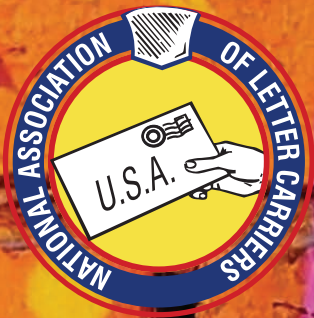




NALC CONVENTION MONDAY

COVERING THE FIRST SESSION:
MONDAY, AUGUST 3, 2026



'FIGHT LIKE HELL!'

NALC President Brian L. Renfroe
welcomes delegates to Los Angeles.



Just after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order. Riley French, granddaughter of Texas State Association President Everett Wyllie, was next on stage to deliver an *a cappella* version of "The Star-Spangled Banner." French was followed by Alex Nunez of Los Angeles, CA Branch 24, who led delegates in reciting the Pledge of Allegiance. Branch 24 member Johnny Harris gave the invocation.

Rhine then called to the stage National Trustee Chair and Branch 24 President Larry Brown, who warmly welcomed delegates to the city. Brown then introduced Los Angeles Mayor Karen Bass, who said she stood before the crowd today because her father was a letter carrier for 35 years and a Branch 24 member who introduced her to politics. "I grew up with great pride that my dad wore that uniform," she said, and thanked Los Angeles carriers for their support throughout her political career. "Wherever the letter carriers are, expect to find me. It's personal, and I will always be there for you."

The convention attendees gave Bass a spirited Letter Carrier Cheer.

Brown then introduced USPS Los Angeles

District Manager Abraham Cooper, who made brief welcoming remarks.

Returning to the lectern, Rhine introduced former national officers to the crowd. She then asked Allan Rios, the national business agent (NBA) for Region 1, to the stage to introduce his fellow NBAs.

Rhine then introduced NALC's resident national officers before calling NALC President Brian L. Renfroe to the microphone to deliver his keynote address.

TUMULTUOUS TIMES

After acknowledging the difficult times Los Angeles has gone through recently—with major labor strikes, wildfires and immigration raids—and its long history as a bastion for union rights, Renfroe recounted briefly some of the attacks NALC has faced in the last few years and the hard-fought victories we've gained.

"To put it mildly, the last two years have been unpredictable, unprecedented and tumultuous," Renfroe said.

That led to the "Fight Like Hell!" campaign, which has guided the union in all its efforts since.

"Through it all, our members haven't wavered," he said. "You never hesitated to answer a call to action, to organize a rally or to get involved in our bargaining process."

Renfroe then took a moment to announce that he would not seek or accept nomination for another term as NALC's president.

"It has been a privilege to represent letter carriers in my branch, state and region since my early 20s, and for the last 16 years at

NALC Headquarters, including the past four as president," he said. "Our letter carrier world is really all I've ever known, so this was truly a gut-wrenching decision. But you know when it's right."

He then turned back to the work of the convention. "This week and this convention is about each of us fulfilling our responsibilities to collectively do the work that must be done for the members of the NALC," he said. "And that is what we will do at this convention."

'FIGHT LIKE HELL!'

President Renfroe reminded the delegates that soon after the 2024 convention, President Donald Trump and the Republicans swept into control of the White House and both houses of Congress.

In response, in February 2025 NALC launched the "Fight Like Hell!" campaign for a fair contract, against privatization, against attacks on letter carriers' benefits, for safety on the job and for fair retirements. That campaign kicked into high gear quickly when *The Washington Post* reported that Trump planned to issue an executive order to fire the USPS Board of Governors and put the agency under the control of the Commerce Department.

NALC rallied the support of the long-standing bipartisan allies we've built in Congress, who passed along this message, "Tell the White House to keep their hands off the Postal Service."

NALC held a rally in Washington, DC, followed by a day of action that saw more engagement nationwide.



Branch 24
President
Larry Brown

Meanwhile, NALC members lobbied their members of Congress and reached a bipartisan majority of co-sponsors in the House on an anti-privatization resolution.

"Make no mistake, this fight was not easy," Renfroe said. "But having the most activated and engaged union membership in America is what made it possible."

CONTRACT NEGOTIATIONS

Two months after the Boston convention, NALC reached a tentative agreement with the Postal Service, which the membership voted to reject. After a brief window for renegotiations, the parties declared an impasse and moved toward arbitration on Feb. 19, 2025.

"Seeing what the Trump administration had managed to do to other federal workers and their unions after only one month in office, our attorneys and others advised that our lack of a collective-bargaining agreement presented an immediate and potentially massive legal vulnerability," Renfroe explained.

NALC presented its case to get the best possible contract while also having a collective-bargaining agreement in force as soon as practicable and received the Nolan Award on March 21.

The award included the largest annual general wage increases since the 2006 *National Agreement*, six cost-of-living adjustments, and full back pay for all hours worked.

It also increased starting pay, reduced the time to reach top step, and increased top-step pay. The agreement also achieved more official NALC bargaining positions than any in recent memory and included significant changes to Article 8.

In order to give members more information on the process during the next round of negotiations, Renfroe said, NALC:

- Created Rank-and-File Bargaining Committees.
- Surveyed active members of the union.
- Conducted membership polls.
- Held a day of action in conjunction with the opening of negotiations.
- Posted biweekly members-only updates during the bargaining period.
- Held members-only video livestreams.
- Gathered branch and state leaders for a national collective-bargaining conference.
- Put out video and podcasts, and more.

The input from members through these means and at the rap session helped advise the internal bargaining subcommittees, composed of Executive Council members and NALC staff, to develop proposals for the bargaining process.

However, despite intense negotiations, the parties were unable to reach a tentative agreement and the required 60-day mediation period ended just before the convention. The next step is to select an arbitrator to chair the interest arbitration panel and then schedule the arbitration process.

"We're prepared to present the strongest possible case," Renfroe said. "Whether it's through interest arbitration or a voluntary agreement, we will do what NALC has done for decades—achieve the best agreement that can be achieved for our members."

SOCIAL SECURITY FAIRNESS ACT

At the beginning of 2025, NALC celebrated the passage of the Social Security Fairness Act, which repealed the Windfall Elimination Provision and the Government Pension Offset, parts of Social Security law that unfairly reduced or eliminated Social Security benefits for certain Civil Service Retirement System (CSRS) retirees.

"It's not too often these days that those in Washington do something right—but this time they did," he said. "And while we continue to celebrate this victory, as we should, the fight for a fair retirement for *all* letter carriers isn't over."

NALC continues to push for the Federal Retirement Fairness Act, which would allow those who start their federal service in non-career positions—such as city carrier assistants—to buy back that time, making it creditable toward their retirement.

ATTACKS ON FEDERAL WORKERS

In April 2025, Republican leaders in the House advanced a budget package that would:

- Increase the Federal Employees Retirement System (FERS) contribution rate for existing employees.
- Eliminate the FERS Special Annuity Supplement.
- Calculate annuities based on a high-5 average salary instead of a high-3.

"Combined, these provisions would have had devastating effects on letter carrier retirement benefits and take-home pay," Renfroe explained.

NALC mobilized members to contact their representatives in Congress and worked behind closed doors in Washington to remove two of the provisions before the bill went to the Senate, and remove the third one in the Senate.

However, more dangerous proposals were introduced in the Senate, including forcing USPS to sell all electric vehicles and

any infrastructure, as well as to increase FERS contributions to a staggering 15.6 percent for new employees. Fortunately, NALC was able to get these proposals removed before the passage of the so-called One Big Beautiful Bill.

All of this comes against the backdrop of President Trump's assault of labor rights by weakening unions, hollowing out enforcement agencies, and using federal power to make organizing, bargaining and striking harder. The administration's most direct attacks have been on federal workers.

After instituting a federal hiring freeze, Trump established the Department of Government Efficiency, which was responsible for cutting an additional 250,000 federal jobs. It also stripped collective-bargaining rights from hundreds of thousands of federal workers and terminated collective-bargaining agreements with major federal employee unions.

The administration has also undercut the National Labor Relations Board and Federal Mediation and Conciliation Service. The Department of Labor has prioritized deregulation rather than enforcement, rolling back safety rules and overtime protections.

"While some of Trump's actions have targeted the Postal Service, NALC has made it 18 months into the administration unscathed, at least directly, thanks in large part to the strategic decisions that we have made," Renfroe said.

What the White House has done is force the ouster of Postmaster General Louis DeJoy and hand select the new PMG, David Steiner. Trump suspended the de minimis exemption for international packages, which caused the sudden taxation on many packages that has subsequently reduced package volume. He also signed an executive order that would make the Postal Service responsible for ensuring that it does not deliver mailed ballots to ineligible voters through a convoluted process.

"We've worked tirelessly and strategically to protect our members from some of the administration's worst consequences, many of which have been felt directly by our brothers and sisters in other unions representing federal employees," Renfroe said.

DAILY WORKPLACE HAZARDS

NALC continues to fight for the Protect Our Letter Carriers Act, Renfroe said, which would:

- Provide funding to replace and modernize collection boxes, Arrow Keys and lock systems.
- Designate an assistant district attorney in each judicial district to prioritize any case

that involves an assault or crime against a letter carrier.

- Standardize sentencing guidelines for those found guilty of committing these crimes.

Bipartisan support continues to grow, and last month, the House bill surpassed a bipartisan majority of co-sponsors.

“We are focused on pursuing any and all avenues to get this bill to the floor,” Renfroe said.

NALC also continues its longtime fight for a national heat safety standard. In August 2024, the Occupational Safety and Health Administration (OSHA) finally released a proposed heat safety rule that included several elements that NALC supports, including acclimatization protocols, paid employee breaks, and preserving unions’ rights to bargain over heat safety protections.

“While the rule is paused indefinitely in the current administration, we remain committed to working with OSHA, the Department of Labor and all necessary stakeholders to move this proposal through the rulemaking process,” Renfroe said.

SERVING MEMBERS

President Renfroe then outlined many other ways that NALC serves members, including:

- The Emergency Response Team to respond to stations where members have been affected by a traumatic event, such as a colleague’s death or serious injury, crime or assault.
- NALC University, which gives union representatives and members nationwide access to training on their own time and at their own pace.
- Informal Step A training, giving stewards access to the foundation they need to successfully enforce the *National Agreement*.
- Expanded and strategic digital communications, social media and an ongoing extensive redesign of the NALC website.
- The Disaster Relief Foundation and community services, such as the Stamp Out Hunger Food Drive and fundraising for the Muscular Dystrophy Association.
- Recognizing letter carrier heroes.

EXISTENTIAL CHALLENGES

President Renfroe then explained the state of postal finances and the existential challenges USPS faces moving forward.

The decline of First-Class Mail volume, even at the same time as the number of delivery points increases every year, has

deteriorated USPS’s finances. While parcel delivery has mitigated this decline to some extent, USPS continues to lose market share to competitors, which now includes Amazon.

Congress limits USPS’s business and financial decisions and provides no financial assistance in return. The Postal Service has an inadequate debt limit that has not increased since 1994 and a requirement to invest retiree funds in low-yield Treasury bonds. And USPS has a long-term misallocation of pension liabilities from before the agency even existed.

“The Postal Service’s most recent fiscal year results revealed very concerning indicators that we haven’t seen at least since the Great Recession,” Renfroe said.

In April 2026, USPS announced that it would begin cash conservation measures, including temporarily pausing all its employer normal cost contributions to its FERS account. With this and other actions, enough cash was freed up to keep the agency operating for several years.

“But it is clear we must find a solution soon,” Renfroe said.

Over the past two years, NALC has pursued investment reform to allow the Postal Service to diversify its retiree funds into higher-yielding assets, implementation of the Segal report recommendations to correct the overallocation of CSRS liabilities on the Postal Service and an increase to the Postal Service’s debt limit.

Postal systems in other countries are addressing similar declines in letter volumes and increases in private competition by reducing delivery services, scaling down their workforces, and implementing labor practices found in the private sector.

“As these ideas gain traction, we must begin to consider in earnest the future we want,” Renfroe said. “Being clear-eyed

about what could be coming our way can help us act strategically and work together in our best interests.”

“It is undeniable that the Postal Service faces existential challenges. The future of our jobs and our service are not certain. There will be change. We must be the ones shaping the change. We cannot leave it up to others,” he said. “We can meet this challenge. But we can only do it by utilizing our strengths and solidarity.”

He called for letter carriers to stand together. “In everything we do, we must stand for each other. We must be selfless so that together we can grow stronger every day,” he said. “That is solidarity.”

BACK TO BUSINESS

Following Renfroe’s remarks, the NALC president gave a tribute to Alabama State Association President and Birmingham Branch 530 President Antonia Shields, who died shortly before the convention.

President Renfroe then invited Delano Wilson of Silver Spring, MD Branch 2611, chair of the Credentials Committee, to the podium to deliver a preliminary report. Wilson said that 5,023 delegates representing 588 branches were present.

Renfroe then called Dan Tegreeny of Central Florida Branch 1091, chair of the Rules Committee, to the stage. Tegreeny introduced the committee members—Darren Connors, Spacecoast Florida Branch 2689; April Litty, South Jersey, NJ Branch 908; Robert McDonald, Tulsa, OK Branch 1358; and Troy Scott, Baton Rouge, LA Branch 129—started reading the committee’s report.

A motion was made to amend the rules to consider appeals of Executive Council decisions on Tuesday. The motion ultimately passed by a teller vote of 1,703 to 1,534. The convention then adopted the amended rules by voice vote.



'UNITED'

The president welcomed AFL-CIO President Liz Shuler to the podium. Shuler told the delegates they have built power just by doing their jobs: "You have built the single most important thing in the world—you built trust."

Shuler decried the efforts of the billionaire class to divide and conquer working people, calling on letter carriers to use their power by joining with other workers to "build an economy that works for people who actually work for a living."

This is a historic moment, she said, and unions were uniquely prepared to meet the challenge because they unite people. She noted that 71 percent of Americans say they support unions.

"We have the power," she said. "The question is, how are we going to use it?"

The AFL-CIO leader called on carriers to organize politically, with the most important step being protecting election integrity from recent assaults.

"Billionaires can buy their private jets, they can buy their rocket ships," she said, "but they can't buy our democracy."

"They want us divided," she added. "I have never seen working people in this country more united."

Because unions bring people together, Shuler said, they are the best hope for tackling America's problems: "We go out and we get s— done!"

President Renfroe then called to the floor Andrew Weiner of Jamaica, NY Branch 562, election commissioner and chair of the Board of Tellers. He introduced the members of the board: Kim Bertch, York, PA Br. 509; James Brown, Nashville, TN Br. 4; Charles Bundy, Chicago, IL Br. 11; Clinton Colie, New Jersey Mgd. Br. 38; John Collins, Zanesville, OH Br. 63; Michael "Shane" Davis, Jonesboro, AR Br. 1131; Keith Deason, Wichita Falls, TX Br. 1227; Demarcus Dial, Tyler, TX Br. 493; Corey

Grotte, Eau Claire, WI Br. 728; Mike Harazmus, Western MA Br. 46; Alison Harpe, Anchorage, AK Br. 4319; Michael Hedglin, New Jersey Mgd. Br. 38; Sarah Hoerchler, Belleville, IL Br. 155; Keith Hooks, Washington, DC Br. 142; Jim Hunter, Royal Oak, MI Br. 3126; Star Jester, Garden Grove, CA Br. 1100; Jayson Jones, Raleigh, NC Br. 459; Charles Jonscher Jr., Kansas City, KS Br. 499; Kristen Kasprzycki, Jackson, MI Br. 232; Tammy Kelley, Toledo, OH Br. 100; Charles Kinard, New York, NY Br. 36; Eric Lomax, Jamaica, NY Br. 562; Guillermo McPherson, Austin, TX Br. 181; Marie Montano, Albuquerque, NM Br. 504; Karen Nance, Washington, DC Br. 142; Christina Ramirez, Sun City, AZ Br. 6156; Kelli Robles, Centennial, CO Br. 5996; Pat Rothwell, Pittsburgh, PA Br. 84; Jason McCoy, Johnstown, PA Br. 451; Percy Smith, Emerald Coast, FL Br. 4559; Barbara Stickler, Garden Grove, CA Br. 1100; Jim Thigpenn, North Florida Br. 53; Richard Thurman, St. Louis, MO Br. 343; Ed Walsh, Northeastern NY Br. 358; and Dan Wheeler, MA North-east Mgd. Br. 25. Weiner explained the AFL-CIO delegates election process.

Rhine returned to the stage for announcements before the convention attendees turned their attention to a video on the history of NALC collective bargaining.

After the video, President Renfroe took a moment to honor longtime video producer Ann Sutherland and Bruce Simon, NALC's general counsel from 1979 to 2020, both of whom died since the previous convention.

PRESIDENTIAL PRIVILEGE

Renfroe introduced to the convention hall President Emeritus Fredric V. Rolando, who spoke about unity within NALC. He mentioned that he has seen a lot of division within the union, which can and should be addressed through discussion and elections.

"What's more important is your support for those who the members elect,

whether you voted for them or not, or if you're a candidate, whether you won or lost," Rolando said. "That support is what unionism is all about."

President Renfroe introduced the President's Report Committee Chair Alvin Matsumura of Honolulu, HI Branch 860, who then introduced the members of the committee: Brian Doerr of Sioux Falls, SD Branch 491; Louise Jordan of San Antonio, TX Branch 421; Sylvain Stevens of Charlotte, NC Branch 545; and Andy Tuttle of Lawrence, KS Branch 104.

Region 12 NBA Brian Thompson called on the NALC president to recognize Philadelphia, PA Branch 157 member Phil DiGiulio, who used the opportunity to propose to Julie Casper. Casper said "yes" to the first-class proposal.

After that, Renfroe recognized the winners of NALC's 2024-2026 publications contest. Here are the first-place winners:

- Overall Excellence among Large Branch Publications: Boston, MA Branch 34's *CLAN*.
- Overall Excellence among Small Branch Publications and State Associations: Fort Collins, CO Branch 849's *849 Express*.
- Best News or Feature Article: Duluth, MN Branch 114 for "Right Person, Right Place, Right Time," written by Linda Johnson.
- Promoting Unionism: Portland, OR Branch 82 for "Delivering a Unified Message," written by David Norton.
- Best Editorial or Column: New Hampshire State Association for "Fight Like Hell!" written by Scott Webber.
- Best Cartoon or Photo: St. Louis, MO Branch 343, for the photo by Tom Schulte.
- Best Website: Massachusetts Northeast Merged Branch 25 for nalcbranch25.com.

Following some closing business, the session adjourned at 3:17 p.m.



NALC AUXILIARY

MONDAY, AUGUST 3

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Auxiliary convention convened. We opened with a flag ceremony and prayer.

Credentials were read and a quorum was met, so we can continue the convention.

The first order of business was an amendment of the board standing rules, which was to remove Items 6 and 7, and it was approved.

The Resolutions Committee met and suggested that the Auxiliary look into guest speakers and motivational speakers, as well as an ambassador to champion on the Auxiliary for supporting the NALC. It was decided to try to have a global social media presence to gain members and to hold special meetings for members

who cannot attend regular meetings.

The Transportation and Per Diem Committee met and suggested payment according to the IRS rate. Airfare and hotel cost are covered by the NALC. Transportation costs will be paid after officers turn in their receipts.

Other business was tabled for Wednesday.



NALC CONVENTION TUESDAY

COVERING THE SECOND SESSION:
TUESDAY, AUGUST 4, 2026



‘DEMOCRACY AIN’T FAST’



With a lengthy agenda before them, the delegates on Tuesday took on pending business by considering a long list of proposed constitutional amendments. At the midway point in the long deliberations, President Brian L. Renfro reminded the convention: “Democracy ain’t fast.”

President Renfro called Tuesday’s session to order at 10 a.m. He first invited Cory Carter of Fargo-West Fargo, ND Branch 205 to sing a rousing rendition of the national anthem, followed by Libya Floyd of Los Angeles, CA Branch 24, who led delegates in reciting the Pledge of Allegiance. John Moretta, Monsignor of Resurrection Catholic Church—as well as a former letter carrier—delivered the day’s invocation.

Renfro returned to the podium to remember and honor the 2,400 letter carriers who have died since the 2024 convention in Boston, 24 of whom tragically died in the line of duty. He explained that the union has a memorial plaque on display at NALC Headquarters in Washington, DC, and led the convention hall in a moment of silence for these fallen brothers and sisters: Johnny Tsui of New York, NY Branch 36; Lawrence Kveton of Chicago, IL Branch 11; Irvin Hernandez of Santa Rosa, CA Branch 183; Lionel Brown of New York, NY Branch 36; Ray Hodges of New York, NY Branch 36; Steven W. Chen of San Francisco, CA Branch 214; Tim Boscoe of Bethlehem, PA Branch 254; Christopher Atkins of Los Angeles, CA Branch 24; Chris Grimes of Pittsburgh, PA Branch

President Renfro explains the constitutional amendments process to the delegates.

84; Dan Workman of Grand Junction, CO Branch 913; Alex Feller of Sacramento, CA Branch 133; Jacob Taylor III of Dallas, TX Branch 132; Elizabeth Crowe of Boston, MA Branch 34; Nikkia Wallace of Asheboro, NC Branch 2560; Steven Marks of Houston, TX Branch 283; Melissa Weis of St. Cloud, MN Branch 388; Chris Montano of Oak Brook, IL Branch 825; Matthew Albanese of Long Island Merged, NY Branch 6000; Patrick Demakes of Boston, MA Branch 34; Dequavious Graves of Decatur, GA Branch 2225; Corey Ifill of New Jersey Merged Branch 38; Yvon Richards of Worcester, MA Branch 12; Tinisha Cade of Decatur, GA Branch 2225; and Gerald Nevels of Kansas City, MO Branch



30. Their names will be added to the memorial display at Headquarters.

The NALC president released Executive Vice President Paul Barner and the Greetings to the Auxiliary Committee—composed of Chair Elisabeth Goodwin of Houston, TX Branch 283; Al Friedman of Clearwater, FL Branch 2008; Keisha Bryant of Greenwood, MS Branch 1080; Angela Kalmuk of South Bend, IN Branch 330; and Patrick VanEgeren of Green Bay, WI Branch 619—to greet the NALC Auxiliary.

CONSTITUTIONAL AMENDMENTS

Renfro then turned to consideration of constitutional amendments.

There were four teller votes held throughout the day.



Going into executive session, Renfro ordered the sergeants-at-arms to remove anyone who wasn't a delegate from the convention hall and said that no other business could be discussed until the amendment process is concluded. The convention livestream on YouTube was suspended during the executive session.

President Renfro invited Secretary-Treasurer Nicole Rhine to the stage, who read the Executive Council report on constitutional amendments and explained the process. "The democracy of our great union is firmly rooted in our written *Constitution*," she told the delegates. "I urge you to use your

power and your wisdom to reach the best possible conclusion concerning the amendments we are about to discuss."

She then introduced Board of Trustees Chair Larry Brown to the podium to read amendments to the *NALC Constitution*. The first 11 amendments were about ranked-choice voting in NALC elections. After vigorous discussion, the delegates voted to uphold the Executive Council's disapproval of the first considered amendment, No. 3, by a teller vote of 3,250 to 1,403.

'BUILD YOUR UNION'

The discussion of ranked-choice elections was paused when Renfro invited Sara Nelson, president of the Association of Flight Attendants (AFA-CWA), to the stage.

Nelson urged the delegates to remember the power of union solidarity. "Unchecked capitalism has no place in our economy," she said, "and it is only unions that give working people a fair shot."

The strategy of the billionaire class that is working against the interests of working people, she said, is the four D's of union-busting: to "divide, delay, distract and demoralize."

Though anti-union forces are seeking to tear down the institutions that protect workers, Nelson reminded delegates that in the early days of the labor movement, unions won the power to build those institutions in the first place thanks to solidarity.

"One hundred years ago, workers didn't have legal rights," she said, adding that they organized and built solidarity to gain them, and that is their true strength.

"[Elon] Musk and the other oligarchs have money and control, but we have the power," she said. "Solidarity is a force stronger than gravity."

"Everything good we have is because someone fought and died for our rights," she added. "Now it's on us. It's our time to build our union."

"If you want a good job with a living wage, build your union! If you want



President Renfro leads the delegates in a Letter Carrier Cheer for Sara Nelson.

a decent home, build your union!” Nelson urged. “If you want to tell the boss to kiss your a—, build your union! Fight like hell, letter carriers!”

The delegates rewarded her with a hearty Letter Carrier Cheer.

BUSINESS RESUMES

Renfro returned to the lectern and attention turned back to amendments. All the remaining ranked-choice voting amendments were ultimately withdrawn.

The process continued with Trustee Sandy Laemmel reading additional proposed amendments. On a voice vote, the delegates voted to amend the *Constitution* to call for the president to fill all vacancies occasioned by death or otherwise within 45 days.

During a pause in discussion of amendments, the delegates viewed a video about the NALC Emergency Response Team (ERT) that described what the ERT does and how it benefits

letter carriers in stations that have experienced a crisis or trauma, such as the death of a letter carrier.

Returning to business, the delegates voted to require the president to keep written records of all collective-bargaining proposals, which would go to the executive vice president in order to continue the process if the president is unable to perform collective-bargaining duties.

WRAPPING UP

As the time for adjournment approached, delegates asked about the possibility of canceling afternoon workshops in order to do more of the business of the convention. President Renfro responded that they needed to get information about altering shuttle bus schedules. Information would be presented on Wednesday to allow the delegates to make a decision about changing the hours of the general session.

Renfro then introduced Vice President James Henry, who explained the appeals process.

Secretary-Treasurer Rhine returned to the stage for some announcements, including that the Organizing Awards would be mailed to the winners.

The following branches have the highest percentages of organization.

The top-organized branches in Category 7, with between 200 and 349 active carriers, are:

- First place—Joliet, IL Branch 305 with a 99.27 percent organization rate.
- Second place—Sioux Falls, SD Branch 491 with a 99.12 percent participation rate.
- Third place—Pawtucket, RI Branch 55 with a 98.83 percent participation rate.

The best-organized branches in Category 6, with between 350 and 499 active carriers, are:

- First place—Mobile, AL Branch 469 with a 98.41 percent participation rate.
- Second place—Mount Clemens, MI Branch 654 with a 97.68



percent participation rate.

- Third place—Wilmington, DE Branch 191 with a 97.50 percent participation rate.

The best-organized branches in Category 5, with between 500 and 699 active carriers, are:

- First place—Bergen County Merged, NJ Branch 425 with a 97.72 percent participation rate.
- Second place—Lehigh Valley, PA Branch 274 with a 97.35 percent participation rate.
- Third place—Eugene, OR Branch 916 with a 96.36 percent participation rate.

The best-organized branches in Category 4, with between 700 and 999 active carriers, are:

- First place—Providence, RI Branch 15 with a 97.98 percent participation rate.
- Second place—New Orleans, LA

Branch 124 with a 97.26 percent participation rate.

- Third place—South Jersey Branch 908 with a 97.11 percent participation rate.

The best-organized branches in Category 3, with between 1,000 and 1,499 active carriers, are:

- First place—Connecticut Merged Branch 20 with a 98.59 percent participation rate.
- Second place—Flushing, NY Branch 294 with a 97.94 percent participation rate.
- Third place—Louisville, KY Branch 14 with a 97.16 percent participation rate.

The best-organized branches in Category 2, with between 1,500 and 2,499 active carriers, are:

- First place—Las Vegas, NV Branch 2502 with a 97.46 percent participation rate.

Members of the Veterans Group put together bags of essentials for unhoused vets.

- Second place—Portland, OR Branch 82 with a 96.74 percent participation rate.
- Third place—Hartford, CT Branch 86 with a 96.32 percent participation rate.

The best-organized branches in Category 1, with more than 2,499 active carriers, are:

- First place—Philadelphia, PA Branch 157 with a 98.13 percent participation rate.
- Second place—Pittsburgh, PA Branch 84 with a 96.94 percent participation rate.
- Third place—South Florida Branch 1071 with a 96.80 percent participation rate.

After a few more announcements by Rhine, President Renfroe adjourned the session for the day at 3:27 p.m.



NALC AUXILIARY

TUESDAY, AUGUST 4

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Auxiliary convention resumed with the Pledge of Allegiance and a prayer.

Tessy Fisher, chaplain, began the memorial service with a prayer and a reading of Psalm 23. Names were read of the members who have died since 2024: Mary Stahlheber of Aux. #739 in Illinois, Matt Sellmyer of Aux. #233 in Texas, Stan Butzow of Aux. #153 in Illinois, Steven Martinez of Aux. #377 in Arizona, Al Jelinek of Aux. #144 in Wisconsin, Marilyn Jun Bock of Aux. #202 in

Washington, Rebecca Cox of Aux. #377 in Arizona, Pat Jared of Aux. #138 in Ohio, Pam Malone of Aux. #111 in Texas, Robert Hinson of Aux. #28 in Texas, and Pat Agy of Aux. #444 in Colorado. May they all rest in peace.

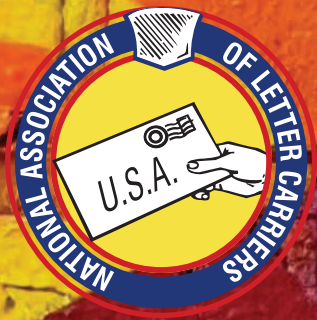
Committee reports continued. The Audit Committee needs more time to review the books, so the report was tabled until Wednesday.

The NALC Greetings to the Auxiliary Committee—Paul Barner, Elisabeth Goodwin, Pat VanEgeren, Angela Kalmuk,

Lakeyshan Bryant and Al Friedman—welcomed the Auxiliary to the convention. Barner talked about how important the Auxiliary is to the NALC and how working together can improve the activities the Auxiliary can do to support letter carriers.

The meeting was recessed for lunch at the Yard House.

The session resumed after lunch. Nominations were submitted for board positions: president—Warditra Hughes, secretary—Chandra Thurman and treasurer—Lynn Logen. Good luck to all.



NALC CONVENTION WEDNESDAY

COVERING THE THIRD SESSION:
WEDNESDAY, AUGUST 5, 2026



STANDING TOGETHER

President Renfro leads a
Letter Carrier Cheer for AFGE
President Everett Kelley.

After President Brian L. Renfro opened Wednesday's session at 10:02 a.m., the day kicked off with Charles Kirchen, president of Lawton, OK Branch 1123, performing the "The Star-Spangled Banner" on electric guitar and Los Angeles, CA Branch 24 member Matt Kozlo leading the Pledge of Allegiance. The Rev. Dr. N'Yisrela Watts-Afryie of St. Paul's Presbyterian Church gave the invocation.

Renfro recognized a fallen carrier who had been left off the previous day's memorial presentation and called for a moment of silence.

The NALC president recognized the military veterans in the convention hall and asked those who had served to stand for applause. "Thanks for your service to the country, the American people and this great union," Renfro said.

He told delegates that to have more time for consideration of constitutional amendments, committee reports and nominations for elections, the general

session schedule for Wednesday and Thursday would be modified. Wednesday's afternoon workshops would be canceled to extend union business until 6 p.m., and Thursday's morning and afternoon workshops would be canceled to allow the general session to run from 8 a.m. to 4:30 p.m. A vote was taken to suspend the convention rules in order to do so, and had no objections.

Renfro mentioned that due to the modified schedule, there would be no Muscular Dystrophy Association (MDA) presentation and instead encouraged attendees to visit the MDA booth in the exhibit hall to voice support. He also shared that Los Angeles Branch 24's fundraiser the previous night raised more than \$10,000 for the organization.

The president reminded attendees that the convention remained in executive session, so only credentialed delegates were allowed to be in the hall and that the session would not be livestreamed on YouTube.

He explained that because Amendment 15 regarding presidential duties was adopted and part of the *NALC Constitution*, and that no later proposed amendment would modify it or conflict with Robert's Rules of Order, any of the subsequent proposed amendments to the section would not override the language of Amendment 15.

Renfro invited National Trustee Sandy Laemmel to the stage for continuation of constitutional amendments. During the process, questions arose concerning the practice of voting on the recommendations of the Executive Council. Ultimately, a vote was taken to determine whether voting should be on the Executive Council's recommendations or to vote on the adoption of the amendments themselves. By a teller vote of 3,016 to 1,426, the delegates determined that the convention would continue with the longstanding practice of voting on the Executive Council's recommendations.

Attention then turned back to amendments related to the duties of the president in the collective-bargaining process and



International
Secretary of
SEKO Jens
Saverstam

appointment of positions, which were either voted down or withdrawn.

OVER THERE, OVER HERE

President Renfro introduced Jens Saverstam, international secretary of SEKO, the Union of Service and Communication Employees, which represents postal workers in Sweden. He is also deputy world president for UNI Global Union Post & Logistics. Renfro explained that “our affiliation with UNI is so important because it gives us a preview into fights that might come our way, as I discussed in detail on Monday morning. Right now, post offices worldwide are facing the same issue: How do we fund universal service when letter mail volume has dried up and the parcel market is increasingly competitive? We face the same challenge. By learning from how other countries react, we can build our strategy to fight back.”

Saverstam informed the delegates that the European Union is in the process of rewriting the minimum standards for postal systems within its borders.

“We need to fight now,” he said. “This is the time to fight for the delivery service of letters. We are seeing in Europe a big threat to that. A lot of countries have gone to less service. Some have gone to two days a week. Some have gone to one day a week. The country of Denmark has abandoned the letter service in their country. Posts are not delivering anymore.”

There have been thousands of complaints against the private companies that have taken over delivering the mail, he said, but it is too late for countries that have privatized to go back.

In UNI’s fight to protect postal systems through the minimum standards, Saverstam said that its most important demand is for “parcels to be a part of the universal

service obligation. Why is this so important? We see that parcels are the future for the post.”

UNI has called on national governments to invest in the post, offer full-time jobs and come to beneficial collective-bargaining agreements. “Let us fight for that,” he said.

“When something is happening in Europe—it’s a big postal market—it will also happen in other parts of the world,” he added. “It’s good to have readiness and it’s good to have your members with you.”

Delegates thanked Saverstam with a Letter Carrier Cheer.

The convention then returned to the amendment process. Proposed amendments to reduce the pay of Executive Council members, change the duties of some of those officers, the removal of officers, and the publishing of resolutions were voted down.

An amendment that would present any tentative agreement to the Executive Council for review and acceptance was approved by a voice vote. An amendment to expand who can be covered by the Mutual Benefit Association to include niece, great-niece, nephew and great-nephew passed as well.

STANDING TOGETHER

President Renfro next introduced National Rural Letter Carriers’ Association (NRLCA) President Don Maston, who told the crowd that unions must stand together when lawmakers attempt to influence the future of the Postal Service when so much is at stake.

USPS’s financial challenges can be addressed in two very different ways: “Congress can strengthen the Postal Service so it can continue fulfilling its public mission, or Congress can use this as an excuse to reduce service, close facilities, cut the workforce, abandon communities, and prepare the remaining pieces for privatization,” he said. “Our position is clear: The Postal Service is not a private business. It’s a public institution with a universal service obligation.”

Maston recognized NALC’s leadership in getting the Protect Our Letter Carriers Act introduced and mentioned the murder of Chicago, IL Branch 11 carrier Octavia Redmond on her route in 2024. “Nothing demonstrates the need for passage of this

legislation more,” he said. “We can honor her by refusing to accept violence against letter carriers as just another part of the job.”

Returning home safely at the end of the day should be a given, Maston said. That same principle applies to extreme heat, he added, pointing to NALC’s loss of Jacob Taylor of Dallas, TX Branch 132 last year. “We need enforceable heat protections,” he said, adding, “Managers must understand that no delivery target is more important than a carrier’s life.”

Letter carriers must also defend the Postal Service’s role in our democracy. “Let me be clear: Letter carriers pick up and deliver election mail. We do not determine who is eligible to vote. We do not enforce state election laws, and we should never be placed in the position of accepting or rejecting a customer’s ballot,” he said. “The Postal Service must remain neutral and independent to remain trusted.”

Unity is the most important factor in achieving our goals. “The challenges before us may be significant, but they are not insurmountable—not when we stand together,” the NRLCA president said. “Together we can defend the public Postal Service. Together we can protect the safety of every postal worker. Together we can preserve the Postal Service’s trusted role in our elections. And together we can achieve fair contracts and protect good-paying union jobs.”

The delegates gave Maston an enthusiastic Letter Carrier Cheer.

‘WE’RE STILL HERE’

Renfro then welcomed American Federation of Government Employees (AFGE) President Everett Kelley to the lectern.

Kelley reviewed the tremendous challenges federal unions have endured under unprecedented assaults from the Trump administration, which yanked the collective-bargaining rights of 950,000 federal employees, canceled many union contracts and fired workers using the ridiculous excuse of protecting national security.

“It was never about security,” Kelley said. “It was about silence.”

Letter carriers should be ready for similar attacks, he said, in the form of efforts to privatize USPS.

“Privatization means somebody gets rich, and somebody gets left behind,” he said.

Kelley told the delegates that AFGE hasn’t rolled over in the face of the assaults. “They thought if they could take the contracts, they could take the unions. They forgot that giving up is not in our DNA,” he said. Protests and court battles have won back many contracts and reinstated many workers.

Noting NALC’s slogan, “Fight like hell!” Kelley said, “I want every individual in this room to know that AFGE is fighting like hell with you.”

Rallying the delegates to stand together against the threats, Kelley told them, “Power is never given—power is taken, and we have to take it together.”

“Don’t grow weary,” he urged the delegates. “Because they’ve thrown everything they have at us: executive orders, they terminated contracts, mass firings, attacks on our dues. They tried to break us financially. They tried to break us spiritually. But we’re still here, still organizing, still fighting!”

“We are unbowed, and we are unstoppable!” he said. “We refuse to bend in the face of adversity!”

The delegates rewarded Kelley with a Letter Carrier Cheer.

SPECIAL APPEALS

The convention remained in executive session for motions that could not be considered during the amendment process. A motion to extend the deadline for branches to notify the election commissioner that they would not be voting unit rule for the AFL-CIO delegate election was passed, and the deadline was set for the end of the general session on Wednesday.

A motion to hear an appeal of an Executive Council decision on Article 10 charges was made and passed. As part of the motion, the method of the appeal was defined with each party receiving six minutes to address the convention. In order to give the parties time to prepare, it was decided to hear the appeal on Thursday, President Renfroe said.

Another motion was passed to have the Committee on Appeals make a decision on a delegate’s appeal and not wait any longer for the branch to respond to the request for information from the committee. President Renfroe said that the committee would issue a decision by Friday.

A motion to accept all resolutions approved by the Executive Council *en bloc* passed and was later amended to not include any resolutions that were submitted after the *Resolutions and Amendments* book was published. Those would be shown on-screen and read for the body.

The general session took a recess of 30 minutes before exiting executive session and the livestream was resumed.

NOMINATIONS

President Renfroe called the convention back to order at 4:37 p.m. and 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 nomination order):

President (contested)

- Nicole R. Rhine, Lincoln, NE Br. 8
- Lucien “Lew” Drass, Huntsville, AL Br. 462
- James Henry, Garden Grove, CA Br. 1100
- Michael Caref, Chicago, IL Br. 11

Executive Vice President (contested)

- Corey Walton, Nashville, TN Br. 4
- Manuel L. Peralta Jr., Garden Grove, CA Br. 1100

Vice President (contested)

- Mark S. Camilli, Northeastern NY Br. 358
- Kimetra Simpson-Lewis, Dallas, TX Br. 132

Secretary-Treasurer (contested)

- Raquel “Rocky” Acasio, San Diego, CA Br. 70
- Mack I. Julion, Chicago, IL Br. 11

Assistant Secretary-Treasurer (contested)

- Larissa Parde, Lincoln, NE Br. 8
- Esteban Ramirez, San Antonio, TX Br. 421

Director of City Delivery (contested)

- Christopher Jackson, Garden Grove, CA Br. 1100
- David L. Mudd, Louisville, KY Br. 14

Director of Safety and Health (contested)

- Shawn Boyd, Dallas, TX Br. 132
- Rob Kosier, Milwaukee, WI Br. 2

Director of Retired Members (contested)

- Anita Guzik, Los Angeles, CA Br. 24
- Daniel Toth, Lorain, OH Br. 583

Director of Life Insurance (contested)

- Phillip C. Rodriquez, Salt Lake City, UT Br. 111
- James W. “Jim” Yates, Long Island Merged, NY Br. 6000

Director, Health Benefit Plan (contested)

- Stephanie Stewart, Central Iowa Merged Br. 352
- Henry Cordero, Beverly Hills, CA Br. 2293
- Kevin Sommers, State College, PA Br. 1495

National Trustees (three positions, contested)

- Charles P. Heege, New York, NY Br. 36
- John A. Cruz, Brooklyn, NY Br. 41
- Elise M. Foster, Chicago, IL Br. 11
- Jeffrey Wagner, West Palm Beach, FL Br. 1690
- William Heller, Knoxville, TN Br. 419
- Sandra D. Laemmel, Detroit, MI Br. 1
- Howard K. Komine, Honolulu, HI Br. 860
- David J. Grosskopf Jr., Buffalo-Western New York Br. 3

President Renfroe leads a Letter Carrier Cheer for National Rural Letter Carriers’ Association President Don Maston.



Region 1 NBA (contested)

- Allan Rios, Garden Grove, CA Br. 1100
- Christopher Reed, Kailua Kona, HI Br. 5516

Region 2 NBA (contested)

- Nick Vafiades, Longview, WA Br. 2214
- Debra Dixon, Br. 351, Olympia, WA

Region 3 NBA

- Ronald Morgan, Chicago, IL Br. 11

Region 4 NBA

- John Robles, Centennial, CO Br. 5996

Region 5 NBA

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

Region 6 NBA (contested)

- Walter McGregory, Southeast MI Br. 2184
- Kyle D. Inosencio, Grand Rapids, MI Br. 56

Region 7 NBA (contested)

- Patrick Johnson, Milwaukee, WI Br. 2
- Elliot Simmons, Bismarck, ND Br. 957

Region 8 NBA (contested)

- Steve Lissan, Nashville, TN Br. 4
- Danna Chambless, Nashville, TN Br. 4
- Christopher Strickland, Tuscaloosa, AL Br. 1096

Region 9 NBA (contested)

- Cliff “Eddie” Davidson Jr., Durham, NC Br. 382
- Caroline Jones, High Point, NC Br. 936

Region 10 NBA (contested)

- Karrie Blough, Houston, TX Br. 283
- William Moody, Austin, TX Br. 181

Region 11 NBA (contested)

- Michael Brim, Columbus, OH Br. 78
- Mike Hayden, Toledo, OH Br. 100

Region 12 NBA (contested)

- Brian Thompson, New Castle, PA Br. 22
- William Kriebel, Bethlehem, PA Br. 254

Region 13 NBA (contested)

- Jerry Kerner Jr., Baltimore, MD Br. 176
- Vada E. Preston, Tidewater Virginia Br. 247

Region 14 NBA (contested)

- Kenneth Janulewicz, Worcester, MA Br. 12
- Tom Rooney, Boston, MA Br. 34

Region 15 NBA (contested)

- Roy Jancio Jr., New Jersey Merged Br. 38
- Orlando Gonzalez, New York, NY Br. 36

Renfroe 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. The NALC president and secretary-treasurer serve as delegates by virtue of their offices; elections for the remaining seven were to take place on Thursday.

The nominees are (in nominating order):

- Pascual Ortiz, New York, NY Br. 36
- Jamie Lukens, Barberton, OH Br. 897
- Jeff Parr, Santa Rosa, CA Br. 183
- C Moline, Seattle, WA Br. 79
- Joshua Towne, Pawtucket, RI Br. 55
- Jarod Miner, Pueblo, CO Br. 229
- Ethel Bibbs, Beaumont, TX Br. 842
- Tim Greene, Asheboro, NC Br. 2560
- Lloyd Doucet Jr., New Orleans, LA Br. 124
- Paul Rozzi, Pittsburgh, PA Br. 84
- Homer Hernandez, San Antonio, TX Br. 421
- Zach Schassberger, Ann Arbor, MI Br. 434
- Sarah T. Cuello, Oak Brook, IL Br. 825
- Catherine Jones, Minneapolis, MN Br. 9
- Michael J. O’Neill, New Jersey Merged Br. 38
- Trevor Haas, Dallas, TX Br. 132
- Kimberly Mortensen, Salt Lake City, UT Br. 111

- Chris Persampieri, Southeast MA Merged Br. 18
- Derek J. Simpson, Garden Grove, CA Br. 1100
- John Murphy, Naples, FL Br. 4716
- Michael Townsend, South Florida Br. 1071
- Cindy Connors, Staunton, VA Br. 513
- Alex Criego, Pittsburgh, PA Br. 84
- Elaine Jones, Detroit, MI Br. 1
- Aaron LeDuc, Fond du Lac, WI Br. 125
- Margo O’Neill, Central Iowa Merged Br. 352
- Jamie Drayton-Bey, Virginia Beach, VA Br. 2819
- Ron S. Zalewski, South Macomb, MI Br. 4374
- Jon Morris, Fort Worth, TX Br. 226
- Cristal Czajkoski, South Suburban Merged, IL Br. 4016

Renfroe said Board of Tellers Chair Andrew Weiner will explain the AFL-CIO delegate election process on Thursday.

Following some announcements by Secretary-Treasurer Rhine, the convention was adjourned at 6:29 p.m.

Ronald Morgan celebrates after being elected NBA for Region 3 by acclamation.



NALC AUXILIARY

WEDNESDAY, AUGUST 5

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Auxiliary convention opened with the Pledge of Allegiance and the collect.

Secretary Crystal Bragg gave an update on the amount of registered delegates, which now is 41.

The Audit Committee requested more records before it can complete the report. The committee will have until Thursday to give its report.

Tuesday’s minutes were handed out for review. Peggy Morris’s name needed to be added to the list of people who died. The minutes were passed with the change.

A motion was made by Cathy Dye of Aux. #202 in Washington to reimburse Tessy Fisher, NALCA chaplain, for expenses related to the memorial services at the 2016 convention in the amount of \$448.83. It was seconded by Andrea Kidd of Aux. #260 of Oregon. It was voted on and passed.

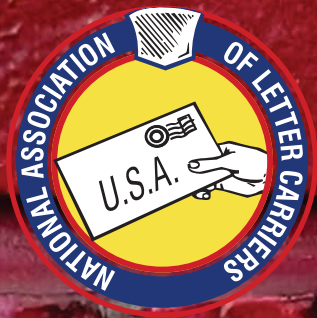
Donations were collected for MDA and the Letter Carrier Political Fund.

The dissolution of the Oklahoma State Auxiliary’s financial assets was received, and it was voted on to distribute \$2,000

to the NALC Disaster Relief Fund and \$500 to MDA, according to Article IX, Section 8(d).

Elections: There was only one nominated candidate each for the offices of president, secretary and treasurer, therefore they are declared elected: President Warditra Hughes, Secretary Chundra Thurmond and Treasurer Lynn Logen. The new board will be sworn in on Thursday.

The meeting was recessed until Thursday at 9 a.m.



NALC CONVENTION THURSDAY

COVERING THE FOURTH SESSION:
THURSDAY, AUGUST 6, 2026



Rep. Hakeem Jeffries is escorted to the stage by delegates from New York.

PRESSING ON

President Brian L. Renfro opened Thursday's session at 8:04 a.m. and the day began with a moving rendition of the national anthem by Michelle Bjornseth of Bismarck, ND Branch 957. Rebecca Renteria of Los Angeles, CA Branch 24 led delegates in the Pledge of Allegiance. Dr. Kathy Cash, chaplain for the American Legion's Department of California, gave the invocation.

Renfro invited to the stage Election Commissioner Andrew Weiner, who explained the voting process for the union's AFL-CIO delegate elections, which would take place from 4:30 p.m. to 6:30 p.m. following Thursday's general session.

President Renfro called the Committee on Mileage and Per Diem to the lectern. The committee's acting chair, Kenneth Montgomery of Rochester, NY Branch 210, took the microphone to offer condolences following the recent death of Committee Chair Antonia Shields. The members of the committee introduced themselves: Josiah Morse of

Maine Merged Branch 92; Jose Romero of Albuquerque, NM Branch 504; and Ryan West of Bloomington, IL Branch 522. Montgomery reported that the committee had recommended \$5,073.49 for mileage and per diem and \$66,800 for stipends for a total of \$71,873.49. The delegates adopted a motion to accept the final report.

The NALC president returned to the podium and recognized delegates at the microphones. A number of requests were made to "pass the hat" for injured carriers and for the families of carriers who have died, and several moments of silence were held. There were also calls for the national union to match funds raised in the passing of the hat, as well as to match funds for various branches' Muscular Dystrophy Association (MDA) fundraisers and for the NALC Disaster Relief Foundation.

Renfro then announced the names of the National Election Committee members that he had appointed. Those members are: Lamanda Bradshaw, Modesto, CA Br. 1291; Mike Hansen, Salt Lake City, UT

Br. 111; Brian Wiggins, Seattle, WA Br. 79; Veronica Ramirez, Arlington Heights, IL Br. 2810; Kathy Walter, Tucson, AZ Br. 704; Morgan Harrington, Southwest Michigan Br. 246; Linda Johnson, Duluth, MN Br. 114; Sylvain Stevens, Charlotte, NC Br. 545; Juan Munoz, Corpus Christi, TX Br. 1259; Monique Mate, Rochester, NY Br. 210; Michele Galda, Camden, NJ Merged Branch 540; Melissa Johnson, Rockville, MD Br. 3825; Joseph Stearns, Massachusetts Northeast Merged Br. 25; Eric Lomax, Jamaica, NY Br. 562; and Mike O'Neill, New Jersey Merged Branch 38.

Secretary-Treasurer Nicole Rhine next made some announcements to the delegation, including about a drawing for ballot placement of candidate names for AFL-CIO delegates and the retrieval of union awards. President Renfro then declared a return to executive session and the suspension of the convention livestream to take care of official union business after a short break.

The delegates heard an appeal of two decisions by the Executive Council related to the collective-bargaining

process and the investigation of Article 10 charges in April 2025. Executive Vice President Paul Barner offered the Executive Council's rebuttal. The body voted to uphold both decisions of the Executive Council with teller votes of 2,637 to 1,376 on the collective-bargaining decision and 2,616 to 1,317 on the decision about the Article 10 investigation.

After the votes, the executive session ended and the livestream resumed as consideration moved to legislative resolutions. A motion was made and passed to not read the resolutions and only hear the Executive Council's report on any disapproved resolution.

SOLVING HARD CHALLENGES

The delegates then viewed a video message from Sen. Gary Peters (D-MI), ranking member of the Homeland Security and Governmental Affairs Committee and strong NALC ally.

"I grew up in a union household, and I learned firsthand the power and importance of unions to fight for workers' rights," Peters said.

Peters reminded the carriers that he led the effort in the Senate to pass the Postal Service Reform Act of 2022, which included the elimination of pre-funding of retiree healthcare benefits and a permanent requirement for six-day delivery.

"That effort shows that big reforms can still be accomplished when we come together in a bipartisan manner to solve hard challenges," he said.

Peters also noted that with the support

of NALC, he succeeded in removing provisions from President Trump's "One Big Beautiful Bill" last year that would have slashed postal retirement benefits and required USPS to sell off its new postal vehicle fleet.

"NALC's advocacy was absolutely crucial, and you made sure that Congress heard your voices loud and clear," he said.

Peters decried President Trump's attempt to hijack voting by mail. "Postal employees should never be forced to verify ballots," Peters said, "or decide which pieces of mail should be delivered. And I'm going to continue to fight these illegal and unconstitutional efforts."

"I will continue to hold the Postal Service and the Trump administration accountable, and work to find a path forward to improve its finances," he concluded, "so that you can continue to deliver for another 250 years."

The delegates responded with a Letter Carrier Cheer.

RESOLUTIONS

The delegates then turned to consideration of legislative resolutions, with Executive Vice President Barner reading the Executive Council's reports on the resolutions. The convention approved resolutions to allow retired carriers to continue contributions to the Thrift Savings Plan, to continue six-day mail delivery for every house, and to create a Farmworkers Day paid holiday.

The delegates debated the longtime issue of locality and area wages and

overturned the Executive Council's disapproval of a resolution to "lobby for adding USPS to the locality pay provisions in the law enjoyed in the 54 areas federal employees receive this benefit" on a teller vote of 1,909 to 1,781.

The convention took a recess for lunch at 1:07 p.m. and resumed at 1:48 p.m. The delegates watched a video explaining the battles NALC has faced and the legislative efforts the union has used to combat those issues.

A SEA OF BLUE

President Renfroe then welcomed Ha-keem Jeffries (D-NY), minority leader of the U.S. House of Representatives, to the podium to speak to the delegates. Jeffries was escorted into the convention hall by letter carriers from New York.

The son of public employees, Jeffries praised carriers for their dedication to their work and said he shares their goals: "Your values are my values, and my values are your values."

Jeffries said he was proud of the passage of the Postal Service Reform Act and the Social Security Fairness Act, and pledged to enact legislation to protect carriers from violence. If his party wins back majority control of the House of Representatives in the midterm elections, he said, he will go much further.

"Life is too expensive in the United States of America," he said, and workers are struggling to survive. "We believe that in this great country of ours, when you work hard and play by the rules, like all of you do, you should be able to live an affordable life, a comfortable life and live the good life," Jeffries said. "A good-paying job, good housing, good healthcare, a good education for your children, and when it's all said and done, a good retirement. That's what this union fights for, and that's what we're going to fight for."

"And that, of course, means at all times," he added. "We're going to make sure those MAGA extremists keep their hands off your Social Security and your Medicare."

No movement has done more to fight for the American dream than labor, Jeffries said. "We will continue as House Democrats to stand with you and push back against the attacks on unions, and when

NALC President Renfroe thanks Rep. Jeffries.



we get control of the gavel, to protect the right to organize at all times.”

Jeffries also pledged to confront the “unprecedented corruption” in the Trump administration.

“If folks are too focused on enriching themselves, their family members, their friends and their donors, they’re not focused on making your life better,” he said. “Beginning on Day 1, when the House Democrats get the gavel, we’re going to hold the crooks accountable.”

Echoing the Rev. Dr. Martin Luther King Jr., who said “press on, and keep pressing,” Jeffries urged the delegates not to give up their efforts: “At this moment in time, we’ve got to press on and keep pressing,” he said. “Press on until victory is won!”

The delegates responded with an energetic Letter Carrier Cheer, and adopted a resolution making Jeffries an honorary member of NALC. Renfroe pointed to the sea of blue Letter Carrier Political Fund (LCPF) shirts in the crowd representing donors to the NALC’s political action committee.

FINISHING STRONG

The Board of Tellers dispersed into the hall to pass the hat, collecting funds for those selected under Rule 26.

The convention took up the *National Agreement* resolutions, with Vice President James Henry and Secretary-Treasurer Rhine reading the Executive Council’s recommendations on the resolutions. Over a few hours, the body dealt with 48 resolutions, 37 of which were passed. A summary of the passed resolutions and amendments is on [page X](#).

President Renfroe returned to the podium for announcements, including that the Board of Tellers had collected more than \$32,000 in cash, and the Venmo total had not been calculated yet. NALC Headquarters will match the final total based on a motion from the delegates.

The delegates then viewed a video message from American Postal Workers Union (APWU) President Jonathan Smith, who opened by praising letter carriers for their dedication to their jobs.

“You sacrifice every day to make sure you serve the American people,” Smith said. “It needs a lot more respect.”

Letter carriers are called heroes when

The Board of Tellers collect more than \$32,000 from delegates during the “pass the hat.”



calamity strikes, such as the COVID-19 pandemic or natural disasters, he added, but they are heroes every day they deliver.

Smith pledged that APWU will stand with NALC in the struggle against privatization and other threats to the Postal Service. “We are a thriving service, not a failing business,” he said.

“When they come for you, they come for us,” Smith promised. “We will fight this battle to the very end.”

“We will fight like hell!” he said. “Hands off the U.S. Mail!”

President Renfroe adjourned at 4:22 p.m. to allow delegates to vote in the AFL-CIO delegates election immediately after the session.

Previously in the session, Secretary-Treasurer Rhine told delegates that branches who won awards for food drive and Muscular Dystrophy Association fundraising could be picked up from the Community Services booth in the exhibit hall, and that LCPF awards would be mailed to the winning branches. Award winners were displayed on the screens during breaks.

LETTER CARRIER POLITICAL FUND

The first-place winners of the LCPF awards for 2024 and 2026 by branch size are below.

Highest percentage of contributors:

- 2,500 or more members: New Jersey Merged Branch 38 (11.18%)
- 1,500-2,499 members: Columbus, OH Branch 78 (16.52%)
- 1,000-1,499 members: South Suburban Merged Branch 4016 (45.27%)

- 700-999 members: Camden, NJ Merged Branch 540 (49.25%)
- 500-699 members: Bridgeport, CT Branch 32 (40.29%)
- 350-499 members: Wheeling, IL Branch 4739 (56.09%)
- 200-439 members: Framingham, MA Branch 334 (90.47%)
- 50-199 members: North Tonawanda, NY Branch 661 (233.33%)

Largest per capita contribution:

- 2,500 or more members: Cleveland, OH Branch 40 (\$3.34)
- 1,500-2,499 members: Columbus, OH Branch 78 (\$5.96)
- 1,000-1,499 members: South Suburban Merged, IL Branch 4016 (\$5.36)
- 700-999 members: New Haven, CT Branch 19 (\$23.06)
- 500-699 members: Ponce, PR Branch 826 (\$25.88)
- 350-499 members: Reading, PA Branch 258 (\$18.68)
- 200-349 members: South Central Indiana Branch 828 (\$21.83)
- 50-199 members: Longview, WA Branch 2214 (\$93.02)

Highest percentage of members contributing:

- 2,500 or more members: New Jersey Merged Branch 38 (15.30%)
- 1,500-2,499 members: Buffalo-Western New York Branch 3 (23%)
- 1,000-1,499 members: Austin, TX Branch 181 (33.13%)
- 700-999 members: South Jersey Branch 908 (31.97%)
- 500-699 members: Ponce, PR Branch 826 (24.39%)

- 350-499 members: Reading, PA Branch 258 (49.41%)
- 200-349 members: Pawtucket, RI Branch 55 (76.15%)
- 50-199 members: West Warwick, RI Branch 2158 (58%)

Highest per capita contribution:

- 2,500 or more members: New Jersey Merged Branch 38 (\$27.76)
- 1,500-2,499 members: Buffalo-Western New York Branch 3 (\$44.21)
- 1,000-1,499 members: Austin, TX Branch 181 (\$58.67)
- 700-999 members: Honolulu, HI Branch 860 (\$67.63)
- 500-699 members: Ponce, PR Branch 826 (\$64.89)
- 300-499 members: Reading, PA Branch 259 (\$92.65)
- 200-349 members: Pawtucket, RI Branch 55 (\$128.81)
- 50-199 members: Longview, WA Branch 2214 (\$184.98)

The state association first-place winners were:

- Highest percentage of members contributing: Rhode Island (34.67%)
- Highest percent) in contributors: Iowa (15.50%)
- Highest per capita contributions: Hawaii (\$66.26)
- Largest per capita contribution: Connecticut (\$7.58)

The first-place winners among regions were:

- Highest percentage of members contributing: Region 14 (14.46%)
- Highest percent) in contributors: Region 5 (6.54%)



NALC convention delegates vote for AFL-CIO delegates.

- Highest per capita contributions: Region 2 (\$32.63)
- Largest per capita contribution: Region 12 (\$3.91)

FOOD DRIVE

The award-winning branches with the most food collected in 2026:

- Category 11 (1-25 members): Lynden, WA Br. 4132—21,277 pounds
- Category 10 (26-49 members): Staunton, VA Br. 513—80,845 pounds
- Category 9 (50-99 members): Butte, MT Br. 621—157,244 pounds
- Category 8 (100-199 members): Southern Delaware Br. 906—331,635 pounds
- Category 7 (200-349 members): Columbia, MO Br. 763—673,118 pounds
- Category 6 (350-499 members): Sun City, AZ Br. 6156—265,693 pounds
- Category 5 (500-699 members): Ponce, PR Br. 826—546,600 pounds
- Category 4 (700-999 members): Clearwater, FL Br. 2008—1,501,767 pounds
- Category 3 (1,000-1,499 members): Oklahoma City, OK Br. 458—1,337,470 pounds
- Category 2 (1,500-2,499 members): Central Florida Br. 1091—649,120 pounds

- Category 1 (2,500 or more members): Los Angeles, CA Branch 24—1,005,500 pounds

MUSCULAR DYSTROPHY ASSOCIATION

Awards for branches that raised the most for MDA for 2025, by size category:

- Category 10 (1-49 members): Astoria, OR Br. 295—\$3,476
- Category 9 (50-99 members): Manitowoc, WI Br. 490—\$12,780
- Category 8 (100-199 members): Zanesville, OH Br. 63—\$9,996.80
- Category 7 (200-349 members): South Central Indiana Br. 828—\$14,020.02
- Category 6 (350-499 members): Erie, PA Br. 284—\$16,752
- Category 5 (500-699 members): Fort Wayne, IN Br. 116—\$19,214.36
- Category 4 (700-999 members): North-eastern New York Br. 358—\$16,650
- Category 3 (1,000-1,499 members): Louisville, KY Br. 14—\$19,220.21
- Category 2 (1,500-2,499 members): Portland, OR Br. 82—\$20,715
- Category 1 (More than 2,499 members): New Jersey Mgd. Br. 38—\$51,558.28



NALC AUXILIARY

THURSDAY, AUGUST 6

SUBMITTED BY CRYSTAL BRAGG, NALCA SECRETARY

The Thursday session opened with the pledge, collect and prayer.

The minutes from Wednesday were read. Changes were made to name spelling. The minutes were approved with changes.

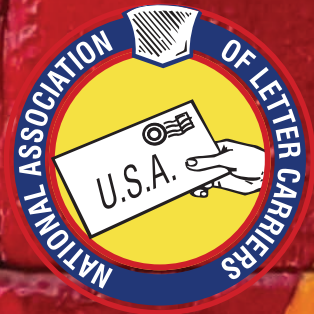
Audit Committee report: More description is needed with entries, as well as details on each transaction. The bank balance and books match. A motion was made and seconded,

and the motion passed.

Bylaws Committee report: No changes. A motion was made and seconded, and the motion passed.

New officers installed (at right): President Warditra Hughes-Hancock of Aux. #549 in North Carolina, Secretary Chandra Thurman of Aux. #11 in Missouri and Treasurer Lynn Loge of Aux. #99 in Washington.





NALC CONVENTION FRIDAY

COVERING THE FIFTH SESSION:
FRIDAY, AUGUST 7, 2026



LAST CALL

President Renfro
answers a question
from a delegate.

After President Brian L. Renfro opened Friday's session of the NALC national convention at 8:03 a.m., the day kicked off with Timothy Greene of Asheboro, NC Branch 2560 singing an *a capella* version of the national anthem and Marcos Garcia of Los Angeles, CA Branch 24 leading the Pledge of Allegiance. Rabbi Neil Comess-Daniels with Clergy and Laity United for Economic Justice delivered the invocation.

Renfro asked for a moment of silence to remember the former national and regional officers who have died since the 2024 Boston convention: William R. Yates, former secretary-treasurer; Judy Willoughby, former assistant secretary-treasurer; Jim Edgemon, former director of city delivery; Joseph

LaPlaca, former director of retired members; Mike Birkett, former Region 5 national business agent (NBA); Kathy Baldwin, former Region 10 NBA; and Joseph Morris Jr., former Region 14 regional administrative assistant.

The NALC president then announced the results of the AFL-CIO delegate election (the top seven are listed below with the vote totals and will serve as AFL-CIO delegates):

- Cindy Connors, Staunton, VA Br. 513—5,146
- Paul Rozzi, Pittsburgh, PA Br. 84—5,033
- Michael J. O'Neill, NJ Mgd. Br. 38—4,974
- Trevor Haas, Dallas, TX Br. 132—4,809
- Elaine Jones, Detroit, MI Branch 1—4,724
- Jamie Drayton-Bey, Virginia Beach, VA Br. 2819—4,598
- Pascual Ortiz, New York, NY Br. 36—4,294

At the previous convention in Boston, Renfro said, a resolution was passed about the formation of a committee on diversity, equity, accessibility and inclusion (DEAI). He appointed three members to a new NALC DEAI Committee: Jade McBride, Olympia, WA Branch 351; Carman Montgomery, Mobile, AL Branch 469; and Pascual Ortiz, New York, NY Branch 36. "I know these three are deeply committed to the goals and work of this committee, and I look forward to all they'll do for our members," Renfro said.

Convention business next turned to appeals and entered into executive session, turning off the livestream. As Vice President James Henry recused himself from the two appeals to be considered before the body of delegates, President Renfro invited

Secretary-Treasurer Nicole Rhine to the microphone to read the Committee on Appeals' report on both appeals.

The first appeal called for the overturning of Garden Grove, CA Branch 1100's officer elections, but the committee's decision was upheld on a teller vote 2,200 to 1,023.

The second appeal called for the overturning of San Diego, CA Branch 70's officer elections, but the committee's decision was upheld on a division vote.

After executive session ended, President Renfro summarized the Board of Trustees' report before a motion was made to hold off on the committee reports and for them to be placed in the Members Only portal on the NALC website. The members of those committees are listed below.

Convention Site Committee

Keisha Lewis of Garden Grove, CA Br. 1100; Ted Thompson of Cincinnati, OH Br. 43; and Jim Korolowicz, South Macomb, MI Br. 4374.

Credentials Committee

Credentials Committee Chair Delano Wilson, Silver Spring, MD Branch 2611; Charlisa Anthony, Detroit, MI Br. 1; Michael Badia, Marina, CA Br. 6385; Julianna Burton, Wichita, KS Br. 201; Kelsey Crosbie, Columbus, OH Br. 78; BaLynda Croy, Appleton, WI Br. 822; Benjamin Dixon, Detroit, MI Br. 1; Erika Estrada, Chicago, IL Br. 11; Ethel Ford, Houston, TX Br. 283; Leslie Greene, New Castle, PA Br. 22; Sonny Guadalupe, New York, NY Br. 36; Peter Handjojo, Garden Grove, CA Br. 1100; Mike Hansen, Salt Lake City, UT Br. 111; Patrick Harris, Garden Grove, CA Br. 1100; Kunga Jinpa, Burlington, VT Br. 521; Jeff Kranz, Findlay, OH Br. 143; Anthony Lauderdale, Nashville, TN Br. 4; Robb Petersburg, Minneapolis, MN Br. 9; Raqiyah Plenty, Jamaica, NY Br. 562; Melanie Shallcross, Camden, NJ Mgd. Br. 540; LaShawn Silas, Dallas, TX Br. 132; Tammy Swaney, Savannah, GA Br. 578; Julius Vickers, North FL Br. 53; and Dani Wolff, Casper, WY Br. 1681.

Scholarship Committee

Scholarship Committee Chair Larry Kania Buffalo-Western New York Br. 3; Carly Hook of Santa Clara, CA Br. 1427; and Kimetra Lewis of Dallas, TX Br. 132.

Retirement Committee

Retirement Committee Chair Michael Sheridan of South Macomb, MI Branch 4374; Brooks Bennett of Seattle, WA Br. 79; Doug Gulley of Columbus, OH Br. 78; Mary Halford of Arizona Mgd. Br. 1902; and April Hines of Washington, DC Br. 142.

Nalcrest Trustees

Nalcrest Trustees President Tony Diaz of Tampa, FL Br. 599; Starr Hunter of W. Palm

Beach, FL Br. 1690; and Fred Rolando of Sarasota, FL Br. 2148.

Public Relations Committee

Matt Leger of Fall River, MA Br. 51; Karen Evans of Stamford, CT Br. 60; Carolyn Zorn of Pasadena, CA Br. 2200; Eric Jackson of Southeast Pennsylvania Merged Br. 725; and Cory Carter of Fargo-West Fargo, ND Br. 205.

Health Benefit Plan Committee

Health Benefit Plan Committee Chair Tom Nelson of New York, NY Br. 36; Tom Dlugolenski of Syracuse, NY Br. 134; Lydia Caffrey of San Luis Obispo, CA Br. 52; Pete Bednarz of New Jersey Merged Br. 38; and Kieaunta Roberson of Indianapolis, IN Br. 39.

Distribution Committee

Distribution Committee Chair Wayne Harlow of Greenville, SC Br. 439; Steve Ancar, New Orleans, LA Br. 124; John Bahl, Newport, RI Br. 57; Joseph Baker, Columbia, SC Br. 233; Jennifer Braden, Roanoke Rapids, NC Br. 3331; Devin Broderick, Aurora, IL Br. 219; Homer Christian, Huntington, WV Br. 359; Aisha Culler, Columbia, SC Br. 233; Ron Fair, Medford, OR Br. 1433; Gus Fernandes, Boston, MA Br. 34; James Giese, Stockton, CA Br. 213; Anthony Guido, Worcester, MA Br. 12; Edward Johnson, Seattle, WA Br. 79; Andre Laney Sr., Cleveland, OH Br. 40; Renee Lomax, Oak Brook, IL Br. 825; Yolanda Luckie, Los Angeles, CA Br. 24; Andrea Malena, Omaha, NE Br. 5; Jacob Morgan, Greater East Bay, CA Br. 1111; Mark Murphy, Erie, PA Br. 284; Mark Nembhard, Virginia Beach, VA Br. 2819; Veronica Ramirez, Arlington Heights, IL Br. 2810; Arturo "AG" Ramirez, Houston, TX Br. 283; Frank Ramirez, South Florida Br. 1071; Christopher Reed, Kailua Kona, HI Br. 5516; Andrea Richardson, Memphis, TN Br. 27; Zach Schassberger, Ann Arbor, MI Br. 434; Sara Schawl, Clinton, IA Br. 126; Matt Slivinski, Wilkes-Barre, PA Br. 115; Leigh Smith, Decatur, GA Br. 2225; Raymundo Taveras, Flushing, NY Br. 294; Victor Vicenty, Flushing, NY Br. 294; Curtis Walker, Kansas City, MO Br. 30; Dominic Walton, New Jersey Mgd. Br. 38; Jerry White, Buxmont, PA Br. 920; James Williams, Chicago, IL Br. 11; and Latonya Williams, Birmingham, AL Br. 530.

Mutual Benefit Association Committee

Mutual Benefit Association Committee Chair Eric Matras of Portland, OR Br. 82; Desiray Anderson of Southern Delaware Br. 906; Mark Follette of Tucson, AZ Br. 704; Mark Godbee of Ballwin, MO Br. 5050; and George Laham of Hartford, CT Br. 86.

Uniform Committee

Uniform Committee Chair Stafford Price Jr. of Chicago, IL Br. 11; Lamanda Bradshaw of Modesto, CA Br. 1291; Ciria Dineyazhe of Arizona Mgd. Br. 1902; Sam Hill of Hattiesburg, MS Br. 938; and John Long of Jamaica, NY Br. 562.

FINISHING STRONG

Renfro called Assistant Secretary-Treasurer Mack Julion to the podium to resume consideration of resolutions, followed by Director of City Delivery Christopher Jackson and Director of Safety and Health Manuel L. Peralta Jr. The body dealt with 31 *National Agreement* resolutions, 25 of which passed.

Just after noon, the delegates approved a motion to extend the day's session to 3 p.m., at which point the shuttle buses would stop running.

Renfro called Peralta back to the podium to consider generation resolutions, followed by Director of Retired Members Dan Toth and Director of Health Benefits Stephanie Stewart. The delegates dealt with 11 general resolutions, three of which passed.

President Renfro then introduced Board of Trustees Chair Larry Brown to the podium, who gave a report on Rule 26 collection. Following approval of several motions from the delegates on Thursday, donations were collected from the convention floor. A total of \$42,405.83 was collected: \$34,057 in cash and \$8,348.83 via Venmo. A motion had also been made for National to match the amount, making the final total \$84,811.66.

Under Rule 26 adopted earlier in the week, the trustees approved allocating a total of \$7,710.15.15 to be distributed in honor of the following: Doreen Carter of Baltimore, MD Branch 176; Mike Olson of Kenosha, WI Branch 574; Daniel Collins of Wyandotte, MI Branch 758; Akilah Brown of South Macomb, MI Branch 4374; Evariste Niyitegeka of Maine Merged Branch 92; Keenan Haines of Massachusetts Northeast Merged Branch 25; Richard Sieg of Arizona Merged Branch 1902; Dustin Clark of Appleton, WI Branch; Tammy Berry of Kokomo, IN Branch 533; Churone Walls of Chicago, IL Branch 11; and the NALC Disaster Relief Foundation.

A summary of all of the passed resolutions and amendments are on [page X](#).

After President Renfro expressed thanks to everyone who worked to make the convention possible, the 74th Biennial Convention adjourned *sine die* at 2:54 p.m.

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.

The first seen by most delegates and visitors was one on *The Postal Record*. Giant-sized displays showed off some of the most visually striking covers in the magazine's history, including ones on the 1970 Great Postal Strike, the Stamp Out Hunger Food Drive, NALC's legislative and political programs, and more.

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 staffs explained the benefits of membership and answered questions at their booths. Many branches sold items to raise funds for Muscular Dystrophy Association (MDA) and other charities.

NALC's community service activities, including fundraising for MDA and the Stamp Out Hunger Food Drive, were represented, as were the NALC Disaster Relief Foundation, the NALC Leadership Academy, the NALC Veterans Group, Nalcrest, the NALC Retirement Department, and workers' compensation. Delegates also could buy NALC apparel and other souvenirs at the NALC Store booth.



PASSED RESOLUTIONS AND AMENDMENTS

NATIONAL AGREEMENT RESOLUTIONS

- File a national-level grievance if the Postal Service attempts to amend non-discrimination and civil rights protections.
- Apply non-career time toward Article 6 layoff protections.
- Combine auxiliary assignments to create full-time positions within Delivery Unit Optimization (DUO) and sorting and delivery center (S&DC) offices.
- City carrier assistants (CCAs) must have one year of experience to be eligible for 204b positions.
- Equalize hours among part-time flexibles (PTFs) and CCAs within a work location as well as create an overtime preference list for PTFs and CCAs.
- Option to sign both the non-scheduled day Overtime Desired List (ODL) and the Work Assignment List (WAL).
- During the quarter, move from one or both ODLs to the WAL.
- Equitable work-hour distribution among CCAs, including a weekly work-hour posting requirement.
- End mandatory overtime.
- Equitable distribution of work hours among CCAs during the quarter.
- Pay veterans at least as much as they received during their service, not to exceed the top pay.
- Increase compensation for trainers.
- Pay trainers at least an additional 5 percent.
- Use compounding general wage increases.
- Eliminate the CCA position, move to an all-career workforce, and set a starting wage of \$30 per hour.
- Starting wage of \$32.24 per hour and full cost-of-living adjustment (COLA) at every step of the pay table.
- USPS to provide back pay to national assigned assistants for retroactive pay increases.
- All employees receive a day of administrative leave when a National Day of Mourning is declared.
- Earn leave while using donated leave.
- Provide 12 weeks of paid leave for the birth, adoption or placement of a child.
- Eliminate the 75-hour sick leave restriction in the Annual Leave Exchange program.
- New employees shall have access to the grievance procedure.
- Carriers are to receive first aid and CPR training and recertification.
- Create a joint task force to protect members' safety and lives.
- File a national-level grievance for failure to comply with Article 15.
- Negotiate non-compliance language into Article 15.
- Establish compliance and enforcement procedures.
- When activating backup Step B members, they should be selected by the region initiating cases.
- Pre-arbitration settlements to be precedent-setting.
- Priority arbitration scheduling for Joint Statement on Violence and Behavior/dignity and respect cases.
- Suspensions and discharges require review and concurrence.
- Provide the union with a copy of all disciplinary actions when they are issued.
- Outside stewards to be on the postal clock while investigating and adjusting grievances.
- Branch presidents can appoint an outside steward from within the jurisdiction of the branch.
- Incorporate the Standard Training Program for City Letter Carriers into Article 19.
- Expand the exception for not making office standards to include all non-career federal service.
- Include non-career federal service towards the Posthumous Service Award Certificate.
- Include non-career federal service toward service award pins.
- Increase paid military leave to 20 calendar days.
- Route adjustments will not be implemented until related grievances are adjudicated.
- During route inspection consultation, employees may request and receive union representation.
- Allow telehealth appointments under the Wounded Warrior Leave program.
- Replace Virtual Timecard current display with Time and Attendance Collection System (TACS) format.
- Paid lunch or option for no lunch.
- CCAs eligible to opt or hold down carrier technician positions.
- Allow letter carriers to wear black, leather, non-skid footwear without a "green tag."
- Uniform options with Ultraviolet Protection Factor (UPF) 50+ fabrics, and add sun sleeves and neck gaiters to the program.
- Increase the length of the Article 30 local implementation period.
- Option for stewards to receive information electronically or with a USPS-provided flash drive.
- Provide Employee Assistance Program (EAP) services to retired employees.
- Right-hand drive vehicles must be provided for mounted and curblane delivery.
- Expand the change of address process such that carriers can accept and verify customer forwarding requests.



- The union shall be notified of any injuries involving letter carriers.
- Modify the 204b program such that there is a 90-day limit and 204b carriers may not issue discipline to other carriers.
- Unassigned letter carriers detailed as 204b will not be assigned vacant routes while detailed.
- Allow new carriers during their first eight weeks after Carrier Academy to report to a hub but restrict their deliveries to their employing office.
- Express Mail to be delivered solely by city letter carriers.

GENERAL RESOLUTIONS

- Support Delta flight attendants' campaign to organize with the Association of Flight Attendants-CWA.
- Livestream the national convention.
- Create an organizing committee and work with the AFL-CIO and the broader labor movement focused on organizing Amazon and other private-sector workers in the parcel delivery sector.
- Declare solidarity with federal workers and engage in creative activities to provide support.
- Local leadership, along with the national business agent and national officer with oversight of the Emergency Response Team (ERT), determines when it is appropriate to deploy the ERT.

- Strengthen and improve the letter carrier congressional liaison program.
- Create a committee to explore a transition to an NALC political/legislative program and submit a report and implementation plan to the membership.
- Oppose the cancellation of gender-affirming care benefits in Postal Service Health Benefits (PSHB) plans.
- Urge the Postal Service to secure and provide the necessary resources and support for a USPS think tank to carry out its mission efficiently and effectively.
- Create a task force to research the best way to create and implement a leadership and support team in every region.
- Post the full text of all adopted convention resolutions on the Members Only portal.
- Negotiate rights for transgender, non-binary and other gender-non-conforming individuals.
- Support the right not to cross picket lines.
- Protect the rights, dignity, and continued employment of injured and disabled letter carriers.
- The NALC declares itself a sanctuary union.
- Create a task force to seek out sponsorships to offset the cost of Stamp Out Hunger Food Drive postcards.

LEGISLATIVE RESOLUTIONS

- Allow post-separation contributions to the Thrift Savings Plan (TSP).
- Address the curtailment of mail and the intent of six-day delivery.
- Lobby to add the Postal Service to the locality pay provisions in the law for the 54 areas in which federal employees receive this benefit.
- Make Farmworkers Day a paid holiday.

CONSTITUTIONAL AMENDMENTS

- The president shall fill all vacancies occasioned by death or otherwise within 45 days until the next election.
- The president shall keep a written record of all collective-bargaining proposals. In the event the president is unable to perform collective-bargaining duties, the executive vice president will be provided with such written record in order to continue the collective-bargaining process with the members of the bargaining committee.
- Any tentative agreement reached by the union must be presented to the Executive Council for review, and be accepted by a majority vote of such, prior to submission to the membership for ratification.
- A niece, great-niece, nephew and great-nephew of members may apply for admission to membership in the Mutual Benefit Association.

WORKSHOPS

Though the workshops slate was cut short when delegates voted to extend the general sessions, many delegates learned some valuable information they can take back to their branches and use as leaders to represent and assist their fellow carriers.

Workshop topics included updates from City Delivery and the Contract Administration Unit, the Emergency Response Team, branch trustees training, the Mutual Benefit Associations, military veterans' rights, managing branch finances, the legislative outlook,

the Thrift Savings Plan, local negotiations, dealing with the Office of Workers' Compensation, the NALC Health Benefit Plan, estate and trust planning, a look at international postal systems, safety and health, recruiting and mentoring union activists, ethical decision-making, the economic realities of the Postal Service, and effective branch communications.

On Monday morning through Wednesday morning, both before and after the daily sessions, delegates attended workshops taught by Headquarters let-

ter carrier staff, professional staff and outside experts.

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 PowerPoint presentations for the workshops that were held and those that weren't held have been made available in the Members Only portal on nalc.org. **PR**

