



NALC CONVENTION CHRONICLE

COVERING THE FIRST SESSION:
MONDAY, AUGUST 3, 2026



'FIGHT LIKE HELL!'

NALC President Brian L. Renfro
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. Renfro 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, Renfro 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," Renfro 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."

Renfro 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 Renfro 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 Northeast 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.