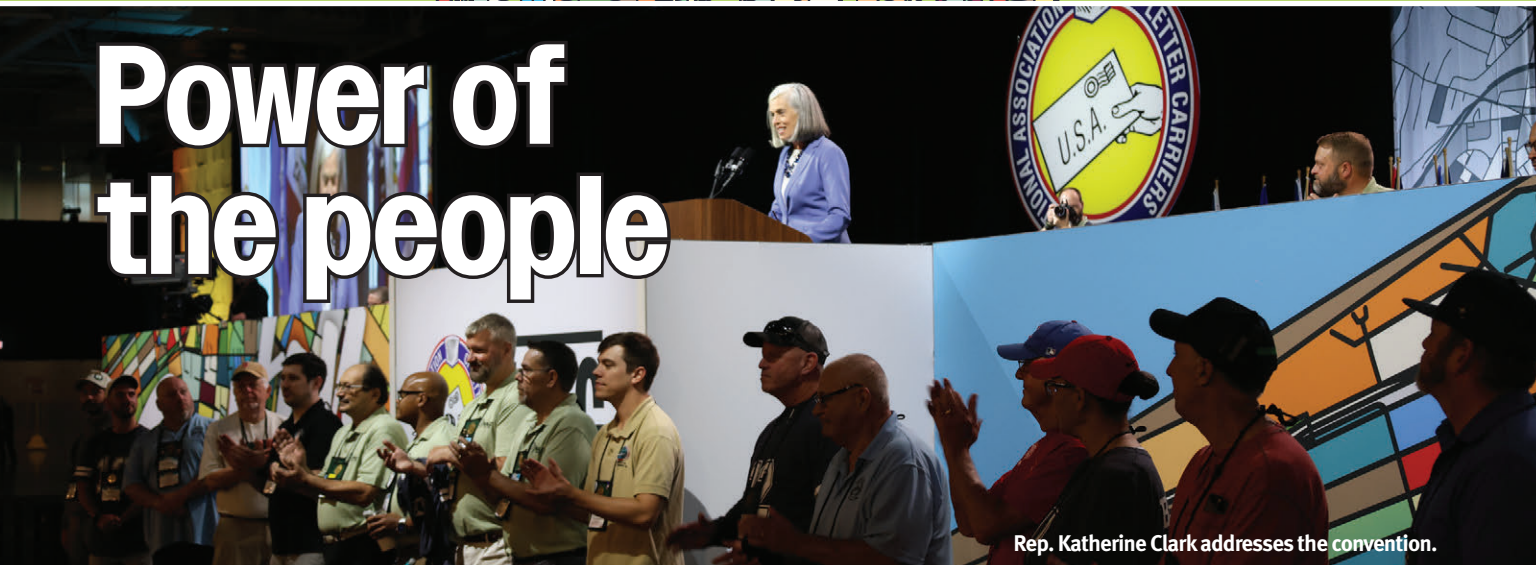


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Covering the third session:
Wednesday, Aug. 7, 2024

Power of the people



Rep. Katherine Clark addresses the convention.

On the third day of the 73rd Biennial Convention, NALC embraced the power of people from all walks of life working together. They heard from speakers with messages of unity who called for an end to political and economic division in the country, and for union solidarity and activism worldwide. They celebrated letter carrier heroes and volunteers who bring their communities closer together by responding to emergencies, feeding the hungry and supporting people with muscular dystrophy.

And with reports from retired carriers advocating for their rights and children of carriers earning union-sponsored scholarships, the delegates embraced the power of generations coming together. Experienced union activists shared their knowledge and enthusiasm with delegates attending their first convention.

Together, Rep. Katherine Clark (D-MA) told the delegates, they are moving toward a better future for old and young alike.

“Letter carriers, thank you for being in this fight, for walking that street into history,” Clark said. “I am so grate-

ful to walk alongside each and every one of you to see the better world that we can build together for every single working family in this country, and for the future that all of our children deserve.”

As the delegates from all over the country, old and young, spoke their minds as part of the union’s democratic process, they demonstrated the core strength of a labor union: speaking as many and acting as one.

Back to work

After President Brian L. Renfroe opened Wednesday’s session at 10:02 a.m., the day kicked off with Donna Beckwood of Birmingham, AL Branch 530 singing a soaring rendition of “The Star-Spangled Banner” and Boston, MA Branch 34 member John Fanning leading the Pledge of Allegiance. The Rev. Ali Jablonsky of Arlington Street Church gave the invocation.

President Renfroe leads a Letter Carrier Cheer for Marcio Monzane.



A motion to have President Emeritus Fredric V. Rolando chair a hearing of Article 10 appeals, to be held during the afternoon session, was passed by the delegates.

Credentials Committee

President Renfroe then called Credentials Committee Chairman Delano Wilson of Silver Spring, MD Branch 2611 to the floor. Wilson introduced the committee members: Michael Calise, Cape Atlantic, NJ Branch 903; BaLynda Croy, Appleton, WI Branch 822; Ethel Ford, Houston, TX Branch 283; Sonny Guadalupe, New York, NY Branch 36; Mike Hansen, Salt Lake City, UT Branch 111; Patrick Harris, Garden Grove, CA Branch 1100; Sheila Hudson, Chicago, IL Branch 11; Tina Hunt, St. Louis, MO Branch 343; Tonja Koch, Laramie, WY Branch 463; Jeff Kranz, Findlay, OH Branch 143; Anthony Lauderdale, Nashville, TN Branch 4; Cathy Madrid, San Mateo, CA Branch 1280; Jacqueline McGregory, Southeast Michigan Branch 2184; Ronald Oree, Flushing, NY Branch 294; Robb Petersburg, Minneapolis, MN Branch 9; LaShawn Silas, Dallas, TX Branch 132; Ryan Stockton, Sacramento, CA Branch 133; Tammy Swaney, Savannah, GA Branch 578; Derlwyn Taylor, Detroit, MI Branch 1; Ted Thompson, Cincinnati, OH Branch 43; Susan Ugone, Hartford, CT Branch 86; Julius Vickers, North Florida Branch 53; and James Zerbe, Harrisburg, PA Branch 500.

Wilson then gave the committee's final report, stating that 5,446 delegates representing 619 branches were in attendance. The convention voted to accept the report.

Renfroe called the Board of Trustees—Chairman Lawrence D. Brown Jr. of Los Angeles, CA Branch 24; Sandra D. Laemmel of Detroit, MI Branch 1; and Charles P. Heege of New York, NY Branch 36—to the podium. Brown delivered the trustees' report.

Organizing awards

President Renfroe recognized branches with the highest percentages of organization.

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

- First place—Philadelphia, PA Branch 157 with a 98.43 percent organization rate.
- Second place—Pittsburgh, PA Branch 84 with a 97.44 percent organization rate.
- Third place—South Florida Branch 1071 with a 96.57 percent organization rate.

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

- First place—Tri-Valley, CA Branch 2902 with a 97.75 percent organization rate.
- Second place—Hartford, CT Branch 86 with a 97.49 percent organization rate.
- Third place—Las Vegas, NV Branch 2502 with a 97.27 percent organization rate.

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

- First place—Flushing, NY Branch 294 with a 98.79 percent organization rate.
- Second place—Connecticut Merged Branch 20 with a 98.77 percent organization rate.
- Third place—Rochester, NY Branch 210 with a 97.50 percent organization rate.

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

- First place—South Jersey, NJ Branch 908 with a 98.03 percent organization rate.
- Second place—Providence, RI Branch 15 with a 97.99 percent organization rate.
- Third place—Syracuse, NY Branch 134 with a 97.76 percent organization rate.

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

- First place—Anchorage, AK Branch 4319 with a 98.26 percent organization rate.
- Second place—Bergen County

Merged, NJ Branch 425 with a 97.00 percent organization rate.

- Third place—Bakersfield, CA Branch 782 with a 96.87 percent organization rate.

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

- First place—Brick Town, NJ Branch 5420 with a 99.26 percent organization rate.
- Second place—Peoria, IL Branch 31 with a 99.09 percent organization rate.
- Third place—Camden, NJ Merged Branch 540 with a 98.51 percent organization rate.

Branches in Categories 7 through 10 with a 100 percent organization rate—too many to bring to the stage—also were recognized.

Building a better world

The president welcomed Marcio Monzane, regional secretary of UNI Americas, to speak to the convention. UNI Americas is part of UNI Global Union, an international group with affiliated unions in 150 countries representing 20 million workers.

Monzane told the delegates about the efforts of UNI Americas to protect postal services in many countries against the threats of privatization and non-union competition from delivery services such as Amazon, along with protecting democracy and union rights. UNI represents the core values of the labor movement, he said—solidarity among unions in various countries and various crafts.

“Our work involves organizing and collective bargaining in more than 14 sectors,” he said.

Monzane praised NALC's involvement in international labor efforts for the good of workers everywhere.

“I'd like to invite you to continue to work together with UNI and to reaffirm the commitment at our staff and board level,” he said, “to build a better and inclusive world for all.”

The delegates awarded Monzane with a Letter Carrier Cheer.



Assisting the next generation

The NALC president then called Buffalo-Western New York Branch 3 member Larry Kania, chairman of the Scholarship Committee, to the stage to deliver his committee’s report and to introduce the committee’s members, Carly Hook of Santa Clara, CA Branch 1427 and Kimetra Lewis of Dallas, TX Branch 132.

The committee announced the five winners of the \$4,000 annual William C. Doherty Scholarship.

- Central Region: Camieal Roberson, child of Kieaunta Roberson of Indianapolis, IN Branch 39
- Eastern Region: Samantha Grimm, child of Brad Grimm of Pittsburgh, PA Branch 84
- Northeast Region: Shreya Pandey, child of Sujata Pandey of Princeton, NJ Branch 268
- Southern Region: Kendall England, child of Lori Beth England of Fayetteville, TN Branch 1402
- Western Region: Philip Liu, child of Hai Lin Liu of Santa Rosa, CA Branch 183

The committee then announced the winner of the \$1,000 annual John T. Donelon scholarship—Brianna Boyd, child of Benjie Boyd of Mentor, OH Branch 4195.

‘What service looks like’

President Renfro introduced Rep. Katherine Clark, the minority whip in the U.S. House of Representatives.

Clark noted that the nation’s first post office was in Boston, and she praised letter carriers for their hard work. “You keep this country moving,” she said. “You have shown America what service looks like.”

Warning of the political challenges confronting working people, Clark said the nation faces stark choices. “We find ourselves at a crossroads in this country,” she said. “There are forces of division that are intent on tearing us apart, on turning neighbor against neighbor.”

Clark continued: “Plans have been laid out for the economy by those who see a winner’s circle that is very small. It doesn’t include you. It includes only the very wealthy and the very well-connected.”

When workers are united, she added, they are up to the task of facing such challenges.

“They underestimate the strength in this room and the solidarity that you have,” Clark said, “and of workers across this country.”

Clark outlined the Democrats’ agenda in Congress for supporting letter carriers and all workers, including legislation to protect carriers from

rising crime, strengthening the rights of workers to choose a union, defending retirement benefits, and ensuring that mail-in ballots are counted and respected.

She reaffirmed the commitment of her political party to the labor cause: “The cornerstone of our party is the freedom of working people to stand together, to grow together, to rise together, to win together,” she said, echoing the theme of the convention. “We are in your corner.”

“Letter carriers, thank you for being in this fight, for walking that street into history,” she said. “I am so grateful to walk alongside each and every one of you to see the better world that we can build together for every single working family in this country, and for the future that all of our children deserve.”

The convention responded by giving Clark a Letter Carrier Cheer.

The delegates then watched a video, “Carriers of the Community,” that demonstrated the many ways letter carriers voluntarily serve people in need, from the heroes who stay vigilant on their routes and step in when they see a crisis, to those who raise funds and volunteer for the Muscular Dystrophy Association, to those who collect millions of pounds of food for the Stamp Out Hunger® Food Drive.

Resolutions and retired members

The delegates then discussed and debated proposed resolutions and amendments. The convention voted to adopt the resolutions previously approved by the Executive Council. More information about the approved resolutions is in the *Proposed Resolutions and Amendments* book.

President Renfroe invited Director of Retirees Daniel Toth to the microphone. Toth introduced the chairman of the retirement committee, Michael Sheridan of South Macomb, MI Branch 4374. Sheridan in turn introduced committee members Doug Gulley of Columbus, OH Branch 78; Mary Halford of Arizona Merged Branch 1902; Jo Ann Pyle of Seattle, WA Branch 79; and John Walsh of Albany, NY Branch 29.

Sheridan read the committee's biennial report to the delegates. He also reminded the delegates of NALC's priority retirement legislation to support the Federal Retirement Fairness Act (H.R. 5995) to allow all federal service time to count toward retirement, and to support the Social Security Fairness Act (H.R. 82/S. 597) that calls for repealing

the Windfall Elimination Provision and the Government Pension Offset that affects most of NALC's Civil Service Retirement System employees and retirees. In addition, Sheridan called for a moment of silence to remember those retired union brothers and sisters who have died since the last convention.

Article 10 appeals

In compliance with the resolution adopted earlier that day regarding Article 10 appeals, President Renfroe handed the gavel to President Emeritus Fredric V. Rolando, who presided over the discussion.

"Appeals to the convention that are pursuant to Article 10 of the *Constitution*, for us, is pretty much virgin territory," Rolando said.

The parties had agreed to a process for presenting their cases:

- Rolando read Article 10 of the *NALC Constitution*.
- He laid out the process by which the charges had been made, investigated and decided upon by the Executive Council.
- The president emeritus explained the three appeals to those decisions

that were proffered to the convention.

- Rolando said that each charge would be handled in turn.
- Director of City Delivery Chris Jackson was allowed 20 minutes to present his case to overturn the ruling of the Executive Council on Charge 1, Neglect of Duty.
- President Renfroe also received 20 minutes to present his case to uphold the Executive Council's ruling of not guilty.
- Both parties then had five minutes each for rebuttal.
- Next, the delegates voted on whether to uphold or overturn the ruling.

After hearing the appeal, the delegates voted to uphold the Executive Council's decision of not guilty on Charge 1 with a teller vote of 2,997 to 1,576. President Emeritus Rolando asked the convention to continue the process as soon as convenient on Thursday.

After some announcements by Secretary-Treasurer Nicole Rhine, the session adjourned for the day at 3:17 p.m.



NALC Auxiliary Wednesday, August 7 —Submitted by Crystal Bragg, NALCA Secretary

The Auxiliary's Wednesday session opened with the pledge and collect. Tessa Fisher of Aux. #698 read the prayer. President Cynthia Martinez thanked NALC for calling the Auxiliary to the stage for introductions the day before.

Minutes for Monday, Aug. 5, and Tuesday, Aug. 6: A motion was made to accept the minutes for both days with changes, which was seconded by Rick Baird of Aux. #202, with discussions on the motion. The

motion passed.

Audit Committee: George Anna Myers of Aux. #4 read recommendations.

A motion to accept recommendations was made by Chandra Thurman of Aux. #11 and was seconded by Baird. A vote was called and the original motion was approved.

Per diem committee: Fisher, Teré Petrey of Aux. #1064, and Renita Bostic of Aux. #1200 recommended to pay the board per

diem. A motion was made by Fisher and seconded by Linda Davis of Aux. #194. After discussion, the vote passed.

A motion made by Daniel Cdebaca of Aux. #698 to endorse Kamala Harris for president and was seconded by Baird. By a vote of 16-9, the motion passed.

During the break, Gaye Meredith provided an Auxiliary trivia game and snacks for the delegates.