch events. Our members coming together to learn how they can best represent each other on and off the workroom floor is what NALC is all about. Last month, we did that on a national scale in Cleveland, OH, at the national rap session.

I appreciate Branch 40 and the Ohio State Association of Letter Carriers for welcoming more than a thousand

branch and state leaders from across the country to their home city and state. I'm also grateful to all the attendees for their time, attention, and invaluable questions and feedback throughout the weekend.

I've attended thousands of NALC events over the years, and the attendees in Cleveland were as engaged as any I've ever seen. Participants took notes, asked questions, engaged in valuable conversations between workshops, learned more about NALC's programs in the exhibit area, and remained fully focused on gathering as much information as possible to bring back to their members. Representation and activism are what NALC does best, and that was on full display in Cleveland. I was encouraged by what I saw, and I hope the attendees left just as energized and hopeful for the year ahead as I did.

This month's cover story (page 4) details topics covered at the national rap session. You can also visit nalc.org/2025rap to watch my full remarks from the Sunday rap, podcasts with branch presidents recapping the weekend, and wrap-up videos. I encourage you to check out this content to see what the weekend was all about.

While the schedule of this year's national rap session mirrored years past, the content of the weekend was different than it had been in most rap sessions in our history. Collective bargaining was the primary topic. Saturday was devoted to all-day workshops presented by each of the collective-bargaining subcommit-

tees, made up of Executive Council members and letter carrier staff.

The subcommittees explained what articles they are working on, the materials they are reviewing, and the proposals they've come up with so far. Then, a large portion of their presentations were devoted to feedback and questions. Any attendee could come to the mic and offer suggestions or ask a question. Subcommittee members answered all questions and took detailed notes that will be taken back to their subcommittees as they work to finalize their proposals before negotiations with the Postal Service open in February 2026.

Questions and feedback from the workshops and the rap session are only one way we're incorporating member feedback into our collective-bargaining preparations for the upcoming round of negotiations. Next month, our second Rank-and-File Bargaining Committee will convene outside of Washington, DC. The first group of 30 letter carriers met in September and came up with excellent ideas that the subcommittees already are incorporating into their preparations. This is the first time we've utilized committees like this in our bargaining preparations. Broken down into groups of branch leaders, contract enforcers and newer members, their input has been invaluable so far, and I look forward to what ideas next month's group will present.

NALC will soon distribute an all-active member survey focused on collective bargaining. This will be an opportunity for every active member to share their top priorities and express what they hope to see in their next contract. This is another new initiative and an opportunity for every active member to make their voices heard in the collective-bargaining process.

When NALC negotiates a contract, it's not two people sitting across a table making demands. It's months and years of preparation and countless proposals passed back and forth. The more member ideas and feedback we have access to going into this round of negotiations, the stronger we'll be. The 2025 national rap session was a big part of the process. I welcome and encourage every member's suggestions as we continue to work together to achieve the best possible outcome for letter carriers at the bargaining table in 2026.

A handwritten signature in black ink, appearing to read 'Brian L. Renfroe'.