



# NALC CONVENTION CHRONICLE



FRIDAY, JULY 25, COVERING THE **FOURTH SESSION**, THURSDAY, JULY 24



## GIVING OUR ALL

**F**rom Carrier Alert to the Muscular Dystrophy Association to their political action committee, letter carriers are well known for doing more than delivering the mail. This idea was evidenced by the thousands of letter carrier delegates filing into the general session hall, proudly wearing blue T-shirts symbolizing their combined commitment to political action. This internal unity was complemented by the thread of solidarity woven through the day's proceedings, as delegates heard from the leaders of sister labor unions both here and abroad. The unity was also directed at others, as delegates contributed to several worthwhile causes.

## SHOW OF STRENGTH

Dressed as "Rocky," NALC President Fredric Rolando started the day's proceedings by running from the back of the hall to the main stage while the movie's theme song played over the loudspeakers—a nod to the fact that the movie was filmed in Philadelphia.

Next, Asheboro, NC Branch 2560 letter carrier Tim Greene sang the National Anthem, followed by the Pledge of Allegiance led by Philadelphia Branch 157 Vice President Joe Rogers and an invocation from Rev. Joseph Leggieri of Thomas Jefferson University Hospital.

Then, on an enthusiastic voice vote,

delegates passed a floor motion of no confidence in Postmaster General Patrick Donahoe, calling on the Postal Board of Governors to replace Donahoe with someone "more positive" about USPS.

President Rolando next appointed a National Election Committee made up of:

Brooklyn, NY Br. 41's Joe DeRossi (chairman); Manhattan, KS Br. 1018's Rod Holub; Birmingham, AL Branch 530's Antonia Shields; Garden Grove, CA Br. 1100's Barbara Stickler; Jamaica, NY Br. 562's Andrew Wiener; Royal Oak, MI Br. 3126's Paul Roznowski; Van Nuys, CA Br. 2462's Calvin Brookins; Houston, TX Br. 283's Ethel Ford; Central Florida Br. 1091's Lynne Pendleton; and Silver Spring, MD Br. 2611's Delano Wilson.

## GENERAL RESOLUTIONS

On Monday, the convention had voted to accept *en bloc* those general resolutions approved by the NALC Executive Council. Director of Retired Members Ron Watson, Director of Life Insurance Myra Warren and Health Benefit Plan Director Brian Hellman took turns reading the remaining resolutions on which the Executive



**Top: COLCPE blue**  
**Above: President Rolando enters the hall to the theme from 'Rocky'**



**Right: Muscular Dystrophy Association National Ambassador Reagan Imhoff explains the need for MDA**

Council had taken a position either of disapproval or of no recommendation.

The Council's disapproval of General Resolution 3, calling for an unlikely-to-be-successful lawsuit against the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), was upheld following a teller vote, with 2,323 voting in favor of the Council's disapproval and 1,921 voting against.

General Resolution 7 was withdrawn by its makers.

The Council had no recommendation on General Resolution 11, calling for NALC to negotiate with the Postal Service a no-smoking policy in all postal vehicles. The resolution was approved by the convention following a division.



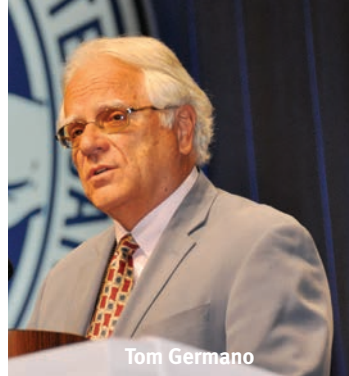
J. David Cox



John Hegarty



Billy Hayes



Tom Germano

Four floor resolutions were approved by the Executive Council.

The convention also passed a motion that any money collected when delegates passed the hat would be matched by National Headquarters. Tellers collected \$17,421 for Noe Herrera and the family of David Jorah.

Before inviting National Postal Mail Handlers Union President John Hegarty to the stage for an address, President Rolando showed delegates a brief video of highlights from Wednesday afternoon's "Stop Staples" rally. He said that the video had been sent to the American Postal Workers Union to be shown on Thursday as part of their convention, which is taking place this week in Chicago.

## JOHN HEGARTY

"The members of the mail handlers' union have an extraordinary leader in John Hegarty, who has the unflinching support of the NALC," Rolando said as he introduced the NPMHU president. "He has been a very effective voice in Washington for all postal employees. He's smart and reasonable, but firm."

Hegarty told delegates that postal reform has been at the top of his union's legislative agenda for more than a decade.

"I think it's apparent that we have an uphill battle for passage of postal reform this year," he said, "but we're not going to give up and we're certainly not going to give in."

"All four unions are on the same page," Hegarty said, "and all four unions are going to work together."

## COLCPE AWARDS

President Rolando then presented awards for participation in COLCPE, the union's political action committee. The winners were: Branch with the highest overall rate of member participation—Newport, RI Branch 57, 78 percent; state with the highest participation rate—North Dakota State Association, 37 percent; region with the highest participation rate—Region 8, 16 percent; branch with the highest percentage of "Gimme 5" automatic contributors with 50 to 99 members—Hattiesburg, MS

Branch 938, 38 percent; branch with the highest "Gimme 5" percentage, 100 to 499 members—Newport, RI Branch 57, 66 percent; branch with the highest "Gimme 5" percentage, 500 to 999 members—Honolulu, HI Branch 860, 27 percent; branch with the highest "Gimme 5" percentage, 1,000 to 1,999 members—Salt Lake City, UT Branch 111, 12 percent; branch with the highest "Gimme 5" percentage, 2,000 to 3,999 members—Minneapolis, MN Branch 9, 9 percent; branch with the highest "Gimme 5" percentage, 4,000 members or more—Chicago, IL Branch 11, 11 percent; state with the highest "Gimme 5" percentage—Rhode Island State Association, 27 percent; and region with the highest "Gimme 5" percentage—Region 8, 10 percent.

## MILEAGE AND PER DIEM

Next, Rolando gave the microphone to members of the Mileage and Per Diem Committee, who delivered the committee's final report. The total per diem and mileage to be paid for the convention, the committee reported, is \$143,992.42. The delegates voted to accept the report.

## J. DAVID COX

Rolando then welcomed J. David Cox, president of the American Federation of Government Employees (AFGE). Cox spoke with passion about his respect for letter carriers and his union's commitment to standing with us to protect USPS and our jobs.

"We're going to join with you to keep six-day delivery of the mail going; we're going to fight with all our might to fight consolidation and privatization," Cox said. "We join with you to stop closures and reduced services and we join with you to fight for your safety and health to keep letter carriers out of harm's way."

Cox also had choice words for congressional foes of labor such as Rep. Darrell Issa (R-CA). "He wants to privatize everything that moves, he doesn't like government and he doesn't like government workers," Cox said. "We're going to whoop his ass before we're through."

The delegates showed their appreciation for Cox with a letter carrier cheer.

## FUTURE CONVENTIONS

Rolando then invited to the podium Secretary-Treasurer Jane Broedel, who introduced the Convention Site Committee: Howard Komine of Honolulu, HI Branch 860; retired NALC Assistant Secretary-Treasurer Jim Korolowicz of South Macomb, MI Branch 4374; and Glen Norton of Las Vegas Branch 2502. The committee reported that a decision on the 2018 site was on hold.

Larry Brown, president of Los Angeles Branch 24, and delegates from that branch took the stage to invite delegates to Los Angeles for the 70th Biennial Convention in 2016. The 2016 convention has been set for August 15-19 at the Los Angeles Convention Center.

## BILLY HAYES

Rolando then handed the microphone to Billy Hayes, general secretary of the Communication Workers Union in the United Kingdom. Hayes described the challenge of protecting mail service and employees' interests after the U.K.'s postal system, the Royal Mail, was privatized last year. He urged the NALC delegates to fight to protect service in their postal system.

"Saturday delivery is a key part of the Postal Service in the U.S.A.," he said, "and let's fight to keep it."

The delegates gave Hayes a letter carrier cheer.

## MUSCULAR DYSTROPHY

The convention then turned its attention to NALC's official charity, the Muscular Dystrophy Association. Delegates watched a video recording of a television



Director of Life Insurance Myra Warren



Director Health Benefits Brian Hellman

**The following general resolutions were approved by the delegates at the National Convention.**

- seek to issue a commemorative postage stamp honoring Vincent R. Sombrotto.
- observe Postal Heritage Day on July 26th.
- hold local public meetings to educate the American people on how to "Save the Postal Service."
- support a rally in Washington, DC to defend and expand public service.
- defend door-to-door delivery.
- support a \$15 minimum wage.
- support workers' rights in Illinois.
- support fired UPS drivers of Teamsters Local 804 and publicize their victory.
- adopt a policy banning smoking in all postal vehicles.

**Below are the resolutions that came from the floor of the convention, reprinted as presented and approved at the convention.**

**NATIONAL AGREEMENT RESOLUTIONS**

**Provide CCA'S With Sick Leave**

*Whereas:* Currently CCA's do not earn sick leave.

*Whereas:* CCA'S have limited leave provisions that are addressed in the 2013 Interest Arbitration Award. (DAS)

*Whereas:* CCA'S are an important part of our workforce. They are the future of our Union, and of the Letter Carrier Craft, and deserve the same sick leave benefits as a career employee, so they can take care of themselves and their families in a time of need.

*Resolved:* That our National Officers negotiate with the US Postal Service to include sick leave for our CCA'S in the leave provisions outlined in Article 10 of The National Agreement.

*Submitted by Branch 72, Concord, NH*

**Article 14 – Safety Cones**

*Whereas,* letter carriers have been killed or injured while working out of the backs of their vehicles, and

*Whereas,* some of these accidents may have been avoided with little effort and lives may have been saved,

*Therefore, be it resolved* that the National Director of Safety and Health request that the Postal Service provide one safety cone for each postal vehicle.

*Submitted by Branch 2207, Torrance CA*

**GENERAL RESOLUTIONS**

**Build a Coalition and Campaign Against Privatization**

*Whereas,* since the time that President Reagan began the attacks on government services, they have faced numerous attempts at privatization, and

*Whereas,* privatization turns public services over to the control of for-profit entities, which drain taxpayer dollars and reduce the quality of services, in the interest of private profits, and

*Whereas,* privatization reduces the transparency and accountability of the services in question, and reduces the degree of democratic control that citizens have over them, and

*Whereas,* privatization is frequently inefficient, usually more expensive, and often conducive to corruption, and

*Whereas,* schools and teachers unions across the country are facing the threat of privatization of education through charter schools, which are no more effective at education, but which increase inequities, weaken teachers' unions, and reduce community control, and

*Whereas,* privatized prisons are a highly profitable business, but create inhumane and unsafe conditions for prisoners and employees alike, and

*Whereas,* the U.S. Postal Service has become more brazen in its efforts to privatize postal work, notably its attempt to set up Staples postal units and to outsource MVS work, and *Whereas,* the attacks on government services in the media have prejudiced a large body of public opinion, therefore be it

*Resolved,* that NALC shall work together with other unions that represent government-employed workers to fight privatization in specific cases, and further be it

*Resolved,* that NALC shall work in concert with unions and other allies to develop a broad-based educational campaign on the evils of privatization, and the value of preserving effective, transparent and responsive public services with public accountability and oversight.

*Submitted by Branch 82, Portland, OR*

**Unsafe delivery and poor service**

*Whereas,* letter carriers are in every community, every day and while this allows us to provide the highest level of universal service and the opportunity to help those in need and save lives, it also results in exposure to crime, safety hazards and injury; and

*Whereas,* in most instances, routine delivery in the dark increases the risk of crime, safety issues and injury; and

*Whereas,* service to postal customers has suffered in some locations due to routine delivery of mail after traditional delivery hours and non-delivery of mail caused by poor management decisions, understaffing, late start times and inadequate mail processing and transportation; and

*Whereas,* the dedicated men and women who deliver our nation's mail should not work in unsafe conditions, whether during daylight hours or after dark;

*Therefore be it Resolved,* that NALC reaffirm our position to address all unsafe delivery, whether during daylight hours or after dark; and

*Be it further Resolved,* that NALC at the national level continue efforts through the safety and service review process to ensure that delivery units are properly staffed with letter carriers and clerks, letter carrier start times are set as early as possible, a mail processing and transportation network that provides the highest quality service and allows letter carriers to deliver mail within traditional delivery hours is maintained, routes are adjusted as near 8 hours as possible, alternative route structures are considered and implemented where appropriate, all equipment necessary to perform all letter carrier work safely in all conditions is provided, quality training is provided to all letter carriers, and any other action necessary to ensure that letter carriers are able to work safely and be in a position to provide excellent service to postal customers is taken; and

*Be it further Resolved,* that NALC at the national, regional and branch level utilize all contractual tools at our disposal to ensure that letter carriers are in the best position to work safely and provide excellent service to postal customers; and

*Be it further Resolved,* that NALC at the national, regional and branch levels utilize various means to communicate important safety messages such as, but not limited to, print media, social media and written, email and oral communications, including organized campaigns or other efforts necessary to improve letter carrier safety and service to postal customers; and *Be it further Resolved,* that NALC reach out to communities and organizations to create safer work environments for letter carriers and increase awareness and visibility of the dedicated men and women that deliver our nation's mail.

*Submitted by NALC Executive Council*

**Support Postal Workers: Boycott Staples**

*Whereas,* the US Postal Service has a no-bid, sweetheart deal with the big-box chain Staples to operate "postal" counters in more than 80 stores in four states, and is considering expanding this operation to more than 1,500 Staples stores across the United States;

*Whereas,* these "postal" counters are staffed by low-wage, high-turnover Staples employees with little training and no credentials to handle US mail. The Postal Service and Staples are refusing to staff these counters with unionized, uniformed USPS employees who have the training and experience to properly handle US mail, and who have sworn an oath to uphold the security and sanctity of the mail and the highest standards of public service;

*Whereas,* non-union "postal" jobs at Staples are replacing living-wage, union jobs of Postal Service employees, as the Postmaster General reduces staffing and hours, closing and selling off community post offices;

*Whereas,* consumers are increasingly concerned about identity theft at large retail chains, and privatizing the handling of US mail will jeopardize the privacy, sanctity, and security of the mail;

*Whereas,* instead of offering lower quality service and selling off public assets, the Postal Service can and should use its unmatched nationwide network of people and facilities to better serve the public with expanded hours and new services, such as low-costs postal banking, which would be a tremendous benefit for our people;

*Whereas,* along with other public employees we are fighting a common battle to oppose privatization of public services in schools, colleges, hospitals and other public institutions, as well as the Post Office;

*Whereas,* the AFL-CIO Executive Council has endorsed the American Postal Workers Union boycott of all Staples retail stores, and Staples website and branded products;

*Whereas,* according to the Boston Globe, "Doody, the Staples executive, said the company does not want to get in the middle of the fight between the post office and its union, but acknowledged the issue could become a problem if more unions backed the postal workers. He said the retailer will continue to evaluate the situation to determine whether the negative backlash is worth the benefits of the partnership."

*Therefore be it resolved* that the National Association of Letter Carriers joins the American Postal Workers Union and AFL-CIO in urging all our members, friends and family not to shop at Staples stores, and to spread the boycott widely.

*Submitted by Branch 214, San Francisco, CA*



Branch 24 invited the delegates to L.A. in 2016

broadcast from 1952—the first installment of what became the annual MDA Telethon—that demonstrated the union’s early commitment to the cause.

Jim Williams, a member of Portland, OR Branch 82 and NALC’s liaison with MDA, announced that a 50/50 raffle for MDA had sold \$10,862 worth of tickets. Williams said that Escondido, CA Branch 2525’s Willie Little had won a Harley-Davidson motorcycle in a raffle held Wednesday evening, which netted \$40,000 for MDA.

Following a video about MDA’s goodwill ambassadors—children with neuromuscular diseases who spread the word about MDA—Rolando interviewed the current ambassador, Reagan Imhoff of New Berlin, WI.

Imhoff charmed not only Rolando but also the convention delegates, who gave the little girl a letter carrier cheer and

passed a motion to make her an honorary NALC member.

Rolando then presented awards to branches that had raised the most money for MDA. The winners were: Among branches with 10-49 members—Adrian, MI Branch 579, \$3,117; 50-99 members—Jefferson City, MO Branch 127, \$5,289; 100-199 members—Fargo-West Fargo Branch 205, \$18,895; 200-349 members—Saginaw, MI Branch 74, \$11,583; 350-499 members—Rockford, IL Branch 245, \$13,097; 500-699 members—Colorado Springs, CO Branch 204, \$12,697; 700-999 members—North-eastern New York Branch 358, \$20,006; 1,000-1,499 members—Hartford, CT Branch 86, \$44,913; 1,500-1,999 members—Atlanta, GA Branch 73, \$25,679; 2,000 or more members—Long Island Merged, NY Branch 6000, \$57,277; and the grand prize for the most raised among all branches—New Jersey Merged Branch 38, \$82,632.

## THE GREAT POSTAL STRIKE

The delegates then viewed a video of television coverage of the 1970 strike.

Following the video, Rolando introduced teacher and arbitrator Tom Germano, who, as a New York City Branch 36 letter carrier in 1970, helped lead his fellow strikers. Germano shared his reflections on how the strike changed the Postal Service and energized rank-and-file letter carriers. Though he left the craft, his time as a carrier left an indelible mark. “I am first a union person,” he said, “and the NALC will always be my union. Always.

“Underneath it all, in my heart of hearts, I will always be a letter carrier.”

The convention voted to make Germano an honorary permanent member of the NALC.

Rolando then recessed the convention at 3:28.

# NALC AUXILIARY

The Letter Carriers’ Band from Cleveland, OH welcomed delegates to the final session of their convention. The meeting was re-convened at 10:02 a.m. by President Kirby. Minutes from the previous day were approved as presented.

President Kirby called Resolutions Chair Patricia LaCaze (Auxiliary 1223, Alexandria, LA) and committee member Patricia Steffen (Auxiliary 2809, Mankato, MN) to the podium. The committee presented four resolutions: appreciation to retiring President Linda Kirby and retiring Secretary Marie Rasmussen; a thank-you to Jody Spencer (Branch 436, Racine, WI), who presented an organized, informative and entertaining keynote address; a thank-you to the NALC for appointing letter carriers’ bands to play each day; and a thank-you to NALC Executive Vice President Tim O’Malley for his outstanding comments on the important role the Auxiliary has played. The resolutions were adopted unanimously.

President Kirby welcomed NALC Executive Vice President Tim O’Malley to the podium to install the NALCA officers for the 2014-2018 term: President Cythensis Lang (Auxiliary 2517, Mobile, AL) Vice President Cynthia Martinez (Auxiliary 377, Phoenix, AZ) Secretary George Anna Myers (Auxiliary 4, Kansas

City, MO), Treasurer Pamela Fore (Auxiliary 2621, Lakeland, FL) and Assistant Secretary Linda Davis (Auxiliary 194, Yakima, WA).

National MDA coordinator for NALC Jim Williams was welcomed to the podium. Williams told the delegates that the most enjoyable job he has held with the union has been “raising money for best charity with the best union in the country.” Williams thanked the Auxiliary for caring enough to invest in the lives of families affected and struggling with neuromuscular diseases. “When you give help and hope,” he said, “you have lived a life of significance.”

Marie Rasmussen reported preliminary numbers on funds raised during convention: Chinese Auction—\$239; Luncheon—\$3,390; Country Store—\$3,200; 50/50 raffle—\$631 (half to be paid to winner); baseball card raffle—\$185; and custom shoe raffle—\$620. President Lang thanked Country Store Chair Sue Baxter (Auxiliary 327, Appleton, WI) and committee member Linda Davis (Auxiliary 194, Yakima, WA) for the service and dedication during the convention.

Chair of Distributions Hope Maestas (Auxiliary 444, Denver, CO) and committee member Janice Vandenberg (Auxiliary 78, Omaha, NE) reported that all reports were

## THURSDAY, JULY 24

distributed as requested by the NALCA.

President Lang thanked Tellers Chair Miriam Keller (Auxiliary 482, Minot, ND) and committee members Stacy Rubner (Auxiliary 193, Cedar Rapids, IA) and Joyce Chap-pell (Auxiliary 353, Tuscaloosa, AL) for the dedication to serve that had they been called upon during this convention. President Lang also thanked Sergeant-at-Arms Edie Pottenger (Auxiliary 444, Denver CO) and Color Guard Mike Rasmussen (Branch 436 and Auxiliary 430, Racine, WI) and Jim Kirby (Branch 574 and Auxiliary 465, Kenosha, WI) for their diligence and service to the auxiliary during this convention.

Under new business, President Lang asked for a show of hands to continue a Country Store for Convention 2016. The consensus was to continue. Liesel Polichette, a new member from Provo, UT, volunteered to chair the 2016 Country Store.

Remarks from the newly installed officers were given to the delegates. Each officer gave a brief bio and thanked the delegates for the faith and trust being placed in them.

The colors were retired by honorary color guards Marie Rasmussen and Linda Kirby. President Lang brought the gavel down to adjourn the convention at 11:36 a.m.

—M. Marie Rasmussen