

“Together
we are
unstoppable”

NALC President Fredric Rolando and the 27 other newly installed members of the union’s Executive Council took the oath of office on Saturday, Dec. 1, in the nation’s capital at the Marriott Marquis Washington, DC.

With President Emeritus William H. Young as the installing officer leading them, the men and women chosen to direct NALC for the next four years recited the pledge as prescribed by the *NALC Constitution*:

“I do solemnly promise on my honor that I will faithfully execute the laws of the National Association of Letter Carriers. I will perform, to the best of my ability, the duties of the office to which I have been elected, guard all property placed in my charge and, at the expiration of my term of office, turn the same over to my successor. I will do all in my power to promote the welfare of the National

New Executive Council faces legislative, regulatory and technical challenges, but letter carriers have a powerful legacy of accomplishments



Association of Letter Carriers and its members."

Rolando, who was re-elected in the fall following a nationwide vote by active and retired NALC members, told those gathered that with 16 new members compared to the team elected in 2014, the Executive Council has a new generation of letter carriers leading the way.

"As we have done for nearly 130 years, a new generation of letter carriers is stepping up to serve, even as their mentors and role models conclude their terms of service," he said. "This younger generation of leaders should inspire hope in all of us."

The evening was an opportunity to look forward to the challenges and opportunities that lie ahead for the new Executive Council. "We have to deliver for the members and we have to maintain their trust and support," Rolando said. "So while an installation is certainly a well-deserved moment to celebrate, it's also a moment to commit ourselves to the job ahead. Together, we must solemnly vow to face the future and confront the many challenges facing our union."

Pomp and pageantry

In keeping with tradition, the installation ceremony started off with the presentation of colors by the Joint Forces Color Guard. Minneapolis Branch 9 President Mike Zagaros performed "The Star-Spangled Banner" *a cappella*. Retired Executive Vice President Jim Williams led the recitation of the Pledge of Allegiance, followed by retiring Director of Life Insurance Myra Warren, who led the invocation.

Retired Executive Vice President Timothy C. O'Malley served as the affair's master of ceremonies. In his

brief remarks, he congratulated those being installed and recognized the families who made sacrifices for those leaders. "We know that union activism is a group endeavor and a family affair," he said. "And none of the men and women taking the oath of office tonight would be here without all of you standing behind them."

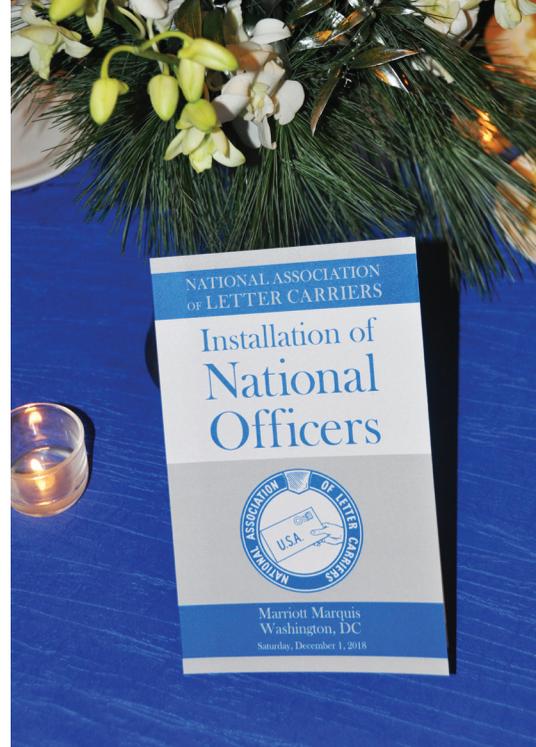
Representatives from dozens of NALC branches had purchased tickets to the ceremony, some making the trip from as far away as Hawaii. Following the meal, President Emeritus Young shared some thoughts with the assembly, saying, "I think I know a thing or two about what it takes—the effort, the commitment and the skills—to be successful as a union officer. I can tell you that every one of the officers we install tonight has given the effort, made that commitment and demonstrated those skills."

O'Malley then called forward the 10 resident national officers, three national trustees and 15 national business agents who make up the 28-member Executive Council. NALC's seven elected AFL-CIO delegates were invited to the stage as well.

After administering the oath of office, Young excused the other officers and called President Rolando to the podium to deliver his third inaugural address.

Immediate challenges

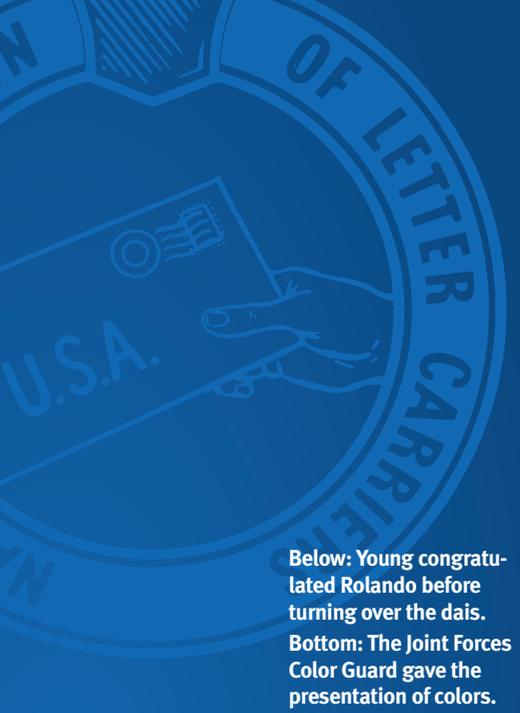
Rolando addressed the challenges facing the union in 2019 and beyond, starting with two public policy debates: the legislative and regulatory framework within which the Postal Service operates—currently under review by the Postal Regulatory



Above: Retired Executive Vice President Timothy O'Malley served as master of ceremonies.

Opposite page (top): NALC President Fredric Rolando looked to the past and the future in his remarks.

Opposite page: President Emeritus William Young led the new Executive Council through the pledge of office.



Below: Young congratulated Rolando before turning over the dais. Bottom: The Joint Forces Color Guard gave the presentation of colors.

Commission—and the need for sensible and bipartisan postal reform.

On that second matter, the president noted, “this challenge has been a marathon, not a sprint—we’ve been trying to overcome the legislative mandate to pre-fund retiree health benefits

for more than a decade.”

Rolando thanked the countless NALC activists who have worked to fend off bad proposals to deal with the financial losses caused by the mandate, including five-day delivery, deregulated access to mailboxes and privatization.

“Living to fight another day over the past several Congresses has been a good strategy,” he said. “But in the 116th Congress, we will move toward the next step to strengthen the Postal Service for the long haul.”

Rolando cited technological change as both a challenge and an opportunity. While the internet has been a positive for the Postal Service with the growth in package delivery, “our exposure to market developments has undeniably increased,” he said.

The president noted that autonomous delivery vehicles and drone delivery are areas on which the union must keep careful watch. He also referenced Amazon’s recent purchase of 20,000 delivery vans and its hiring of non-union drivers, which makes it important for NALC to question how it can diversify USPS’s customer base and also raises the issue of whether the union should attempt to organize the new workforce.

“So, one of the top priorities of the new NALC Executive Council will be to respond in a way that upholds employment standards in the delivery industry and protects the jobs of America’s city letter carriers,” Rolando said.

Letter carriers must help USPS retain its unique competitive position, he explained. “Our focus should be to strengthen the Postal Service’s unique advantages as the nation’s only truly universal delivery network—all the while adapting to the forces shaping our work lives,” he said. “We have captured the last mile and we must do everything we can to keep it—not only for the benefit of our members, but for the benefit of the American people.”

Negotiations on the horizon

In 2019, NALC and USPS will attempt to negotiate a new National Agreement,





but the outlook for a negotiated deal presents more challenges than the last round. Rolando noted that USPS has failed to complete agreements with the American Postal Workers Union and the National Rural Letter Carriers' Association while the regulatory and legislative issues remain unresolved.

"Certainly we will be pointing to America's improved labor market and rising wages when we sit down at the table with the Postal Service starting next summer," he said, noting that preparations for the talks have been going on since the last contract was ratified.

"As we pursue our collective-bargaining goals, this next round of bargaining will be an opportunity for both sides to bargain strategically to make the Post Office as indispensable to America in its third century as it has been in its first two," he said.

'Powerful legacy'

Rolando remains optimistic about the future of NALC.

"Brothers and sisters, make no mistake, we are undeniably a great union," he said. "We have the resources, we have the talent, and we have the idealism to succeed—all turbocharged with the powerful legacy of those who came before us," he said to enthusiastic applause.

He noted that NALC is 93 percent organized and has had numerous major successes over its history. It won

the eight-hour day for federal workers, achieved collective bargaining through the successful 1970 Great Postal Strike, defeated privatization during the Ronald Reagan and George W. Bush presidencies, and prevented the dismantling of the Postal Service following the Great Recession. "And [we] will once again prevail against the latest privatization threat in the Trump years," he said.

He concluded his remarks by stressing the importance of unity to NALC's past and future successes.

"The folks up here who have won the privilege of representing their brother and sister letter carriers know why we were able to do all that," he said. "It is not because of what any one of us has done; it's because of what all of us have done together. Our success has required all of us to contribute. And we all know that this union is much greater than the sum of its parts."

"Of course, this is the essential insight of trade unionism—alone we are powerless, together we are unstoppable. Thank you to the men and women who make up NALC for all that you do."

Short biographies of each member of the Executive Council are on the pages that follow.



Top: The installation was held at the Marriott Marquis Washington, DC on Dec. 1.

Above: President Rolando outlined some of the challenges facing the union, but also talked about letter carriers' long history of accomplishments.

Profiles of NALC national officers 2018-2022



Fredric V. Rolando President

Fredric V. Rolando was re-elected president of the National Association of Letter Carriers in 2018 following national

balloting held among the union's active and retired members.

A member of Sarasota, FL Branch 2148, Rolando began his letter carrier career in 1978 in South Miami as a member of South Florida Branch 1071. He served the branch as a steward from 1979 until 1984, when he moved to Sarasota and soon became Branch 2148's chief steward.

"I got active in the union because of the antagonistic way management treated letter carriers," Rolando explained.

In 1988, he was elected president of Branch 2148 and held that post until 1999. From 1992 to 1999, Rolando also served as a part-time regional administrative assistant (RAA) for Atlanta Region 9, and he was director of education for the Florida State Association of Letter Carriers from 1993 to 1999. He was named a full-time RAA for Region 9 in 1999.

Rolando was first elected to national office by acclamation at the 2002 Philadelphia Convention as director of city delivery, having been appointed to that post in February 2002 by President Vincent R. Sombrotto to fill a vacancy.

As city delivery director, Rolando had an opportunity "to become familiar with many of the specific issues that affect letter carriers, both common and unique to different areas of the country," he said. He took a leading role in preparing the union for "future city delivery issues, which will likely include transitions necessitated by changes in the Postal Service itself."

Rolando's election as NALC executive vice president by acclamation at the 2006 Las Vegas Convention was another affirmation by his fellow letter carriers of their confidence in his abilities as a leader on the Executive Council.

As executive vice president, Rolando focused on working with USPS to restructure delivery routes of mail carriers in a manner that protected their contractual rights as employees while allowing the agency to have the flexibility to meet the financial challenges posed by changing communications technology and the economic crisis.

In July 2009, Rolando was sworn in as the 18th president of the NALC following the retirement of William H. Young. In 2010, Rolando was elected president by acclamation during the 67th Biennial Convention in

Anaheim, CA. In 2014, he was re-elected following national balloting.

Rolando has a Bachelor of Science degree in criminology and psychology from Florida International University. He and his wife, Jolene, reside in Fredericksburg, VA, and they have two daughters and two sons.



Brian Renfroe Executive Vice President

Brian Renfroe was elected executive vice president by mail balloting of NALC members in 2018.

Renfroe is a second-generation letter carrier who began his career in 2004 in Hattiesburg, MS, where he joined NALC as a member of Hattiesburg Branch 938. Just two years later, Renfroe was elected vice president of Branch 938. He also served as shop steward until 2008, the year his branch elected him president.

"As the son of a letter carrier, I grew up learning about the issues letter carriers have faced over the years," he said. "At a young age, I had a deep appreciation for the hard work and sacrifice of the men and women of our union and its positive impact on my father's job and my family. I quickly got involved in my branch because I felt a responsibility to do all that I could to keep moving forward and improving the jobs and lives of letter carriers. I still feel that responsibility."

In addition, Renfroe served as a local business agent and arbitration advocate for NALC's Memphis Region 8, which covers Mississippi, Alabama, Louisiana and Tennessee. Renfroe worked extensively on route adjustments in his home state and focused much of his time on training members at the branch, state and regional levels.

In 2011, the Mississippi State Association elected Renfroe its president. A few months later, President Rolando appointed Renfroe to work at NALC Headquarters in the Contract Administration Unit, where he focused on city delivery issues. In 2013, Rolando appointed Renfroe as a special assistant to the president.

Renfroe was elected NALC director of city delivery in 2014 by acclamation during the union's 69th Biennial Convention in Philadelphia. NALC President Fredric Rolando had appointed Renfroe to that position earlier in the year to fill a vacancy. In 2016, Rolando appointed Renfroe as executive vice president to fill a vacancy.

Renfroe is a graduate of the NALC Leadership Academy, having attended Class 6 in 2008.



Lew Drass Vice President

Lew Drass was re-elected national vice president in 2018 following national balloting. He was first appointed to that position in March of 2014 by President

Rolando to fill a vacancy; he was elected to the position later that year by mail ballot.

In 1977, Drass began his postal career as a clerk in Riverdale, MD. He transferred to the letter carrier craft in 1981 and joined NALC's Lanham, MD Branch 4819. Two years later, Drass became a shop steward and served Lanham letter carriers in that position until 1989. That year, he transferred to Huntsville, AL, and moved his membership to Huntsville Branch 462.

In Huntsville, Drass served as assistant newsletter editor and Muscular Dystrophy Association coordinator from 1990 to 1992.

In 1993, Drass became Branch 462 president and chief shop steward, jobs he held until his first election as Region 8 national business agent (NBA) in 2002. Along the way, he also served as an Employee Involvement facilitator (1995-1996) and, starting in 1997, as a local business agent. He was re-elected Region 8 NBA by acclamation at the 2006 NALC convention in Las Vegas.

Before his first election to national office, Drass was director of education for the Alabama State Association from 1995 to 1997, its vice president from 1997 to 2001, and its president from 2001 to 2002. He has also served as an arbitration advocate since 1997.

In 2010, Drass was elected national director of city delivery by the 67th Biennial Convention in Anaheim.

Drass explained that he became so active in the union because "I didn't like seeing other letter carriers being picked on by management."

One of his goals as NALC vice president—"besides world peace," he says with a laugh—"is to make our grievance procedure work better than it already does and to provide more tools to every shop steward in the country, to help them provide the best possible representation to every letter carrier."



Nicole Rhine Secretary-Treasurer

Nicole R. Rhine was re-elected secretary-treasurer by mail balloting of NALC members in 2018.

Rhine, a member of Lincoln, NE Branch 8, became a member of NALC as soon as she joined the letter carrier craft, attending branch meetings and state conventions regularly.

"I couldn't wait to become a member of the union," she said. "I learned at an early age what unions stood for and could accomplish because my mother worked at a packing plant and belonged to one."

At the branch level, Rhine served stints as assistant steward and steward. She was elected branch secretary in 1998, a role she held until her election as branch president in 2004. For three years starting in 1998, Rhine was also the Nebraska State Association's legislative representative, until her election as state association president in 2001.

Rhine was a Region 5 arbitration advocate from 1999 to 2006. In 2006, she was appointed as a regional administrative assistant (RAA) by NALC President William H. Young to fill a vacancy. Then, in 2009, NALC President Fredric V. Rolando appointed her national assistant secretary-treasurer to fill a vacancy. That appointment was affirmed in 2010 when Rhine was elected assistant secretary-treasurer in 2010 during the 67th Biennial Convention in Anaheim, CA. She was elected secretary-treasurer by acclamation in 2014 during the union's 69th Biennial Convention in Philadelphia.

"It was my desire to educate letter carriers of their rights and to defend them when those rights were violated that inspired me to assume my other union roles over the years," she said. "I am excited about the opportunity to serve the membership as a whole after being able to do so previously at the local, state and regional level."

Rhine holds a journalism degree from the University of Kansas.



Paul Barner Assistant Secretary-Treasurer

Paul Barner was elected assistant secretary-treasurer in 2018 by mail balloting of NALC members.

A member of Roswell, GA Branch 4862, Barner began his postal career in 1987. His service to the branch started in 1996 upon his election as a steward.

"The military taught me the importance of camaraderie and the strength that comes from solidarity," Barner, a U.S. Army veteran, said. "After witnessing how many carriers were being mistreated, I felt a strong sense of duty to do what I could to support my fellow brothers and sisters."

Barner served in multiple other roles in

his branch, including on-the-job instructor, trustee, and safety and health committee recording secretary. His branch elected him treasurer in 2006. He also served functions within the Georgia State Association, including as an officer on the executive board.

Barner served as a local business agent, as a primary member of the dispute resolution team for Region 9 (Florida, Georgia, North Carolina and South Carolina) and is currently an arbitration advocate. In 2012, President Fredric Rolando appointed him as regional administrative assistant (RAA) for Region 9.

In 2015, Rolando named Barner to the position of special executive assistant to the president working at NALC Headquarters in Washington, DC, a position he held until his election as assistant secretary-treasurer.

Barner graduated from Leadership Academy in 2007. He earned a bachelor's degree in business administration from Georgia State University.

"We as letter carriers must not settle for anything less than to be acknowledged, respected and valued by management for the service we provide to the public day in and day out," Barner said. "The strength in our unity as NALC members provides the vehicle to achieve this end."



Christopher Jackson Director of City Delivery

Christopher Jackson was re-elected director of city delivery by mail balloting of NALC

members in 2018.

Jackson originally began his career with the U.S. Postal Service as an LSM clerk in 1981. He became a letter carrier in 1982 in Downey, CA, later transferring to Riverside where, under the guidance of Garden Grove, CA Branch 1100 officer Manuel L. Peralta Jr. The inception of his career defending letter carriers took place when he became a shop steward in Riverside's Rubidoux Station.

"I would like to personally thank Manuel L. Peralta Jr. for the everlasting impression he left on me during the shop steward training class," Jackson said. "There, Manny said, 'Always remember we are here to represent letter carriers and to enforce the National Agreement, which our national officers have bargained for us.'"

Jackson's representative role for NALC dates back several decades, having served under the direct guidance and leadership of letter carrier activists such as Jordan Brown, Art Turner and Charlie Miller. Jackson's high-

level skill set and expertise helped further his career, allowing him to serve as an NALC Joint Route Inspection Team co-leader from 1993 to 2000 for San Diego District North, where he concurrently served on the Employee Involvement Local Joint Steering Committee and as NALC's delivery point sequence (DPS) coordinator. At the same time, he was also an area steward, through 2001.

Being well-versed in contract language led him into arbitration advocacy in 1999. By the close of 2001, he was serving Branch 1100 full time, holding the office of vice president through 2005. At that time, he was appointed to the position of regional administrative assistant (RAA) for Region 1, until his election as national business agent (NBA) for Region 1 by acclamation at the national convention in Anaheim in 2010. He was re-elected to that post by acclamation in 2014 during the 69th Biennial NALC Convention in Philadelphia. President Rolando appointed Jackson director of city delivery in 2017 to fill a vacancy.

Jackson received both intervention and Office of Workers' Compensation (OWCP) training after his acceptance of the RAA position. He has held instrumental roles during eras of change for the Postal Service, including direct oversight of route inspection processes, and serving as NALC team leader for Region 1.

Speaking about adaptation to the changing climate of USPS and NALC, Jackson said, "I believe we have the tools and guidance through leadership, not only to recover ourselves from economic woes, but to expand on tomorrow's horizon.

"We, as leaders of NALC, must continue to bring in new talents to teach and educate them," he said, "to represent all letter carriers, to enforce the National Agreement and to be ready to step in as leaders of this great union."

Jackson is the proud father of two Cal State Fresno students—Krystina and Emmanuel.



Manuel L. Peralta Jr. Director of Safety and Health

Manuel L. Peralta Jr. was re-elected director of safety and health by mail balloting of NALC members in 2018.

Peralta was hired as a letter carrier in 1979 at the Brookhurst Station in Anaheim, CA, and he quickly joined Garden Grove Branch 1100. In 1980, he was trained and appointed as a shop steward, later moving to become a branch trustee. Until 1990, Peralta also served as an equal employment opportunity (EEO) representative, handling complaints

Profiles of NALC national officers 2018-2022

through all steps, including formal hearings before the EEO Commission.

"I was inspired to become a union activist by a neighbor named Jim Linton, who was a truck driver and member of the Teamsters," Peralta said. "Jim had talked to me about unions and their value in our society since I was an 8-year-old. He helped me get my first union job before I came to the Postal Service, and it was because of his influence on me that I joined NALC the moment that I was able to do so."

In 1984, Region 1 National Business Agent (NBA) Brian Farris began assigning Peralta to present grievances before arbitrators; Peralta continues to serve as an arbitration advocate.

In 1985, Peralta became Branch 1100 vice president; four years later, he became executive vice president. During this period, he served as NALC co-chair of the Employee Involvement steering committee in Long Beach.

In 1990, NALC President Vincent R. Sombrotto appointed Peralta as a regional administrative assistant (RAA) for Region 1, which covers California, Nevada, Hawaii and Guam. Peralta was elected Region 1 NBA by acclamation during the 2006 National Convention in Las Vegas. He was elected director of safety and health by acclamation in 2010 during the 67th Biennial Convention in Anaheim. In 2014, Peralta was re-elected by acclamation at the 69th Biennial Convention in Philadelphia.

"From the beginning of my involvement with NALC," Peralta said, "I have worked to learn the contract, learn what our members need, to learn how to put a good grievance file together, to learn how to present grievances through the steps of our procedures and then to learn how to best present our cases in front of arbitrators. My hope through the years has been—and continues to be—to teach these skills to others and to inspire others to get hooked on representing our members like I was inspired by all my union mentors."

Peralta attended California State University at Fullerton. He has been married to his wife, Gina, for more than 38 years. "I could not have dedicated myself to the demands of representing the membership without her total support," Peralta said. "She has raised my adult son Michael, my adult daughter Amy—and me."



Dan Toth
Director of
Retired Members

The son of a letter carrier, Dan Toth was elected director of retired Members in 2018.

Previous to that, he was elected Region 11 national business agent (NBA) by acclamation in 2014 during the 69th Biennial NALC Convention in Philadelphia. President William H. Young had initially appointed Toth to that post in May 2009 to fill a vacancy.

Toth first became active in the defense of letter carriers when he took a shop steward position with Lorain, OH Branch 583 in 1984, and he has been working on behalf of his brother and sister letter carriers ever since.

"As a second-generation letter carrier, I remember how hard my father worked to make ends meet," Toth said. "During the late 1960s and into the 1970s, letter carriers like my father had to work numerous jobs to provide a solid middle-class quality of life. I decided from the onset of my career that I was going to make a difference in protecting and improving the wages and benefits that the NALC and its members fought to gain.

"From Day 1, I was never intimidated by management," he said. "Routinely, I went toe-to-toe protecting the rights of letter carriers from overzealous managers."

Toth served Branch 583 as a local business agent and arbitration advocate, trustee and vice president, eventually rising to become branch president. He also served as director of education for the Ohio State Association.

In May 2005, President Young named Toth a regional administrative assistant (RAA) for Region 11, which serves the letter carriers of Ohio and upstate New York.

"I was able to rise to the position of national business agent because the NALC dedicated resources to train me, along with mentors who took the time to provide support and knowledge to help me represent the members to the best of my ability," Toth said. "I recognize how important that was to me during my growth and I want to pay that forward."

Toth also serves on the Eastern Area Safety Task Force, the Northern Ohio Communications Task Force, and he is a member of the Northern Ohio Employee Assistance Program (EAP) team.

"Other than providing the best representation possible, one of my main goals as the Region 11 NBA is to train and assist in developing our next generation of NALC leaders," he said. "I believe this is a responsibility that we should all strive to engage in.

"Ultimately, I would like to see letter carriers continue to have a good wage-and-benefit package," he added, "a work environment free of bullying and harassment and a fulfilling career that leads to the promised land—retirement!"

Toth studied industrial psychology at The Ohio State University. He and his wife, Nancy, have two adult sons: Russell and Matthew.



Stephanie Stewart
Director, Health
Benefit Plan

Stephanie Stewart was elected director of health benefits by mail balloting of NALC

members in 2018.

Stewart was hired as a letter carrier in 1995 for the Morgan Street Station in Des Moines, IA, and quickly joined Central Iowa Merged Branch 352.

"I became involved as the shop steward because I couldn't sit by and watch management violate our contract and abuse letter carriers. I knew I had the ability to stand up and defend my co-workers, so I signed up and kept fighting anywhere I was needed."

As a member of Branch 352, she served the membership as a shop steward, Formal A designee, safety captain, workers' compensation officer, trustee and vice president, and went on to become president in 2013. She also filled many roles at the request of the national business agent's office, including NALC co-leader for route inspections, District EAP committee member, District Safety Committee co-chair, Master Carrier Academy facilitator and as an arbitration advocate.

"The challenge of representing letter carriers through a variety of different ways became my passion," Stewart said. "I was eager to learn and very fortunate to be surrounded by strong mentors who pushed me at every turn. I quickly realized we stay strong by leaning on each other and being proactive through ongoing education." Her desire to help letter carriers in new ways led to her involvement as an officer with the Iowa State Association, where she served as vice president and director of education from 2011 to 2015.

In 2015, NALC President Fredric Rolando appointed Stewart regional administrative assistant (RAA) for Region 5, serving Missouri, Iowa, Nebraska and Kansas. Rolando appointed her director of health benefits in 2018 to fill a vacancy, and she was elected to the post later that year by national balloting.

As director of health benefits, Stewart's goal is to educate members about our health benefit coverage and promote wellness and healthy living. "When our bodies are taxed by injury or illness, the physical and mental demands of being a letter carrier are even more

challenging,” she said. “If I can help lessen that burden, it must be a priority.”



James W. “Jim” Yates Director of Life Insurance

Jim Yates was elected director of life insurance by mail balloting of NALC members last fall.

A Long Island native whose parents were both postal employees and union members, Yates began his letter carrier career in 1994 carrying mail as a part-time flexible (PTF) in Glen Head, NY, and joined Long Island Merged, NY Branch 6000.

“I grew up in a postal household where my father and sister were letter carriers and my mother a clerk. It was not only a postal household, but a union household—an NALC household,” Yates said. “Because of this, I was drawn to become active in my branch as soon as I was hired as a letter carrier.”

Yates began his union activism as branch food drive coordinator and steward, then took on more than a dozen branch and regional roles, including trustee, arbitration advocate, health benefit representative and route adjustment team member. President Rolando named him a national field administrative assistant in 2013, a job that brought him to NALC Headquarters. Rolando appointed Yates assistant to the president for city delivery the next year.

In 2017, President Rolando named Yates assistant to the president for collective bargaining, communication and research, a job whose responsibilities included support for negotiation of the 2016-2019 National Agreement between NALC and the Postal Service, ratified by the members in August 2017.

Yates graduated from the Leadership Academy in 2006. Before joining USPS, he earned a degree in automotive engineering; in 2004, Yates graduated from the National Labor College with a B.A. in labor studies.

“Growing up, I heard about letter carrier and postal issues daily,” he said. “I was ready to hit the ground running. All these years later, I am still focused on fighting for letter carriers.”



Lawrence D. Brown Jr. Trustee (Chairman)

Larry Brown was re-elected trustee by mail balloting of NALC members in 2018.

With more than 20 years of experience as a national trustee to rely on, Brown continues his commitment “to serve the best interests of the letter carriers who have placed their confidence in me.”

Brown has served as president of Los Angeles Branch 24 since 1989. In 2014, he was elected to a sixth term as a national trustee and is serving his fifth term as chairman of the three-member NALC Board of Trustees following national balloting held among the union’s active and retired members.

Brown began his union career as a shop steward at Highland Park Station in 1973 and served in that capacity right up until his election as Branch 24 president. He also was the branch’s Mutual Benefit Association representative from 1981 to 1989.

He credits his parents for his involvement in the labor movement. “Being raised by two parents involved in civic and church activities,” Brown said, “the union was a natural extension of the leadership qualities and organizational techniques I learned at home.”

A tireless community activist, Brown is vice president of the Los Angeles Federation of Labor and chairman of the Los Angeles Labor Community Services, AFL-CIO, and he sits on the advisory committee of the Los Angeles Trade Technical College.

Brown also plays a prominent personal and leadership role in political affairs as NALC’s congressional district liaison for Rep. Maxine Waters (D-CA) and as an active member of the Los Angeles County Democratic Central Committee.

Along with safeguarding members’ interests as a trustee, Brown says he also feels a duty to “always be working toward electing government representatives who best serve the needs of our membership.”

Brown’s wife, Carolyn, also is a letter carrier and a Branch 24 member. They have three daughters and a son.



Mike Gill Trustee

Mike Gill was re-elected trustee by mail balloting of NALC members in 2018.

A 30-plus-year history of union leadership reached a new height for Gill when he was first elected a national trustee by acclamation at the 2006 Las Vegas Convention. He was elected to a third term in that post in 2014 following national balloting held among the union’s active and retired members.

Gill, a veteran member of Miami’s South Florida Branch 1071, started his career with the Postal Service in 1973.

“As a second-generation letter carrier, I understood the importance of NALC,” Gill said. “I saw the need to assist my fellow letter carriers because of the injustice that took place on the workroom floor,” particularly on behalf of carriers who were frustrated or exploited in their dealings with “unreasonable” postal managers.

In 1981, Gill was elected Branch 1071’s treasurer. Nine years later, the branch membership voted him in as executive vice president, and in 2002 he was elected branch president. The branch, one of NALC’s largest, also is one of the best organized in the nation. He retired as branch president in 2017.

As a national trustee, Gill has three main goals: to strive to improve the work life of letter carriers; to help make NALC strong as it addresses the challenges it faces, from Congress to collective bargaining to its political action fund to the e-Activist Network; and to educate members about the importance of staying involved in all of these areas.

Gill and his wife, Denise, are the parents of two adult children, Brett and Katie, and have four grandchildren: Channing, Jordyn, Marley and Chase.



Mack I. Julion Trustee

Mack I. Julion was elected trustee by mail balloting of NALC members in 2018.

Julion began his career as a letter carrier in Chicago, IL, in 1997 and joined Chicago Branch 11. He served his branch as steward, sergeant-at-arms and branch auditor. In 2008, then-NALC President William H. Young appointed Julion to the post of regional administrative assistant (RAA) for Region 3. The next year, Branch 11 elected Julion as branch president. He was re-elected branch president by the members in 2012, 2015 and by acclamation in 2018. Julion is also an arbitration advocate and intervention specialist. NALC President Fredric Rolando appointed Julion as trustee in May 2018 to fill a vacancy before he was elected to the position later that year.

Julion also is a member of the Chicago Federation of Labor’s Executive Board and delegate to the National Executive Board of the Coalition of Black Trade Unionists. In addition, Julion serves on Chicago Amalgamated Bank labor council, University of Illinois at Chicago (UIC) Labor Advisory Board and the Chicago local advisory board for United Way Emergency Food and Shelter Programs.

Julion cites the work and life of Dr. Martin Luther King Jr. as an inspiration to his own personal journey. “I believe we are all called

Profiles of NALC national officers 2018-2022

to serve," he said. "My work in the labor movement is consistent with the core principles of my Christian faith and it is a continuation of Dr. King's fight for social justice."

Julion has an associate degree from Harold Washington College in Mental Health: Addiction Studies and has completed labor courses at UIC and the National Labor College. Mack is the father of six and resides in Westchester, IL, with his wife, Veronica, who also is a letter carrier.

As a trustee, Julion said he is committed to working hard for NALC members. "The trustee position has a lot of responsibilities," he said, "and I am excited about the opportunity to continue to serve our members and make the best possible decisions for the well-being and future of our great union."



Bryant J. Almario Region 1 NBA

Bryant J. Almario ran uncontested for the position of national business agent (NBA) for Region 1 and was elected by consent at the 2018 NALC Biennial Convention in Detroit.

Almario, a member of Santa Clara, CA Branch 1427, became a letter carrier in 1987. He immediately joined NALC as a member of Salinas, CA Branch 1046. (Branch 1046 merged with Santa Cruz Branch 269 in the early 1990s; that branch later merged with Branch 1427.)

In 1990, Almario became a steward, a role he served in for four years until his election as vice president of Branch 269. He was elected president of that branch in 1999.

"I became active in the union when it was obvious to me that carriers were feeling miserable at work," Almario said. "Management had created an atmosphere that was strained and uncomfortable."

He reasoned that if letter carriers were miserable at work, that misery was probably taken home. "At that time, and to this day, I've focused on improving the workplace environment," he said.

Almario also has served as a joint route inspection process co-leader for the San Jose District, and he was a member of the Bay Valley District's Employee Assistance Program advisory committee. As a local business agent, he put on trainings, participated in interventions and presented many cases in arbitration.

In 2004, then-NALC President William H. Young appointed Almario to be a regional administrative assistant for Region 1. Almario was appointed national business agent for Region 1 in 2017 by NALC President

Fredric Rolando to fill a vacancy.

Almario is the father of two sons, Bradley and Brent.



Nick Vafiades Region 2 NBA

Nick Vafiades was elected national business agent (NBA) for Region 2 (Alaska, Idaho, Montana, Oregon, Utah and Washington) by mail balloting of NALC members in the

region last fall.

After serving in the Marine Corps for eight years, Vafiades joined the Postal Service as a letter carrier in 1996, delivering mail in Longview, WA. He joined Branch 2214.

With no union background, Vafiades learned the value of the union quickly.

"When I started my career, I was amazed at the way the carriers were treated—and coming fresh from the Marine Corps, that was saying something," he said. "I thought I could make a difference in the union. I had no idea what a shop steward's job entailed, but I ran anyway and was elected.

"I enjoyed carrying mail," he added, "but once I became active in the union, I found my passion."

Vafiades continued his union activism, serving as a local business agent, arbitration advocate and branch vice president before he was elected branch president. He graduated from the Leadership Academy in 2008. He was elected Washington State Association vice president in 2008 and state president in 2013, a position he held until NALC President Fredric Rolando appointed him as a regional administrative assistant (RAA) for Region 2.

"My goal has always been to leave places better than you found them," he said. "For Region 2, that means using the talented, dedicated and motivated activist to the best of their ability and give everyone a chance to show their talents and what they can do. That will make the region better, but more importantly, the NALC stronger."

Vafiades has four children—Nicole, Jake, Jordan and Ivy.



Michael Caref Region 3 NBA

Michael Caref ran uncontested for the position of national business agent for Region 3 and was re-elected by consent at the 2018 NALC Biennial Convention

in Detroit.

Caref grew up in a union household, and

he said that after he became a letter carrier in 1994, "it didn't take long to see why letter carriers have a need for a union."

Caref served from 2010 to 2014 as vice president of Chicago Branch 11, one of NALC's largest branches. But he began his career as a union activist in 2000, serving for 10 years as a steward for Chicago's Ravenswood Station.

"My early activism centered around fighting unjust discipline (mine or co-workers') and other contractual violations," Caref said. "But I've since learned there is much more to our union."

Caref has also served as the Illinois State Association's Muscular Dystrophy Association (MDA) coordinator from 2001 to 2009, and he was a delegate-at-large from 2011 to 2013.

In addition, he has been an Employee Involvement team member and a member of the Joint District Safety Team. He has participated in all of the various route adjustment processes over the years, and he is an arbitration advocate. Caref also is a 2008 graduate of the Leadership Academy. He now serves the letter carriers for Region 3, which covers the state of Illinois. Caref was first elected national business agent in 2014 following balloting held among his region's active and retired members.

"I will work tirelessly with the officers and members in the region to make NALC stronger and to better serve the letter carriers who make up this great union," he said.

Caref is married to letter carrier Jennifer Caref and is the father of Anthony, Alanis, Solstice, twins Cassius and Clay, Mya and Zuri.



Dan Versluis Region 4 NBA

Dan Versluis was elected national business agent (NBA) for Region 4 (Arizona, Arkansas, Colorado, Oklahoma and Wyo-

ming) by mail balloting of NALC members in the region last fall.

Versluis served in the Marine Corps from 1982 to 1990. In 1993, he joined the Postal Service as a letter carrier in Tucson, AZ, and joined Tucson Branch 704.

"Within the first few days of arriving at my first station, I saw the absolute need for the NALC," he said. "I had never seen abuse the way I saw letter carriers being singled out, belittled and bullied by management. I felt compelled to get involved to help my brothers, sisters and local branch to combat the harsh treatment by many in management."

Versluis served his branch as a steward,

trustee and vice president before serving as branch president from 2002 to 2010 and again from 2016 to 2018. He also served the Arizona State Association as director of education, vice president and as an arbitration advocate. Versluis graduated from the Leadership Academy in 2007.

In 2010, President Fredric Rolando appointed Versluis as a regional administrative assistant (RAA) for Region 4, a position he held until 2016.

"NALC is the only defense to ensure our rights, benefits and way of life for our families and loved ones," Versluis said. "I firmly believe that without our union, the Postal Service would no longer exist."



Michael J. Birkett Region 5 NBA

Mike Birkett ran uncontested for the position of national business agent for Region 5 and was re-elected by consent at the 2018 NALC Biennial Convention in Detroit.

Birkett joined the Postal Service in July 1984 as a clerk represented by the American Postal Workers Union (APWU) but transferred to the letter carrier craft just two months later and immediately joined NALC.

"Within the month, I was walking an informational picket line for NALC in Dubuque," Birkett said. "I had been a Teamster just prior to starting at the Postal Service and knew that the only chance working families have to get ahead was to be united."

Birkett, a member of Dubuque, IA Branch 257, was elected national business agent for Region 5 by acclamation in 2014 during the 69th Biennial NALC Convention in Philadelphia. At the time, he was a regional administrative assistant (RAA) for Region 5, having been appointed to that position by NALC President Fredric Rolando in 2009.

Prior to joining the Postal Service, Birkett served in the U.S. Army from 1974 to 1977, where he worked as a military police investigator. He was a Teamster from 1980 to 1984; during that time, he attended Central Texas College, the University of Iowa and the University of Dubuque.

Soon after he became a letter carrier in 1984, Birkett became a steward for Branch 257. In 1986, he was elected branch president and served in that capacity until 1996. Birkett also served two stints as a local business agent—1991 to 1995 and 1999 to 2009—and he was the district representative for the Iowa State Association of Letter Carriers from 1992 to 1996.

Birkett was Branch 257's health benefits

representative for more than 15 years, the branch Muscular Dystrophy Association (MDA) coordinator from 1986 to 2009, and the branch Food Drive coordinator for 11 years. He worked as a part-time RAA from 1995 to 1999, and he has been an arbitration advocate since 1995.

From 2003 to 2009, Birkett served as president of the Iowa State Association. As an RAA, he conducted numerous training classes on a variety of subjects throughout Region 5.

Active politically, Birkett also is a member of the Dubuque County Democrats' central committee. He has been a delegate to several county, district and Democratic state conventions, he has been released by NALC to work on several "get out the vote" campaigns, and he was district coordinator for all of labor in 2008.

Iowa Gov. Chet Culver made Birkett an Honorary Colonel in the Iowa National Guard, and in 2011 he was inducted into the Iowa State Association's Hall of Fame.

Birkett said his goals as NBA are very simple: "to tirelessly advocate for letter carriers and strive to make their lives better, whether through contract enforcement, negotiations or in our legislative efforts; to build upon the accomplishments of past NALC leaders who have won great economic gains for letter carriers; and to help steer the course for the future of letter carriers during a time of great change to both the structure of the Postal Service and in letter carrier jobs."

Birkett has been married to his wife, Cheryl, since 1980; they have three adult children: Nicole, Brett and Blair. "I've been lucky to have the support of family," he said, "plus my local branch and former Region 5 NBAs Coyle, Miller, Buck, Weir and Pittman."



Troy Clark Region 6 NBA

Troy Clark ran uncontested for the position of national business agent (NBA) for Region 6 (Kentucky, Indiana and Michigan) and was elected by consent at

the 2018 NALC Biennial Convention in Detroit.

Clark began carrying the mail in 1987 in Lexington, KY, and joined Central Kentucky Branch 361. After stepping up to become a steward in 1997, he was elected as branch vice president in 1999. He became branch president when the previous president, Ernie Kirkland, was appointed as regional administrative assistant (RAA) for Region 6. Branch 361 elected

him president by acclamation for another term in 2002. Clark has also served as an arbitration advocate and dispute resolution team member.

In 2006, then-president William H. Young appointed Clark an RAA for Region 6, a position he served in until his election as NBA.

Clark said his experience in relying on mentors to help him reach his goals has made him a believer in mentorship.

"Like everyone who is active in their union, their mentors have helped to shape their advocacy skills and leadership qualities," Clark said. "There are so many other people I've met throughout my career that have been inspirational to the work that we all do."

With the involvement of every member, Clark said, NALC can only become better.

"One person or one small group of people cannot change everything, but they can start a movement," he said. "But that movement will need everyone, all union members' involvement, to be successful. NALC is one of the strongest unions in this great country, but we can all strive to make it even stronger and greater."

Clark, who attended the University of Kentucky, lives with his wife, Kelly, and has three adult daughters—Kristen, Sarah and Briana.



Troy Fredenburg Region 7 NBA

Troy Fredenburg ran uncontested for the position of national business agent (NBA) for Region 7 (Minnesota,

North Dakota, South Dakota and Wisconsin) and was elected by consent at the 2018 NALC Biennial Convention in Detroit.

Following five years of service in the Air Force, Fredenburg joined the Postal Service in 1994 as a letter carrier in Minneapolis, MN, and joined Minneapolis Branch 9. He worked as a steward before serving as his branch's Formal Step A representative and then as a Step B team member. Fredenburg graduated from the Leadership Academy in 2006.

In 2008, then-President William H. Young appointed Fredenburg as regional administrative assistant (RAA) for Region 7, a post he held until his election as NBA.

"Working in the regional office for the past 10 years," he said, "I feel very fortunate and consider it an honor to have the continued opportunity to work with so many great people within Region 7 as national business agent."

Fredenburg emphasized support for branch and state leaders to help the union navigate the future. "It is the responsibility of the regional office to train and prepare the branch and state leadership," he said, "to

Profiles of NALC national officers 2018-2022

communicate and represent the membership in an ever-changing and evolving working environment.”

Fredenburg earned a degree in criminology from Golden Valley Lutheran College. He and his wife, Leah, have three adult children—Kendra, Kyrah and Trent.



Steve Lissan Region 8 NBA

Steve Lissan ran uncontested for the position of national business agent (NBA) for Region 8 and was elected by consent at the 2018 NALC

Biennial Convention in Detroit.

Lissan, a member of Nashville Branch 4, joined the Postal Service as a city carrier in Nashville in 1985, and soon became a shop steward. He served as dispute resolution team (DRT) representative for the Tennessee District and then as an arbitration advocate for Region 8.

As arbitration advocate, Lissan was instrumental in winning settlements resulting in awards of several million dollars, including an award in 2005 that involved a \$1.2 million contribution to the Postal Employees' Relief Fund (PERF) to help postal employees affected by Hurricane Katrina.

Branch 4 elected Lissan as branch secretary in 2004. That year, then-NALC President William H. Young appointed Lissan to serve as regional administrative assistant (RAA) for Region 8. In 2018, he was appointed NBA for Region 8 (Alabama, Louisiana, Mississippi and Tennessee) by NALC President Fredric Rolando to fill a vacancy before his election as NBA in Detroit.

Lissan learned the value of unions from his father, a steelworker. “I believe in solidarity—it is a daily indebtedness we must have with each other,” Lissan said. “I will do my part to ensure dignity and respect for letter carriers is recognized.”



Lynne Pendleton Region 9 NBA

Lynne Pendleton was elected national business agent (NBA) for Region 9 (Florida, Georgia, North Carolina and

South Carolina) by mail balloting of NALC members in the region last fall.

Pendleton has a broad view of the union, having served three branches and two state associations. She began her

career as a letter carrier in Hollywood, FL, in 1986 and joined South Florida Branch 1071. In 1998, she transferred to Asheville, NC, and became an active member of Branch 248 as a steward, branch vice president and Formal A representative. She also served as a NALC representative on the Violence in the Workplace Intervention Committee and the Joint Safety Committee for the Mountain Area of the Mid-Carolinas District.

In 2005, Pendleton returned to Florida and joined Central Florida Branch 1091, where her service included serving as chairperson for the branch's food drive and trustees. She served on the dispute resolution team (DRT) and as executive board assistant secretary for the Florida State Association beginning in 2011 and became the first female executive board vice president in 2013.

Pendleton also was detailed to NALC Headquarters in several roles, including assisting with contract administration, city delivery, safety and health, and community service and outreach. She graduated from the Leadership Academy in 2008 and served as a Leadership Academy instructor beginning in 2015.

President Fredric Rolando appointed Pendleton a regional administrative assistant (RAA) for Region 9 in 2015, a job she held until her election as NBA.

“My father was determined to raise me with the ability to take care of myself,” Pendleton said. “It is my intention to emulate his teachings by educating NALC members with the tools so that they, too, may take care of themselves.”



Javier Bernal Region 10 NBA

Javier Bernal ran uncontested for the position of national business agent (NBA) for Region 10, which serves both Texas and New Mexico

and was elected by consent at the 2018 NALC Biennial Convention in Detroit.

After serving in the Navy from 1978 to 1982, Bernal joined the Postal Service as a clerk in 1983. He switched to the letter carrier craft in 1988 and became a steward in 1991.

In 2007, Bernal was certified as a member of the dispute resolution team and became an arbitration advocate. He also served on the route count and inspection team for Houston-area offices.

Bernal graduated from Leadership Academy Class 7 in 2009. Later that year, President Rolando appointed Bernal regional administrative assistant (RAA) to fill a vacancy. He held this position until Rolando appointed him NBA in May of 2018 to fill a vacancy.



Mark S. Camilli Region 11 NBA

Mark S. Camilli ran uncontested for the position of national business agent (NBA) for Region 11 (Upstate New York and Ohio) and

was elected by consent at the 2018 NALC Biennial Convention in Detroit.

After serving in the Navy in Operation Desert Storm, Camilli began his career as a letter carrier in Schenectady, NY, in 1997 and joined Northeastern New York Branch 358.

“Raised in a union household, I learned at an early age how important the labor movement is for middle-class families,” he said. “When hired as a letter carrier in 1997, I immediately and proudly became a member of the NALC.”

As a union activist, Camilli's many activities included serving as Formal A representative, local business agent and lead team member for route adjustments. Camilli also served as vice president of the Saratoga County Central Labor Council. He graduated from Leadership Academy in 2007.

In 2009, then-President William H. Young appointed Camilli a regional administrative assistant (RAA) for Region 11, a position he held until his election as NBA.

Camilli's union experience taught him the value of political involvement for working men and women. “I then got hooked in political activism when I attended a local labor council event and listened to a local congressman thank the letter carriers for his successful election and his pledge to support us,” he said. “I quickly learned that educating elected officials combined with volunteering some time in get-out-the-vote efforts was a powerful tool.

“By looking out for each other—by training and developing our current and next generation of activists—and only by working together,” he said, “we'll keep the NALC the best union in the country.”

Camilli earned a degree in business management from Empire State College, State University of New York. He and his wife, Wendy, have three children—Mark Jr., Kyle and Rachel.



David J. Napadano Region 12 NBA

David J. Napadano ran uncontested for the position of national business agent (NBA) for Region 12 and was

elected by consent at the 2018 NALC Biennial Convention in Detroit.

Napadano began working for the U.S. Postal Service in September of 1975 at the Pittsburgh, PA, Bulk Mail Center.

"For me it was like working in a factory," he said. "The work environment was too closed in for me. I always enjoyed working outside and enjoyed being around people."

So in 1977, Napadano transferred to his home town of New Castle, PA. There, he worked briefly as a mail handler and then as a clerk. The following year, he was granted a transfer to the city letter carrier craft. He joined NALC as a member of New Castle Branch 22, a merged branch that serves letter carriers in central and western Pennsylvania, and he immediately became that branch's chief steward.

"I found out early in my career that, in order to uphold and keep the rights and privileges that were built by NALC and our great retired members," Napadano said, "you had to speak up for yourself and others. Once I began speaking up, others began depending on me to do so."

While serving as a leader of Branch 22, Napadano was named to head up numerous route inspection programs in western Pennsylvania. He also served as an arbitration advocate and helped to negotiate local agreements. Additionally, Napadano served on NALC's national teams for workplace environment issues, for overtime improvement and for joint route adjustment processes.

In 1982, Napadano became president of Branch 22 in 1982, a position he held until he was appointed as a Region 12 regional administrative assistant (RAA) in 2006 by then-President William H. Young. He was appointed NBA for Region 12 in 2017 by NALC President Fredric Rolando to fill a vacancy.

As NBA, Napadano said, "I hope to continue to improve regional and branch training that NBA Bill Lucini instituted in Region 12—to communicate with management at all levels the need to treat letter carriers with dignity and respect and to keep the workplace safe."

Napadano and his wife, Linda, have a son, David; a daughter-in-law, Christie; and two grandchildren, Nick and Juliana.



Vada Preston Region 13 NBA

Vada Preston ran uncontested for the position of national business agent (NBA) for Region 13 and was elected by consent at the 2018

NALC Biennial Convention in Detroit.

Preston has been a letter carrier since 1986, having been hired following four years of active service in the U.S. Air Force and

two years in the Reserves. He immediately joined Tidewater Virginia Branch 247 and became his branch's scribe; his duties included writing his branch's monthly Branch Items for *The Postal Record*.

In 1992, Preston became a shop steward, a role he served in for four years until his election as vice president of Branch 247. Following six years of service as vice president, he was elected branch president in 2002.

"Coming from a family history filled with union advocates," Preston said, "I became active in the union when it was obvious to me that carriers were not being treated fairly. I saw firsthand management's mistreatment and disrespect of letter carriers."

In addition to his branch office duties, Preston also has served as a backup dispute resolution team (DRT) member. As a local business agent, he trained fellow members; as an arbitration advocate, he presented cases in arbitration.

"I thought I could make a difference by standing up for my fellow carriers and make a real contribution to improving the work environment," he said. "At that time, and to this day, I've focused on improving the workplace environment."

In 2005, then-NALC President William H. Young appointed Preston to be a regional administrative assistant (RAA) for Region 13. NALC President Rolando appointed Preston to serve as NBA in 2017 to fill a vacancy.

Preston has an associate's degree in business management and finance, and he is interested in politics and art. He and his wife, Kristine, live in the Tidewater region of southeastern Virginia. He is the father of two daughters and one son.



Richard J. "Rick" DiCecca Region 14 NBA

Richard J. "Rick" DiCecca ran uncontested for the position of national business agent (NBA) for Region 14

(Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont) and was elected by consent at the 2018 NALC Biennial Convention in Detroit.

DiCecca began his letter carrier career at the Andover, MA, post office as a part-time flexible (PTF) in 1984 and joined Massachusetts Northeast Merged Branch 25.

"I was raised in a union household," DiCecca said. "Whenever I started a job, the first thing my father told me to do was join the union. I took his words to heart."

DiCecca became a union activist immediately. "I met both the chief steward and alternate steward within five minutes. I had a

contract in my hand within six, and a supervisor on my back within seven," he said. It wasn't long before DiCecca became a steward. "It took a while for management to realize I was not going to bend the four corners of the contract for any reason. Once the members realized the strength we possessed as a group, things began to change," he added.

DiCecca held a number of positions in his branch, including director of education, before the branch elected him as vice president in 1989 and then executive vice president in 1994. In 1996, he was elected president of the Massachusetts State Association, serving until 1999, when then-NALC President Vincent Sombrotto appointed him a regional administrative assistant (RAA) for Region 14.

DiCecca said his goals as NBA including boosting communication, training, Letter Carrier Political Fund participation, organizing, "and most importantly, finding and mentoring the future leaders of Region 14," he said.

DiCecca and his wife, Cathy, have three adult children—Caitlin, Shauna and Ricky.



Larry Cirelli Region 15 NBA

Larry Cirelli ran uncontested for the position of national business agent (NBA) for Region 15 and was re-elected by consent at the 2018

NALC Biennial Convention in Detroit.

The New Jersey letter carrier started out as a member of Jersey City Branch 42 before transferring to New Jersey Merged Branch 38. From branch to region to the NBA's office, Cirelli held a variety of elected and appointed positions. Notable among these was a seven-year run as a shop steward starting in 1986.

"I wanted to stop carriers from being bullied by management and to help my fellow employees," Cirelli said.

From 1993 to 1996, he was an Employee Involvement facilitator, and in 1997, he served as Route Inspection Teams leader for Branch 38. A year later, he began five years of service as a Dispute Resolution Process Step B representative. He went on to become a regional administrative assistant (RAA) for Region 15 before his election as NBA in 2006.

In his latest role as a member of NALC's Executive Council, Cirelli continues to strive to give each letter carrier a voice—as well as an ear to hear it.

Prior to his re-election in Detroit, Cirelli was elected to a third term as Region 15 national business agent by acclamation in 2014 during the 69th Biennial NALC Convention in Philadelphia.

Cirelli has two sons.