

Executive Council, Rank-and-File Committee continue bargaining preparations

In early September, the NALC Executive Council met at NALC Headquarters in Washington, DC, primarily focused on preparations for the next round of collective bargaining. Negotiations with the Postal Service will officially begin in February 2026, as the current National Agreement is set to expire in May 2026.

“We’re really excited about the work that’s actually ongoing now,” NALC President Brian L. Renfroe said in a Fight Like Hell podcast episode. “We’ve talked many times in years past, we don’t bargain in a bubble. The things that happen around us or have different varying levels of influence, but they all have an influence.”

Internal bargaining subcommittees are composed of Executive Council members and Headquarters staff. These subcommittees review information such as official bargaining positions adopted by NALC conventions and develop proposals for submission in the bargaining process.

“We have them go through a, frankly, pretty in-depth, lengthy process of reviewing all of the material on that topic,” Renfroe said. “These materials include our official bargaining positions that come from NALC conventions, where branches and state associations have submitted resolutions, conventions have considered, debated them, and ultimately passed them. They review other unions’ collective bargaining agreements. They review things that we’ve submitted in years past that have not been achieved. And then ultimately, they discuss and, of course, bring their own experiences, the council members from their own areas of responsibility, the staff, of course, from the things that they deal with, and all of them interact with a



Above: The NALC Executive Council meets to prepare for collective bargaining.

Below: NALC President Brian L. Renfroe (r) and Executive Vice President Paul Barner



lot of members all the time, combine all that together and get to the point of creating, drafting actual proposals.”

The following page lists the subcommittees that each Executive Council member has chosen to serve on, along with the related National Agreement articles.

Each subcommittee will meet weekly over the next several months. As their work progresses, additional information from members will be available for their consideration.

Rank-and-File Bargaining Committee

Additionally, in late September, the Rank-and-File Bargaining Committee met in person in the Washington, DC, area. This group of 30 letter carriers from across the country is divided into three committees: Branch Leaders, Contract Enforcers and Newer Members.

“The Rank-and-File Committee is a new idea for us, and it is designed



Articles 4, 8 and 41

Assistant Secretary-Treasurer Mack Julion, Director of City Delivery Chris Jackson, Region 6 NBA David Mudd, Region 15 NBA Bruce Didriksen

- Article 4—Technological and Mechanization Changes
- Article 8—Hours of Work
- Article 41—Letter Carrier Craft

Articles 5, 15, 17 and 31

Director of Retired Members Dan Toth, Region 2 NBA Nick Vafiades, Region 5 NBA David Teegarden, Region 8 NBA Steve Lassan, Region 14 NBA Rick DiCecca, Trustee Charlie Heege

- Article 5—Prohibition of Unilateral Action
- Article 15—Grievance-Arbitration Procedure
- Article 17—Representation
- Article 31—Union-Management Cooperation



Articles 7, 12 and 26

Director of Life Insurance Jim Yates, Region 3 NBA Mike Caref, Region 11 NBA Mark Camilli, Region 12 NBA Brian Thompson, Trustee Larry Brown

- Article 7—Employee Classifications
- Article 12—Principles of Seniority, Posting, and Reassignments
- Article 26—Uniforms and Work Clothes



Articles 13, 14 and 35

Director of Safety and Health Manny Peralta, Region 7 NBA Patrick Johnson, Region 10 NBA Shawn Boyd

- Article 13—Assignment of Ill or Injured Regular Workforce Employees
- Article 14—Safety and Health
- Article 35—Employee Assistance Program



Articles 10, 11, 16, and Appendix B

Director of Health Benefits Stephanie Stewart, Region 4 NBA Dan Versluis, Region 9 NBA Eddie Davidson

- Article 10—Leave
- Article 11—Holidays
- Article 16—Discipline Procedure
- Appendix B—Section I of the 2013 Das Award



Miscellaneous

Secretary-Treasurer Nicole Rhine, Region 13 NBA Vada Preston, Trustee Sandy Laemmel

- Article 1—Union Recognition
- Article 2—Non-Discrimination and Civil Rights
- Article 20—Parking
- Article 22—Bulletin Boards
- Article 23—Rights of Union Officials to Enter Postal Installations
- Article 24—Employees on Leave with Regard to Union Business
- Article 25—Higher-level Assignments
- Article 27—Employee Claims
- Article 28—Employer Claims
- Article 29—Limitation on Revocation of Driving Privileges
- Article 30—Local Implementation
- Article 33—Promotions
- Article 36—Credit Unions and Travel
- Article 42—Energy Shortages



Bargaining prep (continued)

to provide what I think is going to be a very useful piece of information from these members to give to those subcommittees as part of their work,” President Renfroe said.

The committees are undergoing a review process similar to the one followed by the Executive Council and staff bargaining subcommittees.

The Rank-and-File Bargaining Committee will provide valuable input on potential proposals from their various perspectives.

Below is a list of each Rank-and-File Bargaining Committee member.

In addition to these committees, NALC will make surveys available to all members nationwide this fall.

“We are going to create more opportunities than we’ve ever had before for our members to be involved and give their input on certain topics and then put all of that together as we lead up to February of next year,” Renfroe said.

NALC will continue to provide updates as the collective-bargaining preparation process progresses. **PR**



Branch leaders

- Valerie Castillo - Salem, OR Branch 347
- James Collins II - Knoxville, TN Branch 419
- Anthony DeMatteo Jr. - New Haven, CT Branch 19
- Elise Foster - Chicago, IL Branch 11
- Sean Geackel - Bux-Mont, PA Branch 920
- Eric Lomax - Jamaica, NY Branch 562
- Blake Rockers - Lawrence, KS Branch 104
- Leigh Smith - Decatur, GA Branch 2225
- John Syacsure III - South Macomb, MI Branch 4374
- Marta Witten - Findlay, OH Branch 143



Contract enforcers

- Doug Blevens - Jonesboro, AR Branch 1131
- Lakeysan Bryant - Greenwood, MS Branch 1080
- Thomas Filipone - Philadelphia, PA Branch 157
- James Giese - Stockton, CA Branch 213
- Yvette Kinard - New York, NY Branch 36
- Juan Munoz - Corpus Christi, TX Branch 1259
- Matthew Parkin - Pocatello, ID Branch 927
- Eric Porter - Sheboygan, WI Branch 102
- Michael Ridgely - Silver Spring, MD Branch 2611
- Zed Waltz - Lexington, KY Branch 361



Newer members

- Lamanda Bradshaw - Modesto, CA Branch 1291
- Paden Christian - Huntington, WV Branch 359
- Kelsey Crosbie - Columbus, OH Branch 78
- Daniel Henderson - Emerald Coast, FL Branch 4559
- Selina Garcia - Alamogordo, NM Branch 3994
- Linda Johnson - Duluth, MN Branch 114
- Veronica Ramirez - Arlington Heights, IL Branch 2810
- Casey Ritchie - Oklahoma City, OK Branch 458
- Morgan Smelter - Topeka, KS Branch 10
- Vincent Smith - Worcester, MA Branch 12